

# PRONOUNS AND GENDER DIVERSITY

We use pronouns to describe people. Pronouns are important; they reflect our gender identity (how we experience our gender) and gender expression (how we express our gender to others).



## EXAMPLES OF GENDER

man	woman
two-spirit	trans
nonbinary	and many more

## EXAMPLES OF PRONOUNS

he/him/his
she/her/hers
they/them/their
ze [pronounced zee]
sie [pronounced see]
zie [pronounced zee]
hir [pronounced hear]

## HOW TO USE PRONOUNS

I saw Alex at lunch, and they looked tired. They said their injury got worse with the speedup. I encouraged them to come to the union meeting. Workload is on the agenda.

I saw Alex at lunch, and ze looked tired. Ze said hir injury got worse with the speedup. I encouraged hir to come to the union meeting. Workload is on the agenda.



Sometimes we share our pronouns at the start of meetings and workshops. Sometimes name tags have a spot for pronouns.

HELLO  
my name is

*Alex*

MY PRONOUNS ARE: *she and her*

Making jokes about pronouns, pressing someone for theirs, belittling trans folk – these and other offensive actions violate our Equality Statement and Code of Conduct.

If you see or hear hurtful behaviour, challenge it. For help, contact an ombudsperson.

For more information, see [cupe.ca/gender-diversity](https://cupe.ca/gender-diversity)

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