

Celebrate International Pronouns Day: October 20, 2021!

Please Join us in this annual event and step towards building inclusivity by adding pronouns to your email signature and registering [here](#) to receive more information and resources.

From mypronouns.org:

International Pronouns Day, seeks to make respecting, sharing, and educating about personal pronouns commonplace. Referring to people by the pronouns they determine for themselves is basic to human dignity. Being referred to by the wrong pronouns particularly affects transgender and gender nonconforming people. Together, we can transform society to celebrate people's multiple, intersecting identities.



Using Gender Pronouns

People may choose to use a variety of pronouns. Below is a list of some commonly used pronouns and how they are used:

Subject	Object	Possessive	Possessive Pronoun	Reflexive
He	Him	His	His	Himself
"He studied"	"I called him"	"His pencil"	"That is his"	"He trusts himself"
She	Her	Her	Hers	Herself
"She studied"	"I called her"	"Her pencil"	"That is hers"	"She trusts herself"
They	Them	Their	Theirs	Themselves
"They studied"	"I called them"	"Their pencil"	"That is theirs"	"They trust themselves"
Ze (or Zie)	Hir	Hir	Hirs	Hirself
"Ze studied" (<i>"zee"</i>)	"I called hir" (<i>"heer"</i>)	"Hir pencil"	"That is hirs"	"Ze trusts hirself"

This is not an exhaustive list. It is good practice to ask which pronouns a person uses.

How can I be inclusive in using and respecting gender pronouns?

- Add gender pronouns to your email signature
- Verbal introductions are a great opportunity to be inclusive of gender pronouns, below are a few suggestions you can use when making a new introduction.
 - ✚ “What pronouns do you use?”
 - ✚ “What are your pronouns”
 - ✚ “I was just wondering how you’d like me to address you?”
 - ✚ In a group setting you can say: “Tell us your name, your role, and if you’re comfortable, your gender pronoun.”

What if I make a mistake?

Realize that is okay to make an honest mistake! We all slip up from time to time and no one is perfect. In the event you use the wrong pronoun, apologize right away. You can say “Sorry, I meant (insert)”.

If you have realized your mistake later, make it a point to apologize in private to the individual and move on. Do not make this moment about you and go on about how terrible you feel, as this can unintentionally make the moment more awkward and leave the person that was misgendered responsible for your feelings.

How do I respond when someone shares their pronouns?

Remember to act appropriately when someone shares their pronouns. Below is a list of appropriate responses:

- ✚ “Thank you for letting me know”
- ✚ “Great! My pronouns are (insert pronouns)”
- ✚ “To make sure I use them correctly, I would say “Ze is on the council?”
- ✚ “Thank you for informing me, I will look up how to use those correctly.”

Additional Resources:

H. (2016). [Transgender Inclusion in the Workplace: A Toolkit for Employers](#) [PDF]. Human Rights Campaign Foundation.

P. (n.d.). Resources. Retrieved October 05, 2020, from <https://pronounsday.org/resources>

U. (n.d.). Good Practices: Names and Pronouns. Retrieved October 05, 2020, from <https://lgbt.umd.edu/good-practices-names-and-pronouns>