



Pronouns

What are they and why are they important?

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What is a Pronoun?



- A word that replaces a noun
- For e.g. telling a story about 'Ruby' Ruby could be replaced by a pronoun e.g. she
- Will 'Ruby' always be replaced by the pronoun 'she'?



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What is your Pronoun?



- How do you like to be addressed?

How would you feel if someone addressed you with the wrong pronoun?

How important is your gender identity to you?



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Unconscious Bias

We all have bias. Your background, personal experiences, societal and cultural context has an impact on your decisions and actions without you realising.

On the next slide are some celebrities – you probably recognise them and might be surprised how they share their gender preference and pronouns. Is this different from what you expected?



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Sam Smith – gender neutral they/them



**Laverne Cox
trans woman she/her**



Theo Germaine – non-binary they/them he/him



Eddie Izzard – Gender fluid prefers she/her, doesn't mind he/him



Gender Identities

Cis

Person with
Trans History

Gender non-
conforming

- Person who identifies as the same gender as the sex they were assigned at birth (Male / Female)
- Person who identifies as a different gender to the sex they were assigned at birth
- A person who presents themselves in ways that are atypical of their gender



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Gender Identities

Non-binary

- Person who identifies as neither male or female

Gender Fluid

- Person who identifies as not having a fixed gender

Gender neutral

- Applicable to both male and female genders



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Are you still wondering why pronouns are important?

‘If a person has never had to worry about which pronoun others use for them, gender pronouns might not seem important. Steven says, “For most, their singular and visible gender identity is a privilege. Not everybody has this privilege; those that are referred to with the wrong pronoun can feel disrespected, invalidated, and alienated.” You can’t always tell what someone’s gender pronouns are by looking at them. Knowing and using someone’s gender pronouns is a positive way to support the people you work with.’



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Pronouns

Subject	Object	Possessive	Possessive Pronoun	Reflexive
He	Him	His	His	Himself
"He studied"	"I called him"	"His pencil"	"That is his"	"He trusts himself"
She	Her	Her	Hers	Herself
"She studied"	"I called her"	"Her pencil"	"That is hers"	"She trusts herself"
They	Them	Their	Theirs	Themselves
"They studied"	"I called them"	"Their pencil"	"That is theirs"	"They trust themselves"
Ze (or Zie)	Hir	Hir	Hirs	Hirself
"Ze studied" ("zee")	"I called hir" ("heer")	"Hir pencil"	"That is hirs"	"Ze trusts hirself"



Pronouns

Female

Male

Gender Neutral

At any one time in the organisation, friend, a colleague, a patient, might be going through their own, very personal and private gender identity journey.

How can we best show that we care?



- Ask – how do you wish to be known – or - what is your preferred pronoun? When preferences are considered it makes us feel valued and included in decision making, especially about our health and wellbeing.
- Read up and be an expert: our libraries, Stonewall, Intercom Trust
- Join the LGBTQ+ network – members and allies welcome
- Add your pronoun to your email signature – a visible sign of allyship

Debbie Robinson| Diversity and Inclusion Lead
(pronouns she/her)

Pronouns are important because they show that we care about an individual's preference and is a simple solution to accidental misgendering

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If you would like to know more about the network or get support please get in touch:

Email: LGBTQ+network@uhd.nhs.uk

Network lead: Matthew Hodson

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