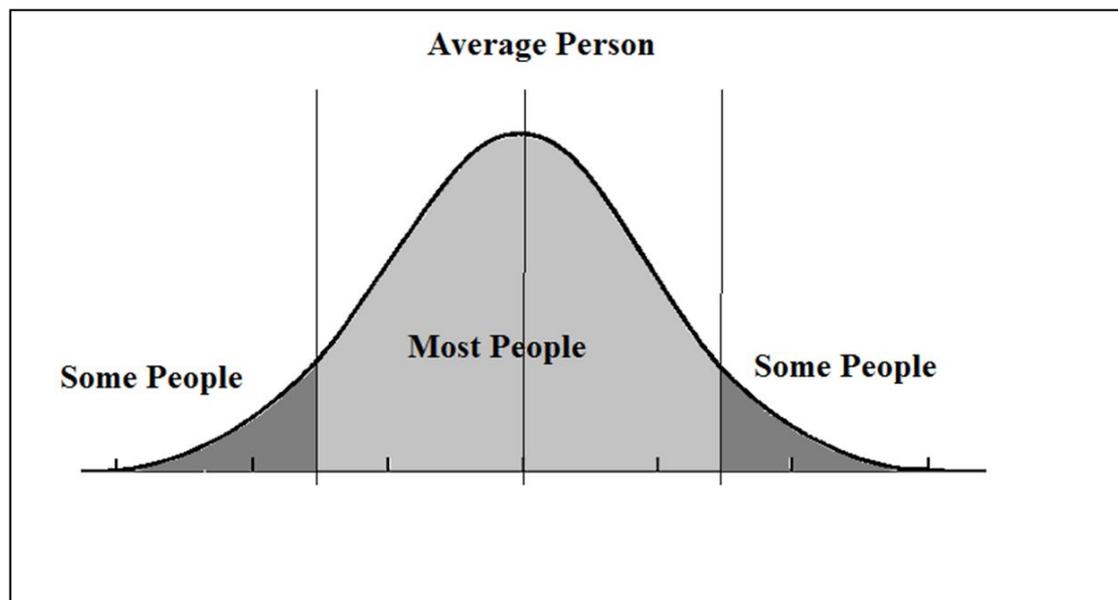


Gender and Sexual Diversities



Department of Inclusion, Version 1, July 2019

Sex, Gender & Sexuality

- ❖ Sex is attributed at birth by our visible bodily differences. Clarity is achieved when needed looking at hormones, internal physiology. There are three sexes male, female and intersex (those whose bodily/hormonal variation means they are neither fully male/female).
- ❖ Gender is cultural, socio-economic. What does it mean to be a woman? What does it mean to be a man? It is about how we see our selves internally and how we present ourselves to the world. What are the genders? Woman, Man, Non-Binary, Gender Queer, Gender Fluid, Transgender.
- ❖ Sexuality is who we are attracted to romantically, physically, emotionally. You can be attracted to someone of the same sex, someone of the opposite sex, or both sexes. You could be attracted to someone regardless of their gender presentation (pan sexual). You could be attracted to someone romantically, but not physically (asexual). The variation is huge – as societies have evolved, so have freedoms to choose and to self-define who we love, how we see our selves.
- ❖ **Remember: all three categories can be subject to flux across a lifetime.**

What is your gender identity?

- ❖ Most people identify with the gender they acquired after being attributed a sex. What does it mean to be a woman in Japan compared to a woman in the UK? There is a difference which is based on socio-cultural-political-economic issues not actual sex.
 - ❖ A male child would see themselves as growing up to be a man. And a female child would see themselves as a woman. These people identify with the sex attributed at birth and the gender that aligns with it. This is **Cisgender**.
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What is your gender identity?

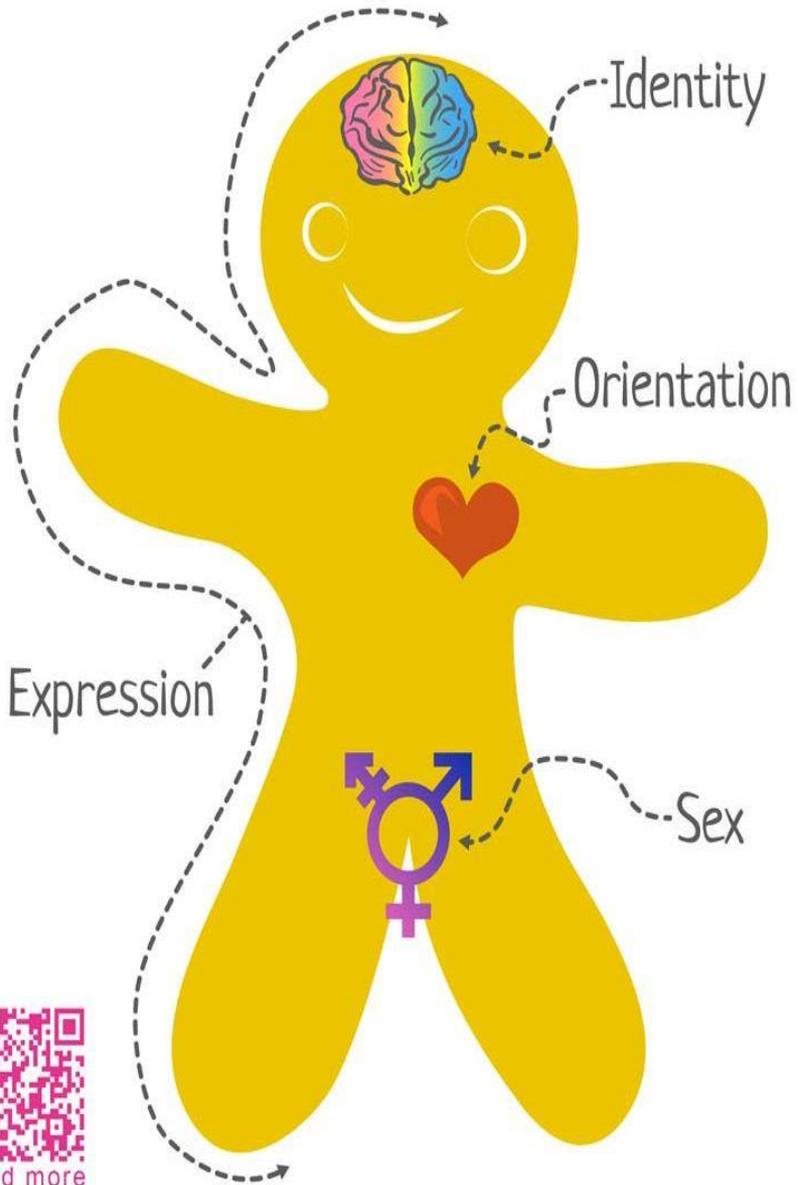
- Some people assigned male at birth, do not ‘feel’ male. They may feel female and seek to align their appearance with how they feel inside. This is being transgender: a person whose gender does not align with their sex. Remember that not all people in this situation identify as trans or seek gender reassignment interventions.
 - Also remember that some of those who transition from male to female or female to male may stop calling themselves transgender once they feel their journey is complete.
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Transgender

- ❖ Some Trans people may:
 - Change their name
 - Take hormones
 - Wear clothing that matches their identity
 - Undergo re-assignment surgery
 - Or none of the above
 - **Trans people can be gay, lesbian, bisexual or pansexual. Trans is about gender, not sexual orientation.**

Non-binary

- People who do not identify with male or female. They do not see themselves as either in terms of their gender identity. Non-binary people rarely seek medical intervention. They are more likely to use attire and voice to demonstrate that they are neither men or women.
 - Non-binary people tend to see themselves as **pansexual** – attracted to anyone regardless of what their gender may be.
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Gender Identity

Woman

Genderqueer

Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression

Feminine

Androgynous

Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex

Female

Intersex

Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation

Heterosexual

Bisexual

Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.



read more

Transgender: lived experience

- ❖ In Brighton & Hove Trans there are an estimated 3,000 + trans adults living in the city
- ❖ Trans adults:
 - Are less likely to report health issues
 - Are less satisfied with NHS services
 - Have higher levels of stress, depression, self-harm, suicidal ideation
 - Are more likely to be victims of hate crime on a regular basis
 - Are more likely to be homeless
 - Are more likely to be denied employment compared to cis-gender people

Terminology

Gender reassignment – medical procedures to change a person's physical characteristics (surgical, hormonal)

Transgender – a person whose gender does not align with their sex.

Remember that not all people in this situation identify as trans or seek gender reassignment interventions.

Cis-gender – a term introduced in academia as the opposite to trans; a person whose gender matches their sex.

Sex – the chromosomal, physical and biological characteristics that distinguish males from females. There are two biological sexes – male and female. Intersex is a term used for disorders of sexual development (DSD).

Gender – the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women to divide labour. These attributes, opportunities and relationships are socially constructed and are learned through socialisation processes. So for example the colour pink is arbitrarily attributed to the gender of woman and the colour blue for men.



Terminology cont.

- **Gender identity** – a term used to describe a transgender person's sense of self in terms of identifying with the gender of woman or man. For example a transgender person may feel more masculine than feminine as defined by social constructions of gender.
 - **Gender expression** – this is how a person presents themselves on any given day in terms of the clothes they wear for example, how they speak, how they walk and so forth. Gender expression does not always match your sex.
 - **Gender queer** – people who do not see themselves as a specific gender. They are often gender fluid (moving within the gender spectrum).
 - **Pansexual** – a sexual orientation - someone who is attracted to people rather than specific sexes. Pansexuals can be attracted to any gender.
 - **Queer** – this is a term that has been used as a slur against people who are lesbian, gay or bisexual. In fact, the term is still implicated in hate crimes against gay men, bisexual people and lesbians in the UK and US. That said, the term was reclaimed by gender theory academics and activists in the US and other parts of the world. So, it is now used by some people who identify as a minority sexual orientation and/or gender identity, and is often used in voluntary/community organisations, university courses and grass-roots programmes. Unless you are part of any of these settings or call yourself queer, it is best not to use the term unless it is to cite the name of an organisation/group.
 - **Sexual orientation** – who you are attracted to. You could be attracted to the same sex (lesbian or gay), the opposite sex (heterosexual), both sexes (bisexual).
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Further information

- Gender and Sexual Diversities Workshop (small groups, lasts 30 minutes)
- Gender and Sexual Diversities Workshop – refresher for managers (small groups, lasts 40 minutes)
- Posters, leaflets, information documents from www.equalityhub.org