



## What are pronouns? And why do we share them at our groups?

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### ***What's a pronoun?***

Pronouns are words like she, her, they, them, he, him.

### ***Why do we say our pronouns at groups?***

Many of us *assume* we know what pronouns a person uses, but sometimes we can be wrong. Just as a person can be a man, a woman, non-binary, or use other words to describe their identity, and they can also use she, he, they or something else as their pronouns. Some people can feel uncomfortable when we assume their pronouns and we are wrong (e.g. we refer to them as 'she' when they use 'they' pronouns).

**We want everyone to feel as comfortable and safe as possible in our meetings. One of the ways we can do this is by asking our group facilitators to share their pronouns and inviting members to share theirs too during the name round. That way nobody is at risk of making a wrong assumption.**

Joe P.  
I use he/him

A blue speech bubble containing the text "Joe P. I use he/him".

Bobby L.  
they/them

An orange speech bubble containing the text "Bobby L. they/them".

Group environments affect everyone differently and for some [trans](#), [transgender](#) and [gender non-conforming](#) people there can be extra fears of not being respected, understood or referred to in the correct way. This can make attending our groups feel even more difficult and sharing pronouns can make this a little bit easier.

We never want to make assumptions about someone's experience, identity or any other aspect of a person, and sharing pronouns gives us tools to respect every individual who comes to our groups.

If you have any questions about why Changes Bristol is encouraging people to share their pronouns during the name round, don't hesitate to contact Service Managers Jess or Tara at [service@changesbristol.org.uk](mailto:service@changesbristol.org.uk). We are happy to talk it through with you.

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If you'd like to learn more yourself about gender identity, the meaning of non-binary or pronouns, check out some of these resources:

[www.pronounsday.org/resources](http://www.pronounsday.org/resources) - Videos and articles about pronouns, why they're important and how to talk about them.

[www.practicewithpronouns.com](http://www.practicewithpronouns.com) - A website where you can practice using different pronouns.