



THE PRONOUN PROTOCOL

They

She

She & They

My name

He

Ze

The Pronoun Protocol is 12 agreements with the intention of creating a way of speaking that fundamentally includes everybody all the time and interrupts the cycle of gender stereotypes and assumptions. These agreements are designed to support adults in modeling gender-inclusive practices for kids.

Read more about these agreements: www.pronounprotocol.org

1. As a foundation, always use gender-inclusive words like *people*, *person*, *kid*, *relative*, *sibling*, *parent*, etc.
2. See people as people first without gender assumptions.
3. Don't assume you know someone's pronoun based on their name or appearance.
4. Use the singular pronoun *they* as a default in public for people you don't know, instead of assuming *he* or *she*.
5. Use a person's name if you don't know their pronoun. If you must use a pronoun, you could use *they*.
6. Unless it is confirmed safe space, don't ask someone's gender or pronoun, it is theirs to tell or not when ready.
7. If someone shares their pronouns with you, use them.
8. Remember that people can have more than one pronoun and pronouns can also change.
9. There are more than two or even three pronouns. Learn about and practice *ze*, *xe*, using a *name*, and more.
10. If you slip into assumptions, apologize briefly if necessary, and simply return to the Pronoun Protocol.
11. Establish this as a standard to include everybody, whether or not there are non-binary people present.
12. Always use the Pronoun Protocol in public settings.



REMOVE ASSUMPTIONS/
RECLAIM FLUIDITY

INCLUSIVE WAYS OF SPEAKING/
RESPECTING PRIVACY AND SAFETY

DOING THE WORK TO
CREATE SYSTEMIC CHANGE