

GET GOOD AT PRONOUNS

A GUIDE FOR CIS FRIENDS FROM



MARCHING ARTS
ACCESS, SAFETY &
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WHAT IS A PRONOUN?

- A pronoun is a word that can substitute for a noun in a sentence
- Often this is done to avoid repetition
- **Example:** Mike went to the store. **He** wanted to buy milk and cookies but **he** realized that **he** left his wallet at home.
- We know who Mike is so we don't need to refer to him by name every time!

PRONOUN CHOICE

- Pronouns are the word you would like to replace your name when someone refers to you
- Pronouns do not equate to gender but often imply gender in our society
- People often choose pronouns they feel best reflects their gender
- Everyone, trans or cis, is free to choose which pronouns they like people to use!

COMMON PRONOUNS

- He/him is often used by people who are masculine
- She/her is often used by people who are feminine
- They/them is often used by people who prefer to use gender-neutral language for themselves
 - This could be because they are non-binary but does not have to be!

LOTS OF CHOICES!

- He/him, she/her, and they/them are not the only pronouns!
- Some people like to use it/its or neopronouns
- Neopronouns are pronouns beyond he, she, they, and it
- People often use neopronouns when they feel neopronouns are more reflective of their gender
- Common neopronouns are xe/xem, fae/faer, and ze/hir but there are lots

MIXED PRONOUN SETS

- Some people like to use more than one set of pronouns
- You may see this represented as she/they, they/he, etc.
- It means using any of those pronouns in the set is okay!
- Sometimes people have a preference for one. It's okay to ask if they do!
- Some people like to put the one they prefer in front e.g. someone who uses they/she may prefer the they/them set

MISGENDERING

- Using the wrong pronouns for someone is referred to as **misgendering**
- Misgendering someone is hurtful and should **never be done on purpose**
- If you accidentally misgender someone **quickly correct yourself, and move on**
- Making a huge deal of it is uncomfortable for the person who was misgendered

HELPFUL TIPS

- Use all pronouns in a mixed set, not just use whichever one makes you most comfortable
- Best practice is to **offer your pronouns first** and allow people the space to disclose theirs if they **choose to**
- Pronouns are a personal choice and important to people so **use the ones someone asks for** no matter how silly you may think they are

IN YOUR ORGANIZATION

- Include a space for optional pronoun disclosure in registration forms
- Consider providing pronoun pins or stickers
- Keep extra name tags or markers around to correct mistakes on name tags
- Correct others when they misgender someone
- Accept corrections with grace if you misgender someone

NEED MORE HELP?

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