

**Gender Pronouns and Gender Neutral Titles**

**Gender Pronouns**

Gender pronouns are often used when describing or talking about a person. Pronouns are important because they allow people to be addressed and referred to in a way that aligns with their gender identity. Using someone’s correct gender pronouns can validate their sense of self.

The pronouns below are just a few examples; there are many others used, and these continue to develop.

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| **Gender** | **Pronouns** | **Example** |
| Male | He/him/his/himself | He wants you to use his pronouns |
| Female | She/her/hers/herself | She wants to use her pronouns |
| Neutral | They/them/theirs/themselves | They want you to use their pronouns |
| Neutral | Ze/sir/zirs/zirself | Ze wants you to use zir pronouns |
| Neutral | No pronouns, use name only | Sam wants you to use Sam’s name |

**Gender Neutral Titles**

Mr, Mrs, Miss and Ms are gendered titles. Examples of gender neutral titles are listed below. It is important to note that a person’s use of these titles is not an indication of their gender identity. Using gender neutral language or asking for a person’s pronouns can help avoid making incorrect assumptions.

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| **Title** | **Title Description** | **Pronunciation** |
| Ind | Abbreviation of individual | Ind or Individual |
| M | Removing the end of Mr, Mrs, Miss and Ms | Em |
| Mir | Combination of Miss/Mr or Sir/Madam | Mer |
| Misc | Abbreviation of miscellaneous | Misk |
| Mre | Abbreviation of mystery | Mystery or Misstree |
| Msr | Combination of Miss and Sir | Misser |
| Mx | Replacing the end of Mr, Mrs, Miss and Ms with x | Miks, Mix, Muks, Mux, Em-eks |
| PR | Abbreviation of person | Per |
| No title | No title, use name only |  |

**Normalising disclosure of gender pronouns and titles**

By normalising the practice of sharing and using pronouns, everyone feels seen and accepted. When more individuals openly share their pronouns, it becomes a regular part of introductions and conversations, reducing the burden on transgender, non-binary, and gender non-conforming individuals to be the sole initiators of pronoun disclosure.

* Ask everyone their pronouns and title, not just people you think may be trans or non-binary
* Tell others your own pronouns and title
* Add your own pronouns and title to your email auto signatures and social media profiles
* Do not assume a person’s pronoun and title based on their name or how they look
* A person’s pronoun and title may change over time

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