

Celebrating Pride Month: Learning Respectful Communication



GENDER-SPECIFIC PRONOUNS

Are the ways we refer to each other in the third person. They are determined by how a person identifies inside or outside the gender binary (He, Him, She, Hers)



Gender Pronouns Examples

Gender pronouns can look like but are not limited to:

- he/him/his (masculine pronouns)
- she/her/hers (feminine pronouns)
- they/them/theirs (neutral pronouns)
- ze/zir/zirs (neutral pronouns)
- ze/hir/hirs (neutral pronouns)

Neutral pronouns are used by individuals who don't identify as male or female (also known as non-binary).

Why is it important to communicate with the correct pronouns?

- Asking and correctly using someone's pronouns show respect.
- When someone is referred to with the wrong pronouns, it can make them feel invalidated, dismissed, or alienated.

What if I do not know their preferred pronouns?

If you find yourself unsure of another's pronouns avoid assumptions and utilize curiosity. Ask what pronouns they use and be mindful when identifying someone.

ASK

Gender pronouns are not defined by physical appearances, so judgement at first glance may be wrong

RESPECT

When you introduce yourself to a new person, include your gender pronouns and give them the space to present theirs

PRACTICE

Whenever referring to a person when talking to someone be conscious of making it a habit to use their pronouns

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Gender Pronoun

The pronoun that a person chooses to use for themselves and how we refer to them in sentences and conversation.

Gender Binary

A system of gender classification in which all people are characterized as being male or female.

Nonbinary Gender Identity

A term used to describe individuals who may experience a gender identity neither exclusively women or man.

Gender-neutral Pronouns

Pronouns that don't carry any kind of association with a particular gender, such as they, sie or zie.

Gender-fluid

A term referring to a nonbinary gender identity or gender expression that's not fixed and can change over time.

Transgender

Individuals whose gender identities don't match the genders they were assigned at birth.

Sexual Orientation

How a person characterizes their sexuality.

Asexual

A person who experiences little to no sexual attraction towards others.

Pansexual

An individual who feels attraction towards all genders.

Gender Expression

How we express our gender identity. It can refer to our hair, the clothes we wear and the way we speak.

Androgynous

A term referring to someone whose gender expression has both, neither, or in between male and female characteristics.

Gender Non-Conforming

People who don't conform to traditional expectations of their gender.