

GENDER PRONOUNS: Provider 101

Why should pronouns matter to you? Because they matter to your patients.

Used incorrectly, a pronoun may cause a patient to feel you don't understand or accept their gender identity and aren't capable of providing them competent care.

Used correctly, they show respect and affirm the gender identity of your clients.

**Ask your patients
about pronouns.**

**Ask every patient.
Ask every time.**

When should I ask?

As you collect information about gender identity.

How should I ask?

"Do you use pronouns, for example he, she, or they? Which pronouns do you use?"

Note: Some patients may not be familiar with this question or with parts of speech. To explain, use yourself as an example—"I use she/her pronouns. If someone is looking for me, they might ask, 'Where is she?'"

| Identity | Subjective | Objective | Possessive | Reflexive | Title |
|--------------------|---------------|----------------|---------------------|-----------------------|---------------|
| Feminine/ Femme | She laughed. | I called her. | The book is hers. | She loves herself. | Ms. So-and-So |
| Masculine | He laughed. | I called him. | The book is his. | He loves himself. | Mr. So-and-So |
| Nonbinary | They laughed. | I called them. | The book is theirs. | They love themselves. | Mx. So-and-So |
| None | Zoe laughed. | I called Zoe. | The book is Zoe's. | Zoe loves Zoe. | Zoe |

*How do I use a singular they pronoun?
You already know. We do it all the time:*

**"Hey, someone left their phone."
"Oh no, I hope they come back for it!"**

How should you refer to someone? However they refer to themselves.

Not sure? Ask.



Lets meet some gender nonconforming people.



Zeke identifies as Two Spirit, which means they express their gender identity and spiritual identity in indigenous, non-Western ways. They were assigned female at birth, and they're happy with their body. They're a sculpture artist, which requires them to work with machinery. They might come to you for a work-related injury or a regular check-up.



El is indigiqueer, which means El is both indigenous and LGBTQ+. El identifies as genderfluid. Sometimes, El uses she/her pronouns. Sometimes, El uses he/him pronouns. El is in graduate school and may come to you for help dealing with school-related stress. When El is in a clinic, El prefers no pronouns.



Ari is trans and nonbinary. Ari wears both masculine and feminine clothing. At times, they present more masculine. At other times, they present more feminine. They also change presentation based on the group they're in. Ari may come to you for hormones and would prefer that you use they/them pronouns

Ask them, “Do you use pronouns, for example he, she, or they? Which pronouns do you use?”

Want to go the extra mile?

Put your pronouns in your signature:

Project Manager
888-8888 | oo@gmail.com
My pronouns are she/her/hers.
Feel free to share your pronouns with me.

Let patients know your pronoun preference when introducing yourself:

“Hi, I’m Lizzy, and I don’t use pronouns. How about you?”

Have pronouns on the nametags at your events.

