

Check In NAMES & PRONOUNS

WHAT IS YOUR NAME?

MAY I USE YOUR NAME IN FRONT OF OTHER STUDENTS?

YES NO

MAY I USE YOUR NAME IN FRONT OF OTHER TEACHERS?

YES NO

MAY I USE YOUR NAME WITH YOUR FAMILY/CAREGIVERS?

YES NO

IF YOU CIRCLED NO FOR ANY OF THESE QUESTIONS
PLEASE WRITE THE NAME YOU WOULD LIKE ME TO USE

WHAT ARE YOUR PRONOUNS?
EX: (THEY/THEM, SHE/HER, HE/HIM...)

YES NO MAY I USE YOUR PRONOUNS IN FRONT OF OTHER STUDENTS?

YES NO MAY I USE YOUR PRONOUNS IN FRONT OF OTHER TEACHERS?

YES NO MAY I USE YOUR PRONOUNS WITH YOUR FAMILY/CAREGIVERS?

IF YOU CIRCLED NO FOR ANY OF THESE QUESTIONS
WHAT PRONOUNS WOULD YOU LIKE ME TO USE?

IS THERE ANYTHING ELSE YOU WOULD LIKE ME TO KNOW
ABOUT YOU, YOUR NAME, GENDER OR PRONOUNS?

PRONOUNS

EVERYONE HAS THEM



A pronoun is a word that replaces a noun. Pronouns are also the words we use to describe ourselves or someone else without using names.

EX: Instead of saying "**The student** is smart." You would say "**She** is smart" or "**They** are smart."

REMEMBER THIS FORMULA

HOW SOMEONE LOOKS TO YOU/WHAT THEIR NAME IS \neq PRONOUNS  ASK OR USE NEUTRAL LANGUAGE!

NEUTRAL LANGUAGE 101



1. Maintain awareness of your default language.
EX: Instead of Mom & Dad or Parents use Family/Caregivers

2. Use: Learners, friends, team, scholars instead of gendered language like "Ladies & Gentleman" or "Boys and Girls"

3. Ask what pronouns to use "What are your pronouns?" or use They/Them instead of she/he.

WHY PRONOUNS ARE SO IMPORTANT FOR LGBTQIA+ STUDENTS (According to the Trevor Project)

1 in 4 LGBTQ youth use pronouns or pronoun combinations that fall outside of the gender binary.

Transgender and nonbinary youth who reported having pronouns respected by all or most people in their lives attempted suicide at **half the rate** of those who did not have their pronouns respected.

Transgender and nonbinary youth **attempt suicide less** when their pronouns are respected & when they have access to spaces (online, at school, and home) that **affirm their gender identity**.



A GUIDE TO USING **THEY/THEM PRONOUNS**

WHO USES THEY/THEM PRONOUNS?

Although They/Them pronouns can be used to describe anyone, people who identify outside of the gender binary of male and female may use gender neutral pronouns like they/them, xe/xem or ze/zim.

ARE THEY/THEM PRONOUNS
GRAMMATICALLY CORRECT?

YES!

"I have a student that's been struggling in my class."

"What part of the material do **they** not understand?"

USE THEY
INSTEAD OF HE/SHE



HE/SHE HAS A SWEET TOOTH.
THEY HAVE A SWEET TOOTH.

USE THEIR
INSTEAD OF HIS/HERS



HIS/HER DOG IS SO CUTE!
THEIR DOG IS SO CUTE!

USE THEM
INSTEAD OF HIM/HER



I'M GOING HIKING WITH HER/HIM.
I'M GOING HIKING WITH **THEM**.

GENDER NEUTRAL PRONOUNS ARE NOT NEW &
WERE USED AS EARLY AS THE VICTORIAN ERA!
LEARN MORE HERE.



HOW TO'S

PRONOUNS



HOW TO ASK

Hi! My name is Tina. My pronouns are she/they what are yours?

What pronouns do you use?

HOW TO NORMALIZE

Add pronouns into introductions. Have them visible in your classroom, your email signature, or ask them to be included on handed in assignments.



HOW TO MAKE MISTAKES AND ADJUSTMENTS

"I realized I've been using he/him pronouns but I never asked what your pronouns are. I'm so sorry about that! What pronouns can I use from now on."



INSTEAD OF SAYING:
THIS IS NEW TO ME SO IT'S
HARD FOR ME TO CHANGE.



SAY THIS:
I'M STILL LEARNING, I'M
GOING TO DO BETTER.

GOOD INTENTIONS CAN STILL HURT

Microaggressions: Everyday, subtle, interactions or behaviors that communicate some sort of bias toward historically marginalized groups

WHEN DID YOU
BECOME GAY?
YOU'RE SO BRAVE!

YOU DON'T LOOK GAY!

I ALWAYS WANTED A GAY BEST FRIEND

SO WHOS THE MAN IN THE RELATIONSHIP?

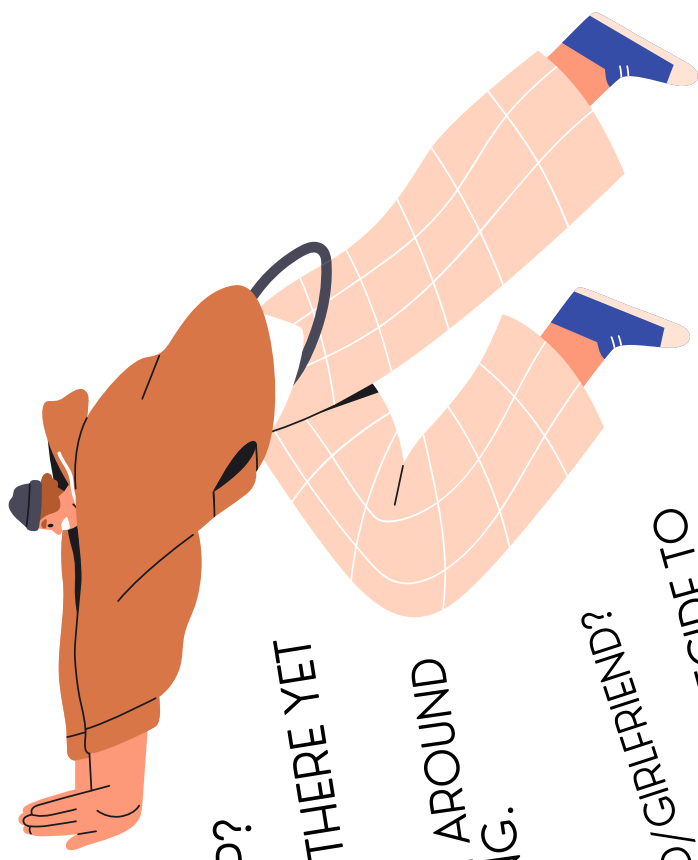
PEOPLE ARE JUST NOT THERE YET

THIS HASN'T BEEN AROUND
THAT LONG.

I NEVER WOULD HAVE
KNOWN!

YOU DON'T LOOK TRANSGENDER!

DO YOU HAVE A BOYFRIEND/GIRLFRIEND?
WHEN DID YOU DECIDE TO
BE TRANS?



QUESTIONS

TO ASK LGBTQIA+ STUDENTS

Is there someone you feel supported by?

Do you feel safe at school?

Is there anyone else you've come out to?

Do you feel safe at home/outside of school?

What can I do to better support you?

What pronouns do you use?

*** ALWAYS OFFER THE PERSON A CHANCE TO SAY NO**

AFFIRMED

BY TINA INGEMI
FOR AFFIRMING LEARNING SPACES

Hey! I'm Tina. I am a licensed school counselor with 18 years of multinational youth work experience and leadership. I created these resources to help you to utilize adorably designed Social Emotional Learning strategies, and cultivate an affirming learning space for students of many identities.

I believe magic happens when people feel safe, seen, and supported; these resources are designed with this in mind.

I'm an introverted, rescue dog mom, and snack enthusiast living in the woods of Maryland. I care deeply about building joyful and welcoming spaces for learners of all kinds to make mistakes and adjustments to better show up for themselves and each other.

Please reach out to me for special requests, and LGBTQIA+/SEL focused PD's at [TINAINGEMI.COM](https://www.tinaingemi.com)

