

EMBRACING A CULTURE OF BELONGING

IN THE SPIRIT OF INCLUSIVITY, we have invited faculty and students to enter their pronouns in P.L.A.T.O. This new feature in P.L.A.T.O. aligns with an existing ability for students to update their chosen name and gender in the Student Information System (SIS). Student-defined pronouns will display directly on the instructor Classlist for ease of reference.

Using correct pronouns is one more step we can take to connect with each other and our students in authentic and meaningful ways.

Thank you for supporting the next generation of tomorrow makers and for creating a welcoming environment that we can proudly call our own. Our community is stronger because of you.

	SUBJECT	OBJECT	POSSESSIVE	PRONUNCIATION	EXAMPLE
Gender Binary	She	Her	Hers	As it looks	She is speaking.
	He	Him	His	As it looks	He is speaking.
Gender Neutral	They (Singular)	Them	Theirs	As it looks	They are speaking.
	Ze	Hir	Hirs	Zhee, Here, Heres	Ze is speaking.
	Ze	Zir	Zirs	Zhee, Zhere, Zheres	Ze is speaking.
	Xe	Xem	Xyr	Zhee, Zhym, Zhyre	Xe is speaking.

Chart courtesy of www.diversitycenterneo.org.



PRONOUN TIPS

The first step is being mindful of pronoun usage. Here are a few tips to get you moving in the right direction.

- ◇ Don't use the word 'preferred' before pronouns. Doing so gives the impression that they are optional.
- ◇ Avoid assumptions about which pronoun a person may use. We can't guess based on someone's appearance or name.
- ◇ If you are unsure, opt for a gender-neutral pronoun. (e.g. The student in the back row is your partner. See if 'they' want to join you in the lab.)
- ◇ It's OK to ask which pronoun someone uses. You may introduce yourself by including your pronouns. (e.g. Hi, I'm Emma. I go by 'she, her, hers.' What pronouns do you use?)
- ◇ Avoid using gender-specific phrases like 'Yes, ma'am,' 'ladies and gentlemen,' and 'you guys.'
- ◇ If you make a mistake with someone's pronoun, say you're sorry and move on. There's no need to over apologize. That will only make someone more uncomfortable. Strive to get it correct next time.

INTERESTED IN LEARNING MORE?

Check out www.pct.edu/pronoun-guide.
Then level up at www.pct.edu/pronoun-training.



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