



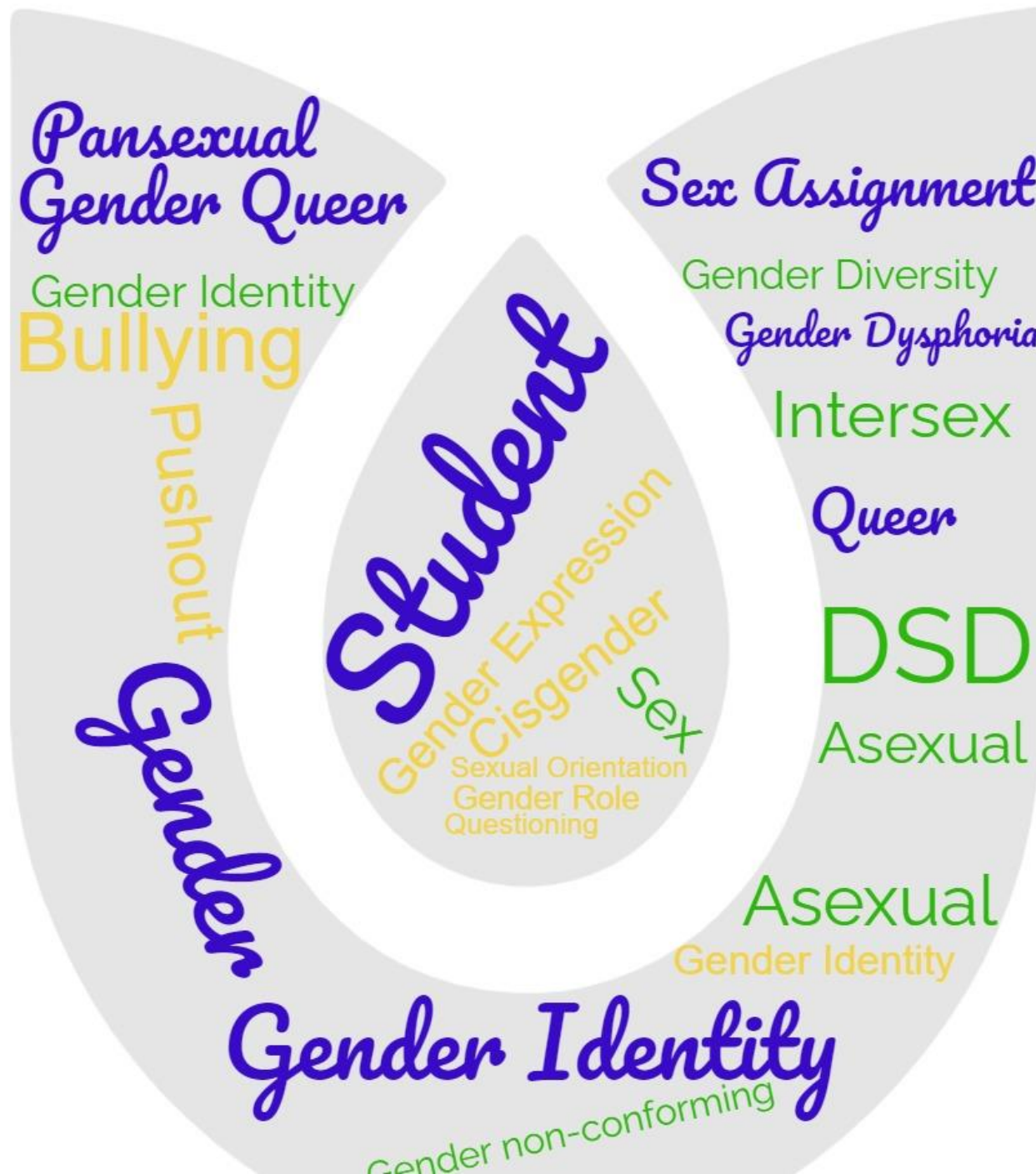
Gender Identity and Expression LGBTQIA+

Dr. Jennifer R. Hammat

Dean of Students

University of Southern Indiana

How well do you know the language?



Sober Statistics

71%

- ◆ Hear peers make negative remarks about sexual orientation (71%) and gender expression (61%)

◆ 82%

- ◆ Are verbally harassed because of sexual orientation (82%) or gender expression (64%)

57%

- ◆ Hear teachers make negative remarks about sexual orientation (57%) and gender expression (57%)

◆ 38%

- ◆ Are physically harassed because of sexual orientation (38%) or gender expression (27%).

The Genderbread Person

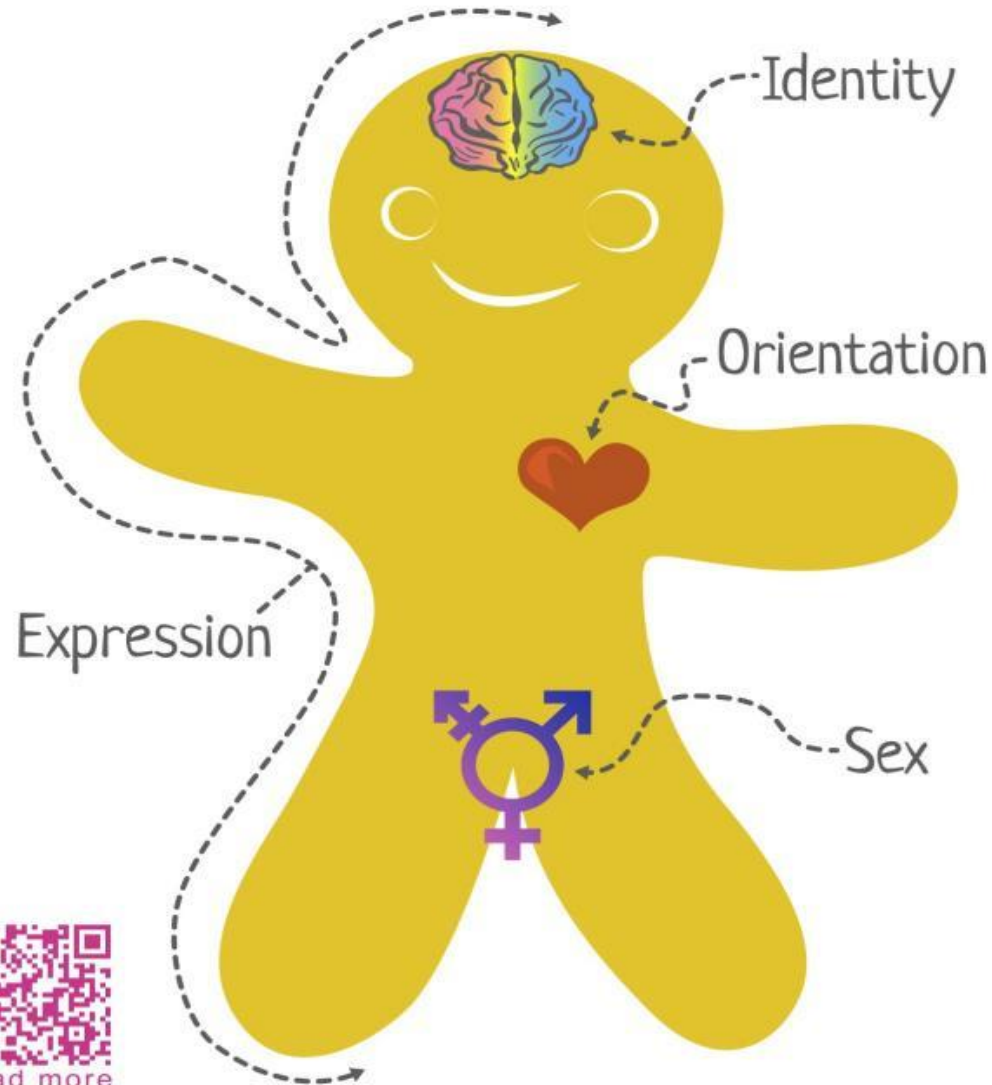
- ◇ Growing up most of us were socialized to acknowledge that as far as biological sexual identity goes, there's only the binary: boy or girl. This paradigm becomes quickly integrated into our lives. Moreover, we also live in a culture that uses "gender" and "sex" interchangeably. However, these two aspects that contribute one's sexuality and identity are actually two separate entities. As we come to understand how different people understand the various facets that make up how we think about gender, we come to realize that there are many ways to look at these aspects of identity. One way to simplify the many components of gender identity, gender expression, sexuality, and biological sex is by using the **Genderbread Person** model, created and illustrated By Sam Killerman, author of **itspronouncedmetrosexual.com** and LGBT advocate. You can find more **educational graphics and printables** to help yourself teach and understand these topics. The Genderbread model graphic breaks down the concepts of gender into three aspects: sex, gender identity, gender expression. Sexual orientation is also included on this diagram because of its close connection to gender identity and expression.

The Genderbread Person (cont.)

- ◆ It is important to understand that the graphic representation is limited, and the implicit implication of the existence of gender identity as binary states and/or expression for each of these domains on any single line is not necessarily accurate and/or illustrative of a real person. Each domain can be fluid, malleable, non-linear, and non-binary for some individuals for various personal reasons, including biological sex. Furthermore, the definitions provided on this page do not serve as a one-size-fits-all concept but rather as an informative simplistic model that may help in both visualizing and fleshing out the intricate and complex components regarding human identity, expression, and sexuality. Do remember that gender identity and its multiple facets are personal and distinct to each and every person. In fact, these definitions continue to grow and change as we learn more about the interplay of gender expression and gender identity with further research. Some may even argue that the widely accepted definition of gender identity does not align with their own definition and way in which they view themselves and navigate the world.

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender Identity



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



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

Biological Sex



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



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



Asexual

- ◆ Asexual refers to a person who does not experience sexual attraction or has little interest in sexual activity.

Bullying

- ◆ Bullying is unwanted, repetitive, and aggressive behavior marked by an imbalance of power. It can take on multiple forms, including physical (e.g., hitting), verbal (e.g., name calling or making threats), relational (e.g., spreading rumors), and electronic (e.g., texting, social networking). (Rossen & Cowan, 2012).

Cisgender

- ◆ Cisgender replaces the terms “nontransgender” or “bio man/bio woman” to refer to individuals who have a match between the sex they were assigned at birth, their bodies, and their gender identity. (Schilt & Westbrook, 2009).

DSD

◆ DSD refers to “disorders of sex development”, a term that is used to discuss intersex and variations in sex development by some medical professionals and community members. See entry for Intersex.

Gender

- ◆ Gender refers to the attitudes, feelings, and behaviors that a given culture associates with a person's biological sex. Behavior that is compatible with cultural expectations is referred to as gender-normative; behaviors that are viewed as incompatible with these expectations constitute gender non-conformity. (APA guidelines)

Gender Expression

- ◇ Gender Expression An individual's presentation, including physical appearance, clothing choice and accessories, and behavior that communicates aspects of gender or gender role. Gender expression may or may not conform to a person's gender identity.

Gender Expression

- ◆ Gender Identity A person's deeply-felt, inherent sense of being a boy, a man, or male; a girl, a woman, or female; or an alternative gender (e.g., genderqueer, gender non-conforming, boygirl, ladyboi) which may or may not correspond to a person's sex assigned at birth or to a person's primary or secondary sex characteristics. Since gender identity is internal, a person's gender identity is not necessarily visible to others. 'Affirmed gender identity' refers to a person's gender identify after coming out as transgender or gender non-conforming or undergoing a social and/or medical transition process.

Gender Diversity

- ◇ Gender Diversity refers to the extent to which a person's gender identity, role, or expression differs from the cultural norms prescribed for people of a particular sex. This term is becoming more popular as a way to describe people without reference to a particular cultural norm, in a manner that is more affirming and potentially less stigmatizing than gender nonconformity. (Gender Spectrum, 2013; <https://www.genderspectrum.org/understanding-gender>).

Gender Dysphoria

- ◇ Gender Dysphoria refers to discomfort or distress that is associated with a discrepancy between a person's gender identity and that person's sex assigned at birth (and the associated gender role and/or primary and secondary sex characteristics) (Fisk, 1974; Knudson, De Cuypere, & Bockting, 2010b). Only some gender-nonconforming people experience gender dysphoria at some point in their lives. (Coleman, et al. 2011)

Gender Identity

- ◆ Gender Identity refers to one's sense of oneself as male, female, or something else (American Psychological Association, 2006). When one's gender identity and biological sex are not congruent, the individual may identify along the transgender spectrum (cf. Gainor, 2000; APA guidelines).

Gender Identity and Sexual Orientation are Different Constructs

- ◆ Transgender people, like cisgender people, may be sexually oriented toward men, women, both sexes, or neither sex, and like most people, usually experience their gender identity (who they feel themselves to be) and their sexual orientation (whom they are attracted to) as separate phenomena (Bockting & Gray, 2004; Chivers & Bailey, 2000; Coleman, Bockting, & Gooren, 1993; Docter & Fleming, 2001; Docter & Prince, 1997). Many transgender people experience a shift in their sexual attractions at some point (Daskalos, 1998; Meier, Pardo, Labuski, & Babcock, 2013), indicating that sexual orientation may be more dynamic than previously thought.

Gender Non-Conforming

- ◇ Gender Non-Conforming is an adjective and umbrella term to describe individuals whose gender expression, gender identity, or gender role differs from gender norms associated with their assigned birth sex. Subpopulations of the TGNC community can develop specialized language to represent their experience and culture, such as the term “masculine of center” that is used in communities of color to describe a GNC identity.

Gender Role

- ◇ Gender Role refers to a pattern of appearance, personality, and behavior that, in a given culture, is associated with being a boy/man/male or being a girl/woman/female.. A person's gender role may or may not conform to what is expected based on a person's sex assigned at birth. Gender role may also refer to the social role one is living in (e.g., as a woman, a man, or another gender), with some role characteristics conforming and others not conforming to what is associated with girls/women or boys/men in a given culture and time.

Genderqueer

- ◇ Genderqueer refers to a person whose gender identity falls outside of the gender binary (i.e. identifies with neither or both genders). Genderqueers may also use the term “gender fluid” as an identifier but typically reject the term “transgender” because it implies a change from one gender category to another.
- ◇ Non-binary or genderqueer is an umbrella term for gender identities that are neither male nor female—identities that are outside the gender binary.

Intersex

- ◆ Intersex refers to a range of conditions associated with atypical development of physical sex characteristics (American Psychological Association [APA], 2006). Intersex individuals may be born with chromosomes, genitals, and/or gonads that do not fit typical female or male presentations (OII-USA, 2013). Some examples of these conditions include ambiguous external genitals, inability of the body to respond typically to sex-related hormones, and inconsistency between external genitals and internal reproductive organs (APA, 2006). Since 2006, the medical and research community has used the term Disorders of Sex Development. This term refers to congenital conditions characterized by atypical development of chromosomal, gonadal, or anatomical sex (Houk, Hughes, Ahmed, Lee, & Writing Committee for the International Intersex Consensus Conference Participants, 2006). An alternate term – Differences of Sex Development – has been recommended to prevent a view of these conditions as diseased or pathological (Wisemann, Udo-Koeller, Sinnecker, & Thyen, 2010). In order to be inclusive of various terminology preferences, this document will use intersex/DSD when referring to individuals who are part of this community.

Pansexual

- ◆ Pansexual “is most commonly used in the world outside academia as a sexual identity [and sexual orientation] term similar to ‘bisexuality,’ but more inclusive of trans people. It also shows an awareness of the implied gender binary in the term ‘bisexual.’” (Elizabeth, 2013, p. 333)

Pushout

- ◆ Pushout: a student who leaves school before graduation due to the encouragement of school personnel, often to enable the school to achieve a performance goal or to lower disruption within the school or because the school views the student as too much trouble. This term is in contrast to “drop out” to highlight the institutional influence on individual behavior. (retrieved from <http://www.findyouthinfo.gov/youth-topics/lgbtq-youth>)

Queer

- ◆ Queer is an umbrella term that individuals may use to describe a sexual orientation, gender identity, or gender expression that does not conform to dominant societal norms. Historically, it has been considered a derogatory or pejorative term and the term may continue to be used by some individuals with negative intentions. Still, many LGBT individuals today embrace the label in a neutral or positive manner (Russell, Kosciw, Horn, & Saewyc, 2010). Some youth may adopt 'queer' as an identity term to avoid limiting themselves to the gender binaries of male and female or to the perceived restrictions imposed by lesbian, gay, and bisexual sexual orientations (Rivers, 2010).

Questioning

◆ Questioning is an identity label for a person who is exploring their sexual orientation or gender identity and is in a state of moratorium in terms of identity formation.

Sex

- ◆ Sex refers to a person's biological status and is typically categorized as male, female, or intersex (i.e., atypical combinations of features that usually distinguish male from female). There are a number of indicators of biological sex, including sex chromosomes, gonads, internal reproductive organs, and external genitalia. (APA guidelines).

Sex Assignment

- ◆ Sex assignment is the initial categorization of an infant as male or female.

Sexual orientation

- ◇ Sexual orientation refers to the sex of those to whom one is sexually and romantically attracted. Categories of sexual orientation typically have included attraction to members of one's own sex (gay men or lesbians), attraction to members of the other sex (heterosexuals), and attraction to members of both sexes (bisexuals). Some people identify as pansexual or queer in terms of their sexual orientation, which means they define their sexual orientation outside of the gender binary of "male" and "female" only. While these categories continue to be widely used, research has suggested that sexual orientation does not always appear in such definable categories and instead occurs on a continuum (e.g., Kinsey, Pomeroy, Martin, & Gebhard, 1953; Klein, 1993; Klein, Sepekoff, & Wolff, 1985; Shiveley & DeCecco, 1977). In addition, some research indicates that sexual orientation is fluid for some people; this may be especially true for women (e.g., Diamond, 2007; Golden, 1987; Peplau & Garnets, 2000).

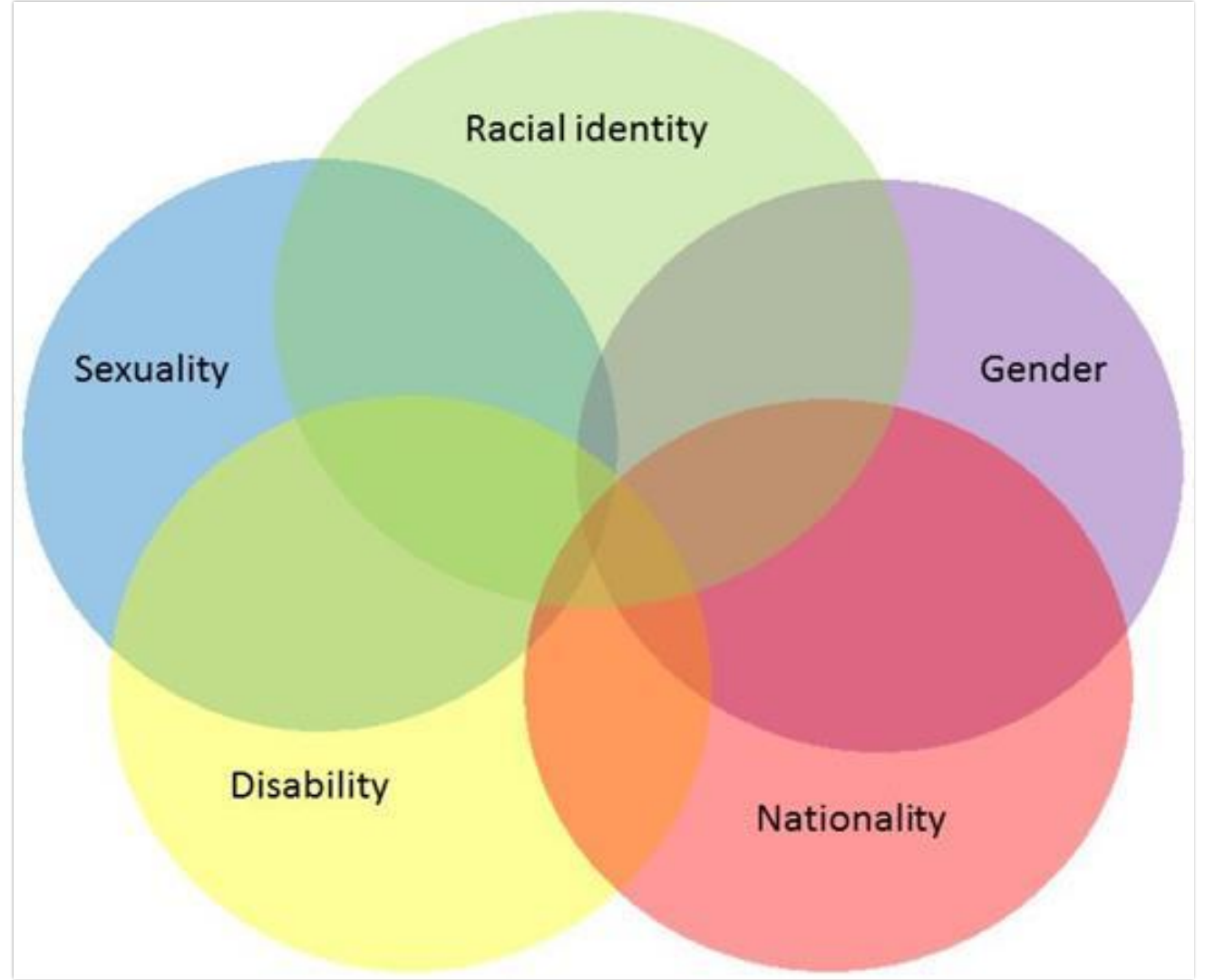
Sexual Orientation

- ◆ Sexual Orientation A component of identity that includes a person's sexual and emotional attraction to another person and the behavior that may result from this attraction. An individual's sexual orientation may be lesbian, gay, heterosexual, bisexual, queer, pansexual, or asexual. A person may be attracted to men, women, both, neither, genderqueer, androgynous or have other gender identities. Sexual orientation is distinct from sex, gender identity, gender role and gender expression.

Transgender

- ◆ Transgender is an umbrella term that incorporates differences in gender identity wherein one's assigned biological sex doesn't match their felt identity. This umbrella term includes persons who do not feel they fit into a dichotomous sex structure through which they are identified as male or female. Individuals in this category may feel as if they are in the wrong gender, but this perception may not correlate with a desire for surgical or hormonal reassignment (Meier & Labuski, 2013).

Intersectionality



Intersectionality

- ◆ Put simply, intersectionality is the concept that all oppression is linked. More explicitly, the Oxford Dictionary defines intersectionality as “the interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage”. Intersectionality is the acknowledgement that everyone has their own unique experiences of discrimination and oppression, and we must consider everything and anything that can marginalize people – gender, race, class, sexual orientation, physical ability, etc. First coined by Professor Kimberlé Crenshaw back in 1989, intersectionality was added to the Oxford Dictionary in 2015 with its importance increasingly being recognised in the world of women’s rights.

Pronouns

- ◇ How to use them?
- ◇ How to ask for what pronouns people prefer?
- ◇ Why is this important?

- ◇ There are many reasons students may want to use a different name, including:
 - ◇ Wanting a name that reflects their gender identity better than their name assigned at birth.
 - ◇ Having a name that is commonly mistaken for another student's name.
 - ◇ Having a name that is difficult to pronounce
 - ◇ Other personal reasons for not using their given name.

Some videos

Pronouns | One Word

- ◇ <https://youtu.be/Nn1TC7VEpf4>

Pronouns: How do you ask?

- ◇ <https://www.youtube.com/watch?v=r-al4liNLBU&t=1s>

Resources

- ◇ chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Fwww.apa.org%2Fpi%2Fgbt%2Fprograms%2Fsafe-supportive%2Fgbt%2Fkey-terms.pdf&clen=197278
- ◇ <https://www.womankind.org.uk/intersectionality-101-what-is-it-and-why-is-it-important/#:~:text=Intersectionality%20is%20the%20acknowledgement%20that,orientation%20physical%20ability%20etc.>
- ◇ chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Fwww.apa.org%2Fpi%2Fgbt%2Fresources%2Fsexuality-definitions.pdf&clen=409619

Resources

- ◇ <https://www.mypronouns.org/>
- ◇ <https://lgbt.ucsf.edu/educational-resources>
- ◇ <https://thesafezoneproject.com/>

Questions?