

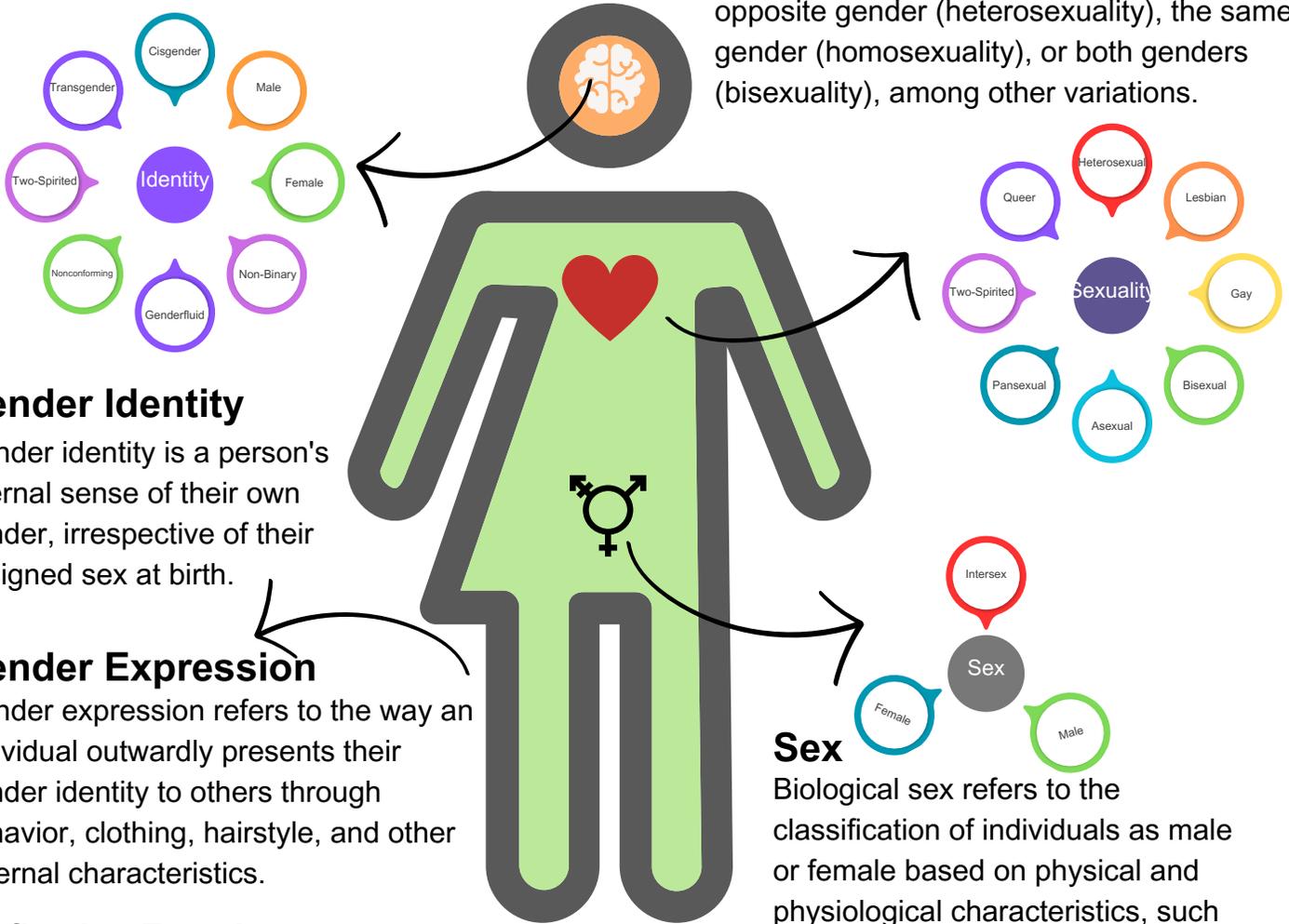




# GENDER 101

## Sexuality

Sexuality refers to an individual's enduring emotional, romantic, or sexual attraction to others, which can be directed towards the opposite gender (heterosexuality), the same gender (homosexuality), or both genders (bisexuality), among other variations.



## Gender Identity

Gender identity is a person's internal sense of their own gender, irrespective of their assigned sex at birth.

## Gender Expression

Gender expression refers to the way an individual outwardly presents their gender identity to others through behavior, clothing, hairstyle, and other external characteristics.

## Reflection Exercise

What is your earliest memory of gender?

## Sex

Biological sex refers to the classification of individuals as male or female based on physical and physiological characteristics, such as reproductive organs and chromosomes, assigned at birth.





**Sex** refers to a set of biological attributes in humans and animals. It is primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy. Sex is usually categorized as female or male but there is variation in the biological attributes that comprise sex and how those attributes are expressed.

**Sex (assigned) at birth:** refers to the label one is given at birth based on physiological factors, including hormones, chromosomes, and genitals. Most people are assigned male or female, as per socially constructed and medicalized standards, which is what is put on birth certificates. The assignment of a biological sex upon a newborn infant, based on visible/external sex characteristics, may or may not align with internal, hormonal and/or chromosomal sex characteristics, as well as how they feel or eventually identify with age.

**Gender:** Socially-constructed roles, behaviours, expressions and identities of girls, women, boys, men and gender-diverse people. It influences how people perceive themselves and each other, how they act and interact, the distribution of power and resources in society, and people's social, health and economic outcomes.

**Sexual Orientation:** A term used to describe a person's emotional, romantic, or sexual attraction.

**Gender expression** refers to the various ways in which people choose to express their gender identity. For example: clothes, voice, hair, or mannerisms. A person's gender expression may not align with societal expectations of their gender. It is therefore not a reliable indicator of a person's gender identity.

**Gender identity** is how people perceive themselves with respect to their gender. Gender identity is not confined to a binary (girl/woman, boy/man) nor is it static; it exists along a continuum and can change over time. There is considerable diversity in how individuals and groups understand, experience and express gender through the roles they take on, the expectations placed on them, relations with others and the complex ways that gender is institutionalized in society.

**Cisgender** A person whose gender identity corresponds to their sex assigned at birth.

**Intersex** is a general term used for a variety of situations in which a person is born with external sex characteristics that do not fit the binary medical categories typically used to classify "female" or "male." There are lots of ways someone can be intersex. Some intersex people have genitals or internal sex organs that fall outside the male/female categories — such as a person with both ovarian and testicular tissues. Other intersex people have combinations of chromosomes that are different than XY (usually associated with male) and XX (usually associated with female), like XXY. Some people are born with external genitals that fall into the typical male/female categories, such as people with Complete Androgen Insensitivity Syndrome (CAIS), but their internal organs or hormones do not. Intersex people may or may not identify with their sex assigned at birth.

**LGBTQ2** is often used to refer to individuals who are Lesbian, Gay, Bisexual, Transgender, Queer and Two Spirit. There are many different acronyms that may be used in different contexts to represent these individuals. It should be noted that these acronyms represent both sexual identities and gender identities. It is also important to note that LGBTQ2 communities are diverse, and that language and terminology are constantly evolving. While these terms and definitions are generally accepted today, they may continue to evolve over time.

**Non-Binary** (sometimes referred to as 'genderqueer') refers to a person whose gender identity does not align with a binary understanding of gender such as man or woman. A gender identity which may include man and woman, androgynous, fluid, multiple, no gender, or a different gender outside of the "woman—man" binary.

**Trans or transgender** A person who does not identify, either fully or in part with the gender associated with the sex assigned to them at birth. It is often used as an umbrella term to represent a wide range of gender identities.

**Two-spirit** is a term that describes non heterosexual and/or non-cisgender Indigenous sexual and gender expressions. The term comes from the Northern Algonquin word *niizh manitoag*, meaning two spirits. The term Two-spirit represents the presence of masculine and feminine traits within an individual.



## Gender Identity

My gender identity is:



## Sexuality

My sexuality is:

## Gender Expression

I express my gender in the following ways:

## Attraction

The things I find attractive are:

## Are Drag and Transgender the same thing?

No! Drag and transgender identity are distinct aspects related to gender expression and identity. Drag is a form of performance art where individuals, often cisgender, portray exaggerated and stylized versions of gender characteristics, typically for entertainment purposes. It's a temporary and theatrical expression that doesn't necessarily reflect the performer's personal gender identity. On the other hand, being transgender is about an individual's deeply-felt and enduring identification with a gender different from the one assigned to them at birth. It's an authentic, lived experience, and transgender individuals may pursue various means, such as social transition or medical interventions, to align their external presentation with their true gender identity. While both drag and transgender experiences involve aspects of gender expression, they serve distinct purposes and come from different personal spaces within the broader spectrum of gender diversity.

# 6 things you can do to support gender diversity and inclusion

- 1 Develop inclusive policies and practices at work, home, and all aspects of your life. Start by building empathy.
- 2 Build inclusive language into every day practice
- 3 Commit to ongoing learning. The more we know, the better we do. Learn more about the inclusive mindset.
- 4 Be aware of exclusion and be aware of your biases
- 5 Be an ally. Ask how you can best support folks
- 6 If you are not sure of something, go to the experts for help.

## Reflection Exercise

What is one commitment you will make to support gender-diverse people?

What is one area you want to learn more about?



Scan this code to take the Harvard Implicit Association Test

# UNCONSCIOUS BIAS

Unconscious bias refers to **implicit attitudes** or **stereotypes** that influence our **judgments** and **behaviours** without our awareness, often leading to **unintentional discrimination** or **unfair treatment** towards certain groups of people.



## Challenging assumptions and stereotypes when making decisions or judgments about others



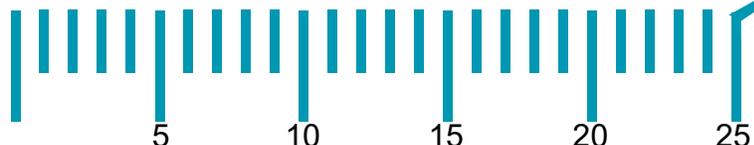


# PRIVILEGES QUIZ

- I can be sure that no matter where I move to, my neighbours in that location will be pleasant or neutral to me.
- I can go shopping alone and be sure that I won't be followed or harassed.
- I can be sure that when told about our national heritage or about 'civilization', I am shown that people of my colour made it what it is.
- I can count on my skin colour not to work against me when I enter a job interview.
- I can wear my hair naturally without worrying about being seen as unprofessional.
- I am never asked to speak for my entire community/group.
- If I am in trouble and I fear for my safety, I will call the police.
- I can easily buy books, children's toys, posters, greetings cards or magazines featuring people who look like me.
- As a child I had access to books where the heroes and protagonists who looked like me.
- I can choose make up or bandages in flesh colour and have them more or less match my skin.
- My parents inherited money.
- I have never experienced sexual assault.
- I have never worried about walking home alone after dark.
- I have never been discouraged from an activity because of my race/gender/financial status or cultural background.
- I am right-handed.
- I can find clothes that fit me at the mall.
- I have secured a job with help from a connection.
- One or both of my parents have a college degree.
- The elevator or escalator being broken does not affect your ability to get where you need to go.
- You were born in the same country you live in now.
- You are fluent in the official language(s) of the place where you live.
- You grew up in a home your family owned rather than rented.
- You are rarely interrupted when you speak.
- Your religious holidays are official holidays at your workplace (you don't need to take them as vacation days).
- You can show affection to your romantic partner in public without fear of judgment or violence.



plot where are you starting at?





## 5 STEP TO AN AUTHENTIC APOLOGY

### Take Responsibility

"I take full responsibility for what happened. There are no excuses, it was my fault."

1

### Acknowledge and Express Remorse

"I realize I made a mistake, and I feel truly sorry for my actions."

3

5

### Ask for Forgiveness

"I understand if it's hard to forgive me, but I sincerely ask for your forgiveness. I'll respect your decision and give you the time you need."

2

### Make Amends

"I want to do everything I can to make this right. Please let me know how I can fix things."

4

### Promise Change

"I'm committed to changing my behavior and ensuring this doesn't happen again. I'll take concrete steps to improve."

## 7 STEPS TO COMMUNICATING WITH YOUR AUDIENCE

1

Research your audience

2

Consider their needs and interests

3

Adapt language and tone

4

Use appropriate channels

5

Listen and gather feedback

6

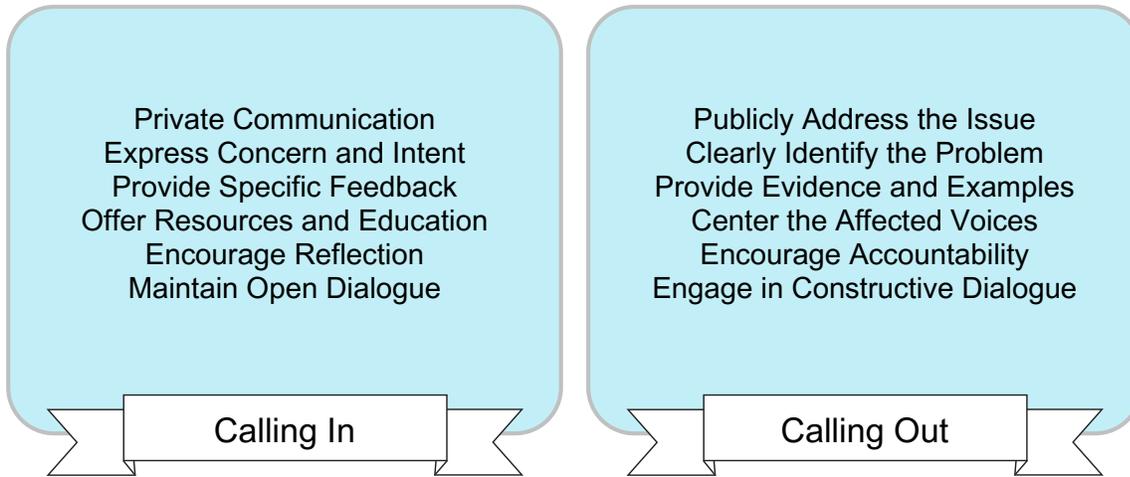
Empathize with your audience

7

Be adaptable



"Calling in" and "calling out" are terms commonly used in discussions about addressing problematic behavior or actions.



## Ways to be an accomplice to the 2SLGBTQ+ community

Being an accomplice to the 2SLGBTQ+ communities requires education, empathy, advocacy, and a commitment to creating safe and inclusive spaces. By taking concrete actions to support 2SLGBTQ+ individuals and communities, accomplices can help create a more equitable and just society for all.

- 1 Educate yourself:** Take the time to learn about the experiences and challenges faced by 2SLGBTQ+ individuals, as well as the history of the community and the issues they face.
- 2 Use inclusive language:** Use gender-neutral language whenever possible and respect people's preferred pronouns and names.
- 3 Listen and believe:** Listen to the experiences and concerns of 2SLGBTQ+ individuals, and believe them when they share their experiences with discrimination or harassment.
- 4 Speak up:** Speak out against discriminatory attitudes and behaviors, and be an advocate for 2SLGBTQ+ rights and equality.
- 5 Support LGBTQ businesses and organizations:** Support 2SLGBTQ+ businesses, organizations and causes.
- 6 Vote and advocate:** Vote for politicians and policies that support 2SLGBTQ+ rights, and advocate for change in your community and workplace.
- 7 Create safe spaces:** Create safe and inclusive spaces in your personal and professional life, where 2SLGBTQ+ individuals can feel welcome and supported.
- 8 Use your privilege:** If you have privilege in certain areas (such as being cisgender, heterosexual, or able-bodied), use that privilege to advocate for the rights and dignity of 2SLGBTQ+ individuals who may face additional barriers.
- 9 Be an ally every day:** Being an ally is an ongoing commitment, not just something to do on certain occasions.





# ACCOMPLICE TEMPLATE

## IDENTIFY THE ISSUE

## EDUCATE YOURSELF

## STATE YOUR POSITION

## ALLIES OR SUPPORTERS

## AUDIENCE

## PLATFORM

## YOUR MESSAGE. Be sure to include supporting evidence and call to action.

## Accomplice Do's

- Understand your privilege and where you can be the most useful as an ally
- Continue educating yourself about the needs, struggles, history and issues of different communities
- Ask what support looks like for people you seek to be in solidarity with
- Apologize and take accountability for your mistakes

## Accomplice Don't

- Assume you know the best solution to other communities' struggles
- Don't act entitled to other people's emotional or educational labour —don't behave as though they owe you the education simply because you want to learn

