GENDER-SPECIFIC & GENDER-NEUTRAL PRONOUNS

GENDER-SPECIFIC PRONOUNS
are the ways we refer to each other in the third person. People who are transitioning in some way might choose to change their pronouns.

THEY
THEM
THEIR

GENDER-NEUTRAL PRONOUNS

I saw Lauren come to work today and they seemed really happy. I wonder if it has anything to do with their weekend. I hope I see them soon to hear all about it!

I saw Lauren come to work today and ze seemed really happy. I wonder if it has anything to do with hir weekend. I hope I see hir soon to hear all about it!

ASK
You cannot tell someone’s name or pronoun just by looking at them.

RESPECT
If someone takes the time to let you know their name and pronoun, use and respect it. It’s not up to you to decide someone else’s identity.

PRACTICE
If you have difficulty using someone’s pronoun and name, practice. Ask co-workers, peers, and friends to point out when you’ve made a mistake.

Hi everyone, my name is Lauren. My pronouns are she and her.

Start meetings with everyone introducing themselves and stating their pronoun.

ASK!
If you find yourself unsure of someone’s pronoun, be attentive to how others refer to this person. If you are still unclear or concerned that people might be using the incorrect pronoun, politely and privately ask that person what pronoun they use.

All name tags and name plates can also have a spot to show someone’s pronouns.

HELLO
my name is

LAUREN

PRONOUNS: She & Her

#TRANSINCLUSION