

# WHAT ARE GENDER PRONOUNS AND WHY ARE THEY IMPORTANT?

A person's pronouns convey their gender identity. Transgender, gender nonconforming, gender-fluid, non-binary, and other LGBTQ+ people use a wide variety of pronouns that affirm who they are. Using someone's self-defined pronouns respects all identities on the spectrum.

**Gender is just as fluid as language.**  
**Always ask for someone's pronouns, as they may change.**

## One way to do that is:

Kasey:

Hi, my name is Kasey. Today I am using ze/zir pronouns. What pronouns do you want me to use for you?

Lucian:

Hi, Kasey. Thank you for asking. My pronouns are he/him. Please let me know if your pronouns change.

## SMALL THINGS YOU CAN DO TO MAKE A DIFFERENCE

- First, know that it is likely you will make a mistake. If so, apologize, correct yourself, and move on.
- If you hear someone using the incorrect pronoun you can gently correct them.
- Avoid assuming people's gender identity (who they know themselves to be on the inside) based on their gender expression (what they present on the outside).
- If you are in a group setting, avoid using terms like guys/ladies; try using neutral terms like people/folks/y'all/yinz.
- The best way to avoid mistakes is to practice using gender-neutral pronouns whenever and wherever you can or refer to people by their name.

## USING PRONOUNS IN CONVERSATION

Subject	Object	Possessive	Possessive Pronoun	Reflexive Pronoun
she	her	her	hers	herself
he	him	his	his	himself
they	them	their	theirs	themselves
co	co	cos	cos	coself
en	en	ens	ens	enself
ey	em	eir	eirs	emself
xie	hir	hir	hirs	hirself
yo	yo	yos	yos	yoself
ve	vis	ver	ver	verself
ze	zir	zir	zirs	zirself