Rethinking Sex and Gender

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Is it a Boy or a Girl?
No-One Can EVER Know
Fear!
Some Trans Statistics

• 60% of trans people experience hate events
  • 97% did not report it.

• 35% attempt suicide
  • 50% of young trans people

• 42% too afraid to transition

• 64% of Trans boys, 44% Trans girls bullied

• 33% have had to move because they are trans
  • Most experienced homelessness
Caitlyn Jenner - 2015

GLAMOUR
WOMEN of the YEAR
Trans In the Media
Trans Roles in Film and TV
Trans Men in the News
GenderFluid – Non Binary
Sex or Gender?
NETFLIX

...and Chill
Sex - Biology

- **Body**
  - Reproductive System
  - Body Parts

- **Chromosomes**
  - XX Female
  - XY Male

- **Hormones**
  - Oestrogen
  - Testosterone

- **Intersex**
Gender – Social Construction

- Language
- Culture
- Education
- Roles
- Jobs
- Clothing
- Appearance
- Behaviour
- Expectations
- Our Place in Society
500,000 UK Trans People
The Genderbread Person

Gender Expression
- Masculinity
- Femininity

aGender

Expression

Identity

Attraction

Sex
The Genderbread Person

Gender Expression

Masculinity

Femininity

Hyper-Masculine
The Genderbread Person
The Genderbread Person

Gender Expression
Masculinity
Femininity

Androgynous
The Genderbread Person

Gender Expression

Masculinity

Femininity

Hyper-Feminine
The Genderbread Person

Gender Expression

Masculinity

Femininity

Feminine
The Genderbread Person

Gender Expression
- Masculinity
- Femininity

Gender Bender

Identity
Expression
Attraction
Sex
The Genderbread Person

Gender Expression
- Masculinity
- Femininity

Biological Sex
- Male-ness
- Female-ness
The Genderbread Person

- Gender Expression
  - Masculinity
  - Femininity

- Biological Sex
  - Male-ness
  - Female-ness

Identity
Attraction
Sex
Expression
The Genderbread Person

Gender Expression
- Masculinity
- Femininity

Biological Sex
- Male-ness
- Female-ness
The Genderbread Person

- **Gender Expression**
  - Masculinity
  - Femininity

- **Biological Sex**
  - Male-ness
  - Female-ness

- **Gender Identity**
  - Man-ness
  - Woman-ness
The Genderbread Person

- **Gender Expression**
  - Masculinity
  - Femininity

- **Biological Sex**
  - Male-ness
  - Female-ness

- **Gender Identity**
  - Man-ness
  - Woman-ness

- **Sexual Attraction**
  - Men
  - Women
The Genderbread Person

- Gender Expression
  - Masculinity
  - Femininity
- Biological Sex
  - Male-ness
  - Female-ness
- Gender Identity
  - Man-ness
  - Woman-ness
- Relationship
  - Men
  - Women
The Genderbread Person

- **Gender Expression**: Masculinity, Femininity
- **Biological Sex**: Male-ness, Female-ness
- **Gender Identity**: Man-ness, Woman-ness
- **Relationship Attraction**: Men, Women
A sense of who we are based on our group membership
Social Identity

• Belonging and Pride
  • Gender, family, status, class, town, city, country, school, employer, sports team, age, race, religion, politics, sexuality...

• Them and Us – Out Group v In Group

• Group Identity
  • Symbols, Songs, Chants, Memes, Graphics, Logos, Dress Code, Tattoos, Icons, Flags, Hashtags, Nicknames

• Enhance in-group - Discriminate against out-groups
  • Stereotyping - Dehumanising

• Prejudice and Bias
Equality Act 2010

• Protected Characteristics
  1. Age
  2. Disability
  3. Gender reassignment
  4. Marriage and civil partnership
  5. Pregnancy and maternity
  6. Race
  7. Religion and belief
  8. Sex
  9. Sexual orientation
Harassment occurs when someone engages in unwanted behaviour which is related to a relevant protected characteristic and which has the purpose or effect of:

- Violating a Person’s Dignity or
- Creating an Intimidating, Hostile, Degrading, Humiliating or Offensive environment for the person
MisPronouning

MisGendering/DeadNaming
3 out of 5 people purposely misgender trans people
Pronouns

Hello
My Pronouns Are:
She / Her / Hers

Hello
My Pronouns Are:
He / His / Him
What if I’m not Male or Female?
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**Pronouns**
Pronouns

Hello

My Pronouns Are: They / Them / Theirs

Any pronouns are cool.
SOME PEOPLE ARE THE GET OVER IT!
Labels, Labels, Labels

- Agender
- Androgyne
- Androgynous
- Bi-gender
- Cis
- Cisgender
- Cis Female
- Cis Male
- Cis Man
- Cis Woman
- Cisgender Female
- Cisgender Male
- Cisgender Man
- Cisgender Woman
- Crossdresser
- Enby (NB)
- Female to Male
- FTM
- F2M
- Gender Fluid
- Gender Nonconforming
- Gender Questioning
- Gender Variant
- Genderqueer
- Intersex
- Intersex Man
- Intersex Woman
- Intersex Person
- Male to Female
- MTF
Labels, Labels, Labels

- M2F
- Neither
- Neutrois
- Non-binary
- Other
- Pangender
- Polygender
- Post Operative Transsexual
- Pre Operative Transsexual
- Third Gender
- T* Man
- T* Woman
- Trans
- Trans*

- Trans Female
- Trans* Female
- Trans Male
- Trans* Male
- Trans Man
- Trans* Man
- Trans Person
- Trans* Person
- Trans Woman
- Trans* Woman
- Transfeminine
- Transgender
- Transgender Female
- Transgender Male
- Transgender Man
- Transgender Person
• Transgender Woman
• TransFeminine
• TransMasculine
• Transsexual
• Transsexual Female
• Transsexual Male
• Transsexual Man
• Transsexual Person
• Transsexual Woman
• Transvestite
• Man/Woman
• Demi Gender
• Demi Man/Woman

• Drag Queen/King
• Female Impersonator
• She Male
• Ladyboy/Kathoey
• Hijra/Metis
• Travestie/Quariwarmi
• Two Spirit (Berdache)
• Albanian Sworn Virgins/burnesha
• Muxe
• Māhū/Akava’ine/Fa'afafine
• Ashtime/Mashoga/Mangaiko
• Xanith/Khanith
• Bantut/Bakla
• Bissu/Calabai/Calalai
• Eunuch
How Many Genders Are There?
Two Spirits – Native American

Zuni - Wha’wa

Crow - Shamen
Christian Treatment of Third Gender
why am I afraid to tell
you who I am?

john powell
Gender is Self Expression
Stonewall Riots
Create an LGBT inclusive workplace?

- Clear Equality Policies - Fairly Enforced
- Mandatory Awareness and Unconscious Bias Training
- Encourage and fund LGBT Support
- Make health and other benefits LGBT Inclusive
- Include LGBT people and issues in publications
- Focus marketing and advertising on LGBT community
- Support Local LGBT Events
  - LGBT History Month - February
  - Pride – June – August
  - Transgender Visibility Week – 2\textsuperscript{nd} Week of November
  - IDAHO – International Day Against Homophobia – 17\textsuperscript{th} May
  - Aids Awareness – December 1st
Voices and Visibility

Uncovering hidden histories

People who do not identify as heterosexual (only) have used a number of terms to describe themselves including: **homosexual**, **lesbian**, **gay**, **bisexual**, **queer**, **pansexual**, **asexual**...

People who do not identify with their assigned gender (only) have used a number of terms to describe themselves including: **trans**, **transgender**, **transman**, **transwoman**, **man**, **woman**, **transsexual**, **crossdresser**, **transvestite**, **androgyneous**, **genderqueer**...

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**Legal timeline**

- Death penalty for buggery abolished
  - 1861 England and Wales
  - 1889 Scotland
- Offence of ‘gross indecency’ created
  - 1885 across the UK

**Uranians**

- Radclyffe Hall
  - Poet and author
  - 1928 Publishes ‘The Well of Loneliness’
- Inverts
- Homosexuals

**Edward Carpenter**

- Socialist, poet, philosopher and anthropologist
- 1906 Publishes ‘Love’s Coming of Age’

**Ethel Smyth**

- Composer and member of the suffrage movement
- 1911 Composed ‘The March of Women’

**Alan Turing**

- Mathematician and computer scientist
- 1952 Chemically castrated

**Ted Brown**

- LGBT activist and trade unionist
- 1970 Member of GLC

**Lionel Blue**

- Reform rabbi, journalist and broadcaster
- 1960s First British rabbi publicly to ‘affirm his homosexual orientation’

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More information and download
http://gbthistorymonth.org.uk/wallchart/
Treat everyone with dignity and respect
Questions and Answers
A staff member informs you that they have been accepted onto the care path and they are now required to change their name and gender. None of their work colleagues know they are trans and they are concerned about how the change will be received.

How would you manage this change?
Scenario 2

Louis has recently begun living and working as a man. Some staff are finding it difficult to adjust to using his new name and male pronouns which is causing confusion with service users and other staff, as well as distressing him.

How would you deal with this?
Rachel, a trans woman, has been admitted to the hospital late at night and needs to be transferred to a ward.

Which ward will you send them to?
Rachel, a trans woman, was admitted to the hospital late last night and sent to a female ward. This morning a patient on that ward has complained about there being a “man” on the ward.

How would you handle this?
You overhear some staff members giggling and making negative comments about a staff member/service user who is transgender.

What would you do?
You are about to start recruiting for additional staff and have been asked to try to improve representation from some under represented communities, including the LGBT community.

How would you do this without discrimination?
A service user has complained that she and her young daughter, have just used the female toilets and were very distressed to find a “man, dressed as a woman” also using the facilities. The service user insists that “he” shouldn’t be allowed to use the female toilets.

How would you respond to this?
Jay, a colleague, identifies as non-binary and has asked everyone to use plural pronouns when referring to them or speaking about them. At a meeting you notice that most people are still using gendered pronouns.

How would you deal with this.
A service user has phoned with a query however their voice does not match the gender recorded on file. The enquiry would require you to discuss confidential personal information you can only discuss with the service user.

How should you deal with this situation.
A service user asks if one of your colleagues is a man or a woman. Your colleague, Jeff, is a trans man who began transitioning about six months ago and now lives permanently as a man.

How would you respond?
Rethinking Sex and Gender

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GenderSpeaker.com