

## Talking About Pronouns on Campus.

One of our core missions at the Center for Inclusive Excellence at Framingham State University is to create and foster a diverse and inclusive campus for all. One way to achieve that is by spreading awareness about the use of gender inclusive pronouns.

### What is a pronoun?

A pronoun is a word which people use to refer to themselves ("I" and "You" and other people. Since pronouns used to refer to other are usually gendered (she/her/hers and he/him/his), they also act as way to identify other people's gender. This kind of gender identification is often based on a person's outward appearance which can be deceiving because gender identity is very internal. Some members of the LGBTQ+ community and other gender non-conformists identify as neither male nor female which leads to a lot is assumptions about other people's gender identity.

### How to Promote a Gender Inclusive Environment.

- Lead the charge by adding your pronouns when meeting new people, thereby creating the opportunity for people to share their pronouns. Here are some examples:
  - In one-on- one introduction to new acquaintances: "Hi, I'm Joy, and I go by she/her. It's a pleasure meeting you."
  - When leading a group discussion: "Welcome everyone. I'm Tim, the Center Director and I go by he/him".
  - Include your pronouns in your email signature next to your name: J. Roberts (Pronouns: they/them/theirs)
- It's okay to ask if you don't know someone's pronouns. Better to ask than to assume. Questions like "What pronouns do you use?" "What pronouns do you go by?" are perfectly fine.
- Always be mindful of how people want to be referred as and refer to them that way.
- Anything new takes practice, so keep practicing!

## Gender Pronouns

Subjective	Objective	Possessive	Reflective	Examples
He	Him	His	Himself	He is talking I talked to him. The shirt is his. He bought himself a snack.
She	Her	Hers	Herself	She is talking. I talked to her. The shirt is hers. She bought herself a snack.
They	Them	Their	Themselves	They are talking I talked to them. The shirt is theirs. They bought themselves a snack.
Xe	Hir/Zir	Hirs/Zers	Hirself/Zirself	Ze is talking. I talked to hir. The shirt is zirs. Ze bought hirself a snack.
Ve	Ver	Vis/Vers	Verself	Ve is talking I talked to ver. The shirt is vers. Ve bought verself a snack.

*Adapted from:*

*All Children - All Families [www.hrc.im/acaf-sogie](http://www.hrc.im/acaf-sogie) : Pronouns101*

*Bottom Line [www.bottomline.org](http://www.bottomline.org) : Support of Gender Inclusivity*

*Human Rights Campaign Foundation [www.hrc.org/workplace](http://www.hrc.org/workplace) : Talking About Pronouns at Work*

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