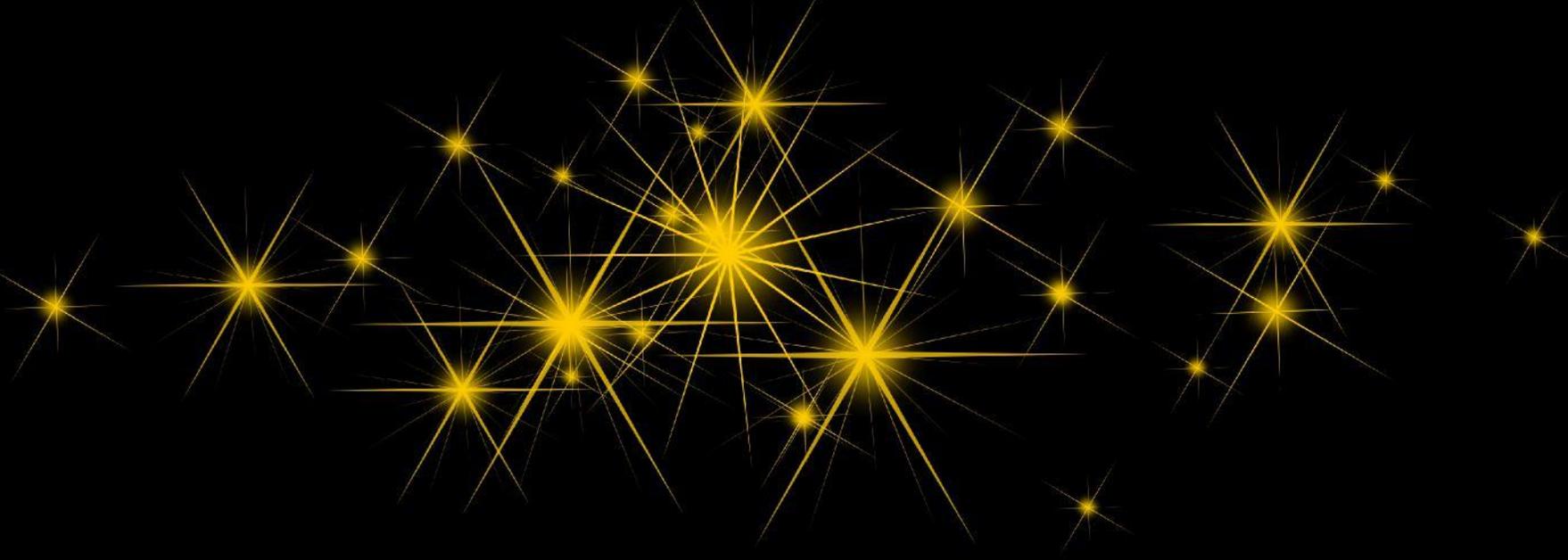




**IOWA**



**SPARKSHOP:**  
**Practicing Pronouns**

# Session Overview

**WHAT**



Misgendering of  
Students and  
Colleagues

**SO WHAT**



Sense of Belonging,  
Negative Learning  
Environment, Isolation,  
Misrepresentation of  
Your Values

**NOW WHAT**



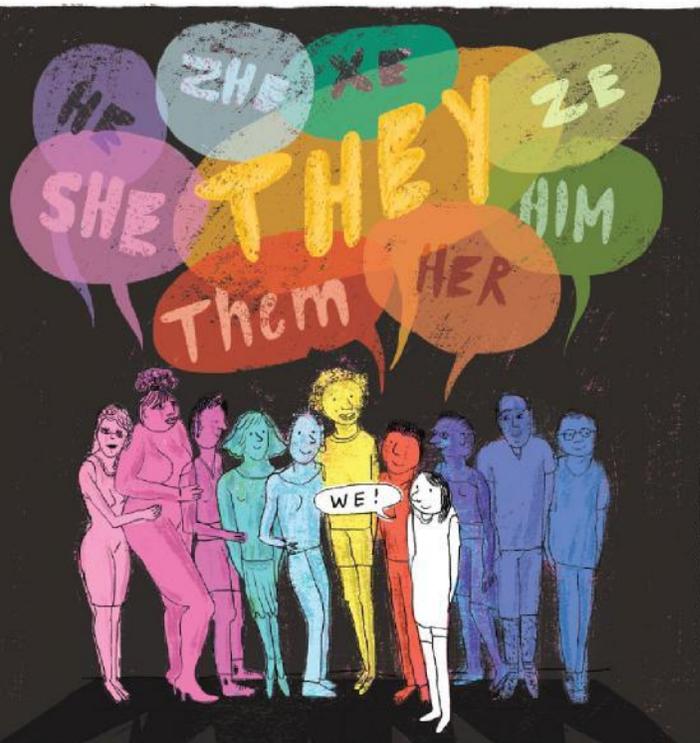
Personal  
Considerations:  
  
MAKE it better  
Match language, Apologize,  
Keep focus, Evaluate

# Why are using pronouns important?

**she / her**



# Pronouns



1	2	3	4	5
(f)ae	(f)aer	(f)aer	(f)aers	(f)aerself
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

# Pronoun Practice

Take turns telling a story about someone who uses one of the following pronoun series:

They/Them/Theirs

Ze/Hir/Hirs

Ze/Zem/Zirs

It was a dark and stormy night. was on way to a meeting. forgot umbrella and was upset with .



...but “they” isn’t a **singular** pronoun!

Language evolves over time.

# Addressing Misgendering

**M** Match Language Listen for and use the correct pronoun.

**A** Apologize Acknowledge a mistake was made and apologize.

**K** Keep Focus Focus on the person impacted over your error.

**E** Evaluate Reflect on your actions.  
(e.g., one time mistake, pattern)