

What's a Preferred Gender Pronoun (PGP)?

Preferred gender pronouns (PGPs) are the pronouns that people use for themselves.

Why is this important?

As a community, we readily accept the use of nick names rather than someone's full name. Names, much like gender pronouns, reflect part of who we are.

Gender Pronouns not only reflect identity, much like nick names do, but they also contain with them sociocultural implications that ultimately can constitute a deeper sense of self.

Correctly using someone's PGP is one of the most basic ways to show your respect of that individual's identity, much like we already show respect for the name they go by.

Why identify a PGP on your name badge?

While it's perfectly fine and respectful to ask, "What are your preferred pronouns," why not save everyone the trouble? You can select your PGP on the registration form so it can be affixed to your name badge.

Gender is not always reflected or cued by someone's outward appearance. Having your PGP on your name badge can clarify someone's PGP without embarrassment to either party.

If we each identify our PGP on our name badge, then no one will feel singled out for doing so, and we'll all be helping to increase awareness of this subtle language bias. Be an ally!

While you are scanning someone's badge to learn/remember their name, take an extra nanosecond to learn/remember their pronouns, too.

What do the PGPs mean?

The following is not an exhaustive list of PGPs:

They / Them / Theirs / Ze / Hir = These pronouns reflect gender neutral identities.

She / Her/ Hers = These pronouns reflect Female/ Woman / Feminine gender identities.

He / Him / His = These pronouns reflect Male / Man / Masculine gender identities.

Why are we doing this?

In 2016 the AAS Council endorsed the vision statement¹ developed following the Inclusive Astronomy (IA) meeting², convened in 2015 to define recommendations and actions that will make the astronomical community more diverse and inclusive. The Council also upgraded the Working Group on LGBT Equality (WGLE) to the Committee for Sexual-Orientation & Gender Minorities in Astronomy (SGMA)³.

Participants in IA 2015 were given the opportunity to write their PGPs on their badges, and at SGMA's request, and in the spirit of the IA vision statement, the AAS has decided to provide this same opportunity to attendees at its summer and winter meetings. The DPS Professional Culture and Climate Committee strongly endorses these efforts and thus requested that these stickers be made available at DPS meetings as well. Questions/comments? Email inclusion.info@aaas.org. Thank you!

— The AAS Meetings Team

¹ <https://aaas.org/media/press-releases/aaas-endorses-vision-statement-inclusive-astronomy>

² <https://vanderbilt.irisregistration.com/Home/Site?code=InclusiveAstronomy2015>

³ <https://aaas.org/comms/committee-sexual-orientation-gender-minorities-astronomy-sgma>