

## Being an Ally

Allyship is not just about supporting the LGBTIQ+ people you know but also creating a world where all LGBTIQ+ people can feel safe to be themselves:

- People are the experts on themselves. Follow their lead and use the pronouns they want used
- Changing habits can be hard. Take time to practice using pronouns until it becomes easy and natural for you
- Introducing yourself with your pronouns is a great way to show allyship and invite others to do the same
- Making mistakes is normal. When you do slip up, address the mistake quickly and move on. Do not dwell on mistakes
- If someone else makes a mistake and does not correct themselves, quickly and politely correct them, and move on



# Freedom

A GUIDE TO USING PRONOUNS



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## What are Pronouns?

Pronouns are words that take the place of nouns. We use pronouns to speak about someone when they are not around or in place of their name.

**e.g. Alex went to the cafe and she bought a coffee – ‘she’ is the pronoun in use.**

We all use pronouns for ourselves and others, and these little words can indicate a lot about a person's identity.

## Types of Pronouns

Some pronouns denote a gender and others do not; and people may use certain pronouns to express a certain gender identity.

People who identify as female typically use **she/her/hers** pronouns and people who identify as male typically use **he/him/his** pronouns, but this is not always the case.

**They, xe** and **ey** are a few common gender neutral pronouns. These pronouns do not imply someone that is ‘male’ or female’.

**Did you know** that we have used they/them pronouns when we do not know someone's gender identity for hundreds of years?



## Pronouns Matter

**Everyone gets to choose their pronouns and how they want to be referred to by others.**

Some people do not give their pronouns much thought at all, while for others, pronouns can be a really important part of **affirming their gender identity** and expressing themselves to the world.

There are lots of reasons why it is important to use the pronouns a person prefers, but the simple answer is that it shows you **respect people and their identities**.

When you use a trans or gender diverse person's correct pronouns, you are saying that you respect them and their identity.

Using incorrect pronouns can be extremely harmful and hurtful, and shows a disregard for a person's identity and experience.

It is okay to take time to get used to a person's pronouns, but it is super important that you make the effort to get them right.

