

Pronouns



A **pronoun** is a word that refers to either the people talking (I or you) or someone or something that is being talked about (like **she, it, them, and this**).



Gender pronouns (he/she/they/ etc.) refer to people that you are talking about. We use **pronouns** to help us talk about **gender**. We use **pronouns** when we talk about **trans and non- binary** communities.



Trans is an umbrella term to describe people whose **gender** is not the same as, or does not sit easily with, the **sex they were given at birth**.



A **Non-binary** community is a group of people whose **gender identity** doesn't sit easily with 'man' or 'woman'.

Non-binary people use **they/them** to reflect on their **gender**.



We use **pronouns** in our e-mail signatures to help avoid getting someone's **gender** wrong it also supports our **trans** and **non-binary** colleagues and friends by reducing having to repeatedly explain their **identity**.



Using **pronouns** is a big part of being an **LGBTQIA+** ally.

An ally, is a person who supports equal **civil rights**, **gender equality**, and **LGBTQIA+** social movements and communities.



LGBTQIA+ stands for lesbian, gay, bisexual, trans, transsexual, transgender, queer, intersex, asexual communities



Watch our video to learn more about identity, gender and sexuality.

[You being you: Your gender and sexuality](#)