

# They, She, He

## Increasing Comfort with Pronouns on Campus

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Queer Resource Center

Portland State University



**QRC**  
PORTLAND STATE UNIVERSITY

# Introductions

- ▶ Kirsten Keith, They/Them/Theirs, QRC Assistant Director
- ▶ Craig Leets, He/Him/His, QRC Director
- ▶ Name
- ▶ Position
- ▶ Institution
- ▶ Two words for anything you are hoping to get out of today



# Why are we having this conversation?

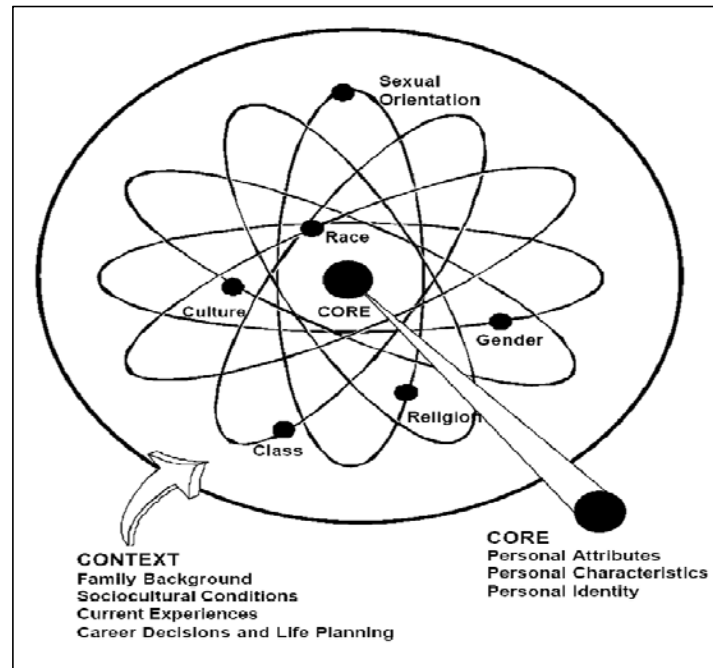
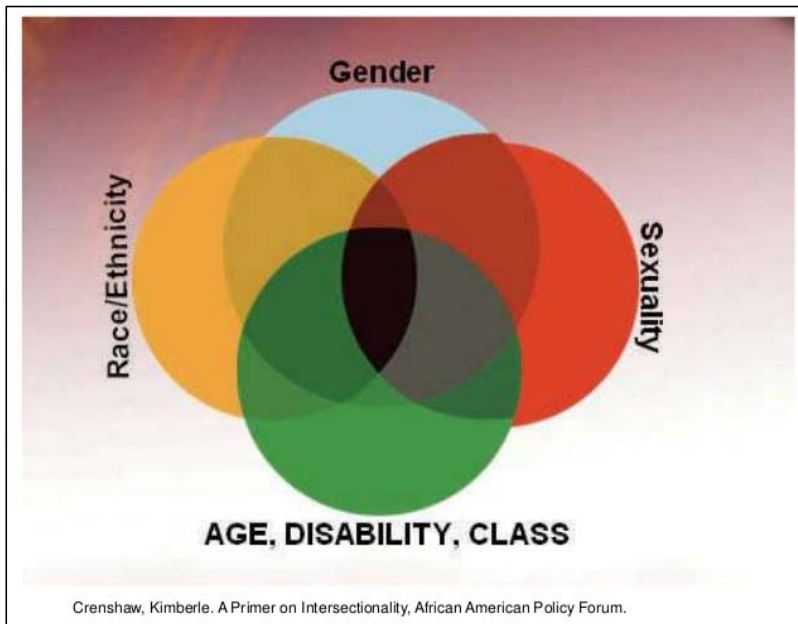
## ► 2015 U.S. Transgender Survey

- 29% of respondents were living in poverty compared to 14% in the U.S. population.
- 15% of respondents reported being unemployed compared to 5% of the U.S. population.
- The cost of changing ID documents was one of the main barriers respondents faced, with 35% of those who have not changed their legal name and 32% of those who have not updated the gender on their IDs reporting that it was because they could not afford it.



# Intersectionality as Framework

## Women's Studies Lens



## Student Affairs Lens



# Terminology

- ▶ Sex
- ▶ Gender Identity
- ▶ Gender Expression
- ▶ Sexual Orientation



# Pronouns

▶ [Video](#)



# Pronouns

- ▶ Why do we ask?
- ▶ How do I ask?
- ▶ Who do I ask?
- ▶ What if I make a mistake?
- ▶ What if I witness someone using the wrong pronoun for someone?



# Pronouns

- ▶ What pronouns might you encounter?
  - They/Them/Theirs, She/Her/Hers, He/Him/His
  - Ze/Hir/Hirs, Ze/Zir/Zirs, Per/Per/Pers, Hu/Hum/Hus
  - First Letter of Name, No Pronouns, Other Pronouns





# Pronouns

- ▶ When do these come up in your work?
  - Patrons
  - Colleagues
  - One on One Interactions
  - Note-writing
  - Speaking about others



# Pronouns

Dana works at the Queer Resource Center. Dana has purple hair. Dana has worked at Portland State University for three years. Dana's role is the Outreach Coordinator. Dana often works with community organizations. Dana's favorite part of the job is weekly staff meetings. I really like working with Dana.



# Closing

- ▶ 5 Tips for Being an Ally
- ▶ Staying informed: Social Media
  - ▶ Everyday Feminism, Colorlines, Black Girl Dangerous, HuffPost Queer Voices
- ▶ Lingerin questions?
- ▶ More than Marriage
- ▶ Next Step/Commitment



# Thank you!

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