PRONOUNS
WHAT THEY ARE AND WHY THEY MATTER

Lena Tenney, MPA, MEd.
OSU Kirwan Institute
Pronouns: they/them/theirs
Honorific: Mx. Tenney

Leo Taylor, PhD
OSU CFAES
Pronouns: he/him/his
Honorific: Dr. Taylor
PRONOUNS

WHAT ARE THOSE, AGAIN?
PRONOUNS ARE WORDS THAT REPLACE NOUNS:
I, ME, SHE, WE, THEY, WHO, THAT, YOURS, HIS, HER, ETC.

GRAMMAR BASICS
Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

<table>
<thead>
<tr>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive</th>
<th>Reflexive</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>She</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
<td>She is speaking. I listened to her. The backpack is hers.</td>
</tr>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>Himself</td>
<td>He is speaking. I listened to him. The backpack is his.</td>
</tr>
<tr>
<td>They</td>
<td>Them</td>
<td>Theirs</td>
<td>Themselves</td>
<td>They are speaking. I listened to them. The backpack is theirs.</td>
</tr>
<tr>
<td>Ze</td>
<td>Hir/Zir</td>
<td>Hirs/Zirs</td>
<td>Hirself/Zirself</td>
<td>Ze is speaking. I listened to hir. The backpack is zirs.</td>
</tr>
</tbody>
</table>

For more information, go to transstudent.org/graphics
Oh no, someone left their cell phone.
Dang, I wonder if they’ll miss it?
Of course they will. It’s their phone.
Not what I meant. I was wondering if they’ll miss it in time to come back for it before the shop closes.
I hope so, for their sake.

YOU ALREADY KNOW HOW TO USE SINGULAR THEY.
When a nonbinary person asks you to use “they” as their pronoun, you can handle it.
PRONOUNS

Why Do They Matter, Isn’t It Just a Word?
K-12 EDUCATIONAL EXPERIENCES

• Transgender youth report rates of:
  – Harassment: 78%
  – Physical assault: 35%
  – Sexual violence: 12%

• “...attending school was reported to be the most traumatic aspect of growing up.”


• 35% of transgender students attending graduate school, professional school, or technical school reported experiencing negative treatment—such as bullying and harassment—by students, teachers, and staff


MENTAL HEALTH

• Compared with peers who could not use their chosen name in any context, young people who could use their name at school, home, work, and with friends experienced:
  – 71% fewer symptoms of severe depression
  – 34% decrease in reported thoughts of suicide
  – 65% percent decrease in suicide attempts

Being Called Out / In

**CENTRE YOURSELF**
You're not being attacked. You're a good person. This is about your behavior and stopping harm to others.

**LISTEN**
Don't interrupt or think of ways to defend yourself. Focus on learning what was harmful and being empathetic/compassionate.

**ACKNOWLEDGE/APOLOGIZE**
Instead of explaining why you did it, acknowledge what happened and apologize, if needed or requested, for the harm you caused.

**(INQUIRE)**
(If they consent and have the time and resources, ask what you could have done instead and how to make amends for what happened.)

**MOVING FORWARD**
"The best apology is changed behavior." If they gave you reasonable recommendations and amends, do them. Don't do the harm again. Use this experience to help others learn too.
PAVING THE WAY

PRONOUNS IN EVERYDAY LIFE
• “Hello! My name is ________ and my pronouns are _________. How about you?”

• “Nice to meet you! I’m ________ and I use the pronouns _________. ”

• “Hi, my name is ________ and I am comfortable with any pronouns that are used with respect.”
Lena Tenney, MPA, MEd.
Coordinator of Public Engagement
Kirwan Institute for the Study of Race & Ethnicity Race & Cognition Program
33 W. 11th Ave. Room 209F, Columbus, OH 43201
614-292-3891 Office
tenney.39@osu.edu / kirwaninstitute.osu.edu
Pronouns: they/them/their / Honorific: Mx.

Leo Taylor, PhD (he/him/his)
Program Director
Office of Diversity, Equity, and Inclusion
College of Food, Agricultural, and Environmental Sciences
236 Agricultural Administration, 2120 Fyffe Rd, Columbus, OH 43210
Mobile: 607.229.7760
taylor.3408@osu.edu / equityandinclusioncfaes.osu.edu
Randi Honkonen (honkonen.4)'s Settings

Full Name: Randi Honkonen
This name will be used for grading.

Display Name: Randi Honkonen (honkonen.4)
People will see this name in discussions, messages and comments.

Sortable Name: Honkonen, Randi
This name appears in sorted lists.

Pronouns: None
These pronouns will be used in discussions, messages and comments.

Language: System
This will determine the default language for the interface.

Time Zone: East
This will determine the default time zone for scheduled events.
THE OHIO STATE UNIVERSITY

Lena Tenney, MPA, MEd.
Coordinator of Public Engagement
Race and Cognition Program
Pronouns: they/them/theirs | Honorific: Mx. Tenney
Kirwan Institute for the Study of Race and Ethnicity
33 West 11th Avenue, Room 204B
Columbus, OH 43201
614-292-3891
tenney.39@osu.edu
kirwaninstitute.osu.edu
First Day of Class

Name You Go By

Name on roster

Pronouns

Where you call home

Year in school, major(s), minor(s)

 Anything else you would like me to know

Mx. Lena Tenney
@Lena10E

Learner. Educator. Queer. Trans. Anxious. Dapper. Working at @KirwanInstitute. Board of Directors at @Trans_Ohio. Tweets = own [they/them/theirs]
GENDER INCLUSIVE LANGUAGE

...DOES THIS ACTUALLY NEED TO BE GENDERED?
When greeting others

Avoid:

ladies  gentlemen  ma’am  sir  girls  guys  etc.

Consider using instead:

“Thanks, friends. Have a great night.”

“Good morning, folks!”

“Hi, everyone!”

“Can I get you all something?”

Why?

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Be mindful of language

Based on Toni Latour’s “Hello there” cards. Learn more at qmunity.ca
INSTEAD OF
THE LADY/MAN IN THE RED SHIRT

TRY
THE PERSON IN THE RED SHIRT

“I’d like to call upon the person in the red shirt to come join me onstage.”

Trans Awareness Week
#BeyondTheBinary

Image Credit
DISCUSSION
ADDITIONAL RESOURCES
Gender-Inclusive Housing

Student Life University Housing supports the academic and social success of all its residents. Within Ohio State’s diverse community of residence halls, University Housing affirms that one’s dignity and uniqueness should be recognized and respected regardless of distinctions in identity. This goal is achieved through the availability of a wide range of on-campus housing options for undergraduate and graduate students.

When you complete your housing application or renewal, you will see these housing configuration options:

- **All gender room/all gender bathroom**: Ohio State’s Gender-Inclusive Housing option
- **Same gender room/all gender bathroom**: A housing configuration where men and women live as neighbors on the same floor and wing of a residence hall — but not within the same room — and where bathrooms do not have a male/female designation
- **Same gender room/same gender bathroom**: A housing configuration where men and women live as neighbors on the same floor and wing of a residence hall — but not within the same room — and where bathrooms have a male/female designation
- **Same gender floor/same gender bathroom**: A housing configuration where men and women live on separate floors and where bathrooms have a male/female designation

Frequently Asked Questions

What is Gender-Inclusive Housing?
LGBTQ+ Faculty/Staff Association

- Emerging resource for OSU faculty and staff

- Email listserve: out@osu.edu
CONTACT INFORMATION

Lena Tenney, MPA, MEd.
they/them/theirs
tenney.39@osu.edu

Leo Taylor, PhD
he/him/his
taylor.3408@osu.edu