

Gender Pronouns Guide

Our guide to inclusive language on gender pronouns and identities furthering CohnReznick's commitment to a diverse and inclusive workplace

It is important to understand that gender identity, gender expression, and biological sex are all different concepts. Referring to an individual using their chosen name and pronouns shows respect, acceptance and inclusion.

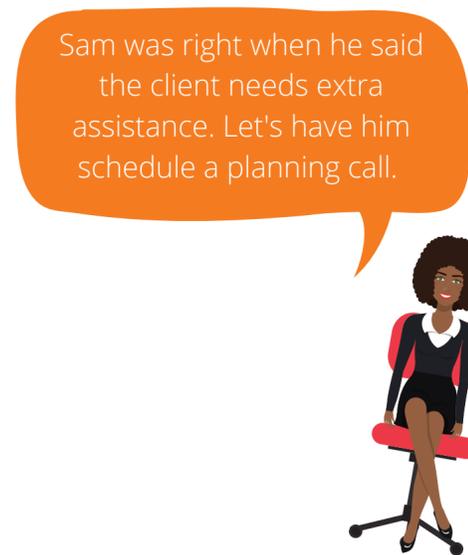
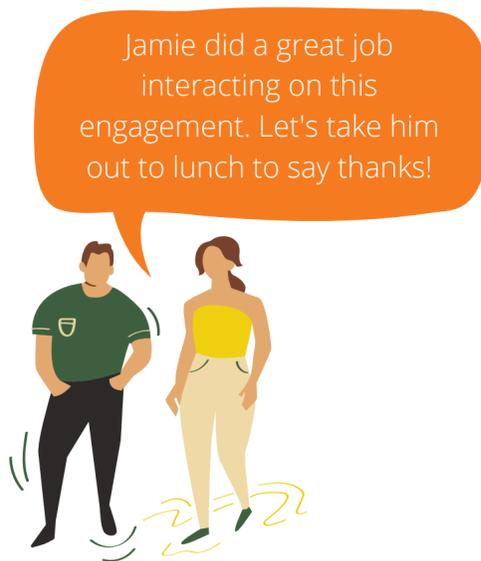
Gender Pronouns (such as "he/him/his" and "she/her/hers") refer to people that you are talking about. We constantly refer to people using these terms and typically don't think about them. Usually we interpret a person's gender based on their gender expression (typically through clothing, behavior, hairstyles, etc.) and assign a pronoun.

Gender Identity is considered an internal sense of one's own gender (how they identify themselves). This means we don't necessarily know an individual's correct gender pronoun just by looking at them. Examples: man, woman, non-binary, transgender, agender, demigender, genderqueer, pangender.

Gender Expression is how we present ourselves to the outside world through clothing, hairstyles, our voice, mannerisms, and more. Often how we present ourselves is related to our gender identity, but not always. Examples: masculine, feminine, androgynous.

Biological Sex is a medical determination based on primary and secondary sex characteristics, hormones, and chromosomes. This is assigned at birth. Examples: female, intersex, male.

Pronoun use is so embedded throughout everyday interactions, it is easy to take for granted how much we rely on signals and assumptions for statements like:



Pronouns

He/Him/His

She/Her/Hers

They/Them/Theirs

Ze (or Zie)/Zir/Zirs

Ze (or Zie)/Hir/Hirs

Subject

He asked

She asked

They asked

Ze asked

Ze asked

Objective

He/Him/His

She/Her/Hers

They/Them/Theirs

Ze (or Zie)/Zir/Zirs

Ze (or Zie)/Hir/Hirs

Possessive

This desk is his

This desk is hers

This desk is theirs

This desk is zirs

This desk is hirs

Reflexive

He reminds himself

She reminds herself

They remind themselves

Ze reminds zirsself

Ze reminds hirsself

What should I do?

Be mindful of the pronouns you use to identify someone. Avoid assumptions and utilize curiosity!

Ask what pronouns to use when speaking to someone if you are unsure:

My name is Suzy, and my pronouns are she/her/hers. What about you?

I'm Jamie, and I use they/them pronouns. How about you?

What pronouns do you use?

If you mistakenly misgender someone:

Acknowledge your mistake sincerely and calmly. Take accountability.

Apologize and correct yourself. You may say "I'm sorry, Tori - I should've said ze".

Try not to draw additional attention by spending a lot of time on the mistake. Furthermore, do not attempt to justify the mistake. This can cause additional discomfort.

For an extended glossary of terms, please see the [Out & Equal LGBTQ Terminology!](#) To learn more about CohnReznick's commitment, please see our [Diversity & Inclusion](#) page.

