

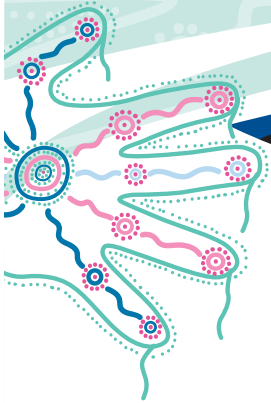
# LGBTIQA+

## Pronoun Table



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### What is a Pronoun?

A pronoun is a word that refers to either the people talking (you or I) or someone who you are referring to (she, he, them and this). Gender pronouns specifically refer to people to whom you are referring.

### What is Gender Neutral Pronouns?

A gender neutral or gender inclusive pronoun is a pronoun that does not associate a gender with the individual who is being discussed. For example, instead of saying "Policeman" you might say "Police Officer".

### Using the correct Pronouns

It's important to never assume someone's pronoun. You can model this by introducing yourself and advising of your pronouns. This is called 'pronoun cueing'.

Please be mindful that LGBTIQA+ people – especially trans, gender diverse, and non-binary people – may use different names and pronouns in different circumstances. While someone might be open to having their chosen name used with a trusted person, they may also like their legal name to be used with relatives, members of their cultural community, or around other people to avoid people knowing about their identity before they are ready.

## Practice

You can get better at using the correct pronouns and be a great LGBTIQA+ Ally by:

- Practicing using Gender Neutral Pronouns more than using gendered pronouns.
- If you feel safe to do so, call out discrimination, bullying or genuine mistakes in a supportive way to ensure that gender diverse people feel supported when they are with you.
- It's okay to make a mistake, especially whilst we are learning! The best thing to do once you have realised a mistake has been made is to say something right away, 'Sorry, I meant (insert pronoun)'.
- If you become aware that you have made a mistake after the fact, apologise in private and move on.
- Minus 18 have developed a pronoun app/game that you can play to fine tune your ability to use correct pronouns. This can be found here: <https://pronouns.minus18.org.au/>

Subject Pronoun	Object Pronoun	Possessive	Reflexive
He	Him	His/His	Himself
She	Her	Her/Hers	Herself
They	Them	Their/Theirs	Themselves
Ze	Hir	His/Hirs	Hirself
Xe	Xem	Xyr/Xyrs	Xemself
Ve	Ver	Vis	Verself
E/Ey	Em	Wir/Eirs	Eirself

