

Pronouns Initiative

For a more inclusive campus

What are pronouns?

Pronouns are words like she, him, and they which are used in place of a person's name when speaking about them.

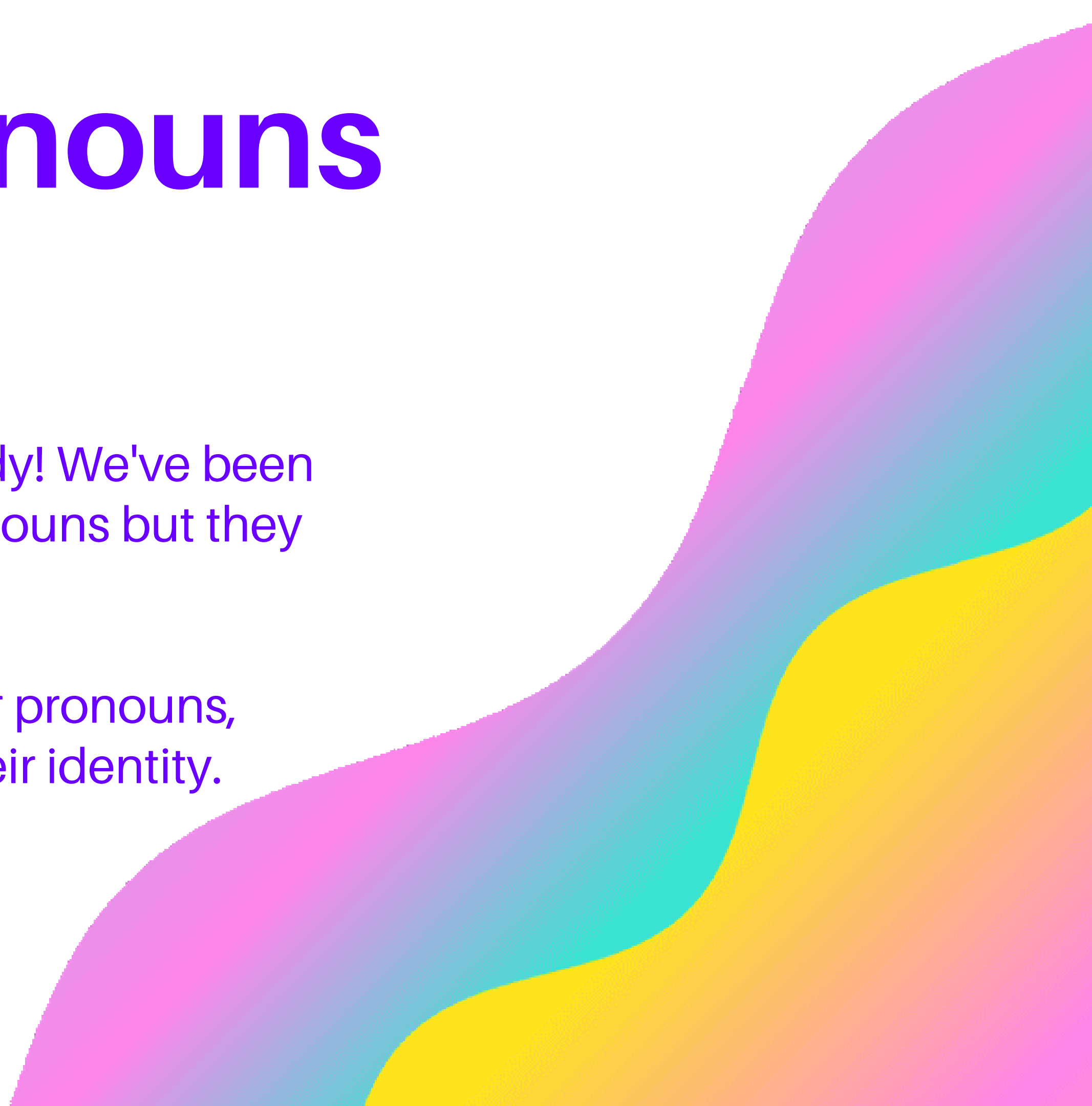
I know Sam. **She** has the coolest hair!


Jessenia isn't here. **They** had to step out.

Why are pronouns important?

Pronouns are important for everybody! We've been socialized to assume a person's pronouns but they may be different than you think.

When someone asks you to use their pronouns, they are asking for you to respect their identity.





How can adding my pronouns help make UNT inclusive?

When you share your pronouns, you are initiating that you want to be considerate and respectful. It also means you don't assume the pronouns of the people around you.

What does misgendering mean?

Misgendering is when someone calls someone by the wrong pronoun or gendered term.



Tips for when you misgender someone

01

The essential thing to do after learning someone's pronouns is remembering to use those pronouns when referring to that person. It may help to add a note to their contact information in your phone or email client.

02

Correct yourself in front of that person if you make a mistake. If you are corrected, say "thank you" instead of apologizing. Apologizing often makes the misgendered person feel as though they have to say "It's okay."

Remember: everyone makes mistakes and accidents happen!

Preferred vs. **chosen**

You may have noticed some using the term "preferred pronouns" or "chosen pronouns." There has been a shift away from these terms to just using "pronouns." This change was made because a person's pronouns are not just preferred; they're the pronouns that must be used.

Ways to make your support visible

Introduce yourself with your pronouns.

Ex. My name is James and I use he/him pronouns.

Encourage your team, co-workers, units, and division to do the same!

Add your pronouns online

- Email signature
- Zoom name
- Social media profiles
- Website bio
- Canvas profile

James Jackson

Pronouns: he, him, his

Communications Strategist | **940-565-2908**

[Division of Institutional Equity & Diversity](#)



Need help? Find instructions at ied.unt.edu/pronouns.

Add your pronouns in print

- Nametags
- Name plate
- Business cards



Need help? Find instructions at ied.unt.edu/pronouns.

What if I don't want to share my pronouns?

Sharing your pronouns is a great way to be inclusive and show up as an ally.

However, providing space and opportunity for people to share their pronouns does not mean that everyone feels comfortable or needs to share their pronouns. Some people may choose not to share their pronouns for a variety of reasons:

They are questioning or transitioning their pronouns

They don't use or like any pronouns

They don't feel comfortable sharing them at that moment or in that space

They fear bullying or harassment after sharing

Resources

01

www.unt.edu/pronouns

02

"The Importance of Pronouns" video with 2018 Equity & Diversity Conference Social Justice Speaker Dr. D-L Stewart

03

mypronouns.org

**Thank you for
taking the
initiative to
create a more
inclusive
community!**

ied.unt.edu/pronouns



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