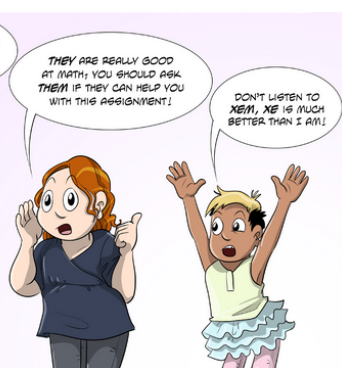
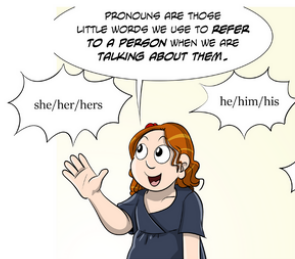


Pronoun Usage Guide

EVERY PERSON **DESERVES** - AND HAS THE RIGHT - TO BE **VALIDATED** AND **AFFIRMED** FOR WHO THEY **ARE!**



Artwork by Sophie Labelle

To be inclusive and respectful of gender diversity, use the gender-neutral pronoun set, they, them, theirs, when referring to any person whose pronouns you do not know until you have a chance to find out what they are.

* Notice how gender binary pronouns are not important in this context. The meaning is not lost. By using gender neutral pronouns, you hold back on making assumptions about a person's gender based on your own perception of them.

If you have trouble remembering someone's pronouns, it is always best simply to ask for the reminder! It is also important to ask if you may use these pronouns in front of other people.

Today we have a guest speaker coming in. They are an expert in marine biology. Please give them a warm welcome!

Hi Fae! How was your vacation? Can you remind me what your pronouns are again?

While it is normal to take practice when adopting a new habit, it is also important to demonstrate genuine effort. If you accidentally use the wrong pronoun when referring to someone, even if they are not present, simply correct yourself and commit to getting it right next time.

Did you hear that Fae wrote her own, sorry, I mean, their own play over the summer? Sh..They even wrote a score to go with it!

* Everyone makes mistakes, it is okay. After you have apologized, do not dwell on your mistake. Remember it is not the responsibility of the person you have misgendered to address your feelings about having slipped up.

Pronoun Sets

Here are pronouns that you might see or hear. Please note that this is not an exhaustive list.

He
Him
His

She
Her
Her

They
Them
Their

Ey
Em
Eir

Zi
Hir
Hir

Xe
Xem
Xirs