PRONOUNS

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WHY

- Systematic discrimination targeting:
  - Women (cisgender and transgender)
  - LGBTQIA+
  - Transgender, and Nonbinary people.
- Using someone's correct gender pronouns is one of the most basic ways to show your respect for their identity and foster inclusivity.

Strategies to incorporate gender pronouns in everyday use:
- Edit your email signature to include your pronouns
- Verbal introductions and check-ins are great opportunities to solicit gender pronouns. Here are some ways you can do this:
  - "What pronouns do you use?"
  - "How would you like me to refer to you?"
  - "How would you like to be addressed?"
  - "Can you remind me which pronouns you like for yourself?"
  - "My name is Joshua and my pronouns are he, him, and his. What about you?"
FOUR CIRCLES OF IDENTITY

SEX ASSIGNED AT BIRTH

GENDER IDENTITY

GENDER EXPRESSION

SEXUAL ORIENTATION

https://www.cacej.org/
COMMON GENDER PRONOUNS

She/Her/Hers
- She went to the store.
- Did you ask her?
- That water bottle is hirs.

He/Him/His
- He went to the store.
- Did you ask him?
- That water bottle is his.

Ze/Hir/Hirs
- Ze went to the store.
- Did you ask hir?
- That water bottle is hirs.

They/Them/Theirs
- They went to the store.
- Did you ask them?
- That water bottle is theirs.

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