

PRONOUNS AND GENDER DIVERSITY

There is space on your badge to write your pronouns.

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. Hi everyone, 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 the *CUPE Allies on Gender Diversity* document at cupe.ca/diversity-gender