

PRONOUNS 101

An introductory guide to working with transgender learners in medicine.



PRONOUNS AS AFFIRMATION

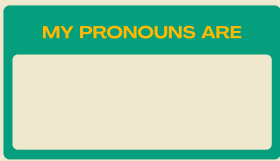
Pronouns are a simple and easy way to affirm someone's gender identity. Just ask "What pronouns do you use?"



SEX VS. GENDER

Remember that a person's gender may not match the sex they were assigned at birth. Don't assume someone's pronouns based on how they look/dress/sound/etc.

COMMON PRONOUNS



She/her/hers
He/him/his
They/them/theirs



Singular "they" has been in use since the 14th century! And grammar should never be an excuse for disrespect.



SHARE/ASK/PRACTICE

Practice sharing your pronouns, and asking others to share theirs! Consider introducing pronoun stickers, buttons, or badge ribbons at your site.



SET THE TONE

Talk to your colleagues about the importance of pronouns, and interrupt transphobia when you see it. Educate yourself about the transgender community.



MENTOR

Transgender people are underrepresented among physicians. Many transgender learners have no role models; you can be a strong mentor by advocating for and supporting them.



WHEN YOU MAKE A MISTAKE

Apologize, move on, and try to do better. Do not make a scene, do not embarrass or draw attention to the learner.



NO OUTING. EVER

Never discuss a transgender person's identity with other people without express consent. This is a safety issue.

Learn more:

<https://transstudent.org/>

<https://www.amsa.org/advocacy/action-committees/gender-sexuality/transgender-health/>

<https://www.lgbtqiahealtheducation.org/>

