Pronoun Etiquette

ASK • RESPECT • PRACTICE

Pronoun: a word referring to the people talking (I or you) or the people being talked about (she, he, they, ey/em). Asking, respecting, and practicing pronouns are important steps in helping all Huskies at Michigan Tech feel safe and respected.

Make the commitment and be an example for our community.

ASK, DON’T ASSUME

You can’t tell someone’s name or pronouns just by looking at them.

Try asking:
“What pronouns do you use?”
“Can you remind me what your pronouns are?”
It can feel awkward at first, but it is not half as awkward as making a hurtful assumption.

RESPECT

If someone takes the time to let you know their name and pronouns, use and respect them.

It’s not up to you to decide someone else’s identity.

PRACTICE

If you have difficulty using someone’s pronouns and name, practice. Ask coworkers and friends to point out when you’ve made a mistake.

Try these:
“How is he?”
“How is she?”
“How are they?”
“How is ey*?”
“Please ask him.”
“Please ask her.”
“Please ask them.”
“Please ask em*.”
“Is that his?”
“Is that hers?”
“Is that theirs?”
“Is that eirs*?”

*Rhymes with they, them, their

Lead by example.

“Hi, my name is Blizzard T. Husky, but I go by Blizzard, and I use they/them pronouns. How would you like to be addressed?”

Want to learn more?

Center for Diversity and Inclusion
mtu.edu/diversity-center
(906) 487-2920
cdi@mtu.edu

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