



PRONOUNS & ALLYSHIP

in honour of International Pride Month 2023

PRONOUNS MATTER



Pronouns are an integral part of how we express our gender identity and are linguistic tools used to refer to people in place of their names.

Pronouns play a crucial role in affirming a person's gender identity. Misusing or disregarding someone's pronouns can lead to feelings of invalidation, marginalisation, psychological distress, perpetuates discrimination and reinforces harmful stereotypes.

PRONOUN OPTIONS

In recent years, there has been an increased recognition and acceptance of a range of pronouns.

Here are some commonly used pronouns:

she/her , he/him , they/them



Neopronouns are a category of third-person personal pronouns that are understood as gender-neutral or gender-variant. These have been created to reflect and include an even wider range of gender identities beyond the traditional binary, possibly dating as far back as the 1500s. These include: **xe/xem, ze/zir, fae/faer** and many more!



Respecting pronouns is an important way to support transgender people and foster inclusive and safer environments.

SINGULAR THEY/THEM



Singular they/them is a gender-neutral pronoun used to refer to people when their gender is unknown, irrelevant, or when they do not identify by traditional gendered pronouns. It is an inclusive language practice that respects and acknowledges gender-diverse individuals. It recognises that gender exists on a spectrum and that not everyone identifies strictly as men or women.

The use of "they/them" as a singular pronoun is considered grammatically correct in modern English. In the past, the word "they" was used as plural, and similarly the word "you" was also used as plural. Language evolves over time to reflect cultural and societal shifts and adapts to better communicate our experiences.



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WHAT CAN ALLIES DO?



- Normalise sharing pronouns
- Use correct pronouns by avoiding assumption
- Correct your and others' mistakes gracefully
- Educate yourself on pronoun use AS WELL AS other issues facing transgender communities
- Educate others
- Encourage pronoun inclusion
- Be an active listener and ally – actively listen to transgender individuals, amplify their voices, and stand up against discrimination or harassment.



YES PLEASE!

Include your pronouns in:

- verbal introductions
- email signatures
- name badges
- social media profiles

This helps to normalise the practice, avoid assumptions based on appearance or name, and shows commitment to transgender people and inclusive environments for all.

DISPLAYING PRONOUNS



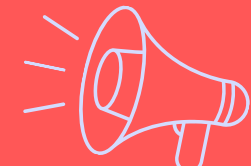
Remember, supporting transgender people goes way beyond pronouns and this poster.



ALLYSHIP IS AN ONGOING PROCESS THAT REQUIRES OPENNESS, HUMILITY, AND COMMITMENT



NOTICE



PLEASE COLLECT PRONOUN BADGES AND PRIDE STICKERS TO SHOW YOUR PRIDE AND SUPPORT THROUGHOUT THE YEAR!

COLLECTION POINTS: BARNARD FULLER BUILDING

1. Undergraduate offices
2. PGHSSC/HSSC offices
3. Office HR2.03D (GSDA & TC office)

