



*"Empowering women and girls to achieve personal and collective strength, safety and well being through martial arts, healing arts and self-defense education"*

**National Women's Martial Arts Federation**  
9450 SW Gemini Dr, Beaverton, OR 97005-2343  
www.nwmaf.org  
facebook.com/nwmaf

---

## NWMAF Pronoun Handout

We request that NWMAF event participants add their personal pronouns to their nametags, like this:

<p>[your name here] <b>pronouns: she/her</b></p>
--

<p>[your name here] <b>pronouns: they/them</b></p>
--

<p>[your name here] <b>pronouns: he/him</b></p>
---

*Here's a quick refresher about pronouns:*

By personal pronouns, we mean the gendered (third-person) pronouns you feel most respected by when other are referring to you. Here are some examples in context:

- "Karen told me **she** was coming to camp this year and I was so happy to see **her!**"
- "When I asked Erin what **they** thought of that class, **their** response was **they** really enjoyed **themselves.**"
- "John told me **he** had a really great time at Super Saturday. We hope to see **him** again next year."

She/he/they are not the only pronoun options. If someone introduces themselves with a pronoun you haven't heard before, feel free to ask that person for help with pronunciation.

*Why are we asking you to pay extra attention to this?*

Part of the NWMAF's mission is gender diversity and inclusivity. As culture and language have changed, people who in previous times self-identified under the umbrella "women" now use different identifiers that feel more authentic to them, such as "non-binary," "gender non-conforming," "genderqueer," and/or "trans." Some people use words other than she or he to identify themselves. Acknowledging and embracing this is important for supporting our diverse membership, especially younger generations of campers.

*If this feels kind of unusual, think of it as just like learning someone's name:*

You never just expect to be able to guess someone's name based on how they look, so let's try to shift away from expecting to be able to guess pronouns based on how someone looks.

Names can have lots of variations and sometimes people change the name they use:

- If Catherine asked you to call her Cathy, you would say "OK" and do it.
- If your name is James and another James goes by Jim, that's totally fine.
- If you've known Dana Jones for years and now they go by "DJ", you wouldn't argue that the change is too complicated.

*What if I make a mistake?*

Just like you would if you accidentally called someone "Jane" instead of "Jan", simply say "I'm sorry", correct yourself, make a mental note, and get it right next time. Lengthy, overly profuse apologies just make the situation more awkward for everyone.

*Thank you for your understanding and for sharing your pronouns in order to help make NWMAF events safer spaces for everyone.*