



# Center for Antiracism Research for Health Equity

## The Gender Spectrum

2022-May-05



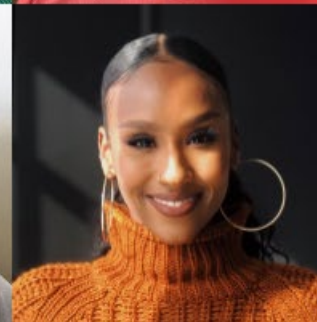
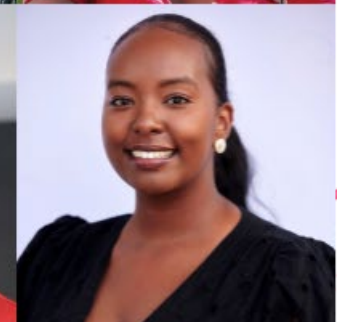
# Agenda

- CARHE + Our Team
- Establishing Agreements
- Genderbread Person
- Biological Sex
- Gender Identity
- External Influences on Gender Identity & Expression





# CARHE's Core Team #SQUAD





# Content Warning

- Gender, sex, and sexuality all exist on a *beautiful* spectrum!
- But ugly *stigma, oppression, and violence* surround this beauty.





# Content Warning

- This presentation *must* discuss the following topics:
  - Emotional abuse and trauma
  - Physical abuse and trauma
  - Sexual abuse and trauma
  - Medical abuse and trauma
  - Mental illness and self-harm



# Establishing Agreements

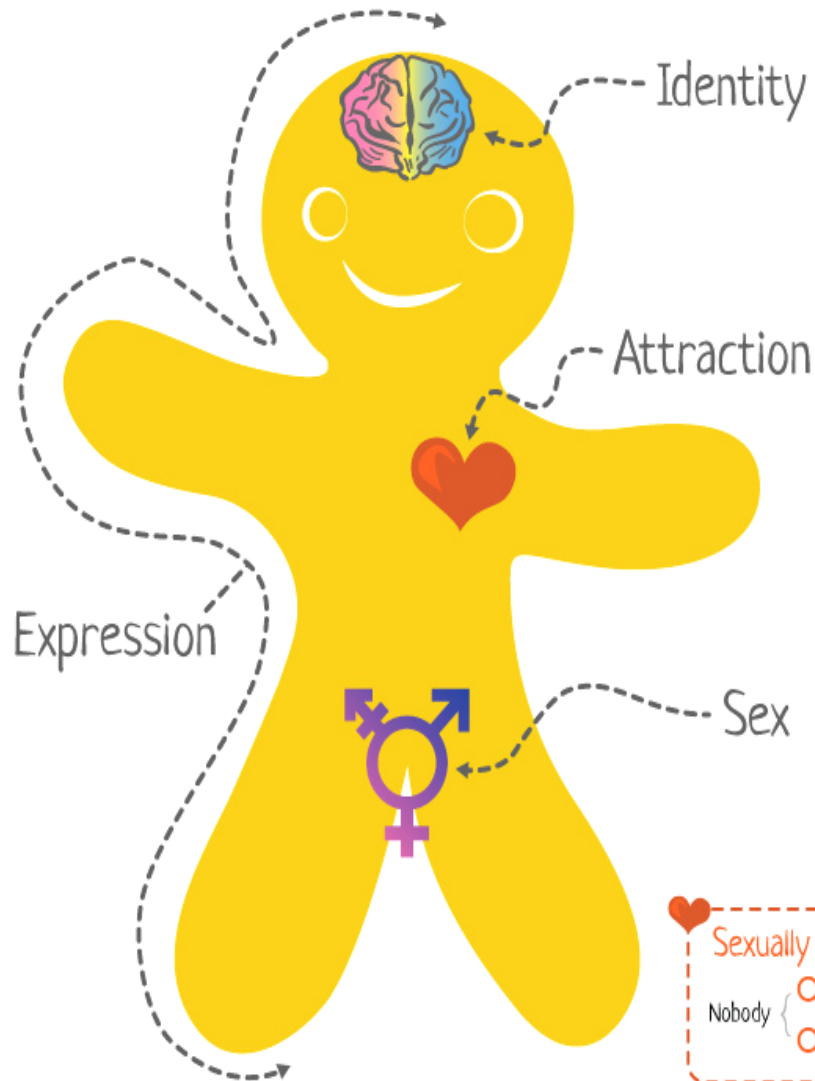
1. This is a complicated topic, and you may feel many feelings in response to this discussion.
2. **Everyone** has bias—women can be misogynistic, queer folk can be homophobic.
3. *I do **not** know everything!*



# The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread

4 (of infinite) possible plot and label combos

**Gender Identity**

⊘ Indicates a lack of what's on the right

Woman-ness

Man-ness

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Labels: "woman", "man", "two-spirit", "genderqueer"

**Gender Expression**

Feminine

Masculine

The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Labels: "butch", "femme", "androgynous", "gender neutral"

**Biological Sex**

Female-ness

Male-ness

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Labels: "male", "female", "intersex", "MtF Female"

**Sexually Attracted to**

Nobody {

(Women/Females/Femininity)

(Men/Males/Masculinity)

**Romantically Attracted to**

Nobody {

(Women/Females/Femininity)

(Men/Males/Masculinity)

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.



# Binary Sex

|                                      | Female  | Male   |
|--------------------------------------|---|--|
| <b>Sex chromosomes</b>               | XX  | XY   |
| <b>Gonads</b>                        | Two ovaries in abdominal cavity                                 | Two testes in divided scrotum                    |
| <b>Sex hormones</b>                  | Estrogen, progesterone  | Testosterone                                     |
| <b>Internal genitalia</b>            | Vagina, uterus, fallopian tubes, perineal urethra skene's gland | Seminal vesicles, penile urethra, prostate gland |
| <b>External genitalia</b>            | Clitoris, labia, unfused perineum                               | Penis, scrotum, fused perineum                   |
| <b>Secondary sex characteristics</b> | Breasts, menstrual cycle, "hourglass" figure                    | Facial and body hair, "triangular" figure        |
| <b>% of population</b>               | ~48.5%-48.8%  | ~51.2%~51.5%                                     |





# Non-Binary Sex

|                                      | Female  | Non-binary   | Male   |
|--------------------------------------|---|--|--|
| <b>Sex chromosomes</b>               | XX  | XX; XY; XXY (Klinefelter); XYY (Jacob's); XXYY; XXXY   | XY   |
| <b>Gonads</b>                        | Two ovaries in abdominal cavity                                 | Ovotestes; 2+ ovaries; 1+ testes undescended (cryptorchidism); 2+ two testes; 0 ovaries; 0 testes; co-occurrence of a testis and an ovary  | Two testes in divided scrotum                    |
| <b>Sex hormones</b>                  | Primarily estrogen, progesterone                                | Insensitivity to androgens (AIS); insensitivity to estrogen (EIS); sex hormone deficiency  | Primarily testosterone                           |
| <b>Internal genitalia</b>            | Vagina, uterus, fallopian tubes, perineal urethra skene's gland | Underdeveloped or missing vagina, uterus, and/or fallopian tubes (müllerian dysgenesis/agenesis); underdeveloped or missing seminal vesicles; vagina, uterus, and/or fallopian tubes in the presence of a penis; co-occurrence of a seminal vesicle and a fallopian tube | Seminal vesicles, penile urethra, prostate gland |
| <b>External genitalia</b>            | Clitoris, labia, unfused perineum                               | Enlarged clitoris (clitoromegaly); fused labia; perineal urethra and/or vagina in the presence of a penis; clitoral urethra  | Penis, scrotum, fused perineum                   |
| <b>Secondary sex characteristics</b> | Breasts, menstrual cycle, "hourglass" figure                    | Lack of menstruation (amenorrhea); lack of breast development (micromastia); breast development in presence of a penis (gynecomastia); over-/underdevelopment of facial and/or body hair   | Facial and body hair, "triangular" figure        |
| <b>% of population</b>               | ~48% (??)   | ~1.7% (????)   | ~50% (??)  |



# As/Is: What It's Like To Be Intersex





# Gender Roles: Clothing







# Gender Roles: Clothing





# Gender Roles: Traits

| Female        | Male         |
|---------------|--------------|
| Emotional     | Logical      |
| Compliant     | Confident    |
| Passive       | Active       |
| Cooperative   | Independent  |
| Empathetic    | Unempathetic |
| Gentle        | Violent      |
| Chaste        | Promiscuous  |
| Nurturing     | Disciplinary |
| Tactful       | Blunt        |
| Tender        | Tough        |
| Weak          | Strong       |
| Flexible      | Inflexible   |
| Unintelligent | Intelligent  |



# Gender Roles: Careers

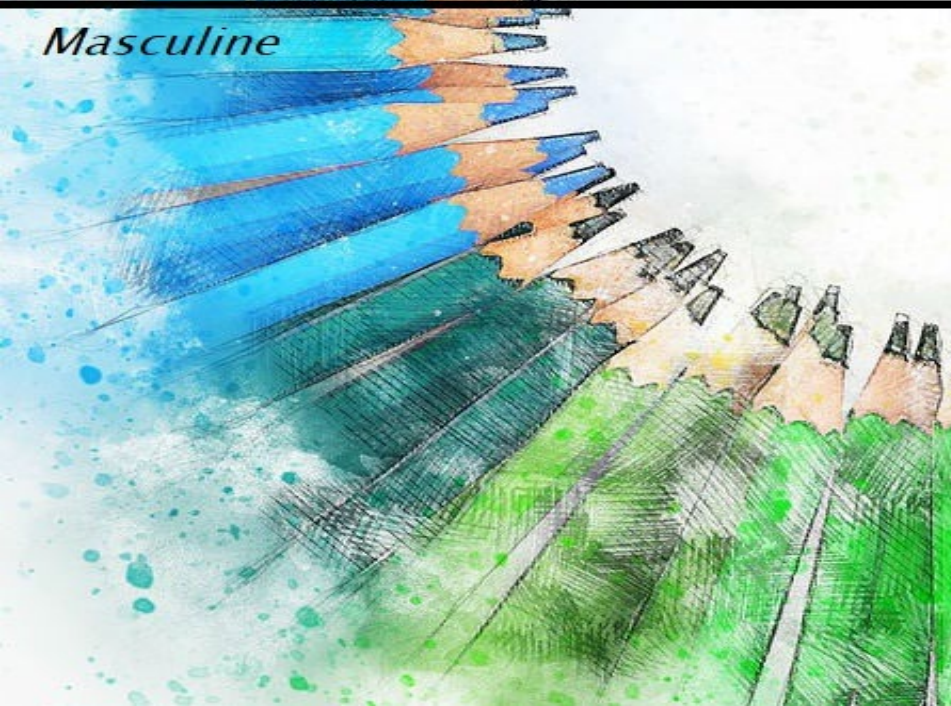
| Female               | Male           |
|----------------------|----------------|
| Housewife            | Breadwinner    |
| Humanities fields    | STEM fields    |
| Nurse                | Doctor         |
| Flight attendant     | Pilot          |
| Social worker        | Police officer |
| Receptionist         | Manager        |
| Beautician           | Mechanic       |
| Caretaker            | Soldier        |
| Service professional | Scientist      |
| Cheerleader          | Coach          |
| Designer             | Programmer     |
| PTA Member           | Politician     |
| First Lady           | President      |



# Gender Identity

| Feminine  | Non-binary   | Masculine                                     |
|---|--|---|
| <i>cisgender woman</i>                              | <i>agender</i>                                       | <i>cisgender man</i>                          |
| <i>transfeminine</i>                                | <i>adrogyne</i>                                      | <i>transmasculine</i>                         |
| <i>transgender woman</i>                            | <i>bigender</i>                                      | <i>transgender man</i>                        |
| <i>drag queen (nonconformist gender expression)</i> | <i>third gender</i>                                  | zachar (Judaic cisgender man)                 |
| nekeivah (Judaic cisgender woman)                   | <i>pangender/genderqueer/trigender</i>               | ay'lonit (Judaic transgender man)             |
| saris (Judaic transgender woman)                    | <i>gender-bender</i>                                 | oroané (Bugis cisgender man)                  |
| mukkunrai (Bugis cisgender woman)                   | <i>boi</i>   | calalai (Bugis transgender man)               |
| calabai (Bugis transgender woman)                   | <i>gender questioning</i>                            | koekchuch (Kamchatkan transgender man)        |
| fakaleiti (Tongan transgender woman)                | androgynos (intersex Judaic bigender individual)     | pak nyah (Malaysian transgender man)          |
| femminielli (Neapolitan transgender woman)          | tumtum (intersex Judaic agender/bigender individual) | burrnesha (celibate Albanian transgender men) |
| mak nyah (Malaysian transgender woman)              | bissu (Bugis adrogynous/pangender)                   |   |
| fa'afine (Samoan third gender)                      | galli (Roman transgender/agender priests to Cybele)  |   |
| khanith (Omani third gender)                        | māhū (Hawaiian agender/genderqueer individual)       |   |
| baklâ (Filipino third gender)                       | mukhannath (Islamic transgender individual)          |   |
| muxe (Oaxacan third gender)                         | travesti (Latin American transgener individual)      |   |
| winkte (Lakota sacred third gender)                 | two-spirit (First Nations third gender)              |   |
|   | hijara (South Asian third gender)                    |   |







A large, abstract watercolor splash in shades of pink, magenta, and orange, with some darker red and yellow accents, serving as the background for the text.

# *Words Matter—* Why CARHE uses the term "birthing people"



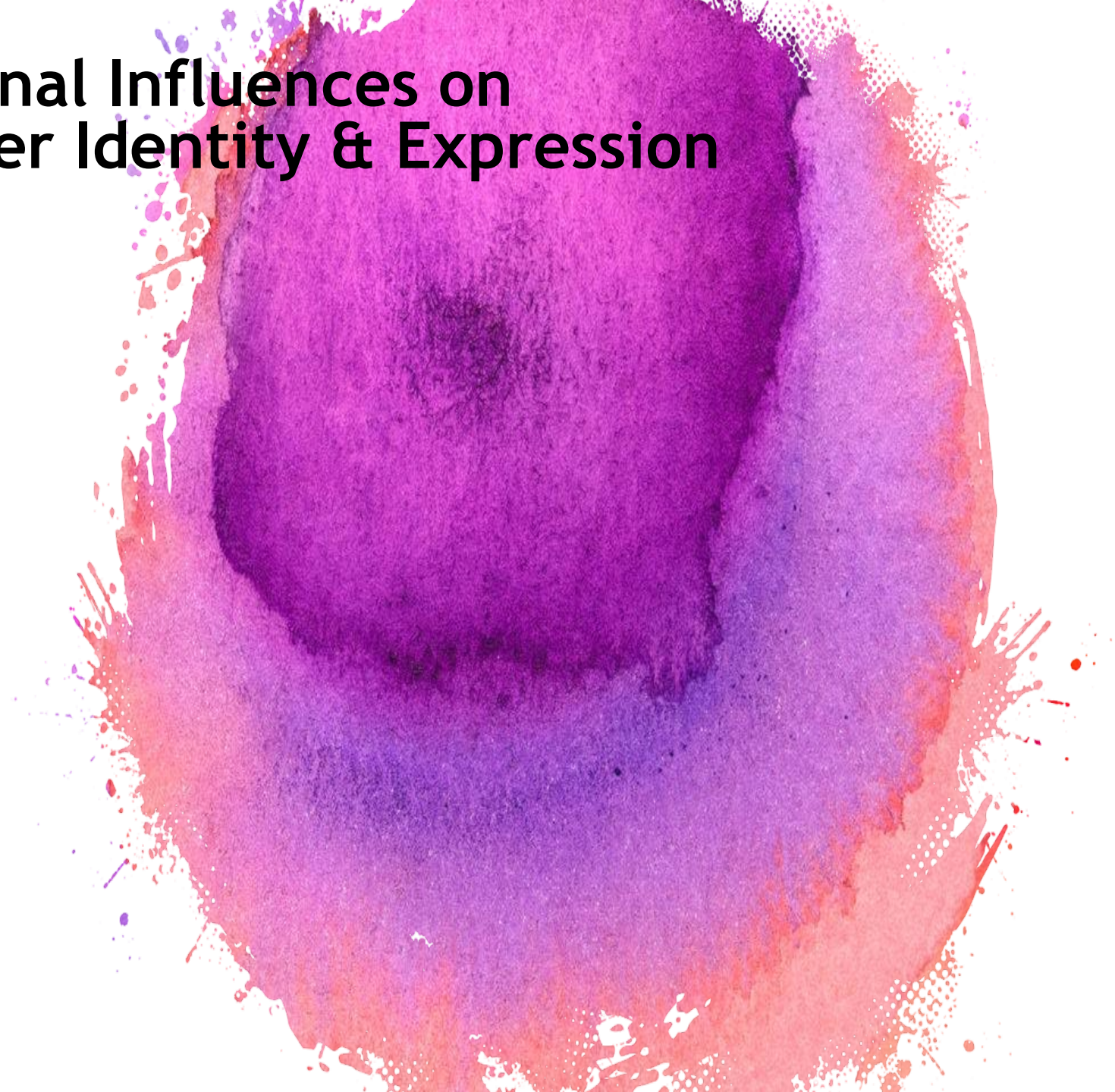
*Words Matter*—Why CARHE  
uses the term "birthing people"







# External Influences on Gender Identity & Expression







# External Influences on Gender Identity & Expression

*legal protections*  
(or lack thereof)

*religious beliefs*

*family expectations*

*societal expectations*

*access to healthcare*  
(or lack thereof)

*friendships*

*discrimination*  
(societal, economic, legal, workplace, etc)

*personal safety*

*role-models/ mentors*

*bullying*

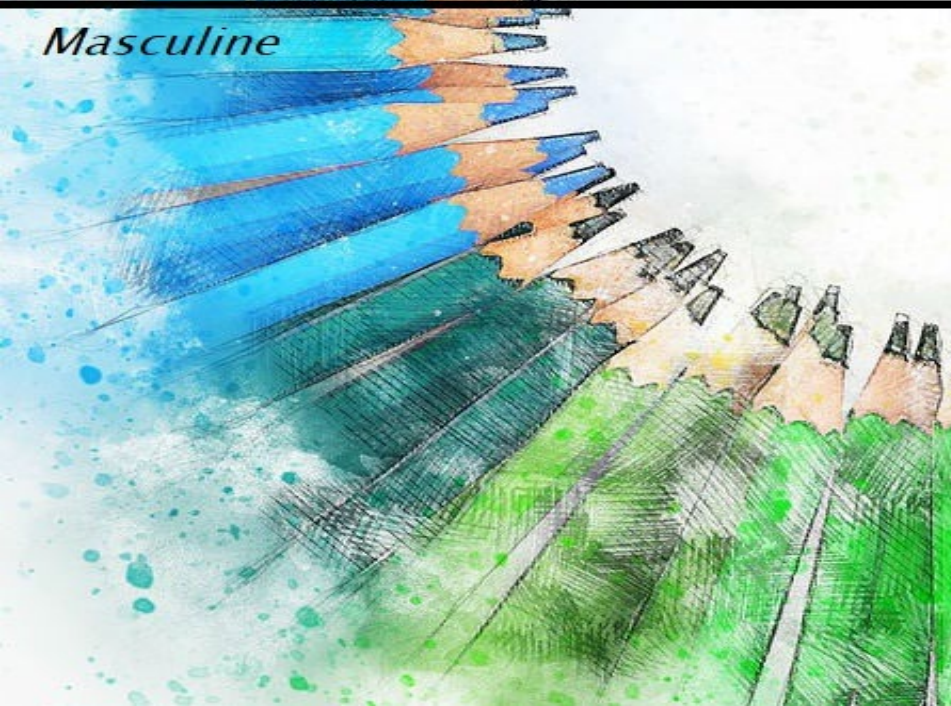
*peer pressure*

*education*  
(or lack thereof)

*family members*

*media representations*  
(or lack thereof)









# Resources

Direct contact:

- ME! Email me at [keelia.silvis@gmail.com](mailto:keelia.silvis@gmail.com)

Minnesotan advocacy groups:

- [LGBT Therapists](#)
- [Twin Cities Pride](#)

National advocacy groups:

- [Gay and Lesbian Alliance Against Defamation \(GLAAD\)](#)
- [Human Rights Campaign \(HRC\)](#)
- [Trevor Project](#)

# Media

YouTube channels:

- [Sexplanations](#)
- [TEDx Talks](#)

Podcasts:

- [Making Gay History](#)
- [Savage Lovecast](#)
- [Sawbones](#)
  - [James Barry, Gender Confirmation, Conversion Therapy](#)