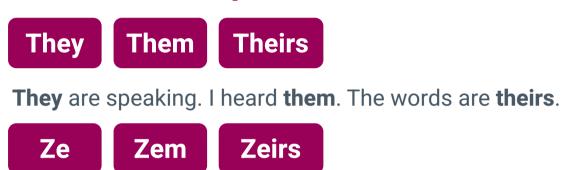# Pronouns and how to use them

Pronouns are words used to refer to people instead of their name. People have personal pronouns including she, he or they. Using 'they' as a singular gender-neutral pronoun is grammatically correct and has been included in the Merriam-Webster dictionary.

Binary pronouns

She	**He**
Her	**Him**
Hers	**His**

Gender neutral pronouns

They	**Them**	**Theirs**

They are speaking. I heard **them**. The words are **theirs**.

Ze	**Zem**	**Zeirs**

Ze are speaking. I heard **zem**. The words are **zeirs.**

Other singular third-person pronouns sometimes used instead of he, she, or they include:

- **xe/xem/xyr/xyrs** (pronounced like zee/zem/zeer/zeers)
- **Ze** (or **sie**)**/hir/hirs** (zee or see/hear/hears)
- **Ey/em/eir/eirs** (rhymes with they/them/their/theirs)

GENITALS ≠ GENDER

A **cisgender** person is someone whose gender aligns with the sex they were assigned at birth. Cisgender people are more likely to use pronouns that align with their birth sex.

A **transgender** person is someone whose gender is different to what was initially expected for them when they were born. People who are trans, non-binary or gender diverse are more likely to use pronouns that don't align with the sex they were assigned at birth.

When someone states their pronouns, don't question or make assumptions about their gender, sex, or sexuality. Just accept and respect how people identify and define themselves.

It is important to use the correct pronouns when speaking to or about someone. This shows respect for that person, and helps you avoid misgendering them, which can be distressing. When you are unsure of a person's gender, take the opportunity to simply ask their pronouns. If you are unable to do so, it is best to use gender neutral pronouns.

Find out more about pronouns at **pronounsday.org**