

PRONOUNS AND GENDER DIVERSITY

We use pronouns to describe people. Pronouns are important; they reflect our gender identity (our internal sense of our own gender) and gender expression (the way we present to others).



EXAMPLES OF GENDER

man	woman
Two-Spirit	trans
non-binary	and many more

EXAMPLES OF PRONOUNS

he/him/his
she/her/hers
they/them/their
and many more

HOW TO USE PRONOUNS

I saw Sasha 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 she looked tired. She said her injury got worse with the speedup. I encouraged her 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.



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

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

For more information, see the Allies on Gender Diversity document at cupe.ca/diversity-gender

CUPE

