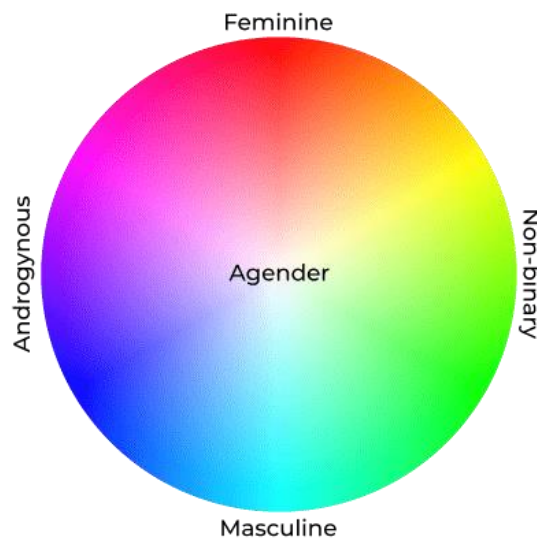


Non-binary pronouns

- Our current western society is based on a binary vision of male and female, but finally gender is just a cultural construct.
- There are people who are neither male nor female, and who you do not necessarily recognize as male nor female.
- The umbrella term non-binary (DE: nicht-binär; IT: non-binariΘ), also shortened as “nb” or “enby”, is commonly used for people that do not fall into the strict binary of male and female. This can include people “inbetween” or “outside” the concepts of male and female (e.g. androgynous, agender, bigender, pangender, genderqueer and genderfluid people).



- Worth mentioning: in Switzerland 6% of people identify as non-binary (see: [Ipsos | LGBT+ Pride Study 2023 Global Survey](#) – also reported by SRF on the 3rd June)
- ➔ Pronouns are not recognizable
- ➔ Pronouns are a linguistic tool and do not necessarily reflect the gender of a person

Non-binary people will use:

- either one or both of the male and female pronouns
- an alternative pronoun (see below)
- no pronoun at all, in which case you can replace the pronoun with the name of the person

Most of the times, non-binary people will tell you themselves what pronouns to use, and you should not be afraid to ask explicitly in case of doubt. If you identify as cisgender, introducing yourself with your pronouns will make it more comfortable for everyone to share their pronouns.

Pronouns

- **EN:**

The “singular they” is the most commonly used (interesting fact: the singular they is around since Shakespeare’s time)

- *Example: Lucy is non binary. They are my friend.* (note: verb in plural)

- **DE:**

There are various possibilities:

- Using the name instead of a pronoun is most common
 - *Example: Lucy is nicht- binär. Lucy arbeitet mit mir.*
- The English singular “they” (also written as “dey”)
 - *Example: Lucy is nicht- binär. Dey arbeitet mit mir.*
- The neutrum “es” (Please note not to use the neutrum “es” if the person doesn’t tell you explicitly to use it, since being a pronoun often used for things, it can be offensive for some)
- One of the many other neo-pronouns: “hen”, “em”, “en”, “nin”, “sier”, “xier
- For according nouns “*innen” ending or use neutral verbal form
 - *Example: Mitarbeitende*

- **FR:**

- “iel” (il + elle) (accepted by the Robert dictionary)
- For according nouns “euses” ending:
 - *Example: Travailleur-euses*

- **IT:**

Still in a rather “experimental” phase (Italy is quite behind in terms of LGBT rights compared to e.g. Germany and Switzerland), for example using the “schwa” (ə, a sound between the Italian “a” and “o”, since also adjectives and other grammatical components are gendered).

Greeting of groups

- **EN:**

- “Dear/ Welcome everyone”
- “Ladies, gentlemen, and members of all genders”

- **DE:**

- “Sehr geehrte Mitglieder /Studierende/ Teilnehmende”
- “Einen guten Abend wünsche ich Ihnen allen.”
- “Liebe Damen und Herren und alle dazwischen und darüberhinaus” (Jan Böhmermann)

Important: Persisting in using the wrong pronouns with someone that explicitly asks us to use other pronouns is:

- a microaggression
- disrespectful
- discriminating

If anyone is interested in discussing gender or/and any other LGBTQ+ topic, feel free to let me know