

## PRONOUN STICKERS

### What are they?

Pronoun stickers are designed to make it easy to tell what pronouns someone wants used to refer to them.

### Why use them?

- They make it easy to know which pronouns to use when you aren't sure.
- They allow people with uncommon pronoun-sets to communicate them easily.
- They prompt a conversation about gender and raise awareness that gender is complicated.
- They create a welcoming environment for people of all genders.

When you're the only person who needs to communicate your pronouns, it can be uncomfortable. You don't want to be mis-gendered, but the fact that you're saying something about pronouns while other people aren't marks you as different from them. By encouraging broad adoption of pronoun stickers (or any other method of communicating personal identity) you help create an environment where that kind of conversation is common.

As a transgender person, non-binary person or person who's mis-gendered for other reasons, communicating about gender helps avoid being mis-gendered. As a cis-gendered person or someone else who is reliably correctly gendered by others, communicating even though it may be redundant contributes to a community standard that communicating about gender is something that is common here. It makes it unremarkable for everyone, including the people who need it.

### What are gender pronouns?

A pronoun is a word that refers to either the people talking (I or you) or someone or something that is being talked about (she, it, them, and this). Gender pronouns (ex: they, zir, she, he, etc.) specifically refer to people that you are talking about.

### Why is it important to respect gender pronouns?

- Asking someone what their preferred pronouns are and consistently using them correctly is **one of the most basic ways to show your respect for their gender identity**. This can determine within the first few minutes if they will feel respected and included.
- Discussing and correctly using gender pronouns **sets a tone of respect and allyship that trans and gender nonconforming people do not take for granted**. It can truly make all of the difference, especially for visitors who may feel particularly vulnerable.
- You can't always know what someone's gender pronoun is by looking at them. **It is a privilege to not have to worry about which pronoun someone is going to use for you** based on how they perceive your gender. If you have this privilege, yet fail to respect someone else's gender identity, it is not only disrespectful and hurtful, but is also oppressive. When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, or dysphoric (or, often, all of the above.).
- Many people may be learning about gender pronouns for the first time, so this will be **a learning opportunity for them that they will keep forever**. You will be setting an example for others. If you are consistent about using someone's preferred pronouns, it helps everyone else do the same!

### How can I be inclusive in using and respecting gender pronouns?

Incorporate gender pronouns in everyday use, with strategies like:

- Asking during verbal introductions. It can feel awkward at first, but it is not as awkward as getting it wrong or making a hurtful assumption. Here are some ways you can do this:
  - "What pronouns do you use?"
  - "How would you like me to refer to you?"
  - "How would you like to be addressed?"
  - "Can you remind me which pronouns you like for yourself?"
  - "My name is Angie and my pronouns are she and her. What about you?"