



CUPE'S NATIONAL CONVENTION
October 6 – October 10
Email: convention@cupe.ca
Web: cupe.ca
Hashtag: [#cupe2025](https://twitter.com/cupe2025)

CONGRÈS NATIONAL DU SCFP
6 octobre – 10 octobre
Courriel : congres@scfp.ca
Internet : scfp.ca
Mot-clic : [#scfp2025](https://twitter.com/scfp2025)

PRONOUNS AND GENDER DIVERSITY

There is space on your badge to write your pronouns.

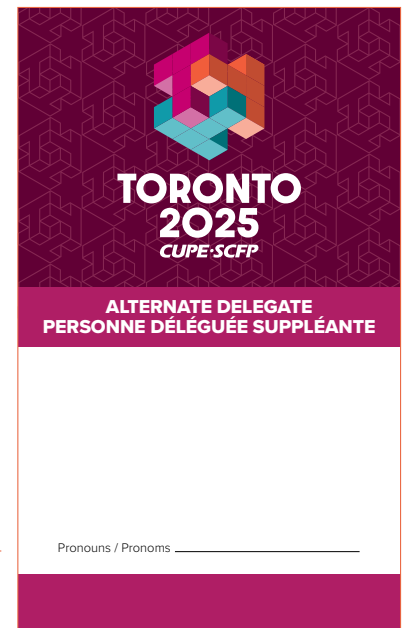
We use pronouns to describe people. Pronouns are important; they reflect our gender identity (our internal sense of our own gender) and gender expression (the way we present to others).

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

Sometimes we share our pronouns at the start of meetings and workshops.
Hi everyone, my name is Alex. My pronouns are **she** and **they**.

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 **she** 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.

Making jokes about pronouns, pressing someone for theirs, belittling trans folks – 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