

LBCC Community: Personal Pronoun Guide

What are personal pronouns?

- Pronouns are the words that an individual would like others to use when talking to or about him/her/them.
- Pronouns are used in relation to gender which has to do with how a person identifies. One's gender identity can be the same as or different from one's sex assigned at birth.
- Refer to this list of pronouns and their use for further guidance by Vanderbilt University:
<https://www.vanderbilt.edu/lgbtqi/resources/pronoun-guidance>.


Why are pronouns important?

- Affirms students' identity by recognizing: *"students for who they are, which is also true for using students' preferred names. Most of us want to be called by our preferred name and recognized correctly as male, female or non-binary [gender queer or anyone else in the gender spectrum] by those who use pronouns or honorifics to refer to us"* (<https://universitylife.columbia.edu/pronouns-faq-staff>)
- Creates an inclusive educational environment
- Prevents assumptions and minimizes unintended harm
- For more information, watch this video "Why Gender Pronouns Matter"
<https://www.youtube.com/watch?v=9iKHj15xAaA>

How can I support the use of Pronouns?

Suggestions for daily use adapted from Vanderbilt University

Strategy	Create opportunities for all individuals to identify their gender pronouns	Introduce yourself with your pronouns	Honor gender identity in and out of the classroom	Acknowledge when you make a mistake and be courageous to rectify it
Application	<p>A. Encourage students to list their pronouns in Name Coach before the semester begins or in the early weeks of the semester</p> <p>B. Include a statement in your syllabus. Example: "I honor chosen names and pronouns. Please let me know as early as possible through Name Coach or email so that you are addressed according to your identity."</p>	<p>A. "Hi, my name is Joe Smith and my pronouns are they, them, and theirs."</p> <p>B. Include your pronouns in your email signature</p> <p>C. Add your pronouns to your profile name in Zoom</p>	<p>A. Example: When introducing a student to another person, say "I would like you to meet Joe Smith. Their pronouns are they, them, theirs."</p>	<p>A. Apologize to the individual even if attention was not drawn to the mistake.</p> <p>B. "I am sorry I misgendered you because I know that you use she/her/hers."</p> <p>C. If corrected, say "thank you" and move on, as to not burden the person with your mistake</p>



How to learn more

- *Pronouns in Our Community*, a short guide, offers definitions and educational resources for Columbia University faculty to learn more about pronoun usage by students.
https://universitylife.columbia.edu/sites/default/files/content/pronouns_in_our_community_guide_december_19_1.pdf
- This lesson plan from the *New York Times* helps faculty facilitate pronoun and gender identity discussions in the classroom:
<https://www.nytimes.com/2020/03/05/learning/nonbinary-gender-pronouns-colleges-universities.html>
- MyPronouns.Org provides general information about personal pronouns and why they matter:
<https://www.myprouns.org/>
- *Report on Inclusion of Transgender and Gender Fluid Students Best Practices, Assessment and Recommendations* by Mills College is slightly dated, but offers good advice.
- <https://www.smith.edu/admission/studygroup/docs/Mills-College-Report-on-Inclusion-of-Transgender-and-Gender-Fluid-Students-Best-Practices-Assessment-and-Recommendations.pdf>