

International Pronouns Day Lesson Plan/ Teachers Notes

Overview –

This lesson is designed to be delivered in Health and Wellbeing/PSE/PSHE Classes. It will inform young people about the following topics:

- What is International Pronouns Day
- What pronouns and neo pronouns are
- Why respecting somebody's pronouns is important
- Why pronouns are important to people

Relevant Benchmarks/ Experiences and Outcomes –

I know that friendship, caring, sharing, fairness, equality and love are important in building positive relationships. As I develop and value relationships, I care and show respect for myself and others. HWB 0-05a / HWB 1-05a / HWB 2-05a / HWB 3-05a / HWB 4-05a

I recognise that each individual has a unique blend of abilities and needs. I contribute to making my school community one which values individuals equally and is a welcoming place for all. HWB 0-10a / HWB 1-10a / HWB 2-10a / HWB 3-10a / HWB 4-10a


Please note: There are differentiation ideas listed in the teaching notes.



Materials Needed –


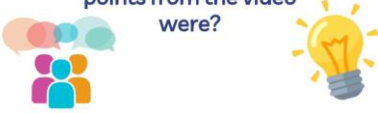


- International Pronouns Day PowerPoint
- Pronoun and Name Badge Template (Optional)
- Post-it notes (Optional)



Total Lesson Time –




50-55 minute lesson (1 period)

Slide Image	Teaching Notes
	<p>Slide 1 - Introduce the topic (1 minute)</p> <ul style="list-style-type: none"> • Make sure to fill in the insert school name and school twitter section of the slide • Introduce what you are going to talk about and explain that this day occurs every year on the 3rd Wednesday of October.

<p>WHAT IS INTERNATIONAL PRONOUNS DAY?</p> <p>International Pronouns Day began in 2018 and takes place on the 3rd Wednesday of October each year.</p> <p>The purpose of International Pronouns Day is to make respecting, sharing, and educating about pronouns more widespread.</p> 	<p>Slide 2 - Explain the purpose (2-3 mins)</p> <ul style="list-style-type: none"> Explain the purpose of International Pronouns Day At this point it may be good to give a disclaimer for everyone to be respectful and mindful of their language regarding pronouns and gender identity whilst going through the lesson.
<p>WHAT ARE PRONOUNS AND WHY DO THEY MATTER?</p> <p>Pronouns are words that you use in place of a noun, like someone's name.</p> <p>Instead of always having to use people's names, we often use pronouns in their place.</p> <p>Example: "James is over there. Let's go say hi to him!" "Alex is in the park. Let's go see them!" "Sarah said to meet at the cinema. Let's go to see her"</p> <p>An example of a pronoun is he/him, she/her or they/them but there are a wide variety of pronouns other than these that people may use such as ze or zie.</p> <p>Often, when speaking about a person in the third person, these pronouns have a gender implied -- such as "he" to refer to a man/boy or "she" to refer to a woman/girl. These associations are not always accurate and it might be uncomfortable for somebody if you assume their pronouns.</p>	<p>Slide 3 - What are pronouns? Part 1 (5 mins)</p> <ul style="list-style-type: none"> Talk through info on slide At this point you may wish to explain that they/them can be used for a singular person or a plural, the example above is the singular use. You could also say "Alex and Megan are playing football, let's go join them" which would be a plural use of they/them. the ze/zie pronoun (gender neutral term used instead of they) is pronounced "zee"
<p>WHAT ARE PRONOUNS AND WHY DO THEY MATTER?</p> <p>As the pronouns he/him and she/her are commonly associated with a specific gender using these to describe somebody could indicate you are assuming their gender identity based on appearances.</p> <p>Making this assumption (even if correct) sends a potentially harmful message that people must look a certain way to be a specific gender.</p>  <p>Some people may prefer gender neutral pronouns such as they/them as they do not have an associated gender identity.</p>	<p>Slide 4 – What are pronouns? Part 2 (2 – 3 minutes)</p> <ul style="list-style-type: none"> talk through info on slides explain that somebody does not need to be gender diverse, trans or non-binary to use gender neutral pronouns and that people use the pronoun that makes them feel the most comfortable If somebody asks what transgender (shortened to trans) or non-binary is, use the definitions below <p>Transgender: An umbrella term for someone whose gender identity or expression differs in some way from the sex assigned to them at birth. Transgender is commonly shortened to Trans. A trans person does not need to have undergone medical surgery to identify as trans.</p> <p>Non-Binary: People who do not identify exclusively as male or female or fall into the 'gender binary'. Non-binary can be used as an umbrella term for other identities such as gender non-conforming, genderqueer, genderfluid. Some non-binary people may use gender neutral pronouns such as they/them.</p>

<p>WHAT ARE PRONOUNS? VIDEO CLIP For more information on what pronouns are watch the video below</p> 	<p>Slide 5 – Video Clip (6 minutes)</p> <ul style="list-style-type: none"> Explain that this video clip is from Minus 18. Minus 18 are an Australian youth organisation that support LGBT young people. This video is suitable for all secondary school ages. It does contain the mention of the word ‘genitals’ (stating ‘genitals do not equal gender’) but contains no explicit content or imagery 																																								
<p>WHAT ARE PRONOUNS? VIDEO CLIP</p> <p>Class Discussion:</p> <p>What do you think the key points from the video were?</p> 	<p>Slide 6 – Discussion (6 – 8 minutes)</p> <ul style="list-style-type: none"> Give young people 1-2 minutes to reflect on what they feel the key points are from the video Get feedback from the class Differentiation idea: you may wish for the young people to write down the key points on post-it notes and collect them at the end to get feedback on what they learned from it; this means pupils who do not feel confident speaking can participate 																																								
<p>WHAT ARE PRONOUNS AND WHY DO THEY MATTER?</p> <p>There are some key things to remember:</p> <ol style="list-style-type: none"> Not all men use he/him pronouns. Not all women use she/her pronouns. Not all non-binary people use they/them pronouns. Knowing somebody’s pronouns does not mean you know their gender identity. If you do not know somebody’s pronouns, ask them politely. A person can change their pronouns and you should make an effort to use the pronouns a person is comfortable with if these change. 	<p>Slide 7 – Key messages (4 minutes)</p> <ul style="list-style-type: none"> These are the key messages LGBT Youth Scotland picked out from the video Talk through these points Ask if the young people agree that these were the key points. Do they have any more? 																																								
<p>SHARING PRONOUNS</p> <p>If somebody shares their pronouns with you it is important to note that they may not be comfortable sharing these pronouns with everyone and may want to keep them private.</p> <p>Teachers and pupils should consider the points below:</p> <ul style="list-style-type: none"> Ask the person who has shared their pronouns if you should use these pronouns when referring to them when chatting to other people. Ask the person if you should use these pronouns in front of their family. Ask the person if there is anyone they should not use these pronouns in front of. <p>Revealing somebody’s pronouns without their consent can put that person at risk in certain situations. It is important that you respect a person’s wishes and boundaries about their pronouns.</p> 	<p>Slide 8 – Sharing Pronouns (2 minutes)</p> <ul style="list-style-type: none"> Go through info on slide Explain that it is very important not to share somebody’s pronouns without their consent, not everyone is accepting if somebody uses pronouns that are different from their assumptions about them. 																																								
<p>NEO PRONOUNS</p> <p>Some people may use neo pronouns.</p> <p>The term “neo pronouns” tends to refer to pronoun sets developed from the 20th century (or sometimes 19th century), to today. Somebody does not need to identify as transgender or non-binary to use neopronouns, they can be used by all gender identities.</p> <table border="1" data-bbox="467 1581 655 1711"> <tr><td>e/ey</td><td>em</td><td>er</td><td>ers</td><td>erself</td></tr> <tr><td>he</td><td>him</td><td>his</td><td>his</td><td>himself</td></tr> <tr><td>per</td><td>per</td><td>pers</td><td>pers</td><td>perself</td></tr> <tr><td>she</td><td>her</td><td>her</td><td>hers</td><td>herself</td></tr> <tr><td>they</td><td>them</td><td>their</td><td>theirs</td><td>themself</td></tr> <tr><td>ve</td><td>ve</td><td>vis</td><td>vis</td><td>verself</td></tr> <tr><td>ze</td><td>zom</td><td>xyr</td><td>zyz</td><td>zomself</td></tr> <tr><td>xy/zye</td><td>hir</td><td>hir</td><td>hirs</td><td>hirself</td></tr> </table> <p>Look at the examples of pronouns and neo pronouns...</p>	e/ey	em	er	ers	erself	he	him	his	his	himself	per	per	pers	pers	perself	she	her	her	hers	herself	they	them	their	theirs	themself	ve	ve	vis	vis	verself	ze	zom	xyr	zyz	zomself	xy/zye	hir	hir	hirs	hirself	<p>Slide 9 – Neo pronouns (4 minutes)</p> <ul style="list-style-type: none"> Go through info on slide You might like to ask the pupils if they have heard of neo pronouns before Some of the more known neopronouns are ze/hir/hirs (pronounced “zee/heer/heers”) and xe/xem/xyr (pronounced “zee/zem/zeer”). While these are some common ways to pronounce these pronouns, there are many variations, so it’s always safe to ask someone how to pronounce the pronouns they use.
e/ey	em	er	ers	erself																																					
he	him	his	his	himself																																					
per	per	pers	pers	perself																																					
she	her	her	hers	herself																																					
they	them	their	theirs	themself																																					
ve	ve	vis	vis	verself																																					
ze	zom	xyr	zyz	zomself																																					
xy/zye	hir	hir	hirs	hirself																																					

	<ul style="list-style-type: none"> • Give the following example of how to go about asking someone to the pupils: “Hi Kai! I saw that you use “x-e” pronouns, and I want to make sure I’m pronouncing them right. Can you tell me how you pronounce your pronouns?”
<p>USING THE CORRECT PRONOUNS</p> <p>Using someone’s correct pronouns is a way to respect them, their identity and create an inclusive environment. Some people use more than one kind of pronouns, and other people don’t mind which pronouns are used for them.</p> <p>Just as it can be offensive to use the wrong name for somebody or even hurtful to make up a nickname for someone and call them that nickname against their will, it can be offensive or hurtful to guess at someone’s pronouns and refer to them using those pronouns if that is not how that person wants to be known.</p>  <p>identity</p>	<p>Slide 10 – Using the correct pronouns part 1 (2 minutes)</p> <ul style="list-style-type: none"> • Go through the info on slide • Emphasise that using somebody’s pronouns is about respect like using their name correctly • Optional: Give the example of being called a nickname you didn’t feel comfortable with constantly and how that would feel or being called the name of a different student all the time.
<p>USING THE CORRECT PRONOUNS</p> <p>We all make mistakes, if you get someone’s pronouns wrong, please quickly apologise and correct yourself.</p> <p>You can also show solidarity with someone who uses pronouns that others may mistake by politely correcting someone who has used the wrong pronoun even when the person isn’t there.</p> <p>It’s worth remembering that the phrase ‘preferred pronouns’ is no longer used. Terms like this can make it sound like someone’s identity is up for debate.</p> 	<p>Slide 11 – Using the correct pronouns part 2 (2 minutes)</p> <ul style="list-style-type: none"> • Talk through the info on slide • Emphasise that mistakes happen and that it does not make somebody a bad person if they slip up or forget but they should apologise, correct themselves and move on. This is really important; students should not leave this lesson nervous to make mistakes. • Emphasise that it is important to respect somebody’s pronouns when they are not there • Emphasise that how somebody identifies is not an opinion and therefore the term preferred pronouns should not be used
<p>CHALLENGE: CHANGING LANGUAGE</p> <p>In the spirit of International Pronouns Day try these challenges over the course of this week</p> <div style="display: flex; justify-content: space-around;"> <div data-bbox="256 1420 379 1554"> <p>1. Introduce yourself to somebody using your name and pronouns e.g. “My name is Ryan and my pronouns are they/them.”</p> </div> <div data-bbox="395 1420 518 1554"> <p>2. When talking to somebody whose pronouns you don’t know ask them politely if they would share their pronouns.</p> </div> <div data-bbox="534 1420 657 1554"> <p>3. Try using gender neutral pronouns more often when speaking or writing e.g. “They look nice today” or “I like them.”</p> </div> </div>	<p>Slide 12 – Challenges (3 minutes)</p> <ul style="list-style-type: none"> • Talk through the info on the slides • When going through the challenges give examples and model this language is comfortable to do so (for example my name is Miss/Mrs/Mr/Mx , my pronouns are) • Emphasise that if a person feels uncomfortable sharing their pronouns they do not have to and others should respect their decision not to
<p>OTHER ACTIVITIES</p> <p>Other ways to celebrate International Pronouns Day could include:</p> <ul style="list-style-type: none"> • Making name and pronoun badges to wear • Get a group of friends to make a video sharing your pronouns • Teachers could share their name and pronouns on their classroom door • Include your pronouns on social media or for teachers, in your email signature <p>Remember: You do not have to share your pronouns if this make you uncomfortable</p>	<p>Slide 13 – Other ideas (2 minutes)</p> <ul style="list-style-type: none"> • Give some examples of what the pupils can do/ what other schools have been doing for international pronoun day

<p>FINAL TAKEAWAY</p> <p>Try to remember these 3 words following today's lesson</p> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>ASK</p> <p>politely ask for somebody's pronouns if you do not know them.</p> </div> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>RESPECT</p> <p>If somebody shares their pronouns with you respect it and try your best to use them even when the person is not around.</p> </div> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>PRACTICE</p> <p>Practice introducing yourself with name and pronouns and practice using others pronouns in conversation.</p> </div> </div>	<p>Slide 14 – Final points (4 minutes)</p> <ul style="list-style-type: none"> • Talk through slide • Give a moment for questions • Emphasise again this is all about respecting somebody's identity and kindness
<p>NEED TO TALK?</p> <p>LGBT Youth Scotland run a live chat service on their website that is free, confidential and you will be chatting with experienced youth workers</p> <p>The LGBT Youth Scotland website has loads resources to support LGBT young people</p> <p>Online and in person youth groups are also available, find out about more via email to info@lgbtyouth.org.uk</p> 	<p>Slide 15 – Support Available (2 minutes)</p> <ul style="list-style-type: none"> • Emphasise the chatline available for LGBT young people • Feel free to include information on school LGBT/Equality Groups here and where LGBT young people can seek support in the school
<p>This presentation has been created by</p>  <p>lgbtyouth.org.uk</p> <p> LGBTYS</p>	<p>Slide 16 – End slide (2 minutes)</p> <ul style="list-style-type: none"> • Wrap up lesson • Discuss who young people can talk to in the school if they have any questions about gender identity or pronouns • If the school has an LGBT/Diversity/Equality Group talk about that
	<p>Slide 17 – Optional Resource</p> <ul style="list-style-type: none"> • Printable Resource, can be used to accompany lesson but is optional • If you would like to make badges this design could be used. It is recommended this is printed onto card then young people can cut them out and stick safety pins on with tape to create badges • Reminder: Young people may feel uncomfortable sharing pronouns, and this should be introduced as an optional activity not mandatory