



## Gender Pronouns Guide

Not everything is as it seems when addressing or talking about a person, especially trans\*, non-binary, and genderqueer people! It is important to make sure that you respect everyone you come in contact with by using the correct pronouns.

### How Do I Know Which Pronouns To Use?

Asking is always the best policy- most people will tell you their pronouns because they want you to use them! If you're feeling awkward, try and introduce your name and pronouns first.

Ex. "My name is Mik, my pronouns are she and her- what about you?"

### Neutralizing Language

Using gender neutral pronouns (they/them/theirs) for everyone whose pronouns you aren't sure of is an excellent practice to warming up to using people's pronouns. For example, if you are in a coffee shop and were to notice someone had left a coat on the chair, you might say "Hey, someone left **their** coat on the chair. Does anyone know **them**? Did **they** leave without it?" Not imposing gendered pronouns on people you don't know is a helpful tactic to using gender neutral pronouns.

### Mistakes Are Good, They Help You Grow!

If you do make a mistake, all you have to do is apologize and correct.

Ex. "Jett says that she- sorry, they- are going to the party tonight."

Try your best not to make an event out of misgendering someone, because it can put a lot more embarrassment and gender dysphoria on the person you have misgendered. It's okay to make mistakes, but it is important to not create a dialogue which leads to the trans\* person trying to console you for misgendering them.

### Correcting Others

As an ally of the trans and non-binary community, you should be an advocate for that person's pronouns, especially when they are not present to correct someone. The best way to avoid

major conflict when someone gets misgendered is to correct the mistake and then continue with the conversation.

Ex. "I think Lily's pronouns are they, but yes, they are going to the movies with John!"  
It doesn't have to be a fight, it just has to be addressed and corrected.

Here's a helpful chart to determining how to use some pronouns which you may be unsure about:

	<i>Nominative (Subject)</i>	<i>Objective (object)</i>	<i>Possessive Determiner</i>	<i>Possessive Pronoun</i>	<i>Reflexive</i>
<i>He/Him/His</i>	<b>He</b> laughed	I called <b>him</b>	<b>His</b> eyes gleam	That is <b>his</b>	He likes <b>himself</b>
<i>She/Her/ Hers</i>	<b>She</b> laughed	I called <b>her</b>	<b>Her</b> eyes gleam	That is <b>hers</b>	She likes <b>herself</b>
<i>They/Them/ Theirs</i>	<b>They</b> laughed	I called <b>them</b>	<b>Their</b> eyes gleam	That is <b>theirs</b>	They like <b>themselves</b>
<i>Ze (or zie) and hir</i>	<b>Ze</b> laughed ("zee")	I called <b>hir</b> ("heer")	<b>Hir</b> eyes gleam ("heer")	That is <b>hirs</b> ("heers")	Ze likes <b>hirsself</b> ("heerself")

