

Understanding Gender Diversity

in the Context of Gender and Sexual Identity

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Learning Objectives


1. *Recognize the importance of a full understanding of biological diversity in humans, in particular the diverse spectrum of biological sex traits and that many people fall outside the narrow range of "typically male or female"*
2. *Recognize the complexity and full spectrums of binary and nonbinary gender identities and how they relate to transgender and intersex status*
3. *Recognize the importance of affirming and culturally competent language, in particular the importance of correct use of chosen names and pronouns*

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Gender and Sexual Identity

 <p>SEXUAL ORIENTATION</p> <p>LESBIAN, GAY, BISEXUAL, ASEXUAL, QUEER</p>	<p>BIOLOGICAL TRAITS</p> <p>TRANSGENDER INTERSEX</p> 
 <p>GENDER IDENTITY</p> <p>TRANSGENDER, NONBINARY, AGENDER, QUEER</p>	<p>GENDER EXPRESSION</p> <p>TRANSGENDER, LGBTQIA+</p> 

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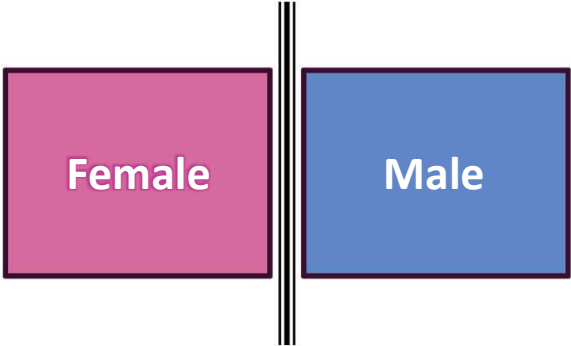
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Biological Traits

In the Context of Gender Diversity

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BIOLOGICAL SEX?



Female Male

Biological Essentialism or Fundamentalism

The idea that Sex and Gender are identical and immutable.

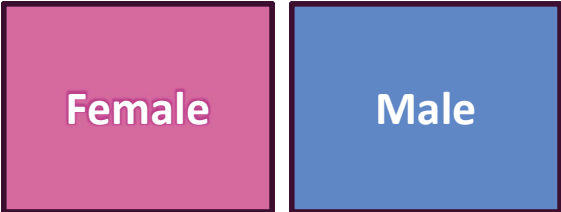
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“The belief that *Homo sapiens* is absolutely dimorphic with the respect to sex chromosome composition, gonadal structure, hormone levels, and structure of the internal genital duct systems and external genitalia, derives from the platonic ideal that for each sex there is a single, universally correct developmental pathway and outcome.”

Blackless et al. (2000)

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BIOLOGICAL TRAITS



The diagram consists of two rectangular boxes side-by-side. The left box is pink and contains the word 'Female' in white text. The right box is blue and contains the word 'Male' in white text.


The Sexual Binary View

A series of different biological characteristics (internal and external anatomy, genetics, primary and secondary sex characteristics) usually sorted into two distinct sets labeled female and male.

None of these traits are definitive by themselves.

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Biological Sex Traits



The diagram consists of three rectangular boxes side-by-side. The left box is pink and contains the word 'Female' in white text. The middle box is purple and contains the word 'Intersex' in white text. The right box is blue and contains the word 'Male' in white text.

Basis for Sex Assigned at Birth

AMAB (Assigned Male at Birth) and **AFAB** (Assigned Female at Birth) are terms some transgender and non-binary people use to describe themselves.

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The Brain Theory of Sexual Dimorphism

The Transsexual Brain – A review of findings on the neural basis of transsexualism - Smith (2015)

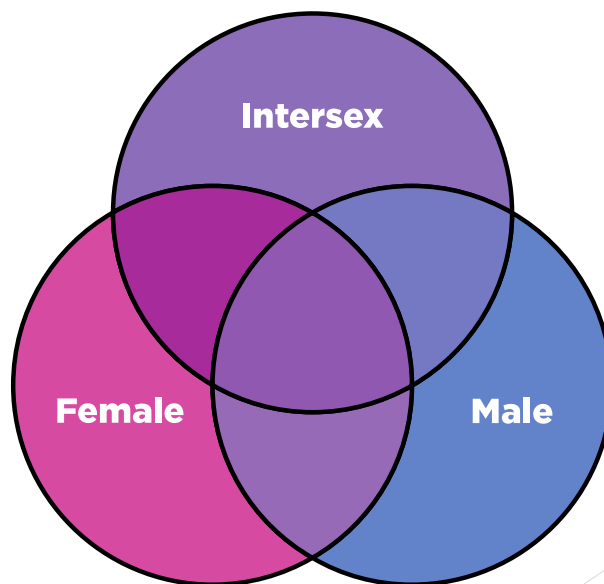
- *Transgender Brains match Same Gender Identity*

Brain Plasticity

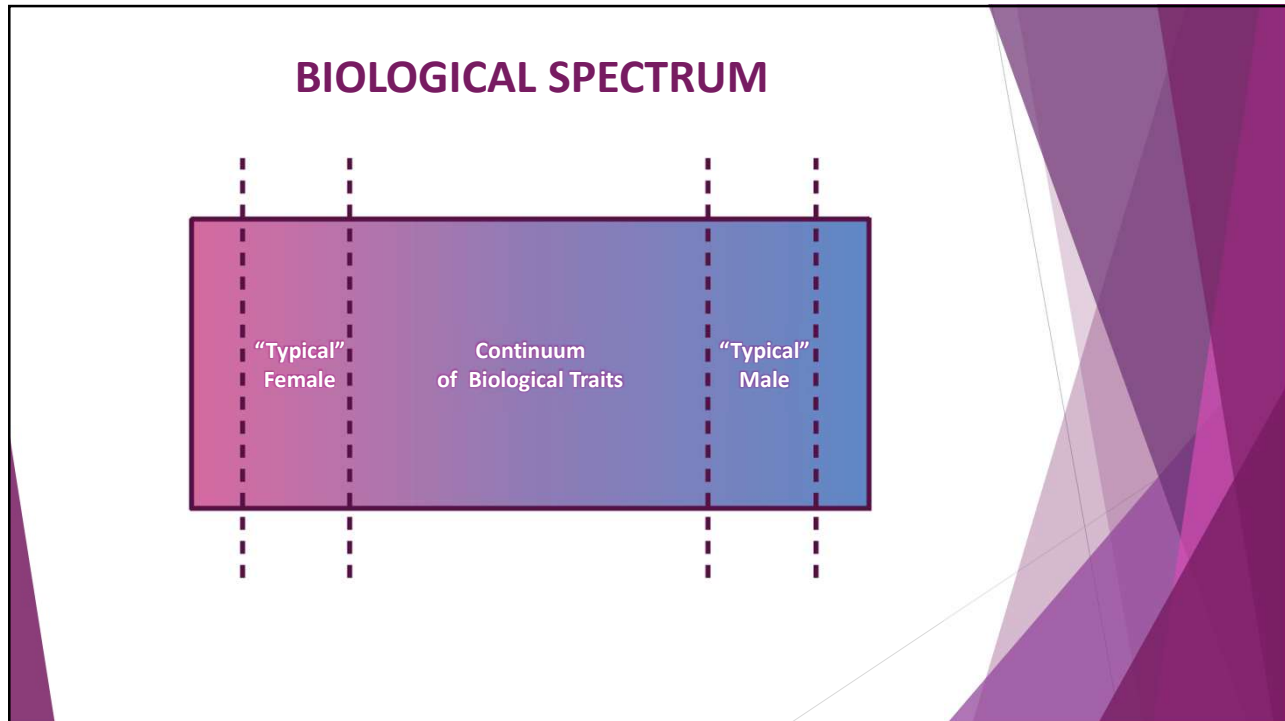
- *Ben Barnes, Neuroscience Pioneer, Gender Champion*
 - *Tenured Professor of Neuroscience at Stanford*
 - *Changed How We See the Brain*

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Biological Sex Traits



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Sex Defining Traits – Continuum

Sex-defining Trait	Typical Male	Biological Continuum	Typical Female
Genotypic sex	XY	Mosaic	XX
Phenotypic sex	testicles, epididymis, vas deferens, seminal vesicles, penis, and scrotum	enlarged clitoris, fused labia, male internal with female external genitalia in genotypically XY person	ovaries, oviducts, uterus, cervix, clitoris, labia majora and minora, and vagina
Reproductive Anatomy	Vas deferens, prostate	Hemi-uterus, unicornuate uterus, fused paramesonephric ducts	uterus, uterine tube
External Genitalia	scrotum, penis	hypospadias, microphallus, vaginal agenesis, vaginal hypoplasia	labia majora and minora, clitoris
Secondary Sex Traits	Increased facial hair	hirsutism, gynecomastia	larger breasts, increased abdominal fat
Bony Pelvis Anatomy	heart-shaped inlet with projecting sacral promontory, acute inferior pubic ramus angle (~70 degrees)	platypelloid pelvis, android pelvis, anthropoid pelvis	gynecoid pelvis, larger broader pelvis, and oval-shaped inlet, obtuse inferior pubic ramus angle (~90-100 degrees)
Sacrum Anatomy	long, narrow, straighter, has pronounced sacral promontory	range of variation between the typical male and typical female	shorter, wider, more curved posteriorly, has less pronounced promontory
Acetabulum Anatomy	faces more laterally	range of variation between the typical male and typical female	Faces more anteriorly, wider apart

Strkalj, et al. 2020
Table 1

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References

1. Štrkalj, G. and Pather, N. (2021). Beyond the Sex Binary: Toward the Inclusive Anatomical Sciences Education. *Anat. Sci. Educ.*, 14: 513-518. <https://doi.org/10.1002/ase.2002>
2. Smith, E.S., Junger, J., Dertfl, B., Habel, U. The transsexual brain – A review of findings on the neural basis of transsexualism. *Neuroscience & Biobehavioral Reviews*, Volume 59, 2015, 251-266, <https://doi.org/10.1016/j.neubiorev.2015.09.008>
3. Wren, B., Launer, J., Reiss, M., Swanepoel, A., & Music, G. (2019). Can evolutionary thinking shed light on gender diversity? *BJPsych Advances*, 25(6), 351-362. doi:10.1192/bja.2019.35

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Gender Identity

Our Sense of Self in the Context of Gender

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Gender Identity Development

1) Gender Labelling/Identity	2 - 3.5 years	Label gender but only based on appearance.
2) Gender Stability	3.5 – 4.5 years	Gender is consistent over time but can't generalize this to others. Appearance is still a factor.
3) Gender Constancy/Consistency	6 years	Gender is consistent across time and situations. Gender appropriate behavior.

Kohlberg, 1966

Gender Diversity - *Insistent, Persistent, Consistent*

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GENDER IDENTITY



Some Examples of Specific Gender Identities:

*Man, Woman, Non-binary, Genderqueer, Genderfluid, Trans man, Trans woman, Transmasculine, Transfeminine, Bigender, Agender, Two-Spirit**

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(Binary) Gender Spectrum



Feminine Non-binary Masculine

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Cisgender (or Cis)

Cisgender people have a gender identity that aligns with the sex they were assigned at birth and generally express their gender in ways that match cultural expectations of gender expression for men and women.

(Cis- is a prefix that means on the same side as.)

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Gender Incongruence

ICD11 – International Classification of Diseases 11th Revision · The global standard for diagnostic health information

- *Mismatch between Sex Assigned at Birth and Gender Identity*
- *Not a Medical or Mental Health Condition*
- *Condition that can benefit from Medical Care*

Gender Dysphoria *(distress caused by incongruence)*

- *Internal and Physical*
- *External and Social*
 - *Close Relationships*
 - *Society in General*

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Transgender (or Trans)

Transgender people have a gender identity that is different from the sex they were assigned at birth or they express their gender in ways that are different from cultural expectations of gender expression for men and women.

Transgender people can identify as men or women, trans men or trans women, agender, non-binary, or any of a range of gender identities.

(Trans- is a prefix that means across from.)

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Non-binary

People who identify as non-binary have a gender identity that is not male, or female, but may incorporate elements of masculine and feminine identity or expression, or an absence of masculine and feminine identity or expression.

A non-binary person may have multiple identity labels and may or may not identify as transgender also.

It is possible to have a strong gender identity that is completely separate from the (binary) gender spectrum.

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Genderqueer

An older term that is similar in meaning to non-binary. A person under the non-binary umbrella may identify as genderqueer specifically and non-binary generally.

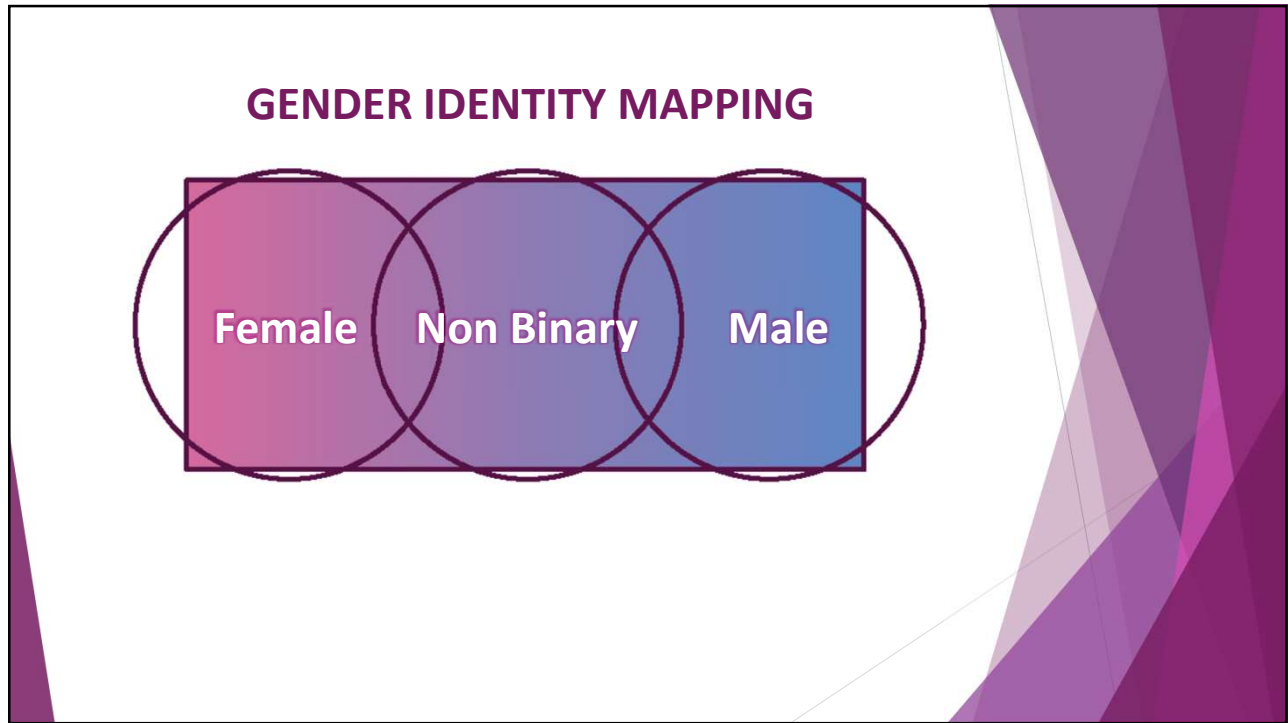
Genderfluid

A person whose gender identity is not fixed but rather changes within a specific range of the gender spectrum. Fluidity is primarily used within the context of gender diverse people but may also apply to cisgender people whose intensity of gender expression can vary at any given time.

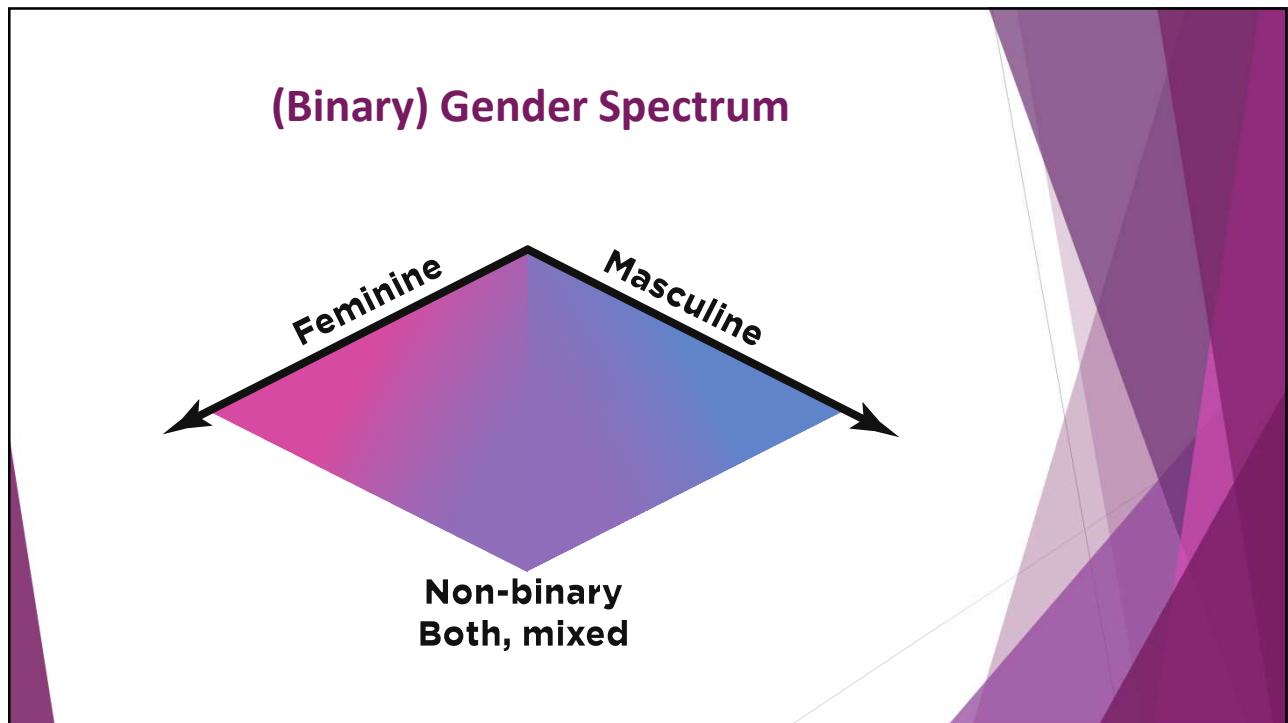
Agender

A non-binary identity. A person who has an internal sense of being neither male nor female nor some combination of male and female.

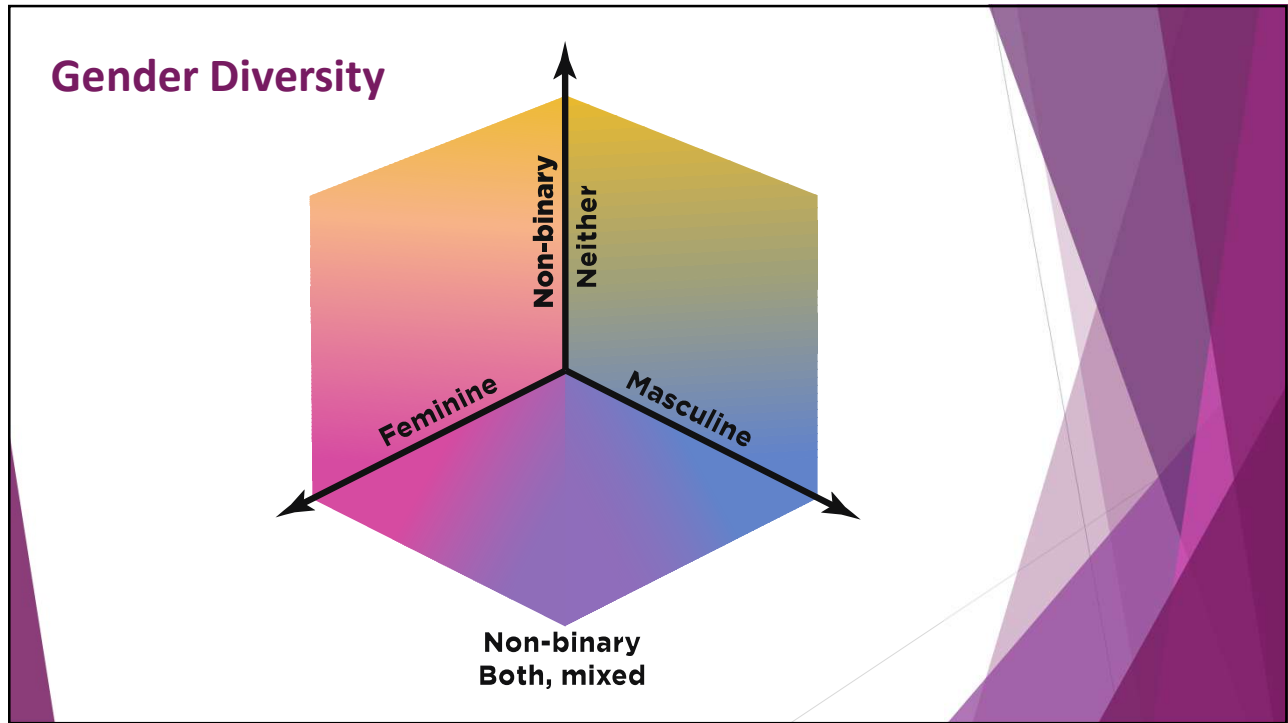
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Gender Expression

Presentation and Perception

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Gender Expression

Gender Presentation vs Gender Perception

- Can be Congruent or Incongruent (with Social Expectations)
- Can be Gender Non-Conforming (with Social Expectations)
- Cross-dressing
- Can also be Performative (Drag, Voguing)

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Prevalence of Gender Diversity

Vastly underestimated population size

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How many Transgender People are there?

- Prevalence ~ 2.7% (Vast Under-reporting?)

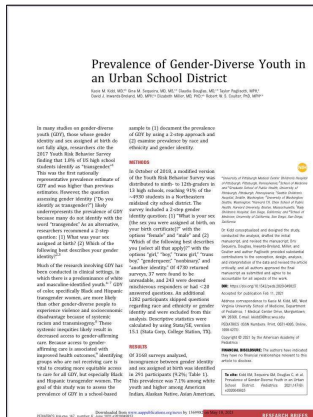


<https://www.hrc.org>

Eisenberg, 2017

Asking the right questions

- New Data - Actual Prevalence ~ 9.2%
- WPATH Standards of Care 8 - 7-9%



Kidd, et al. 2020
Pediatrics 2021;147(6)

Kidd, et al. 2020 Pediatrics 2021;147(6)

TABLE 1 Gender by Race and/or Ethnicity

	Total (N = 3168), n (%)	White (n = 1307), n (%)	Black (n = 988), n (%)	Multiracial ^a (n = 425), n (%)	Hispanic ^b (n = 291), n (%)	Other Race ^c (n = 157), n (%)
Cisgender youth	2877 (90.8)	1214 (92.3)	890 (90.1)	588 (91.3)	249 (85.6)	136 (86.7)
Gender diverse youth ^d	291 (9.2)	93 (7.1)	98 (9.9)	37 (8.7)	42 (14.4)	21 (13.4)

TABLE 2 Gender Diverse Youth by Gender Identity and Race and/or Ethnicity

	Total GDY (n = 291), n (%)	White (n = 93), n (%)	Black (n = 98), n (%)	Multiracial ^a (n = 37), n (%)	Hispanic ^b (n = 42), n (%)	Other Race ^c (n = 21), n (%)
Binary ^d transmasculine youth	87 (29.9)	26 (30.0)	34 (34.7)	11 (29.7)	13 (30.9)	3 (14.3)
Binary ^d transfeminine youth	113 (38.8)	30 (32.3)	44 (44.9)	11 (29.7)	18 (42.9)	10 (46.7)
Nonbinary youth ^e	91 (31.3)	37 (39.8)	20 (20.4)	15 (40.5)	11 (26.2)	8 (38.1)

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Cultural Competency and Affirming Language

Treat Gender Diverse People the Way they Wish to be Treated

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(Chosen) Name

Also known as an “affirmed name”, it is typically a name more congruent with a person’s gender identity than the name they were given at birth. This name, often personally chosen, is not “preferred” or optional. This name may be different from the person’s legal name if they have not gone to court for a name change order. Many cisgender people also use chosen names.

Unless there is a specific need to differentiate between a chosen name and a different legal name (e.g., for insurance purposes), no descriptive word is required. Instead, just say “name.”

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Pronouns

Common words which stand in for the name of a person in writing or conversation. Common pronouns are the binary she/her/hers or he/him/his, and the non-binary they/them/theirs. Gender diverse, especially nonbinary people, have many other pronouns. While sometimes referred to as “preferred”, a person’s pronouns are not optional and should be called their “pronouns” out of respect.

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Misgendering

The accidental or intentional use of names, pronouns, words, or other gendered social forms of address (e.g., sir, ma'am) that do not correctly reflect a person's gender identity.

When you make a mistake

- Apologize
- Correct yourself
- (Try harder, do better)
- Move on

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How do I talk about transgender people?

Instead of...	How about...
"Max is transgendered."	"Max is transgender."
"Max is a transgender."	"Max is a transgender person."
"Transgenderism"	"being Transgender"

What terminology is usually offensive or outdated?

transvestite, she-male, he-she, it, transsexual, tranny, hermaphrodite, pre-op/post-op, sex reassignment surgery, "preferred" pronoun/"preferred" name, birth name, FTM, MTF

(Always mirror the language a trans or non-binary person uses for themselves)

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A Healing Environment for All:
Patients, Families,
Support Persons,
Visitors, and Staff

We believe in, support, and promote dignity, diversity, and inclusion.
Kindness and respect are expected from—and for—all who enter our doors.

This is true no matter your:

- Race, color, ancestry, or national origin
- Age
- Religion
- Preferred language
- Gender, genetics, sexual orientation, gender identity, or gender expression
- Marital, familial, disability, or covered veteran status

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What does it Mean to Transition?

There is no ONE way to be Transgender or otherwise Gender Diverse

Some transitions are only social

- There are no medical or surgical interventions that make someone “more transgender” than someone else
- Not all gender diverse people want to medically transition. Not every person who wants to transition can access it
- All approaches to gender transition are valid. There is no such thing as “not Trans enough”
- Some non-binary do seek medical transition, often using lower doses of affirming hormones for a shorter period

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