Why Pronouns Matter

Videos:
[Trans Students Explain Why Pronouns Matter](#)
[Indeed Commercial - A New Beginning](#)

Definitions:

Biological Sex - medical term used to refer to the chromosomal, hormonal and anatomical characteristics that are used to classify an individual as female, male, or intersex. We use "sex assigned at birth" on the application

Gender Identity - the internal perception of one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be

CIS Gender (**cis**) - a gender description for when someone's sex assigned at birth aligns with gender identity

Nonbinary - an individual that identifies with neither male nor female

Trans - an umbrella term covering a range of identities that transgress socially-defined gender norms, specifically including nonbinary identities as well as transgender men and transgender women

Why people might use multiple pronouns or use pronouns in different settings
- Safety- fear/anxiety, fear of being outed
- Social Settings- religious institutions, classrooms, work
- Exploration - Erikson's Theory, Identity vs Role Confusion

What is misgendering:
Misgendering is incorrectly referring to a person's gender b y incorrectly assuming their gender identity or using incorrect pronouns.

Tips to avoid misgendering and being more inclusive
- Use "they" pronouns in front of students when identifying other individuals
- Address groups of people as "friends," "folks," "all," "y'all" (etc)
  - try to avoid gender-specific terms such as "guys," "ladies and gentlemen"
- Practice makes permanent
- Consider introducing yourself with your pronouns
- Update your email signature with your correct pronouns

What to do if you misgender someone
- Calm your defenses
- Apologize and correct your sentence - restate
- Express gratitude for being corrected
- Commit to doing better and move on!

Sample language you can try

- "I'm sorry I misgendered you. Thank you for letting me know."
- "I want to respect your pronouns. Please let me know if I misgender you."
- "I use X pronouns. How would you like to be addressed?"