Understanding Pronouns and Gender

Pronouns are used in place of a proper noun. We use pronouns most often when we refer to someone without using their name. Using correct pronouns is one way to maintain a welcoming and inclusive community by honoring each other's their identity.

Pronouns Options in Self-Service*	
Pronoun:	**In a sentence (or two):**
She/Her/Hers*	She wants you to use her pronouns. She is doing well.
He/Him/His*	He wants you to use his pronouns. He is doing well.
They/Them/Their* (gender neutral)	They want you to use their pronouns. They are doing well.
Ze/hir (gender neutral)	Ze wants you use hir pronouns. Ze is doing well.
None	(Insert name) wants you to refer to them by their name. (Insert name) is doing well.

Gender - the socially constructed ideas about behavior, actions, and roles a particular sex performs. A more accurate and appropriate use and application of "gender" should adopt the definition of "gender identity" when referencing to gender.
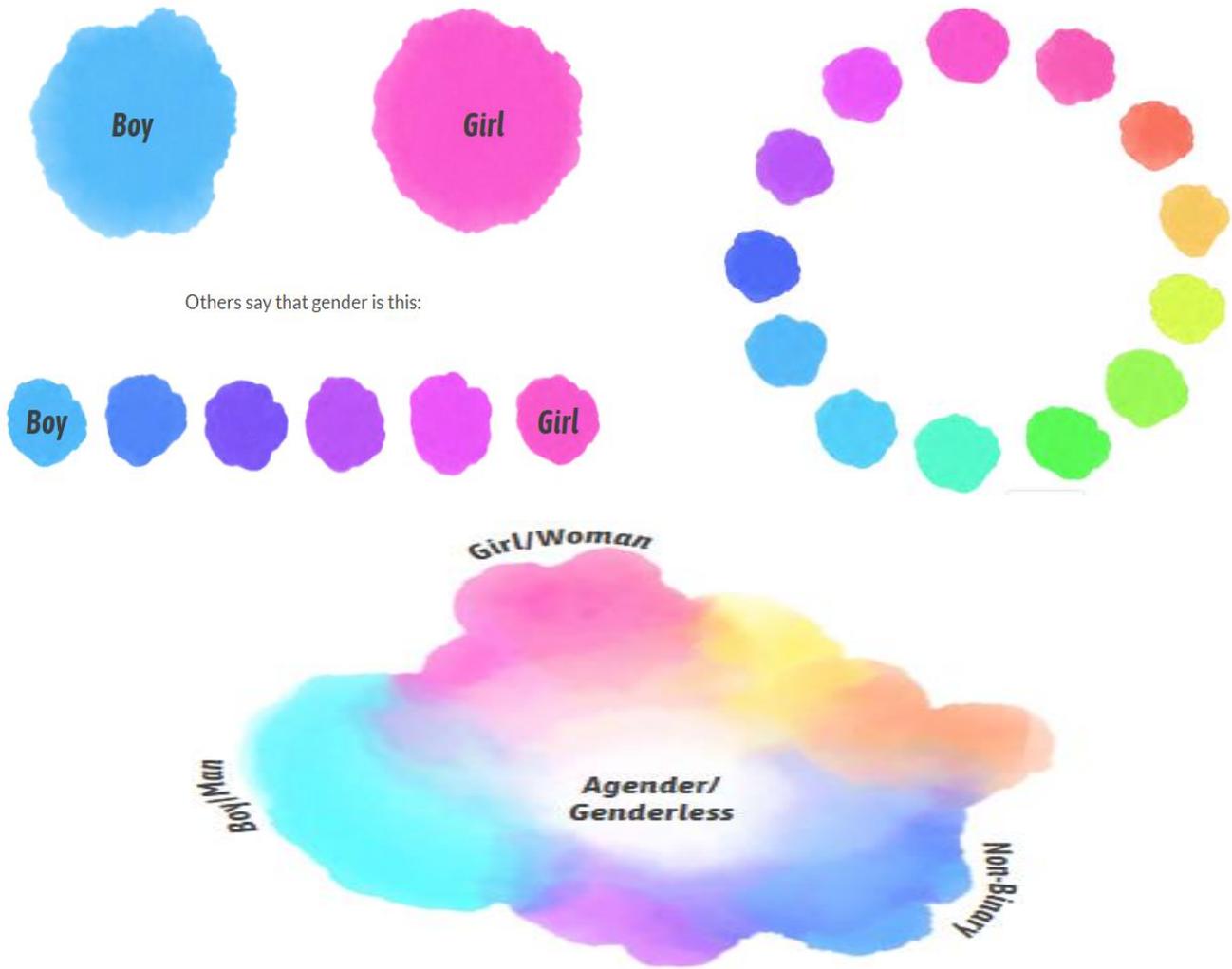
Gender Identity - a personal conception of one's own gender. Everyone's experience is unique and personal. Some people experience gender in relation to and between masculinity and femininity, while many experience gender outside of the binary and some do not experience gender at all. The following terms, definitions, and images illustrate the true diversity of gender.

Gender Expression - an individual's outward and external appearance. This may include hair styles, clothes, accessories, and mannerisms and is unique to every individual. Gender expression may not be indicative of how a person may identify their gender. It is important that we do not make assumptions based on societal stereotypes.

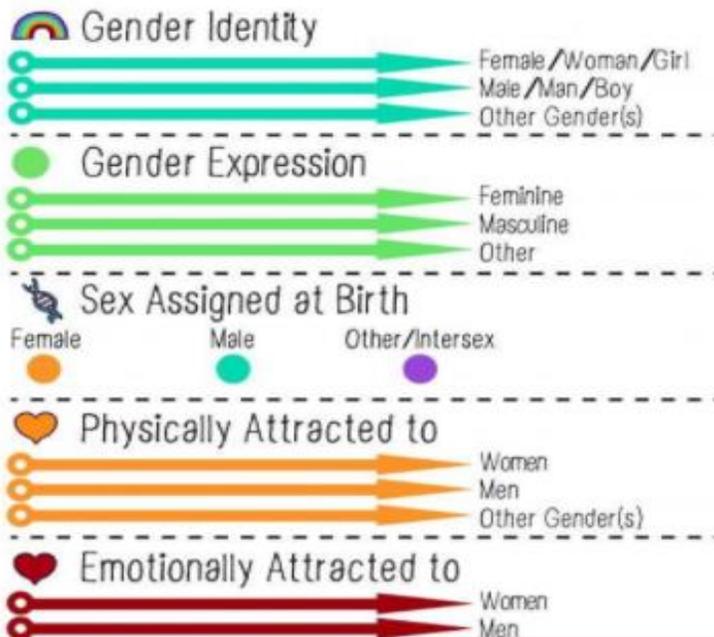| Gender Identity Options in Self-Service*	
Gender:	**What this refers to:**
Man*	An individual that identifies as a man or male.
Woman*	An individual that identifies as a woman or female.
Cis or Cisgender	Individuals who identify with the gender that was assigned to them at birth (i.e., people who are not transgender).
Non-Binary*	Non-binary, similar to genderqueer, is a spectrum of gender identities that are not exclusively masculine or exclusively feminine—identities that extend beyond the gender binary of male and female.
Intersex*	An umbrella term used to describe a wide range of natural biological variations of individuals who are born with a chromosomal pattern, a reproductive system, and/or sexual anatomy that does not fit typical binary notions of male or female bodies.
Gender Non-Conforming*	Individuals who do not to adhere to the traditional gender expectations for appearance and behavior of people of their assigned gender.
Agender*	Individuals who identify as not having a gender. Some describe themselves as genderless, while others see themselves as gender neutral.
Genderfluid*	Applies to a person whose gender identity changes over time or changes at different times.
Genderqueer*	Individuals who identify as neither male nor female (but as another gender), as somewhere in between or beyond genders, or as a combination of genders.
Pangender*	Individuals whose gender identity and/or gender expression is numerous, either fixed (many at once) or fluid (moving from one to another, often more than two)
Trans or Transgender	An umbrella term that applies to a person whose gender is different from their "assigned" sex at birth. Doctors typically assign gender based on sexual organs, but sex and gender are different.
Third Gender*	A person who identifies as neither man nor woman.
Two Spirit*	A person who identifies as having both a masculine and a feminine spirit, and is used by some Indigenous people to describe their sexual, gender and/or spiritual identity.

In actuality, gender often looks a lot like this:

Boy

Girl

Others say that gender is this:

Boy

Girl

Girl/Woman

Boy/Man

Agender/
Genderless

Non-Binary

Images from The Trevor Project Coming Out Handbook 2019

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

🌈 Gender Identity
Female/Woman/Girl
Male/Man/Boy
Other Gender(s)

🟢 Gender Expression
Feminine
Masculine
Other

Sex Assigned at Birth
Female   Male   Other/Intersex

❤️ Physically Attracted to
Women
Men
Other Gender(s)

❤️ Emotionally Attracted to
Women
Men

To learn more, go to:
www.transstudent.org/gender