

THE



SEX AND GENDER: WHAT'S THE DIFFERENCE?

0DQ\ SHRSOH FRQIXVH VH[DQG JHQGHU RU XVH WKH WZR LQWHUFK
GH QHV JHQGHU ZKHQ LQ UHDOLW\ JHQGHU LGHQWLW\ LV D OLYLQJ
,W FDQ EH WRXJK IRU WUDQVJHQGHU DQG QRQELQDU\ SHRSOH WR F
WR WKH RWKHUèV FXULRVLW\ VR RQH RI WKH EHVW ZD\ WR EH DQ
WKH EDVLFV RI JHQGHU LGHQWLW\ DQG H[SUHVVLRQ VR \RX FDQ EH

Gender Identity

Sex

Gender

6H[LV WKH FODVVL FDWHUHQHU DSHULRQHV RXU LQWHUQDO XQGHUV
Male female RU intersexKHQ RI RXU RZQ JHQGHU LGHQWLW\ (DFK SHUVRQ
ZH DUH ERUQ GRFWRUVJHQGHU DQG LGHQWLW\ LV XQLTXH DQG SHUVRQD
ZKHWKHU IHPDOH RU PDORZLOO\ ERRLQJ DW D SHUVRQ &RPPRQJ
OLVWHG RQ RXU ELUWK FHUWL FDWH 7KLV
VH[DVVLJQPHQW DW ELUWK SHRSOH ZKRVH JHQGHU LGHQWLW\
EDVHG VROHO\ RQ RQHèV ZH WKH VH[WKH\ ZHUH DVVLJQHG DW E
KRZHYHU VH[FKDUDFWHU\LVWLFV DOVR
LQFOXGH FKURPRVRPHV JRODGV
DQG VH[KRUPRQHV 2XU VH[WUDQVJHQGHU SHRSOH ZLOO WUDQVLWLR
DVVLJQHG DW ELUWK PD\ RU SUHVVLRQ ZLWK WKHLU JHQGHU LGHQW
QRW FRUUVSRQG WR RXU JHQGHU

6RPHRQHèV VH[FKDUDFWHU\SHRSOH ZKR H[SHULHQFH WKHLU J
WKHLU SHUVRQDO LQIRUPDWLRU DQG H[SUHVVLRQ DV RXWVLGH
GR QRW QHHG WR NQRZ VRPHRQHèV VH[
DVVLJQHG DW ELUWK WR EHKUHWLW\WLO RQDO FDWHJRULHV RI PDQ
RI WKHLU JHQGHU LGHQWLW\FK\HQ JHQGHU XLG JHQGHUTXHHU SRC
VRPHRQH VKDUHV WKHLU JHQGHU RU DJHQGHU 7KHVH LGHQW
LGHQWLW\ ZLWK \RX LWèV LQDSWRSHWHW DULO\ LQWHUFKDKQJHDEC
WR DVVXPH RU WU\ WR GHXEH WKDW
SHUVRQèV VH[DVVLJQHG \$PHULFDQ ,QGLJHQRXV SHRSOHV ZKRVH V
5DWKHU EHOHYH RWKHU\ DQGRU JHQGHU VH[H[LVWV LQ ZD\ WKDY
WKH\ VKDUH WKHLU JHQGHU\LRQV RI D JHQGHU ELQDU\ 7K
ZLWK \RX DQG VXSSRUW WKH
EH DSSURSULDWHG WR GHVFULEH SHRSOH
1DWLRQV 1DWLYH \$PHULFDQ ,QGLJHQRXV

GENDER EXPRESSION

*HQQGHU H[SUHVVLQRQ FDQ EH D IXQ FUHDWLYH DQG DI UPLQJ ZD\ W
EH DQ DOO\ WR WUDQVJHQQGHU DQG QRQELQDU\ SHRSOH LQ \RXU OL
DVVXPSWLRQV DERXW WKHLU JHQQGHU %H DZDUH RI WKH H[SHFWDW
EDVHG RQ WKHLU JHQQGHU DQG VWULYH WR VXSSRUW RWKHUV DQG

You can't tell someone's gender by looking at them

Expression

Perception

*HQQGHU H[SUHVVLQRQ GHVF\OXBHS\HWKHLZDGLQHQGHU LV EDVHG RQ RV
ZKLFK ZH SUHVHQW RU H[SUHVVRU R B G I H Q G H Z K L F K X Q O L N H R X U J H Q G
Z K L F K F D Q L Q F O X G H S K \ V L F B Q W D S F O D J H D B B Q R W Y L V X D O O \ V H H V R P
F O R W K L Q J K D L U V W \ O H V D W G H E H K E X W L S H R S O H S H U F H L Y H J H Q G H U E
K D Y H F R Q W U R O R Y H U V R P H D G H P H Q L W D R K R X U L Q F O X G L Q J E X W Q R W
J H Q G H U H [S U H V V L R Q V X F K H P S U B M K D R Q R W H F R Q G D U \ V H [F K D U D F W H U
E R G \ P R G L F D W L R Q R U R U W K P H Q W B W S L O R Q L Q J U H O D W L Y H W R W K H H [



NAMES AND PRONOUNS

5HVSHFWLQJ WKH ODQJXDJH WKDW \RXWK XVH WR VHOI
LGHQWLI\ WKHLU JHQGHU LV QRW RQO\ SROLWHQ? hQ? DR 0 €•H
GHU \RQ•Mw aR CCP D 5ÀHHHQ R 0

DQW ÀLWK P@HQ•V PLBCQ HBCK v H0HP H%00
X3@HLLQ? GqDW•0 DQW `qX3@HLLQ? HKE€••3U

|

LABELS OR NO LABELS?

<RXU ,GHQWLW\ LV <RXUV WR 'H QH

Why Labels Matter

7KH /*%74 DFURQ\ P LV MXVW D VPDOO VDP SOH RI WKH GLYHUVLW\
 RI WKH \RXWK 7KH 7UHYRU 3URMHFW VHUYHV \$FFRUGLQJ WR RXU
 1DWLRQDO 6XUYH\ RQ /*%74 <RXWK QHWDO HHOV PRUH OLEHUDV
 \RXWK UHVSRRGHQWV LGHQWL HG ZLWK PRUH WKDQ VHOYH\ IRD RWKH
 RULHQWDWLRQV DQG PRUH WKDQ JHQGHU LGHQWLWLY RU H[SOP
 /DEHOV FDQ EH D OLEHUDWLQJ ZD\ WR H[SUHV\RYHUHOI DQG
 QG RWKHUV ZKR UHODWH WR \RXU H[SHULHQFHV LWK WKH ULJKW
 LQWHUQH WXLQJ PRUH VSHFL F ODEHOV KHOSV WR OWHU WKURXJ
 PLOOLRQV RI UHVXOWV WR FRQQHFW DQG EXOG FPPXQLW ZLWK
 RWKHU SHRSOH ZKR VKDUH \RXU LGHQWLW\ WLN 2 WKH \RXU RWKHU
 XQGHUVWDQG DOO WKH ZRUGV EHLQJ XVHG EXW DYRLGH QYDOLGDW
 RWKHUV IRU XVLQJ ODEHOV WKDW DUH SHUVRQDO H[SHULHQFH 7KH
 *HQGHU LV FRPSOLFDWHG DQG WKHUH VKRXOGGQeW DEH D OLPLW WR WK
 RI ZRUGV \RX XVH WR GHVFULEH \RXU H[SHULHQFH RI \RXU JHQGHU
 ZDQW WR ODEHO \RXU VHOI H

It's OK Not to Label Yourself



BEST PRACTICES

Sexuality

7UDQVJHQGHU DQG QRQELQDU\ SHRSOH LGHQWLI\

MISTAKES AND SAYING SORRY

What To Do If You've Offended Someone

:KLOH ZH UDUHO\ LQWHQG WR KXUW RWKHUV FRPPRQ PLVWDNHV VX
WKHLU ELUWK QDPH LQVWHDG RI WKHLU FKRVDH QDPH RU PLVJHQG
DQRWKHU SHUVRQèV VDIHW\ DW ULVN ,Q WKHVH PRPHQV LWèV J
ULJKW :H UHFRPPHQG WKH WKUHH VLPSON VWHSV RI OLVWHQLQJ

1. Listen

8QIRUWXQDWHO\ LWèV FRPPRQ WR DYRLG OLVWHQLQJ WR WKRVH Z
LQWHQWLRQDO RU QRW DV LW LQVSLUH XQFRPIRUWDEOH IHHOLQJ
\RXU GLVFRPIRUW DQG EH ZLOOLQJ WR OLVWHQ EHFDXVH WKLV LV

6HHN WR XQGHUVWDQG DQG HPSDWKLJH ZLWK WKH RWKHU SHUVRQè

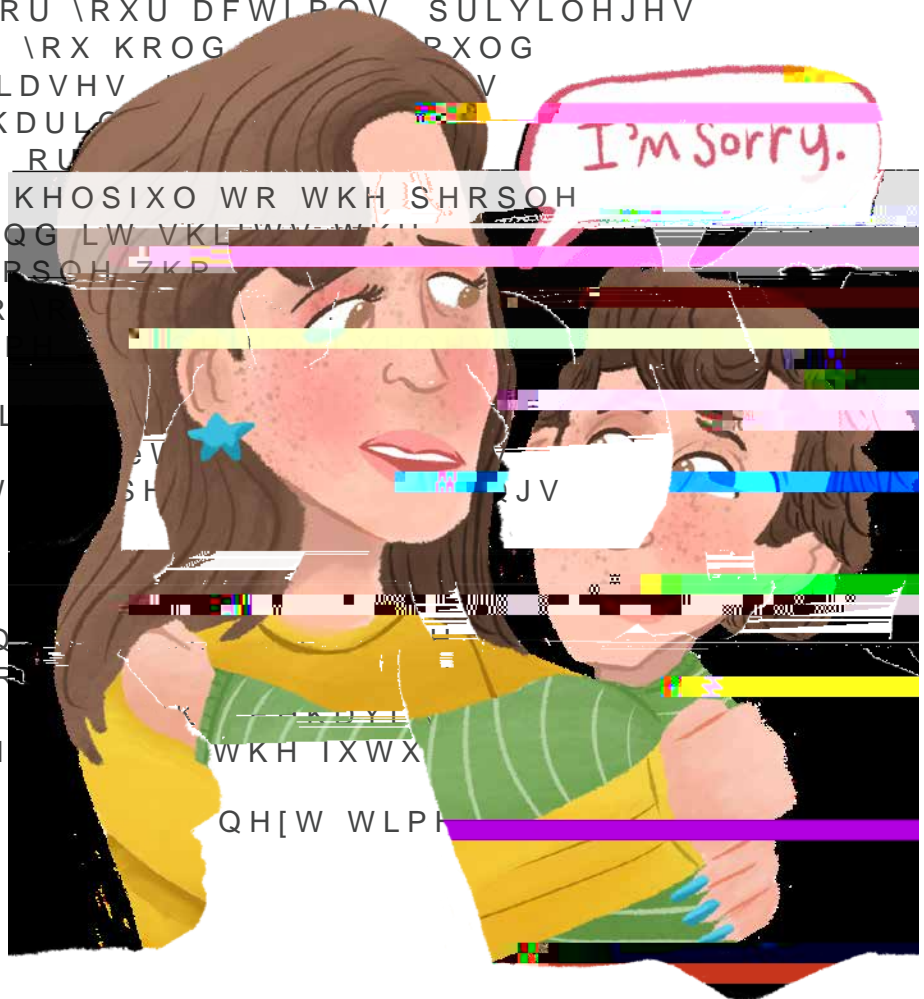
2. Be Accountable

7DNH UHVSQRVLELOLW\ IRU \RXU DFWLRQV SULYLOHJHV
DQG H[SHULHQFHV WKDW \RX KROG PRXOG
FRQWULEXWH WR \RXU ELDVHV
ZKDW WKH SHUVRQ LV VKDULQ
MXVWL\ \RXU EHKDYLRU RU
LQWHQWLRQV ,W LVQèW KHOSIXO WR WKH SHRSOH
ZKR KDYH EHHQ KXUW DQG LW VKLIWV WKH
IRFXV DZD\ IURP WKH SHRSOH ZKR
EHHQ KDUPHG DQG RQWR
IHHOLQJV RI JXLOW VKD

5HPHPEHU LQWHQWLRQ L
DSRORJ\ LV RQH WKDW G
RU LQYDOLGDWH WKH RW

3. Commit To Do Better

7UHDW LW DV D OHDUQLQ
PRVW DXWKHQWLF DSRORJ
LI WKHUH LV QR FKDQJH
LV UHSHDWHG FRQVLVWH
6KRZ \RX FDUH E\ GRLQJ



CONCLUSION & RESOURCES

([SORULQJ JHQGHU FDQ EH GDXQWLQJ EXW LWèV DOVR DQ H[FLWLQJ
DERXW \RXUVHOI DQG WR H[SUHVV \RXUVHOI WR WKH ZRUOG

%\ OHDUQLQJ WR V B€ p•0°•đ

TREVOR PROJE