Welcome to Pierce's GSA's presentation on
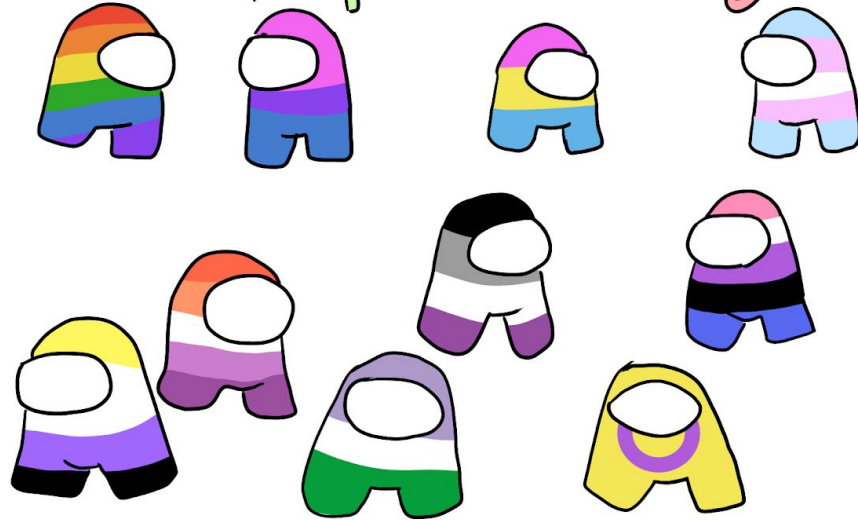
Correct Pronouns Usage!

There are NO impostors among us!

Welcome!

Welcome to our presentation planned for today. We are the GSA here at Pierce. GSA stands for Gender and Sexuality Alliance. We are a group that meets weekly to talk about education, advocacy and other topics of interest. We will be talking about correct pronoun usage in the classroom! If you find that you have questions throughout the presentation, please write them down to ask at the Q & A at the end of this presentation.

Thank you!

Terms to Know

➳ Cisgender - One whose gender aligns with with the sex they were assigned at birth.

➳ Transgender - One whose gender does not align with the sex they were assigned at birth.

➳ Misgendering - When one assumes that you are a gender that you are not.

➳ Non-Binary - Someone who does not fully identify as male or female.

➳ Deadname - A transgender individual's name before they changed it to their current name.

➳ Neopronouns - Neopronouns are a form of gender-neutral third-person pronoun commonly used by non-binary people in place of they/them

➳ Multiple Pronouns - Sometimes people choose to use multiple pronouns if they don't identify with just one.

➳ Gender-neutral pronouns - Pronouns that aren't masculine or feminine, can be used for all genders, and are often used for non-binary people.

Why does this matter?

We have often seen others who have been misgendered or dead named, and many of us have been as well.

We want to help you all understand how to validate your students, to treat them with equal respect.
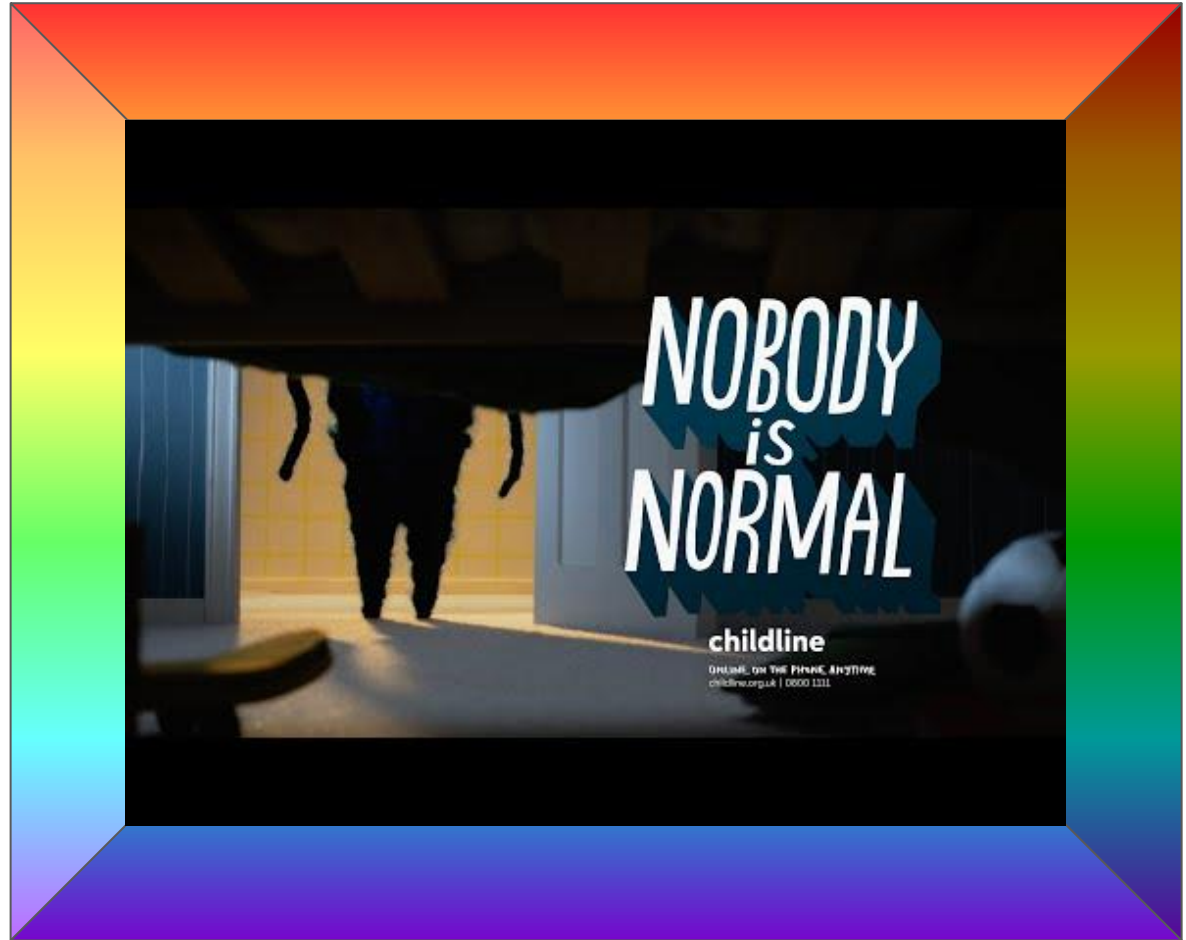
LGBTQ+ youth:

- "48% of LGBTQ youth reported engaging in self-harm in the past twelve months, including over 60% of transgender and nonbinary youth."
- "40% of LGBTQ+ respondents seriously considered attempting suicide in the past twelve months, with more than half of transgender and nonbinary youth having seriously considered suicide."
- "86% of LGBTQ youth said that recent politics have negatively impacted their well-being

The majority of this happening between the ages of 13-18 during 2020 only.

-The Trevor Project

To kick off our presentation, we will present a sweet short film titled, "Nobody is Normal".

Pronoun Awareness

Preferred Pronouns

One's preferred pronouns are pretty self explanatory. They are the pronouns that someone uses. However, the term "preferred pronouns" is slightly misleading, as these pronouns are not preferred, they are mandatory.

In the Milton Public Schools, everyone is familiar with the pronouns he/him and she/her, but many aren't aware of the singular they, or neopronouns such as xe/xem, or ze/hir. In fact, in many newsletters, announcements, and messages, when referring to someone of an undetermined gender "he or she" is put in.

A more inclusive version that has the same meaning is simply "they" or "them". Additionally on the concern of pronoun inclusivity, is the problem that we briefly addressed before of pronoun education. In English class, perhaps, there could be an adjustment to the unit on pronouns to add a lesson on gender-neutral pronouns. This would help educate students about the different types of pronouns, and how everyone's pronouns need to be used and respected.

Neopronouns

What are they and how to use them?

- ➜ Neopronouns are pronouns that are outside of the binary ones (he/she), and the singular "they".
- ➜ Those outside of the gender binary use them.
- ➜ They should be made by the person who identifies with them, and to be respected and used by everyone else
- ➜ Often times people will ridicule those using these pronouns by using derogatory language as pronouns.

Why is it harmful to misgender someone?

If you have ever been misgendered, you know that it feels awful. It is difficult to explain the emotion that tears through your body after being misgendered to someone who has not experienced it, but we will attempt to.
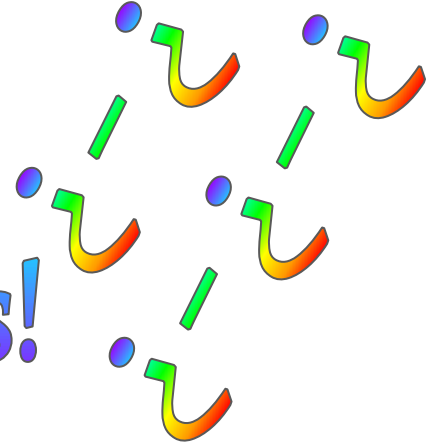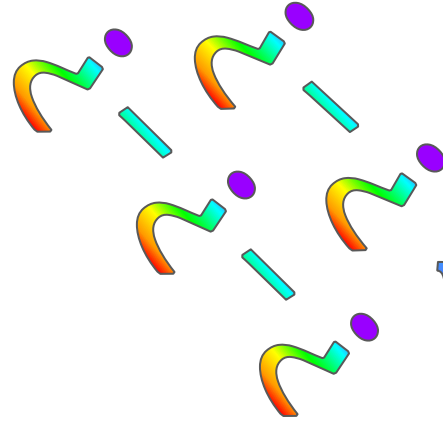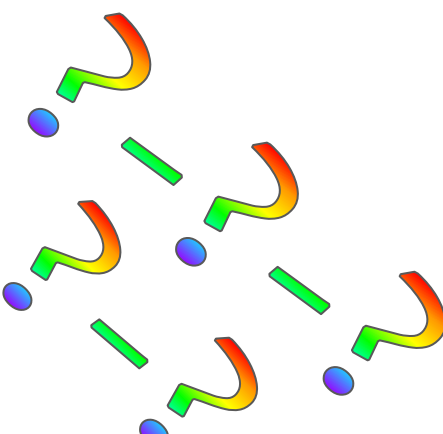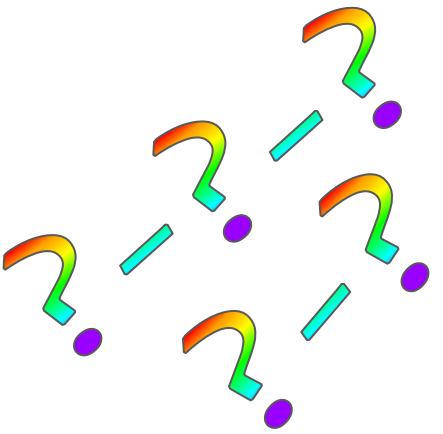
It feels like someone openly doesn't care about who you are as a person.

Ways in which you can help to make everyone feel included:

- Address the people in your class as students, people, everybody, etc. instead of boys and girls
- Be open to being corrected if you make a mistake
- Let students know they can go to you if their pronouns and/or name change
- At the beginning of each term you could put out a google form for your classes where you ask students their google account name, preferred name, and preferred pronouns
- You could also share pronouns at the start of the year and/or the beginning of each term.
- Have a visual representation of different genders and pronouns in the classrooms and hallways.

Do you have any questions? If so, please raise your virtual hand, and we will provide answers!