

INTERNATIONAL PRONOUN DAY

10/19/22

What is it?

International Pronouns Day seeks to make respecting, sharing, and educating about personal pronouns commonplace.

Referring to people by the pronouns they determine for themselves is basic to human dignity. Being referred to by the wrong pronouns particularly affects transgender and gender nonconforming people. Together, we can transform society to celebrate people's multiple, intersecting identities

Examples

he/him/his (masculine)
she/her/hers (feminine)
they/them/theirs (neutral)
ze/zir/zirs (neutral)
ze/hir/hirs (neutral)

(Examples not limited to this list)

Gender Pronouns

- Refer to someone's gender identity.
- Are chosen and written by the person using them.
- Should not be assumed based on outward appearance.

Why it's important at work

Gender identity is based on an individual's internal sense of their gender. This means that neither gender identity nor gender pronouns should be assumed based on outward appearance.

By removing assumptions, we normalize this fact and create a more supportive, respectful, and comfortable work environment.

Source: Connecticut Dept. of Administrative Services /
University of California San Francisco