Dear Faculty, Staff and Students:

The first International Pronouns Day is Wednesday, October 17, 2018 and the Rutgers School of Public Health is one of the endorsers!

“International Pronouns Day seeks to make asking, sharing, and respecting personal pronouns commonplace. Referring to people by the pronouns they determine for themselves is basic to human dignity. Being referred to by the wrong pronouns particularly affects transgender and gender nonconforming people. Together, we can transform society to celebrate people’s multiple, intersecting identities.” (pronounsday.org, 2018)

The Rutgers School of Public Health is proud to support the proper use of pronouns as we address our students, faculty and staff. While pronouns are simple to define, their correct use can be confusing to many! As the concept of gender continues to evolve, so are gender identities. A person may use one or more pronouns to identify themselves. It is important to respect a person’s pronouns. You cannot determine someone’s pronouns just by looking at them. Asking and then correctly using someone’s pronouns is the best way to show your respect for their gender identity. Using the wrong pronoun to address someone can make them feel disrespected, invalidated, dismissed, alienated, or dysphoric; many times it is all of the above! Asking for pronouns can prevent emotional distress and embarrassment, it also sets an example of respect!

Keep in mind, there are no “male/female” or “man/woman” pronouns. All pronouns can be used for any gender and are gender neutral. We also do not use “preferred pronouns” due to people generally not having a pronoun “preference” but simply having “pronouns.” Using “preferred” can accidentally insinuate that using the correct pronouns for someone is optional.

Pronouns take practice! This is not a complete list of pronouns, as they can change daily, this will provide you a basic list.

<table>
<thead>
<tr>
<th>She/Her/Hers</th>
<th>He/Him/His</th>
<th>They/Them/Theirs</th>
<th>Ze/Hir/Hirs</th>
<th>It</th>
</tr>
</thead>
<tbody>
<tr>
<td>She knows what to do.</td>
<td>He is in the bathroom.</td>
<td>They are in the bathroom.</td>
<td>Ze is in the bathroom.</td>
<td>It is in the bathroom.</td>
</tr>
<tr>
<td>Her dog is nice.</td>
<td>His dog is nice.</td>
<td>Their dog is nice.</td>
<td>Hir dog is nice.</td>
<td>Its dog is nice</td>
</tr>
<tr>
<td>That is hers.</td>
<td>That is his.</td>
<td>That is theirs.</td>
<td>That is hirs</td>
<td>That is its.</td>
</tr>
<tr>
<td>She likes herself.</td>
<td>He likes himself.</td>
<td>They like themself.</td>
<td>Hir likes hirself.</td>
<td>It likes itself.</td>
</tr>
</tbody>
</table>

Show your support of the proper use of pronouns by including your pronouns in your email signature! It is an important move toward inclusivity, regardless of your gender!

Teri

Teri E. Lassiter, PhD, MPH (She/Her/Hers)
Assistant Dean for Public Health Practice, Diversity, & Inclusion
Assistant Professor, Urban-Global Public Health
Rutgers School of Public Health
Stanley S. Bergen Building
65 Bergen Street, room 750B
Newark, NJ 07101
973-972-8689