PRONOUN CHART

Subjective	Objective	Possessive	Reflexive	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	Zir	Zirs	Zirself	Ze is speaking. I listened to zir. The backpack is zirs.	pronounced: zee, zeer, zeers, zeerself

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.