



Gender 101 Workshop

Objectives:

- To introduce students to language and terminology related to gender and gender identity/expression
- To introduce techniques for students and their student clubs to break down gender barriers and look at different ways people identify
- To explore using gender-neutral language and speaking without pronouns as an example of being gender conscious

Materials:

- Flip Chart paper
- Markers

Supporting documents:

- Gender Terminology

Time:

- 1.5 hours



Icebreaker—"Anything you want to be dance"

5 minutes

The group is divided in half, with the two groups facing each other with space between them (similar to a Soul Train Line). Each person should be facing one other person and each pair is given a number. Music is played and a number and item/motion is called. The pair who's number is called must go down the line doing the item/motion. Examples of the items/motion could include: Airplane, Cool breeze, toaster, chicken, bowling ball, elephant, cell phone, ocean, Skier, President of the United States, Tea pot, Blender, etc.

PGP doesn't have to be OMG!

5 minutes

Mini discussion/lead-in as to what preferred gender pronouns are and the importance of them

*Preferred Gender Pronouns (PGPs) are ways that people refer to themselves and prefer to be referred to as. It is important to not assume someone's PGPs as it allows people to define themselves and not be addressed by terms based on someone else's assumptions. The most commonly used PGPs include:

She – her – hers

EX: "She forgot her wallet. She thinks that she left it in her car."

He – him – his

Ex: "He had a lot more energy, once his fever went away."

Zie – hir – hers

EX: "Zie open hir door to find a package waiting."

**People also may use their name or "they".*

Learning the Language

30 minutes

- Students are broken into five groups.
- Groups are divided into five categories – "Gender Derivatives", "Gender Expression", "Trans Derivatives", "Medical Terms" and "General Terms"– with each category and each term within each category being presented in an order that introduces the terms almost chronologically.
- Each individual student is given a term and its definition.
- Each group will discuss the meanings of their individual definitions and how they all relate to one another. On flip chart paper they will write or illustrate their collective category.
- Each group will present to the larger group by reading their individual definitions and the group's collective category.

Making your GSA and your world more trans-inclusive

- As a large group students will brainstorm ways to make their GSA and everyday life more conscious of gender and more trans-inclusive.

10 minutes

Concentric circles

- Students are broken into two groups. Half of the of the group forms a circle facing out, and the other half forms a circle facing inwards, so that each person is standing directly across from one other person.
- For 3 minutes the inside circle talks about their best friend using gender-neutral pronouns (zie/hir/hers). Then the outside circle speaks.
- For 3 minutes the inside circle talks about their favorite performance artist (actor, singer, etc) using no pronouns. Then the outside circle speaks.

10 minutes

Closing

- As a large group students can discuss the level of ease or difficulty in using gender neutral pronouns and no pronouns.
- Students can discuss how this relates to everyday ways that people are gendered.

10 minutes

Gender Terminology

Gender Derivatives

Gender: A social construct based on a group of emotional, behavioral and cultural characteristics attached to a person's assigned sex. The gender construct then classifies an individual as feminine, masculine, androgynous or other. Gender can be understood to have several components, including gender identity, gender expression and gender role.

Gender role: The social expectation of how an individual should act, think and/or feel based upon one's assigned sex based on the current binary gender system.

Gender identity: An individual's self-perception or inner sense of being a man, a male, a woman, a female, butch, femme, two-spirit, genderqueer, bigender or another configuration of gender. Gender identity may or may not match with one's physical anatomy.

Gender expression: Any combination of how someone outwardly presents external gender characteristics and behaviors that are socially defined as masculine or feminine, including dress, mannerisms, speech patterns and social interactions.

Genderqueer: A term used by some people who identify their gender to be somewhere on the continuum in between or outside the binary gender system altogether.

Genderism: Related to sexism, but is the systematic belief that people need to conform to the gender role assigned to them based on a gender binary system which includes only female and male. This is a form of institutionalized discrimination as well as individually demonstrated prejudice.

Gender Expression

Androgynous: Used to describe a person whose gender expression and/or identity may be neither distinctly female or male, usually based on appearance.

Butch: Used to describe people of all genders and sexes who act and dress in stereotypically masculine ways.

Femme: Used to describe people of all genders and sexes who act or dress in stereotypically feminine ways.

Drag king/Drag queen: Wearing the clothing of a gender that one may not often present as, often involving the presentation of exaggerated, stereotypical gender characteristics. Individuals may identify as drag kings (in drag presenting as male) or drag queens (in drag presenting as female) when performing gender as parody, art or entertainment.



Gender Terminology continued

Trans Derivatives

Transgender (or trans): a term used to describe people who transgress social gender norms; often used as an umbrella term to include transsexual, genderqueer, gender non-conforming or cross-dressers. People must self-identify as transgender in order for the term to be appropriately used to describe them.

Transsexual: Someone who experiences intense, persistent, long-term discomfort with their body and self-image due to the belief that their assigned gender is inappropriate. Transsexuals may be pre-op, post-op or non-op (op=operative, referring to top and/or bottom surgery) depending on medical and financial circumstances. People must self-identify as transsexual in order for the term to be appropriately used to describe them.

Transition: The period during which a transgender person begins to live more fully as their true gender, which may include any combination of the following: alterations to dress, name changes, changing preferred pronouns, hormone therapy or sex reassignment surgery. After transitioning and surgery, some transgender people identify only as a man or as a woman. Not all trans people want nor have access to hormone therapy or sex reassignment surgery.

FTM (female to male): Used to identify a person who was assigned a female sex at birth, and who identifies as male, lives as a man or identifies as masculine.

MTF (male to female): Used to identify a person assigned a male sex at birth and who identifies as a female, lives as a woman or identifies as feminine.

Transphobia: The irrational fear of those who are perceived to break or blur stereotypical gender roles, often expressed as stereotyping, discrimination, harassment and violence. Frequently directed at those perceived as expressing their gender in a transgressive way, those who defy stereotypical gender norms or those who are perceived to exhibit non-heterosexual characteristics regardless of their actual gender identity or sexual orientation.

Two-Spirit: Native Americans who fulfill one of many mixed gender roles found traditionally among many Native Americans and Canadian First Nations indigenous groups. Traditionally the roles included wearing the clothing and performing the work of both male and female genders. The term usually implies a masculine spirit and a feminine spirit living in the same body and was coined by contemporary gay, lesbian, bisexual, and transgender Native Americans to describe themselves and the traditional roles they are reclaiming.

Medical Terms

Biological Sex or Sex: A medical term referring to genetic, biological, hormonal and/or physical characteristics (including genitalia), which are used to classify an individual as female, male or intersex at birth. Biological sex is the basis from which gender and gender role concepts are formed.

Intersex: A person born with an anatomy or a physiology that differs from societal ideals of female or male. Intersex people may be born with "ambiguous genitalia" and/or experience hormone production levels that vary from those of societal "ideal" females and males. While there is some overlap between transgender and intersex communities, intersex is not the same as transgender.

Gender Identity Disorder (GID) or Gender Dysphoria (GD): A clinical psychological diagnosis, that offends many in transgender communities and is often required to receive medical supervision of treatments relating to transition like hormones or surgery.

General Terms

Sexual orientation: One's mental, physical and emotional attraction to people of one or more genders, and subsequent interest in physical relationships and/or establishing long-term relationships with select people of that/those gender(s).

Zie & hir: The most common spelling for fairly common formgender-neutral pronouns. The first is subjective, replacing she or he, and the second possessive and objective, replacing her or his.

From GLSEN'S Jumpstart guide #7 – "Making your Student Club Trans Inclusive"