

**PRONOUN CHART**

Subjective	Objective	Possessive	Reflective	Example	Pronunciation
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.	Pronounced as it looks
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.	Pronounced as it looks
They	Them	Their(s)	Themselves	They are speaking. I listened to them. The backpack is theirs.	Pronounced as it looks
Ze	Hir	Hirs	Hirself	Ze is speaking. I listened to hir. The backpack is hirs.	pronounced: zee, here, here, heres, hereself

**How To Ask**

1. Ask everyone to share their pronouns with each other in introductions.
2. Model the way by using your pronouns when introducing yourself to new people.
3. Ask an individual their pronouns privately before referring to this person using pronouns.
4. If you can't remember or aren't sure, use only the person's name.

### PRONOUN BEST PRACTICES

- 1. State Your Specific Pronouns** When people use words like feminine/masculine or male/female to describe the set of pronouns they use it reinforces the gender binary and hurts people who don't fall perfectly into binary categories.
- 2. Always Ask** Whether you are meeting someone for the first time or doing group introductions always ask for a person's pronouns. It may feel awkward, but it is far worse to guess and misgender that person. Also, ask often, such as include pronouns at the introduction of every meeting because a person's pronouns may change.
- 3. Use A Person's Name If You Don't Remember** Rather than guess, use a person's name if you aren't sure and then follow up later to ask them.
- 4. Switch It Up** Some folks may have more than one set of pronouns. For example "I use she/her and they/them." Make sure to use both sets to refer to the person, not just the ones you are most comfortable with.
- 5. Apologize & Move On** Everyone makes mistakes, especially with pronouns. When this does happen it's important to acknowledge you made a mistake. We recommend saying something like, "Sorry, I meant they." After that move on. A longer apology makes things awkward but also centers you as the oppressor.
- 6. Practice** Some pronouns may be unfamiliar, for example using they/them pronouns when referring to a singular person. It can be difficult to retrain your brain so practice by only referring to your pet/car/favorite stuffed animal using they/them pronouns.