Family Services Ottawa

Understanding the Gender Spectrum:
Gender Identity and Gender Expression

Workshop with Beck Hood from Family Services Ottawa

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Gratitude

Land acknowledgement
Acknowledgement of those who came before us
Grounding in the work we do in the present for the future
Thank you
Diversity

Please take a moment to quietly think to yourself about what the word diversity means to you.

What comes to mind when you read, or hear the word diversity?
Diversity

In groups of 3 please take the next 5 minutes to talk together answering these questions.

1. Why is diversity personally important to you?
2. Why is diversity professionally important to you?
Our circle of care
Who I am. Who you are.

My name:
My pronouns:
My gender:
Self Identify:
My favorite snack:
My favorite winter activity:
My favorite winter drink:
My favorite music:
Who I am. Who you are.

My name: Beck Hood
My pronouns: They, Them, Theirs, He, Him, His
My gender: Non-binary
Self Identify: Transgender. I write and say the word trans instead of transgender.
My favorite snack: Fancy expensive olives
My favorite winter activity: Snow shoeing
My favorite winter drink: Hot toddy
My favorite music: Blue grass
Assumptions about pronouns

We assume someone’s gender all the time.

Before someone shares their pronouns and self identification with us we tend to assume someone’s pronouns.

How do we decide someone’s gender?

How do we decide in our minds to say SHE or HE?
Where gender definitions most commonly begin.

**Assigned gender**

**Assigned gender** is the declaration at birth that a person is a certain gender based upon what that person’s sexual biology appears to be.
Who decided your gender?
When gender is assigned we are given gender markers.
What happened when that person assigned your gender?

One is then expected to grow up and exist within a certain set of gender roles “appropriate” to one’s assigned gender.

An example is a physician declaring “it’s a girl!” or “it’s a boy!” after the birth of a baby.
How do we currently see people breaking out of the gender binary of male and female gender roles?
Gender Identity

INTERNAL – INSIDE OF US

Gender identity refers to a person’s internalized, deeply felt sense of being male, female, both, or neither.

Internal and personally defined, it is not visible to others.

It is determined by the individual alone.

It is the felt sense that one is a boy, girl, man, woman, both, neither, two spirit, multi-gender, bi-gender or another configuration of gender.
Gender Expression

EXTERNAL – OUTSIDE OF US

Our clothing, hairstyles, mannerisms, how we speak, toys, colours, play, sports, activities, behaviors, social interactions and roles can all be interwoven with gender expression.

It is how we externalize our gender.
Sexual Orientation
GENDER IDENTITY & GENDER EXPRESSION

Are **different** from SEXUAL ORIENTATION

An innately-felt sexual or romantic attraction, either primarily or exclusively, toward members of a particular sex or gender identity. Examples include gay, lesbian, bisexual, heterosexual, pansexual, and asexual.
Let’s return to the conversation about assigned gender.

You are born.

You are assigned a gender marker M or F.

As you proceed through life the gender marker is connected to your birth certificate, passport, health card, drivers license, SIN as well as numerous other important documents.
Cisgender

The beautiful and fabulous:

Self-identification with the gender assigned to one at birth (for example, a person born with a body labeled female who identifies as a woman, or a person born with a body labeled male who identifies as a man).
The beautiful and fabulous:

This is an umbrella term used to describe people who self-identify with a gender other than the one assigned at birth.
Gender Fluidity

The beautiful and fabulous:

Gender fluidity conveys a wider, more flexible range of gender expression, with interests and behaviors that may even change from day to day.

Gender fluid people do not feel confined by restrictive boundaries of stereotypical expectations of women and men.

For some people, gender fluidity extends beyond behavior and interests, and actually serves to specifically define their gender identity. In other words, a person may feel they are more female on some days and more male on others, or possibly feel that neither term describes them accurately.

Their identity is seen as being gender fluid.
Two Spirit

The beautiful and fabulous:

Refers to a person who has both a masculine and a feminine spirit, and is used by some Indigenous and First Nations people to describe their sexual, gender and/or spiritual identity.

As an umbrella term it may encompass same-sex attraction and a wide variety of gender variance, including people who might be described in Western culture as gay, lesbian, bisexual, transsexual, transgender, gender queer, cross-dressers or who have multiple gender identities.

http://lgbtqhealth.ca/community/two-spirit.php
http://twospiritjournal.com/
Terminology will always grow and change

It is most important to remember that we are *ALL* free to express feminine and masculine qualities.

Each and every one of us.
Excellent glossary of terms

http://www.positivespaces.ca/sites/positivespaces.ca/files/Glossary%20of%20Terms.pdf
PANTS

3G Ops Pant Detail Diagram

These belt loops are located to prevent sliding of sub-loads when worn on trouser belts. They are located on both sides.

Hidden "back-up" poocket on inside right of pants.

"Up'N'Over" Pocket: Please for pocket access while sitting or kneeling.

Knee Pad Strap Tunnels

8" YKK® fly zip (for emergency exits)

"Hidden" clip knife pockets on each cargo pocket.

M4 30 Round Pocket.

Canadian Stated Button used exclusively over traditional "sewn" button.

Double Knees and Butt for durability

Taping Tape Drawstrings. More comfortable than strings, when tucked into boots.

Note: Diagram is NOT to scale, but provided to emphasize the great many features incorporated into the design.
DRESS

- Bodice Back
- Bodice Front
- Front Facing
- Back Facing
- Skirt Back
- Skirt Front
The Gender Spectrum
Policy on preventing discrimination because of
GENDER IDENTITY and
GENDER EXPRESSION

Family Services Ottawa  Services à la famille Ottawa
Supporting a client. Supporting a coworker. Having your work place environment ready before the person comes to you.

Summary

People who are transgender, or gender non-conforming, come from all walks of life. Yet they are one of the most disadvantaged groups in society. Trans people routinely experience discrimination, harassment and even violence because their gender identity or gender expression is different from their birth-assigned sex.

Under the Ontario Human Rights Code (the Code) people are protected from discrimination and harassment because of gender identity and gender expression in employment, housing, facilities and services, contracts, and membership in unions, trade or professional associations.

http://www.ohrc.on.ca/sites/default/files/Policy%20on%20preventing%20discrimination%20because%20of%20gender%20identity%20and%20gender%20expression.pdf
Policy on preventing discrimination because of gender identity and gender expression

1. Introduction

People who are transgender, or who otherwise don’t conform to gender stereotypes, come from all walks of life. They are represented in every social class, occupation, race, culture, religion and sexual orientation, and live in and contribute to communities across Ontario and around the world.

Yet, “trans” people are one of the most disadvantaged groups in society. They routinely experience prejudice, discrimination, harassment, hatred and even violence. People who are in the process of “transitioning” or “coming out” are particularly vulnerable.
Social Transitioning

MAY include a change/shift in social gender role, gender identity, and gender expression. MAY include a change/shift of name, clothing, appearance and gender pronoun. Sharing the internal experience of gender identity through external gender expression.
Social Transitioning

Listen to the person with an open heart and open mind while they share with you who they are.
Let the person have the time and space to think through how they would vision and dream their life to be.
Provide open dialogue for the person to add or change the way they are feeling and connecting to their gender expression and gender identity at any time.
Gender is fluid and can shift and change.
ARE YOU TRANSITIONING AT SCHOOL?

You don’t have to do this alone or be the educator!

You have the right to transition within your school year!

You have the right to have the teachers, administrators & students use your PRONOUN…

You have the right to have the teachers, administrators & students use your NAME…

You have the right to CHANGE your NAME & GENDER in the computer system at school…

You have the right to WEAR THE CLOTHES you want to wear …

You have the right to be on the SPORTS TEAM you want to be on…

You have the right to use the WASHROOM that you want to use…

We are here to support you with your school transition so you do not have to do this alone.
ARE YOU TRANSITIONING AT SCHOOL?

Supporting Transgender and Transsexual Students in K-12 Schools:


The Accepting Schools Act (Bill 13) September 1, 2012

http://www.edu.gov.on.ca/eng/teachers/safeschools.html

Ontario Human Rights Commission (OHRC)


EDUCATION. TRAINING. RESOURCES. ADVOCACY.

For more information: 613-725-3601 ext 105, bhood@familyservicesottawa.org
Supporting someone who is transitioning

Ask how they would like to express their gender at home, outside of home, at school, at work and during recreational or sports activities.

If they would like to express their gender identity and gender expression at school, at a program, or in the work place you will want to begin a social transitioning plan together.

School, program or work place social transitioning can begin with conversations at home, with professional supports, at school or with human resources at work about how the person feels they want to express their true self at school, at work and in the world.
Getting through the door. Forms.

First point of contact forms, applications, registration, accommodation and questions can be a point of anxiety and discomfort.

Sometimes so much so that the person does not access the program or activity.

Do you ask for name? Is there space for both legal and authentic name?

  Do you ask for pronouns?

  Do you ask for gender? Do you need to report gender?

  If yes, can a note be made to reflect and affirm the person while still gathering the needed information for reporting?
Getting through the door. Forms & other gender affirming practices

Some key points when moving forward in Gender Affirming practices:

• Dress code: Check to make sure the dress code for staff and program participants is in line with the Ontario Human Rights Code and the upcoming Bill C-16

• Universal washroom: Check to make sure gender binary (male and female) and universal washrooms are available for staff and program participants - in line with the Ontario Human Rights Code and the upcoming Bill C-16
Getting through the door. Forms & other gender affirmation practices

• **Name** – area left blank and staff and program participants fill in their name

• **Gender** – area left blank and staff and program participants fill in their name

• **When the legal name is required** – space available for true name to be filled in and used when speaking to and about the staff and program participants

• **Health card** – if a gender marker has not been changed on the health card then the gender marker on the health card does have to be entered. If this is the case there needs to be a place where the self identified gender can be marked so staff and program participants are honored and affirmed

• **Pronouns** – Leave a space for everyone to write in their pronoun
This washroom is for people with hats only! But no toilet, sorry.
This washroom is for people with purses only! But no toilet, sorry.
This washroom is for people with one thick leg only! But no toilet, sorry.
This washroom is for people with two legs only
… as long as your arms and hands are glued tightly to your body!
But no toilet, sorry.
This washroom has a toilet! HURRAY! WHOOT! YIPPIE! AWESOME ‘cause I really gotta go!
Universal Washrooms! YES!
Where is the most common universal washroom? Your HOME!
SELFIES !YES!
There are numerous great options to use instead of stick figures.
Video examples. There are many videos out there in the world of social media and you tube.

https://www.unitedwayottawa.ca/path-to-pride/

https://www.youtube.com/watch?v=LB_2-gsH8GE

https://vimeo.com/37485395

https://vimeo.com/44406099
Community Based Resources Ontario/Ottawa & will travel across Canada

Family Services Ottawa, LGBTTQ+
Around the Rainbow program

Find us on Facebook:

Program webpage showing groups and information:
http://familyservicesottawa.org/children-youth-and-families/around-the-rainbow/
Community Based Resources Ottawa

*kind space Ottawa

http://kindspace.ca/groups/

Ten Oaks Project

http://www.tenoaksproject.org/

Trans Health Information Ottawa – THIO

http://www.thiottawa.org/
Most referred resources:

Rainbow Health Ontario Canada
http://www.rainbowhealthontario.ca/

Gender Creative Kids Canada
http://gendercreativekids.ca/

EGALE Canada
https://egale.ca/

Flamingo Rampant Books Canada
http://www.flamingorampant.com/
Most referred resources:

Gender Spectrum United States
https://www.genderspectrum.org/

Sylvia Rivera Law Project United States
https://srlp.org/

GLSEN United States
http://www.glsen.org/

National Center for Transgender Equality United States
http://www.transequality.org/
Possible 2017 Conferences to check on:

Gender Spectrum

Gender Odyssey
http://www.genderodyssey.org/

Philadelphia Trans Health Conference
https://www.mazzonicenter.org/trans-health

CPATH Canadian Professional Association for Transgender Health 2017 Vancouver Conference
http://www.cpath.ca/conferences/cpath-2017/
Workplace Gender Transition Guidelines Examples

OHRC Gender identity and gender expression (brochure)


OHRC Policy on preventing discrimination because of Gender Identity and Gender Expression

http://www.ohrc.on.ca/sites/default/files/Policy%20on%20preventing%20discrimination%20because%20of%20gender%20identity%20and%20gender%20expression.pdf

OHRC Backgrounder – Talking about gender identity and gender expression

Workplace Gender Transition Guidelines Examples

Guidelines to Support Trans and Gender Variant Employees

http://novascotia.ca/psc/pdf/employeeCentre/diverseworkforce/Supporting_TGV_Employees.pdf

Bill C – 16 An Act to amend the Canadian Human Rights Act and the Criminal Code

https://openparliament.ca/bills/42-1/C-16/
Question & Answer

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LGBTQ+ Around the Rainbow program

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Program webpage showing groups and information:
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The slides are for use within the staff teams. Please contact Family Services Ottawa for permission to share the slides outside of the staff teams. March 10, 2017