



LGBT+ History Month – ILT Session 2

Let's Get Thinking

Thinking Task: Imagine every time somebody spoke to you, they got your name wrong...called you something different entirely, or the name of the person you sit next to in their class, or, repeatedly pronounced your name incorrectly despite you correcting them

How would this make you feel?
Come up with words and phrases to describe your thoughts and emotions.
Also, would it make you think anything about them as a person, or your relationship with them?





LGBT+ History Month – ILT Session 2

Pronoun Equality

Pronoun Equality is so important that there is a day dedicated to celebrating it each year.

International Pronouns Day began in 2018 and takes place on the 3rd Wednesday of October each year.

The purpose of International Pronouns Day is to make respecting, sharing, and educating about pronouns more widespread.

We have chosen to educate as part of our LGBT+ History Month curriculum.



WHAT ARE PRONOUNS AND WHY DO THEY MATTER?

Pronouns are words that you use in place of a noun, like someone's name.

Instead of always having to use people's names, we often use pronouns in their place.

Example: *"James is over there. Let's go say hi to **him!**"*

*"Alex is in the park. Let's go see **them!**"*

*"Sarah said to meet at the cinema. Let's go to see **her!**"*

An example of a pronoun is he/him, she/her or they/them but there are a wide variety of pronouns other than these that people may use such as ze or zie .

Often, when speaking about a person in the third person, these pronouns have a gender implied -- such as "he" to refer to a man/boy or "she" to refer to a woman/girl. These associations are not always accurate and it might be uncomfortable for somebody if you assume their pronouns.

WHAT ARE PRONOUNS AND WHY DO THEY MATTER?

As the pronouns he/him and she/her are commonly associated with a specific gender, using these to describe somebody could indicate you are assuming their gender identity based on appearances.

Making this assumption (even if correct) sends a potentially harmful message that people must look a certain way to be a specific gender.

Some people may prefer gender neutral pronouns such as they/them as they do not have an associated gender identity.



WHAT ARE PRONOUNS? VIDEO CLIP

For more information on what pronouns are
watch the video below.



WHAT ARE PRONOUNS AND WHY DO THEY MATTER?

There are some key things to remember:

1. Not all men use he/him pronouns.
2. Not all women use she/her pronouns.
3. Not all non-binary people use they/them pronouns.
4. Knowing somebody's pronouns does not mean you know their gender identity.
5. If you do not know somebody's pronouns, ask them politely.
6. A person can change their pronouns and you should make an effort to use the pronouns a person is comfortable with if these change.





Toilets, Bow Ties, Gender and Me



This brilliant TedTalk is a great insight into the experiences of someone who sees gender as a complex thing. Audrey talks about the challenges they have faced which you may have experienced yourself or have no experience of at all.

What can you learn from Audrey's experience?

SHARING PRONOUNS

If somebody shares their pronouns with you it is important to note that they may not be comfortable sharing these pronouns with everyone and may want to keep them private.

Teachers and pupils should consider the points below:

- **Ask the person who has shared their pronouns if you should use these pronouns when referring to them when chatting to other people.**
- **Ask the person if you should use these pronouns in front of their family.**
- **Ask the person if there is anyone they should not use these pronouns in front of.**

Revealing somebody's pronouns without their consent can put that person at risk in certain situations. It is important that you respect a person's wishes and boundaries about their pronouns.



NEO PRONOUNS

Some people may use **neo pronouns**.

The term “**neo pronouns**” tends to refer to pronoun sets developed from the 20th century (or sometimes 19th century), to today. Somebody does not need to identify as transgender or non-binary to use neopronouns, they can be used by all gender identities.

e/ey	em	eir	eirs	eirself
he	him	his	his	himself
per	per	pers	pers	perself
she	her	her	hers	herself
they	them	their	theirs	themself
ve	ver	vis	vis	verself
xe	xem	xyr	xyrs	xemself
ze/zie	hir	hir	hirs	hirself

Look at the examples of pronouns and neo pronouns...

USING THE CORRECT PRONOUNS

Using someone's correct pronouns is a way to respect them, their identity and create an inclusive environment. Some people use more than one kind of pronouns, and other people don't mind which pronouns are used for them.

Just as it can be offensive to use the wrong name for somebody or even hurtful to make up a nickname for someone and call them that nickname against their will, **it can be offensive or hurtful to guess at someone's pronouns and refer to them using those pronouns if that is not how that person wants to be known.**



identity

USING THE CORRECT PRONOUNS

We all make mistakes, if you get someone's pronouns wrong, please quickly apologise and correct yourself.

You can also show solidarity with someone who uses pronouns that others may mistake by politely correcting someone who has used the wrong pronoun even when the person isn't there.



It's worth remembering that the phrase 'preferred pronouns' is no longer used. Terms like this can make it sound like someone's identity is up for debate.



OBHS – An Inclusive Community

In support of the LGBT+ community, we are giving all members of the OBHS community, the option to have a badge created to wear whenever they choose which indicates your preferred name and pronouns. You might opt for a badge and choose to only wear it in certain lessons or places around the school.

Please have a read through the form from your form tutor before deciding whether you would like a badge.

If you choose to use the pronoun which matches your biological sex, it doesn't mean you can't opt to wear a badge. Wearing a pronoun badge is a great way of showing support of the LGBT+ community. You might have seen some staff and students wearing these already.



FINAL TAKEAWAY

Try to remember these 3 words following today's lesson

ASK

politely ask for somebody's pronouns if you do not know them.

RESPECT

If somebody shares their pronouns with you respect it and try your best to use them even when the person is not around.

PRACTICE

Practice introducing yourself with name and pronouns and practice using others pronouns in conversation.