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**A HELPFUL
GUIDE TO:**

PRONOUNS

In a world that celebrates diversity and inclusivity, understanding and respecting pronouns is a fundamental step towards creating an inclusive environment for all. This pamphlet will provide you with essential information on what pronouns are, how to use them correctly, how to ask politely, and why they are crucial.



What Are Pronouns?

Pronouns are words used to refer to people when we talk about them. They replace a person's name to make sentences flow more naturally. Common pronouns include "he," "she," and "they." But, there are many more pronouns used by people to reflect their gender identity, such as "zyr," "ey," and "hir."

How To Use Pronouns Correctly

- **Respect people's chosen pronouns:** Always use the pronouns someone provides for themselves. For example, if someone uses "they/them" pronouns, say, "They are coming to the event."
- **Practice in private:** If you're uncertain about using specific pronouns, practice privately to ensure you get it right when it matters.
- **Avoid assumptions:** Don't assume someone's pronouns based on their appearance. Always ask if you're unsure.

How to Ask For Someone's Pronouns

- **Firstly, make sure you're speaking in a polite and respectful manner towards the other person.**
- **"What pronouns do you use?"** This simple, respectful question can help you learn the correct pronouns for someone.
- **Normalize sharing pronouns:** Share your pronouns when introducing yourself to create a safe space for others to do the same.
- **Respect privacy:** Some people may not want to disclose their pronouns. Respect their choice.

Why Pronouns Are Important

- **Inclusivity**
 - Using correct pronouns respects and affirms people's gender identities, fostering inclusivity.
- **Mental Health**
 - **Misgendering** (using the wrong pronouns) can harm mental well-being. Using correct pronouns promotes mental health.
- **Social Justice**
 - Pronoun awareness is an integral part of fighting discrimination and promoting equality.

