PRONOUN POWER
International Pronoun Day is the Third Wednesday in October

What are pronouns?
Pronouns are words that are used as substitutions for subjects in consideration. Pronouns like *you* or *this* refer to someone or something that is being talked about. Gender pronouns like *he* or *she* or *they* refer, in particular, to a person or to people that are being talked about.

Why are pronouns important?
People may prefer to be referred to by gender pronouns which are not always obvious. Assuming an individual's pronouns based on their physical appearance can be harmful to transgender and gender non-binary/gender non-conforming people. Soliciting and correctly using an individual's pronouns is a way to make patients, coworkers, friends, family, etc., feel welcomed and supported. It sets a tone of allyship.

Why is it important that I make my pronouns known?
Incorporating your own gender pronouns into introductions and other interactions normalizes the process. Too often, the burden of broaching the subject of pronouns falls to transgender and gender non-binary/gender non-conforming people; the topic is frequently not discussed until an individual has been misgendered. As allies, we must recognize that the burden rests on us to use language that is inclusive of others. Displaying our pronouns and making them known invites others to do the same in a low-risk and welcoming manner. In interactions with patients, this is any easy way to convey respect and develop trust.

What pronouns are used?
He/Him/His/Himself: "*He trusts himself*"
She/Her/Hers/Herself: "*She trusts herself*"
They/Them/Theirs/Themselves: "*They trust themselves*"
Ze/Zir/Zirs/Zirself (pronounced "*zee*" and "*zeer*"): "*Ze trusts zirself*"
Ze/Hir/Hirs/Hirself (pronounced "*zee*" and "*heer*": "*Ze trusts hirself*"

This list is not exhaustive. For this reason, it is good practice to create an environment where people feel comfortable sharing the pronouns they use.

What are some ways in which I can be inclusive and respectful of gender pronouns?
1. **Edit your email signatures and Zoom display names to include your own gender pronouns**.
2. In introductions, **make it routine process to share your own gender pronouns**. This may initially be uncomfortable, but by signaling your own pronouns, you are communicating that you understand that you will not assume the gender identity of another person. It gives the other person space to share their own gender pronouns when they feel ready to do so. One way to do this is:
   a. *My name is Josh, and my pronouns are he, him, and his. What about you? How would you like me to address you?*
3. **Utilize a "Badge Buddy" sticker to display your own pronouns**. Place a sticker on your badge or name tag to display your own personal pronouns.