

**Gender Pronouns and Gender Neutral Titles**

**Gender Pronouns**

We often use words that refer to gender such as he and she, but some people wish to be referred to with gender neutral language. The pronouns below are just a few examples; there are many others used, and these continue to develop.

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| **Gender** | **Pronouns** | **Example** |
| Male | He/him/his/himself | He wants you to use his pronouns |
| Female | She/her/hers/herself | She wants to use her pronouns |
| Neutral | They/them/theirs/themselves | They want you to use their pronouns |
| Neutral | Ze/sir/zirs/zirself | Ze wants you to use zir pronouns |
| Neutral | No pronouns, use name only | Sam wants you to use Sam’s name |

**Gender Neutral Titles**

Some trans or non-binary gender people, or those who wish to avoid indicating their gender, use a gender neutral title. The most widely used in Mx. There are other examples listed below, and these are used as an alternative to the gendered titles of Mr, Mrs, Miss and Ms.

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| **Title** | **Title Description** | **Pronunciation** |
| Ind | Abbreviation of individual | Ind or Individual |
| M | Removing the end of Mr, Mrs, Miss and Ms | Em |
| Mir | Combination of Miss/Mr or Sir/Madam | Mer |
| Misc | Abbreviation of miscellaneous | Misk |
| Mre | Abbreviation of mystery | Mystery or Misstree |
| Msr | Combination of Miss and Sir | Misser |
| Mx | Replacing the end of Mr, Mrs, Miss and Ms with x | Miks, Muks, Em-eks |
| PR | Abbreviation of person | Per |
| No title | No title, use name only |  |

**Normalising disclosure of gender pronouns and titles**

* Ask everyone their pronouns and title, not just people you think may be trans or non-binary
* Tell others your own pronouns and title
* Add your own pronouns and title to your email auto signatures and social media profiles
* Do not assume a person’s pronoun and title based on their name or how they look
* A person’s pronoun and title may change over time