WHEN MY PRONOUNS ARE: | USE THEM IN THIS WAY...
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SHE • HER • HERS | She is an excellent student. The team relies on her leadership. Her group project was excellent. I support her in the classroom by honoring her pronouns.
HE • HIM • HIS | He works well in groups. We are proud of him. I admire his school spirit. I support him in the classroom by honoring his pronouns.
THEY • THEM • THEIR | They are an active member of the Vanderbilt community. The other lab members rely on their expertise. Their contributions are always on point. I support them in the classroom by honoring their pronouns.
ZE • ZIR • ZIRS | Ze is a real leader on campus. I have learned so much from zir. The TA said that zirs contributions were instrumental to the lab’s success. I support zir in the classroom by honoring zirs pronouns.
ZE • HIR • HIRS | Ze is a big Commodores fan. Hir room is decked out in black and gold. I loved hirs paper. I support hir in the classroom by honoring hirs pronouns.

PROACTIVE WAYS TO AFFIRM VANDERBILT’S COMMITMENT TO GENDER INCLUSION

When introducing yourself, offer your name and pronouns – even to familiar colleagues and students.

Include your pronouns in your email signature and on the class syllabus.

Ask students for their names and pronouns.

Do not assume from the roster.

Model respect in all interactions – not just in the classroom.

IF YOU MAKE A MISTAKE...

Graciously accept correction. Apologize and learn for next time.

Take initiative. Do not expect others to remind you of their name and pronouns.

“Thank you for reminding me. I apologize and will use the correct name and pronoun for you in the future.”