



How to respectfully “Pronoun”?

How to Pronoun:

1. Share your pronouns during intro

- “Suzy - she/her” (*keep it simple!*)
- "Hello, I'm Ben, and my pronouns are they/them".
 - Do not say: “OBVIOUSLY my pronouns are...” it is not obvious. This is which is why we do it.

2. Invite others to share their pronouns

- “What pronouns do you use?”

3. Use the correct pronouns

- If you make a mistake, apologize and continue
- Use positive reinforcement with the correct pronouns if mistake occurred by others
 - Example: a person says, “he had a great talk”, you can say “yes, THEY did have a great talk”

Helpful tips:

• Avoid Assumptions:

- Don't assume someone's pronouns based on their appearance or gender expression.

• Use Gender-Neutral Language:

- When referring to a group of people, use inclusive language like “everyone” or “people” instead of “guys” or “ladies”.

• Be Open to Learning:

- If you are unsure about someone's pronouns, ask them respectfully and be open to learning.

- Remember that **pronouns are not suggestions**, they are inherent to who we are.