

## **Pronoun Ribbons Guide and Explanation**

**To foster a more inclusive space at the League, we invite everyone to take a ribbon for their name badge that accurately describes the pronouns they would like people to use.**

**Please choose the pronoun ribbon that reflects how you identify yourself (She/Her, He/Him, or They/Them). We also offer blank pronouns for those who identify as something other than what the printed pronouns offer.**

### Why We Are Including this:

Not everyone identifies with the gender they are assigned at birth. Some people use she/her or he/him pronouns. Others use they/them, xe/xim, etc. There are many ways people feel boxed in and confined by gender assignments. and knowing and using their pronoun of choice allows us to respect the identify of someone who might not identify within the gender binary.

You cannot visually tell someone's gender or their personal gender pronouns. Nothing that we see, hear, or sense could ever tell us *for sure* how someone feels on the inside. Therefore, we might assume someone's gender incorrectly and use the incorrect pronouns.

Asking for and respecting someone's pronouns is one of the most basic forms of respect. Using an individual's correct gender pronouns is a powerful way of validating and including them in our space. Sometimes, we make mistakes and use the wrong pronouns. That is ok! You can't be perfect all the time.

**So, we've made it easy: please help yourself to a ribbon of your choosing.**

Using one of these ribbons, even if your gender can easily be assumed, is a way of letting everyone know that you support the use of pronouns that fall outside of the norm. In fact, some studies suggest that when people whose gender identity can be easily identified (cisgender) use pronoun identifiers, non-cisgender people will feel more comfortable.

As we want to make this an inclusive space, please only pick up a ribbon if you feel comfortable. The purpose of these ribbons is to make everyone feel comfortable as well as included. Not everyone knows which pronouns they want to be referred to by. It's ok if you don't know and/or don't feel comfortable participating yet!