

a webinar with te ngākau kahukura

read more:

tengakaukahukura.nz/pronouns

why are there
pronouns in your
email signature?





- pronouns are part of every language.
- some languages (like english) use pronouns to say something about people's gender.
- other languages (like te reo māori) don't have gendered pronouns.

pronouns aren't new
or unusual





- the right pronouns to use for a person are the ones that person is most comfortable with.
- reflect the language that a person uses about themselves, respect the words they ask you to use, and ask respectful questions if you're not sure.

using the right pronouns
for a person is a basic
sign of respect





- if you're not sure of someone's pronouns, try talking about them without using gendered language.
- this might include using they/them pronouns, using their name, or using phrases like “this person” or “that client”.

practice using gender-neutral language for people you don't know





- make sure you've done the work to understand how to use other people's pronouns correctly.
- when you actively share your pronouns, it's fair for others to assume that you will respect theirs.

when you share your own pronouns, you make it safer for others to share theirs

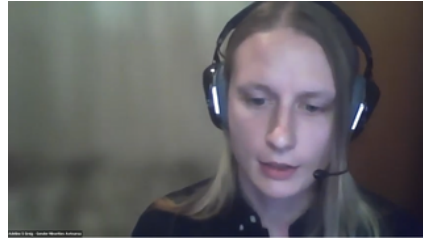
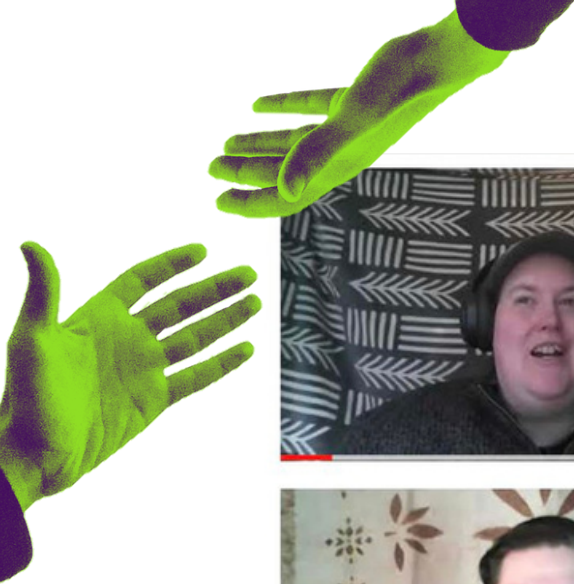




- for people whose pronouns don't match the ones people assume for them, requiring them to share their pronouns can mean they have to educate people, face discrimination, or misgender themselves.
- instead, create an environment where it is safe to share, and where people can be confident that their pronouns will be respected.

don't force people to share their pronouns





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