



LET'S TALK:

PRONOUNS



CONTENTS

INTRODUCTION.....2

EXPRESSING SUPPORT.....4

GENDER VS SEXUAL ORIENTATION...6

LANGUAGE.....8

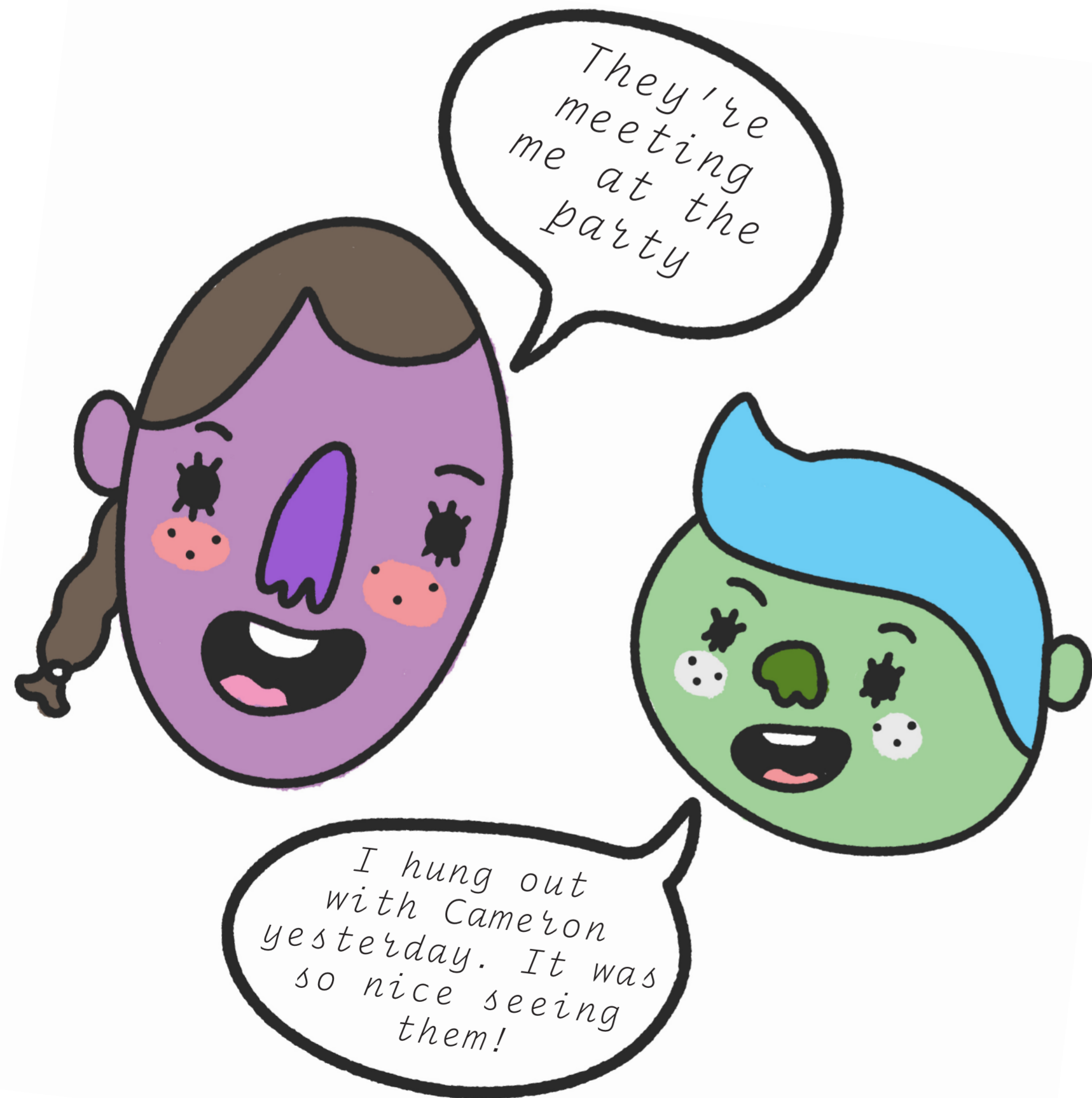
GETTING BETTER.....10

RESOURCES.....12

INTRODUCTION

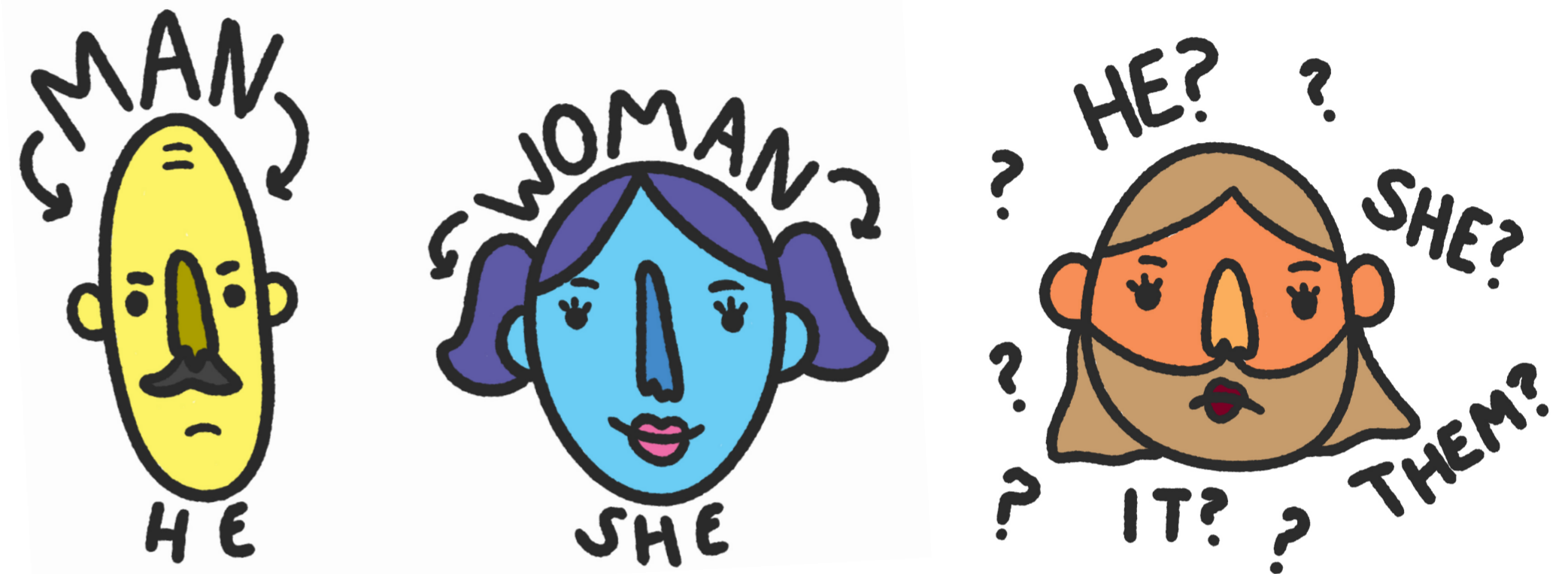
Gender neutral (also known as **gender inclusive**) pronouns are not associated with a particular gender.

Using them does not label or associate the person using them with a specific gender. Using someone's correct pronouns is a way of being respectful and inclusive. An example of a gender-neutral pronoun is "they"



***Other ways you can use gender neutral pronouns are by using "ya'll" instead of "you guys" and "welcome everyone" instead of "welcome ladies and gentlemen".**

Usually, pronouns are gender-implied; people refer to a man or a boy as "he" and a woman or a girl as "she". This isn't always accurate and can lead to people assuming the gender of a person and harming them. This leads to people thinking that they have to look a certain way to show what gender they are.



According to a 2020 survey done by the **Trevor Project** (American Organisation), **trans** and **non-binary** youth who reported their pronouns were respected by all or most people in their lives attempted suicide at half the rate of those who did not have their pronouns respected.

Use the correct pronouns for the people around you! And use them always. In your notes, in correspondence with other providers, in conversation, everywhere.



***There was a 50% reduction in suicide attempts when correct pronouns were used**

EXPRESSING SUPPORT:

What does this look like?

It means allowing **them** to choose, without pressure or unspoken messages, the clothes they wish to wear, how and with whom they play, their favorite toys, the accessories they favor, the manner in which they wear their hair, and the decorations and images with which they surround themselves. It means helping them prepare for any negative reactions they may encounter outside the home by practicing their responses with them and making sure, when appropriate, that there is a safe adult for them to turn to in case they need assistance. And it means discussing your own negative or conflicting with other adults, not with your child.

If your child does come out to you as trans or gender nonconforming, the first step to showing your support is to confirm that you love them. It may seem like a simple thing, but one study shows that trans youth who are supported in their gender identities have better mental health outcomes.

Hearing how your kid realized their true gender identity allows them to not only share their journey with you but also allows you to understand and learn more about your child. **Remember, them being trans or nonbinary isn't about you or your parenting – it's about who they are as a person.**

Aside from showing your acceptance and making an effort to learn more, you can also ask your child how they would like you to support them. **Do they want you to be with them while talking to extended family about pronouns? Should you have a conversation with their school? Let your child tell you what they need, so you can figure out how to best be there for them.**

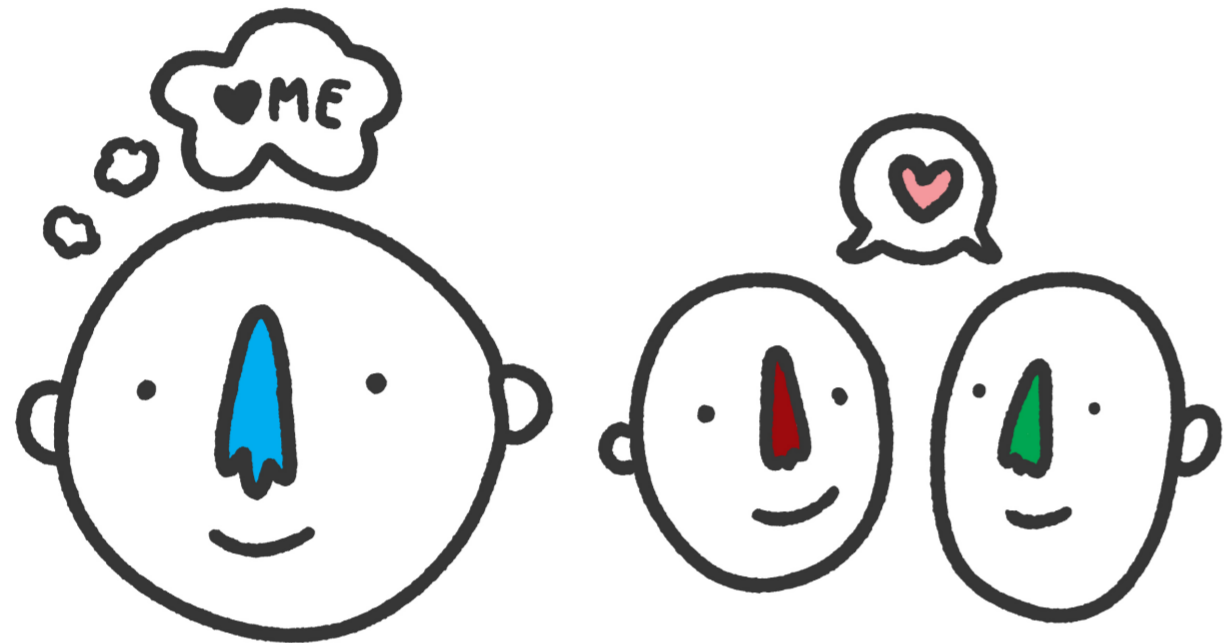
With immediate and extended family, it is imperative that you require and accept only kindness and respect for your child. While you may not be able to change people's opinions, you can certainly dictate how you expect others to behave and speak around you and your child. It can be scary to make this demand of family members, yet many parents report that once they've taken a stand on their child's behalf, they feel a great sense of relief and empowerment.



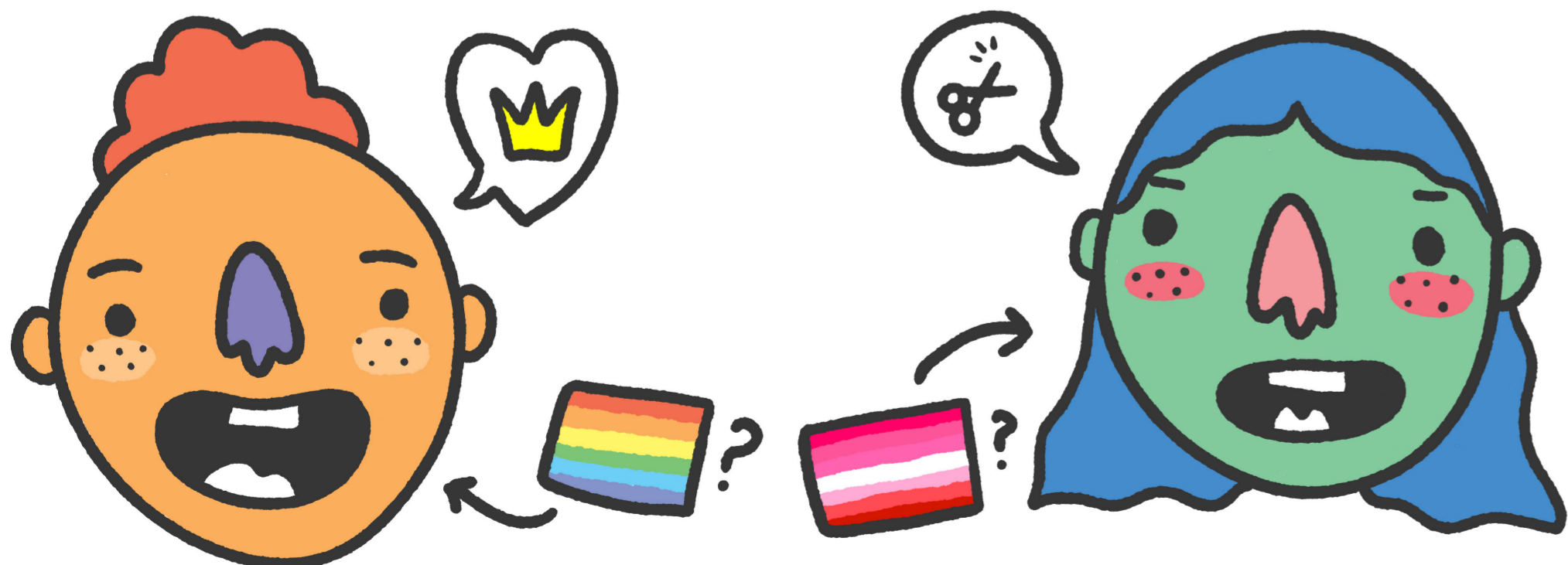
GENDER VS SEXUAL ORIENTATION

In actuality, gender and sexual orientation are two distinct, but related, aspects of self.

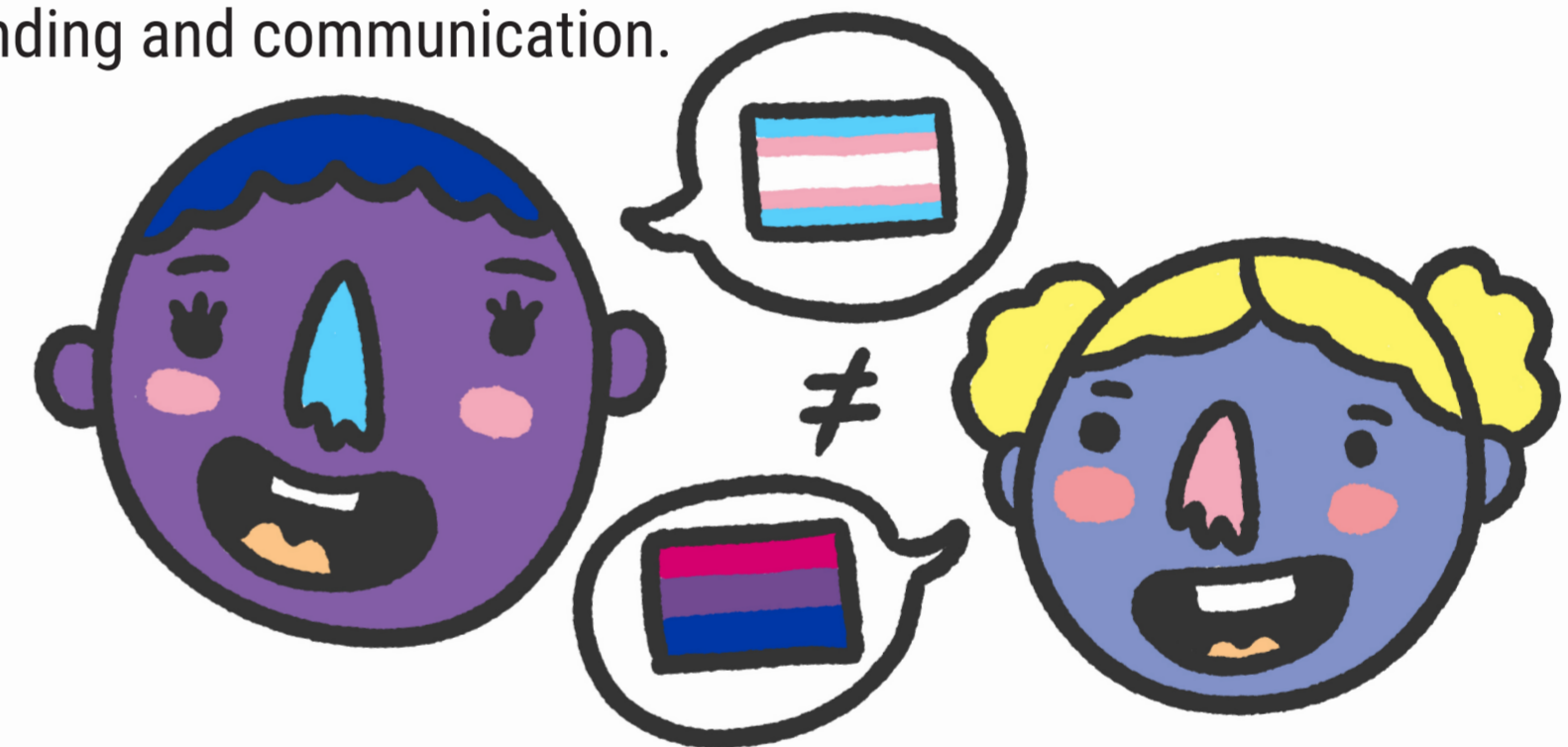
Gender is personal (how we see ourselves), while sexual orientation is interpersonal (who we are physically, emotionally and/or romantically attracted to).



When we confuse gender with sexual orientation, we are likely to make assumptions about a young person that have nothing to do with who they are. The boy who loves to play princess is assumed to be gay, and the girl who buys clothes in the “boys” section and favors a short haircut may be assumed to be a lesbian. What someone wears and how they act is about gender expression. You cannot tell what a person’s sexual orientation is by what they wear (for that matter, you can’t know what their gender identity is either, unless they tell you).



Our society’s conflation of gender and sexual orientation can also interfere with a young person’s ability to understand and articulate aspects of their own gender. For example, it’s not uncommon for a transgender or non-binary youth to wonder if they are gay or lesbian (or any sexual orientation other than heterosexual) before coming to a fuller realization of their gender identity. Thinking of these two aspects of self as interchangeable may, instead of helping us know ourselves and one another better, actually get in the way of understanding and communication.



You don’t have to understand what it means for someone to be non-binary to respect them. Some people haven’t heard a lot about non-binary genders or have trouble understanding them, and that’s okay. But identities that some people don’t understand still deserve respect.



LANGUAGE

Language changes over time.

While certain terms may have been commonly used previously, they're now outdated and should be replaced with more current terminology.

Outdated Terms:

- A transgender/transgendered
- Biologically Female
- Biologically male
- Gender Identity Disorder (GID)
- Preferred Pronouns
(Makes it sound mandatory)

Current Term:

- Transgender
- Trans Man
- Trans Woman
- Assigned Female at birth (AFAB)
- Assigned Male at Birth (AMAB)
- Gender Dysphoria
- Personal Pronouns



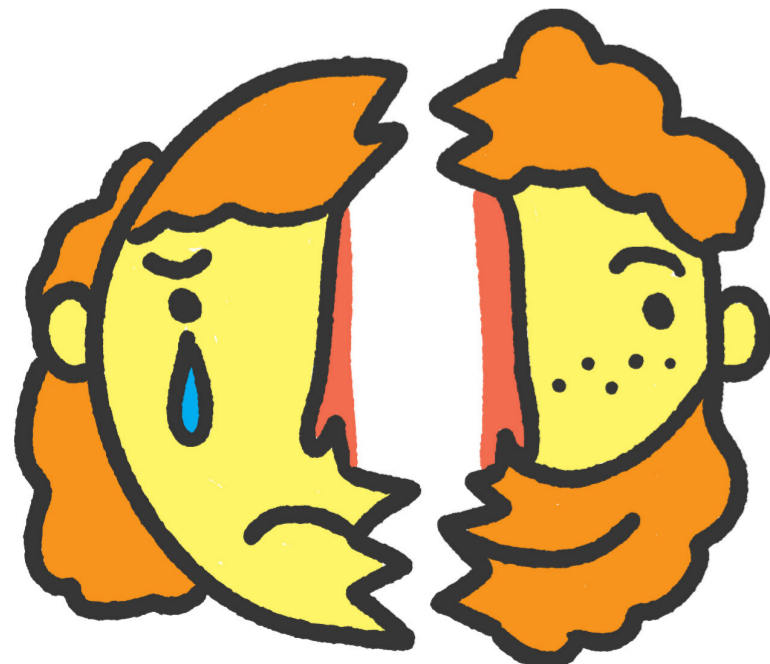
X: Biologically Male

✓: AMAB



X: Biologically Female

✓: AFAB



X: Gender Identity Disorder

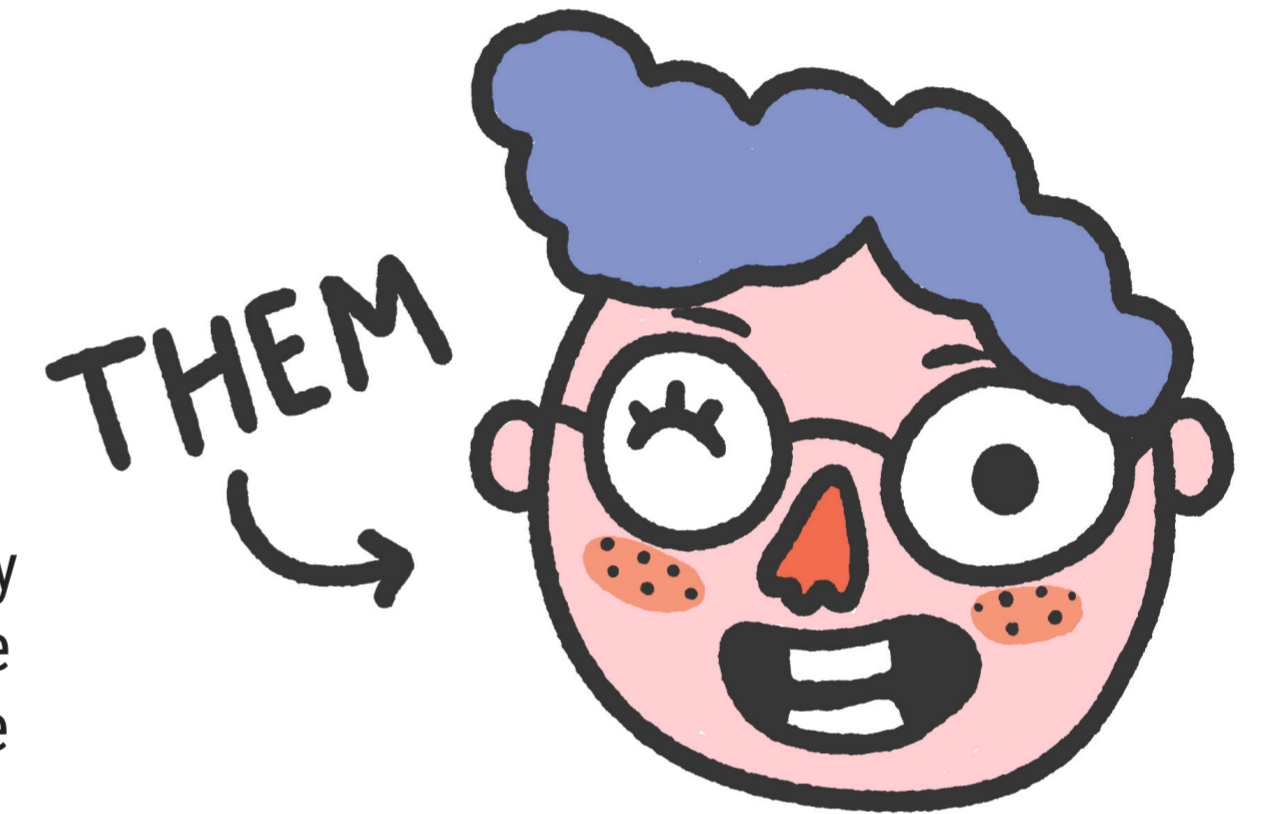
✓: Gender Dysphoria



X: Preferred Pronouns

✓: Personal Pronouns

SUBJECTIVE	OBJECTIVE	POSSESSIVE ADJECTIVE	POSSESSIVE PRONOUN	REFLEXIVE
SHE	HER	HER	HERS	HERSELF
HE	HIM	HIS	HIS	HIMSELF
THEY	THEM	THEIR	THEIRS	THEMSELF



Gender neutral or gender inclusive pronouns are simply those that do not indicate the gender of the person they are referring to. In the same way that "she/her" is used to refer to women, "they/them" simply refers to a person *without specifying their gender*.

There are other lesser-known gender-neutral pronouns, so remember that language is constantly changing as society changes and evolves: **just because these words are new to you, it doesn't mean they aren't legitimate.**



"They" has been used as a singular pronoun to describe someone since at least the 14th century.

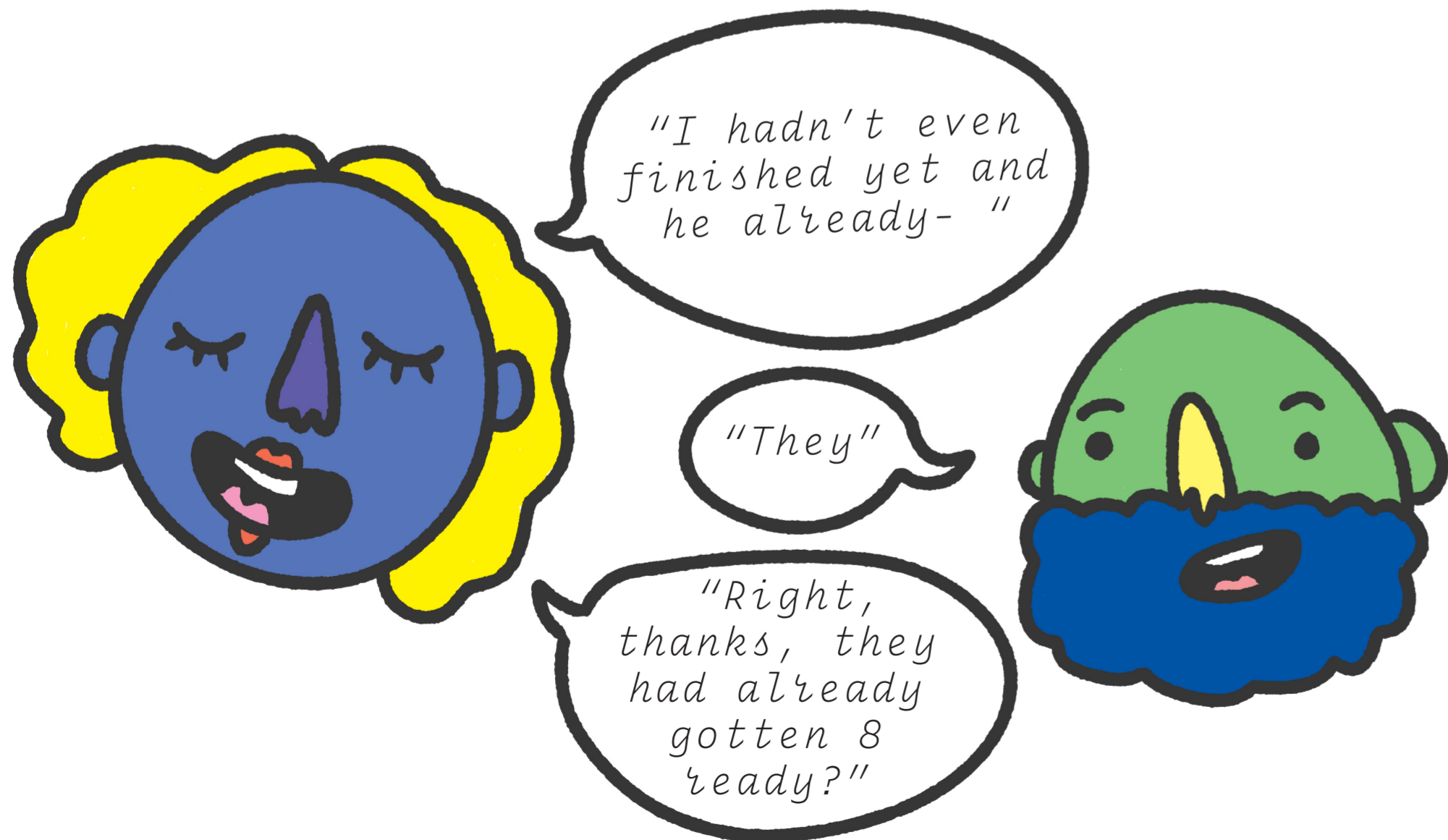
GETTING BETTER

How to do better at getting new pronouns right – no more “Oh, I’m trying, but it’s just really hard”

1. When you slip up, correct yourself briefly and move on.



2. When someone corrects you, say “Thank you” and move on swiftly.



3. Get in the habit of interrupting people with a quick correction. Every. Time. ***It sets a good precedent, lifts some of the burden off trans people and makes it easier for you to catch yourself.***



4. Don't make anyone feel like a burden for having pronouns you're struggling with (do not say "oh, it's just really hard")



5. Don't make them alleviate your guilt. Express your love and learn. If you get it wrong, do not apologise profusely because that puts the other person in the position of having to say its okay and putting their own feelings aside to make you feel better/stop apologizing.

RESOURCES:

Parents and Guardians of Gender Diverse Children in NZ:

To join the group please contact Rebecca Jones
support@transgenderchildren.nz

Holding Our Own:

Support & Education forum for Parents and Whanau of LGBTQ children (all ages) to meet & talk safely. www.holdingourown.co.nz

Drum Beat:

For caregivers of children and young people who are gender diverse or gender questioning. Meet up monthly in Greenlane. Contact julie.watson@kahuitukaha.co.nz or 0277000432

Takatāpui.nz:

Resource hub for Takatāpui and their whānau takatāpui.com

Gender Minorities Aotearoa:

Information for Young People and families www.genderminorities.com

Human Rights Commission:

Supporting trans and gender expansive children <https://www.hrc.org/>

Gender Spectrum:

Helps to create gender sensitive and inclusive environment for all children and teens www.genderspectrum.org





KARIN
NYAMASAKI