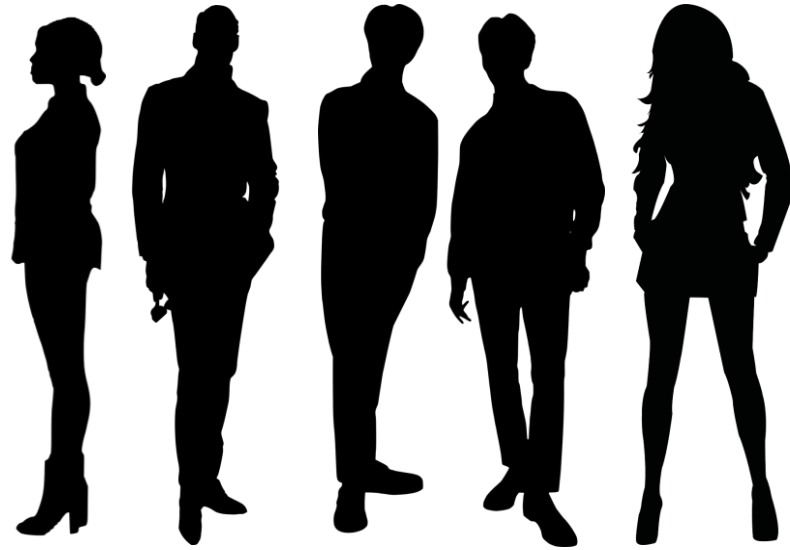


What is gender identity?



Gender Identity

Our personal sense of what our own gender is.

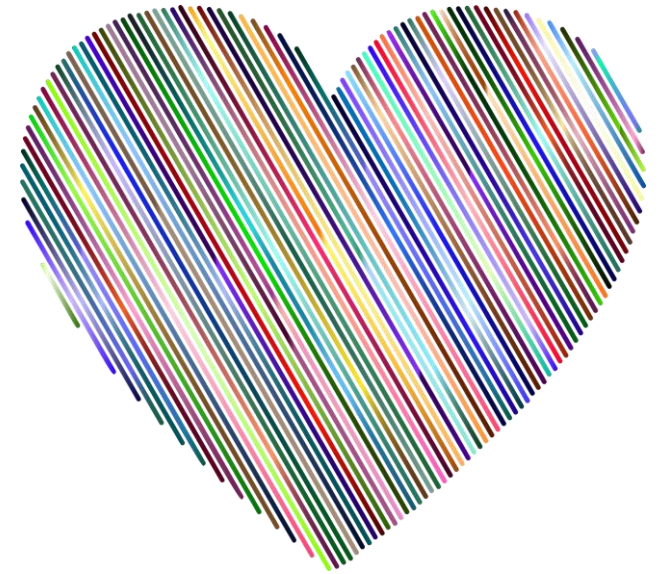


Gender Expression

The way someone expresses gender through behaviour, mannerisms, interests, physical characteristics, or appearance.

Gender Presentation

How the world sees and understands your gender.

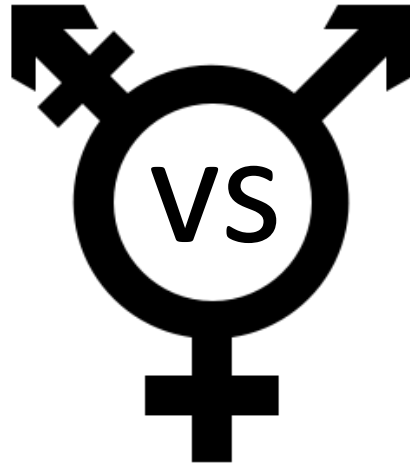


Sexual Orientation

A person's identity in relation to the gender or genders to which they are sexually attracted.

Sex

A social, legal, medical designation assigned at birth based on a medical assessment of the body.



Gender

The cultural meanings assigned to biological sexes within a specific relational, hierarchical, historical, political and institutional context.

Sex is typically defined as male or female, but, in reality, there are many naturally occurring biological variances that mean we cannot limit sex to just male or female.

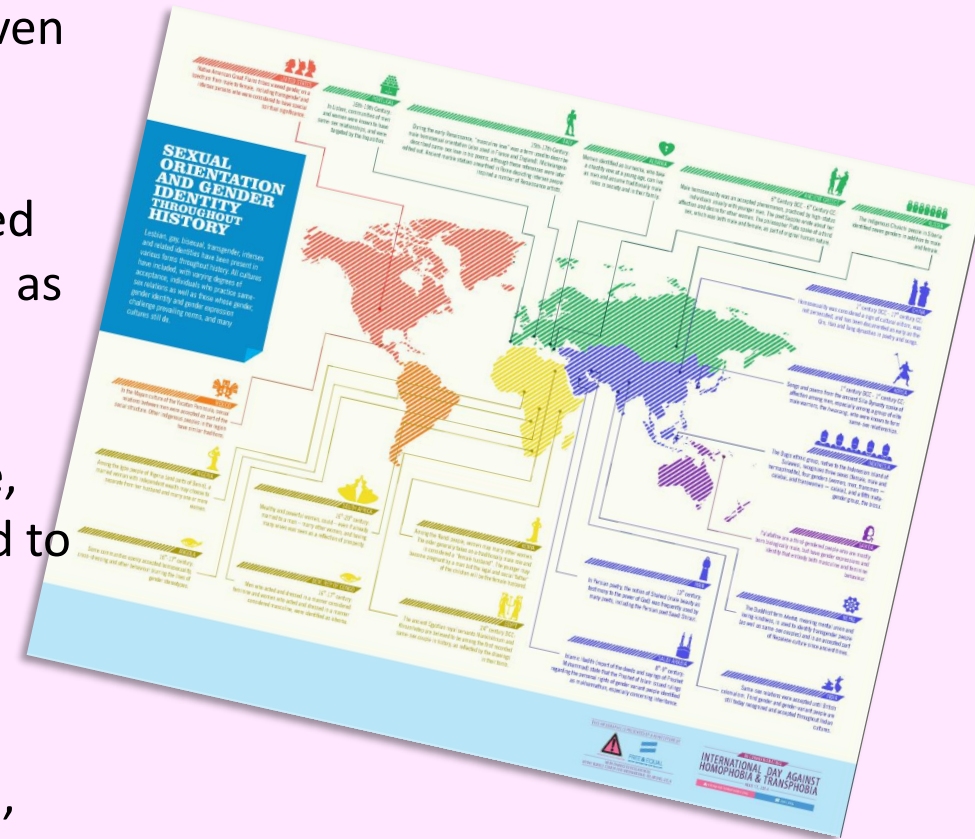
The range of gender identifications is, in reality, unlimited.



Being queer is not new...



- **RUSSIA:** The indigenous Chukchi people in Siberia identified seven genders in addition to male and female.
- **DEM. REP. OF CONGO 16th-17th century:** Men who acted and dressed in a manner considered feminine and women who acted and dressed in a manner considered masculine, were identified as kitesha.
- **UNITED STATES:** Native American Great Plains tribes have traditionally viewed gender on a spectrum from male to female, including transgender and intersex persons who were considered to have special spiritual significance.
- **INDONESIA:** The Bugis ethnic group, native to the Indonesian island of Sulawesi, recognises three sexes (female, male and hermaphrodite), four genders (women, men, transmen=calabai, and transwomen=calalai), and a fifth meta-gender group, the bissu.



Common gender identities



- Transgender
- Nonbinary
- Genderqueer
- Genderfluid
- Demigender
(Demiboy/Demigirl/Demitrans)
- Trigender
- Gender questioning
- Agender
- Polygender
- Pangender
- Third gender
- Two-spirit
- Cisgender

the range of gender identifications is, in reality, unlimited

Some foundational principles



“I am who I say I am.”

An individual’s right is to define their gender identity and how they express their gender identity.

Gender identity can change over time

Gender for some can be fluid, and it’s okay for someone to change their gender identity over time.

Don’t assume someone’s gender

Be open and don’t assume someone’s gender based on appearance. If in doubt or simply want to be inclusive, ask someone what pronouns they use.

Pronouns

- He/Him/His
- She/Her/Hers
- They/Them/Theirs
- Ze or Zie/Hir/Hirs
- Xe/Xem/Xyrs
- E or Ey/Em/Eirs
- Per/Per/Pers

Why is it important to respect someone's pronouns?

What if I make a mistake?

Video list



- Video (7:48m): [Trans 101 - The Basics](#)
- Video (7:32m): [5 Non-Binary People Explain What “Non-Binary” Means To Them](#)
- TED Talk Video (6:24m): [How to talk \(and listen\) to transgender people](#)

Have a bit more time?

- **‘Disclosure’ - Netflix documentary** (1hr47m): <https://www.netflix.com/gb/title/81284247>

In this documentary, leading trans creatives and thinkers share heartfelt perspectives and analysis about Hollywood's impact on the trans community.

- **ALOK: The Urgent Need for Compassion | The Man Enough Podcast** (1hr10m): <https://www.youtube.com/watch?v=Tq3C9R8HNUQ>

In a conversation filled with wisdom, historical insight, and radical mercy, ALOK talks openly about their story, their movement to #DeGenderFashion, and they challenge us to get to know who we are outside of who we have been told we should be.

Other resources



- Genderbread Person: A teaching tool for breaking the concept of gender down into bite-sized, digestible pieces.
<https://www.genderbread.org/>
- Minus18: How to be a trans ally beginners guide
<https://www.minus18.org.au/resources/how-to-be-a-trans-ally>
- Stonewall: Advancing non-binary inclusion
<https://www.stonewall.org.uk/resources/workplace-equality-index-support-series-advancing-non-binary-inclusion>