

WHAT YOU NEED TO KNOW ABOUT PRONOUNS



Human Resources

UNIVERSITY OF COLORADO BOULDER

Sharing pronouns on campus, in meetings and online, has become increasingly visible. This guide will help you understand why it is important, and how you can participate in this inclusive practice.

WHAT ARE PRONOUNS?

Pronouns are used to replace a noun or noun phrase, and "personal pronouns" such as she, her, and hers are the ones people will share with others when you first meet.

WHY ARE THEY IMPORTANT?

Sharing pronouns helps to avoid assuming which pronouns people use, and thus averts intentional or unintentional harm or disrespect.

TO SHARE, OR NOT TO SHARE?

If you are comfortable doing so, sharing pronouns normalizes this inclusive practice. It is not recommended to require someone to share their pronouns because people may not be ready to share.

WAYS TO SHARE

You can share pronouns when you first meet someone, in your email signature, in your Zoom settings, in your personal bio or website:
"I use he, him & his pronouns"

EXAMPLES

He, him, his
She, her, hers
They, them, theirs
Ve, ver, vis
Xi, xir, xirs

SOME TIPS

- Practice using gender neutral language
- Don't assume someone's pronouns
- When in doubt, ask or use "they"
- Unlearn gendered phrases, such as "you guys"

WANT TO LEARN MORE?

Learn more: [What You Need to Know About Pronouns](#)

Or visit other campus resources:

[CU Boulder Pride Office](#)

CU Boulder Staff Council - [Be An Ally - 5 Easy Ways](#)