
**2021 PRONOUNS:
 NOT WHAT I LEARNED IN
 6TH GRADE GRAMMAR**

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DISCLOSURES

- I am NOT an expert in this field
- I still stick my foot in my mouth often without intention
- I believe that educating oneself is the first step in changing ingrained behaviors and speech patterns



Mistakes
 are proof that
 you're **TRYING**

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WHY ARE PRONOUNS IMPORTANT

- ❖ Using the proper pronouns is a sign of respect for another person
- ❖ Pronouns are an important social dynamic in how one identifies in their environment
- ❖ Addressing someone by their preferred pronouns shows that you are an inclusive and accepting individual – even trying shows effort!
- ❖ Traditional She/Her & He/Him pronouns reflect a binary gender society
- ❖ Gender today exists on a much broader spectrum, so our use of pronouns needs to reflect the many diverse ways individuals can choose to identify
- ❖ Creating an Inclusive Environment and Community

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GENDER PRONOUNS: TRADITIONAL AND NEUTRAL

Subjective	Objective	Possessive adjective	Possessive pronoun	Reflexive	Pronunciation
She	Her	Her	Hers	Herself	pronounced as it looks
He	Him	His	His	Himself	pronounced as it looks
Ze	Zim	Zir	Zirs	Zirself	Pronounced as it looks
Sie/Zie	Hir	Hir	Hirs	Hirself	pronounced: zee, here, here, heres, hereself
Zie	Zir	Zir	Zirs	Zirself	pronounced: zee, zere, zeres, zereself
Ey	Em	Eir	Eirs	Eirself	pronounced: A, M, ear, ears, earsself
Per	Per	Pers	Pers	Persself	pronounced as it looks
They	Them	Their	Theirs	Themself	Pronounced as it looks

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LET'S PRACTICE....


- ❖ Hi, my name is Callie, my pronouns are she/her/hers, and I'm the Education Programs Administrator at UVA! **YOU TRY...**
- ❖ Ever in doubt – just address someone by their name and if you don't know it, you can use they/their in the singular form as a gender neutral pronoun.

EXAMPLE:

They/Them/Their/Theirs
They go to the store. I bought **them** a soda. That's **their** soda. That's **theirs**.

YOU TRY...

_(Fred/Wilma) is our new intern and _(they) _____ think _(they) _____ want to specialize in Cardiac Anesthesia, but it's just _____ their _____ first month, so there is a high probability that _____ they _____ will change their mind!



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WHAT YOU CAN DO TODAY

- ❖ Share your pronouns in your email signature, Zoom name, and introductions
- ❖ When introducing yourself to someone, use your chosen name and pronouns
- ❖ Provide opportunities for your trainees to share their pronouns
- ❖ It's always safe to use someone's name if you are unsure of what pronouns they use
- ❖ Apologize if you misgender someone, at least you tried
- ❖ Practice using nonbinary pronouns in your daily conversations so it becomes part of your normal speech

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REFERENCES

1. <http://showyourlovetoday.com/>
2. **University of Virginia Multicultural Student Services/LGBTQ Center;**
<http://LGBTQ.Virginia.edu>
3. www.forge-forward.org



KINDNESS MATTERS in ALL Forms



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