

# Pronouns and why they matter



## WHAT ARE PRONOUNS?

A pronoun is a word that is used instead of a noun or noun phrase.

(Merriam Webster)

When talking about gender, you are referring to the pronouns used when talking about an individual, AKA personal pronouns. Some examples are:

**SHE HE THEY I WE YOU ZE XE (and more!)**

Examples of neo pronouns!

Generally, pronouns are linked to a gender. This is particularly true in Western languages!



*she*  
*he*



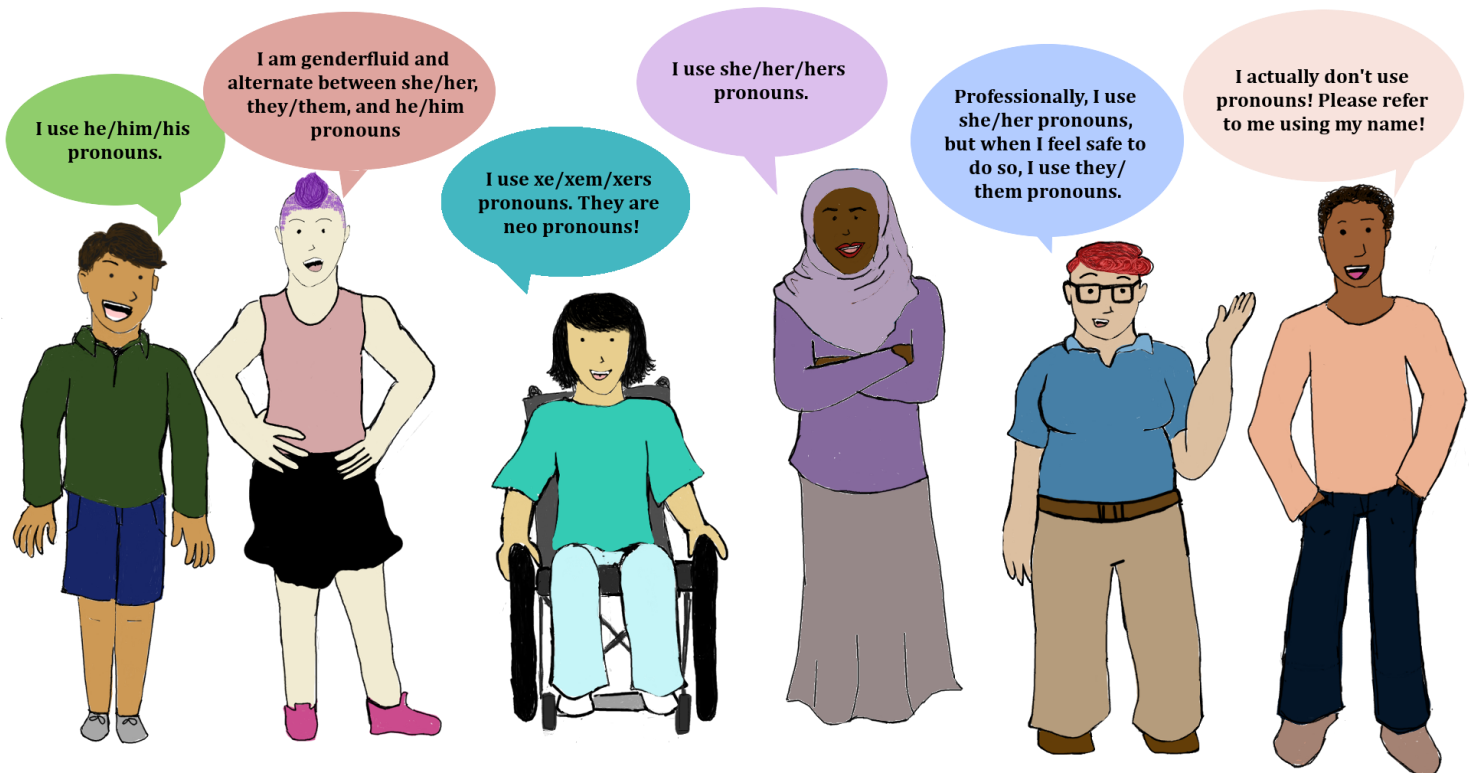
*ella*  
*él*

Note: There are languages with pronouns that aren't linked to a gender!

(eg Tagalog, Finnish, Armenian, Georgian)

People can have a wide array of appearances, but what you may think an individual uses for their pronouns may not always be correct!

**It is always ok to politely ask someone for their pronouns!**

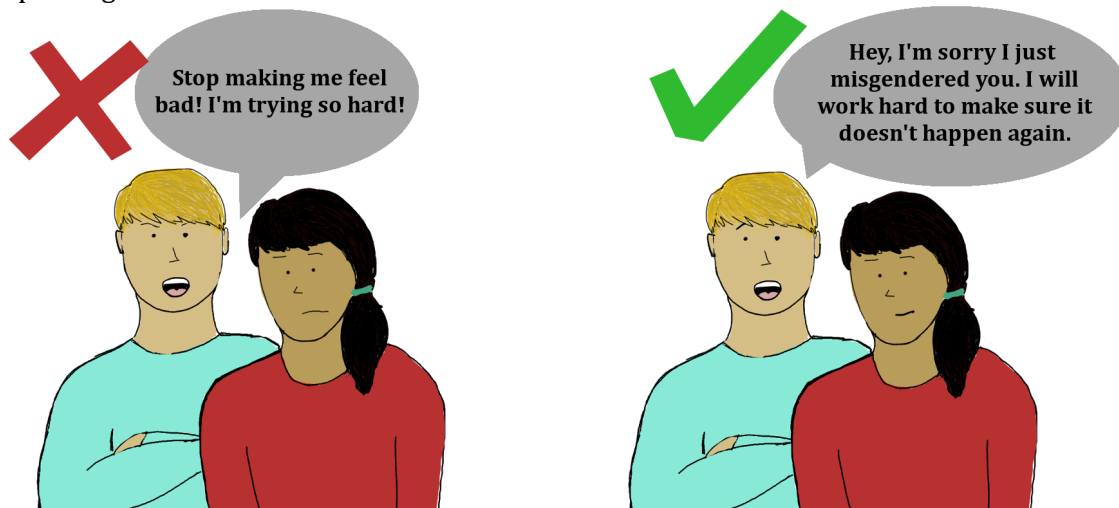


As of 2016, 1.4 million Americans were estimated to be transgender and/or gender non-conforming

(NYT, 2016)

**Misgendering:** Referring to someone (especially a transgender or gender non-conforming person) with a word that does accurately reflect their gender.

Intentional and/or consistent misgendering is often considered harassment. Mistakes happen! Be sincere and commit to improving in the future.



**Introduce yourself with your pronouns.**

**Ask others for their pronouns.**

**Don't assume other's pronouns, even if they aren't around.**



By incorporating pronoun inclusive behavior into your everyday life, you can show that you are supportive of the trans community.

Inclusive pronoun usage may not seem paramount to you, but you never know who around may appreciate and need that extra support.

