A pronoun is a word that refers to either the people talking (I or you) or the people being talked about (she, he, they, ey/em). Asking, respecting, practicing and not assuming pronouns are important steps in creating an inclusive community at Michigan Tech where all Huskies 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 it.

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 co-workers, peers, and friends to point out when you’ve made a mistake. Some examples are—

“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

It’s simple, that’s it.
If you make a mistake, correct yourself, and move on.

Be an 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?
Contact the Center for Diversity and Inclusion
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