

PRO NOUNS

THIS BOOKLET, BROUGHT TO YOU BY THE COUNTY OF SANTA CLARA TRANS CARE COALITION, WILL HELP YOU NAVIGATE ASKING FOR, USING, AND EDUCATING OTHERS ON PRONOUNS OUTSIDE OF SHE/HER AND HE/HIM.

WE ASK EVERYONE FOR THEIR NAME AND PRONOUNS BECAUSE EVERYONE USES THEM, AND ASKING IS AN ACT OF SOLIDARITY WITH THE TGNBGE COMMUNITY.

*TGNBGE: TRANSGENDER/ NON BINARY/ GENDER EXPANSIVE

SOME EXAMPLES OF PRONOUNS AND CONJUGATIONS THAT FOLKS MAY USE ARE AS FOLLOWS:

THEY/THEM/ THEIRS	THEY ASKED	I TOLD THEM	THIS IS THEIR OFFICE	THEY REMIND THEMSELF
ZE (OR ZIE)/HIR/HIRS	ZE ASKED	I TOLD ZIR	THIS IS ZIRS OFFICE	ZIR REMINDS ZIRSELF
E/EY/EM/EIR/ ERIS	EY ASKED	I TOLD EM	THIS IS EIRS OFFICE	EIR REMINDS EIRSELF
SHE/HER/HERS	SHE ASKED	I TOLD HER	THIS IS HER OFFICE	SHE REMINDS HERSELF
HE/HIM/HIS	HE ASKED	I TOLD HIM	THIS IS HIS OFFICE	HE REMINDS HIMSELF
NAME	NAME ASKED	I TOLD NAME	THIS IS NAME'S OFFICE	NAME REMINDS NAME'S SELF

FOR PRONUNCIATION PRACTICE VISIT:
[PRONOUNS.MINUS18.ORG.AU/](https://pronouns.minus18.org.au/)

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THE ASK

“HI MY NAME IS _____ AND
MY PRONOUNS ARE _____”

EXAMPLE INTRODUCING MYSELF:

“HI, I’M LUPE, SHE/HER. CAN I ASK YOUR NAME AND PRONOUNS?”

“MY NAME IS BOB, MY PRONOUNS ARE THEY/THEM. HOW CAN I ADDRESS YOU?”

“WHAT NAME AND PRONOUNS CAN I USE WHEN ADDRESSING YOU?”

“ARE YOU COMFORTABLE SHARING YOUR PRONOUNS WITH ME?”

NOTE:

- WE CANNOT ASSUME A PERSON’S PRONOUNS JUST BY LOOKING AT THEM OR LOOKING AT THE NAME ON THEIR INTAKE FORM.
- IT’S BEST PRACTICE TO USE THEY/THEM UNTIL YOU LEARN SOMEONE’S PRONOUNS. ASK CLIENTS FOR PRONOUNS AND THEN SWITCH TO THE PRONOUNS THE PERSON DISCLOSES.
- FOLKS CAN USE MORE THAN ONE SET OF PRONOUNS AT A TIME. FOR EXAMPLE, SHE/THEY OR THEY/ZIE.
- WE WANT TO MAKE SURE FOLKS HAVE AN OPPORTUNITY TO **CHOOSE** TO SHARE. AS REPRESENTED IN THE EXAMPLES ABOVE, MAKE SURE TO ASK, DON’T DEMAND.

BE SURE TO PROVIDE BACKGROUND AS TO WHY WE ASK:

- WE ASK TO MAKE SURE PEOPLE ARE BEING ADDRESSED THE WAY THEY WANT TO BE ADDRESSED (BASIC RESPECT)
- IT HELPS BUILD INCLUSIVE COMMUNITIES AND SERVICES

LEARNING CAN BE UNCOMFORTABLE, WE ENCOURAGE USING PUSHBACK AS AN OPPORTUNITY TO EDUCATE.

**DID YOU KNOW? THEY/THEM PRONOUNS ARE
GRAMMATICALLY CORRECT WHEN ADDRESSING
ONE PERSON**

SPECIFIC POPULATIONS

OLDER ADULTS

WE CAN'T ASSUME SOMEONE'S GENDER REGARDLESS OF THEIR AGE. WE ALSO CAN'T ASSUME THAT OLDER ADULTS WON'T UNDERSTAND WHAT PRONOUNS ARE OR THAT THEY DON'T HAVE A CONNECTION TO THE TGNBGE COMMUNITY.

NON-ENGLISH SPEAKERS

LANGUAGE IS CONSTANTLY EVOLVING AND MANY LANGUAGES OTHER THAN ENGLISH HAVE TERMINOLOGY FOR VARIOUS GENDER RELATED TERMS AND PRONOUNS AS WELL AS GENDER NEUTRAL SUBSTITUTIONS FOR SOME GENDERED LANGUAGE.

LITTLES - UNDER 10

YOUNG PEOPLE HAVE MORE RESOURCES AND SPACE TO EXPLORE AND CONNECT TO THEIR GENDER THAN EVER BEFORE! ENCOURAGE AND SUPPORT THIS BY ASKING THEIR PRONOUNS AS WELL. THE GENDER BINARY IS TAUGHT, NOT INNATE. WE CAN TEACH EXPANSIVE GENDER INSTEAD!

POTENTIAL RESPONSES	WHAT TO SAY
"WHAT IS THAT?" "WHAT DO YOU MEAN?"	"PRONOUNS ARE HOW YOU REFER TO PEOPLE IN THE THIRD PERSON. SOME COMMON PRONOUNS ARE SHE/HER/HERS, HE/HIM/HIS, THEY/THEM/THEIRS - WHICH PRONOUNS DO WE USE WHEN ADDRESSING YOU?"
"CAN'T YOU TELL?"	"I DON'T WANT TO ASSUME." OR "I DON'T WANT TO BE DISRESPECTFUL BY ASSUMING." OR "WE ASK EVERYONE THEIR PRONOUNS AS A BEST PRACTICE AND WAY TO BE RESPECTFUL"
"MY PRONOUNS ARE [INSERT JOKE]."	"WE TAKE PRONOUNS SERIOUSLY HERE. WHAT PRONOUNS DO YOU USE?" OR "I DON'T WANT TO BE DISRESPECTFUL BY USING INCORRECT PRONOUNS."
"WHY DOES IT MATTER?"	"TO MAKE SURE WE ARE REFERRING TO AND ADDRESSING FOLKS IN THE CORRECT WAY"

RESOURCES:
LINKTR.EE/SCCTRANS CARE
WELCOMINGSCHOOLS.ORG, GENDERWHEEL.COM,
GENDERSPECTRUM.ORG

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WHO

WHO ARE WE ASKING? EVERYONE...

NOT JUST PEOPLE WE ASSUME TO BE TGNBGE. WE CAN'T ASSUME SOMEONE'S GENDER JUST BY LOOKING AT THEM. KEEP IN MIND THAT MANY CLIENTS WE INTERACT WITH HAVE LOVED ONES WHO ARE TGNBGE AND/OR MAY BE TGNBGE THEMSELVES. WHETHER OR NOT THEY HAVE DISCLOSED THAT WITH US MAY DEPEND ON IF THE ENVIRONMENT IS SAFE AND SUPPORTIVE.

WHY

LET CLIENTS KNOW WHY WE ASK

WE ASK FOR PRONOUNS BECAUSE IT'S IMPORTANT TO HAVE RESPECTFUL COMMUNICATION AND ADDRESS ALL CLIENTS APPROPRIATELY AND ACCURATELY.

HOW

HOW WE ARE ASKING THIS INFO?

BEST PRACTICE IS TO SHARE YOUR PRONOUNS FIRST BEFORE ASKING. THE BEST WAY TO HELP CLIENTS FEEL COMFORTABLE SHARING THEIR PRONOUNS IS TO CONSIDER HOW WELCOMING YOUR SPACE IS. GET TIPS ON HOW TO HELP YOUR SPACE FEEL SAFER IN OUR CREATING WELCOMING ENVIRONMENTS PAMPHLET LINKED ON PG.2

WHEN

WHEN TO ASK THIS INFO?

ASK FOR PRONOUNS DURING INITIAL INTERACTIONS. IF PRONOUNS HAVE BEEN SHARED, ASK FOR CONSENT TO DOCUMENT THEM SO THAT RELEVANT STAFF ARE INFORMED. ANY RELEVANT STAFF WORKING WITH THE CLIENT SHOULD ASK, IF THE CLIENT HAS NOT ALREADY SHARED.

IF YOU HAVE ANY QUESTIONS ABOUT ANY OF THE INFORMATION IN THIS BOOKLET PLEASE CONTACT US: SCCTRANSCARECOALITION@GMAIL.COM