

HOT TOPICS – OCTOBER 2021

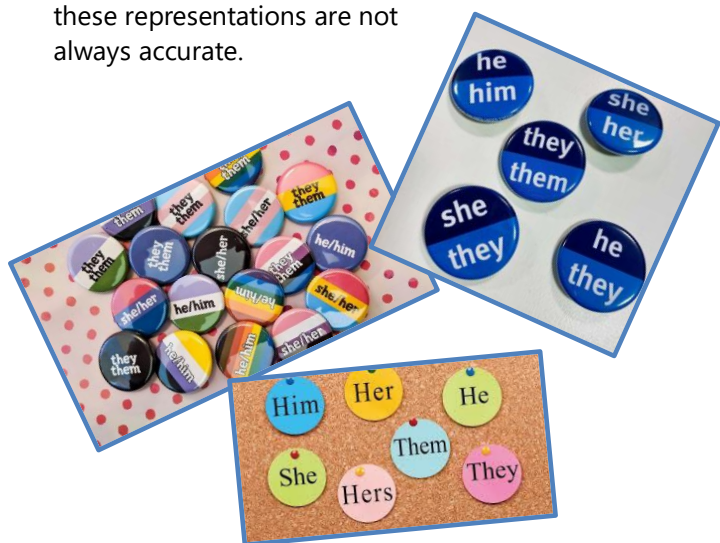
INTERNATIONAL PRONOUNS DAY

International Pronouns Day is on 20 October 2021

This month's Hot Topic is aimed at increasing awareness and understanding around the use of personal pronouns when addressing other people.

What are personal pronouns?

According to www.grammarly.com, "a personal pronoun is a short word we use as a simple substitute for the proper name of a person. Each of the English personal pronouns shows us the grammatical person, gender, number, and case of the noun it replaces. I, you, he, she, it, we they, me, him, her, us, and them are all personal pronouns." [Source: [What are Personal Pronouns? Rules and Examples | Grammarly](#)]. If you think about it, people will often talk about us using these pronouns, some of which imply our gender (such as 'he/him' referring to a man or boy and 'she/her' to a woman or girl). However, these representations are not always accurate.

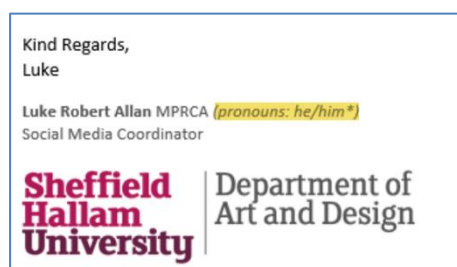


Non-binary - People who are **non-binary** do not consider themselves to have a solely male or female gender identity, or take a different approach to gender

Cis-Gender - Someone whose gender identity is the same as the sex they were assigned at birth. 'Non-trans' is also used by some people.

The LGBTQ+ charity, Stonewall, have produced a glossary of relevant terms that can be accessed here [Glossary of terms \(stonewall.org.uk\)](http://Glossary of terms (stonewall.org.uk))

Have you seen examples of how people include the pronouns they wish to be addressed by? For example in their e-mail signature, business cards, web site, name badges and their LinkedIn profile? This helps to minimise misgendering and supports the notion of inclusivity, especially since COVID-19 that saw most people working remotely and communicating digitally and therefore not having face to face contact. Below is one example of applying your personal pronouns to



your e-mail signature:

Now that you have a better understanding of this month's Hot Topic, discuss

with your PDC how this relates to your role as police officers and the way in which you interact with people – when you speak to them, search them, arrest them, interview them, take statements from them. Or what about colleagues in the police service and partners in other agencies?

When you discuss this, think about the Code of Ethics that was produced by the College of Policing in 2014 and which aspects of the Code particularly apply to this issue? You may consider 'Authority, respect and courtesy' and 'Equality & diversity' for example.

You may wish to conduct further research on the MPS Intranet for up to date guidance around this important topic or on the Internet. Helpful information can be found at:

[International Pronouns Day](#)
[MyPronouns.org Resources on Personal Pronouns](#)



How many times have you made an assumption about the gender of another person based upon their name or their appearance? Is this always accurate?

Who do you think is likely to be affected by the use of personal pronouns? Think, for example, about how this might affect transgender and gender nonconforming people.



To help better understand, let's look at some important terms to help develop your wider understanding around this month's Hot Topic:

Transgender - A **Trans person's** gender identity is not the same as the sex recorded on their original birth certificate