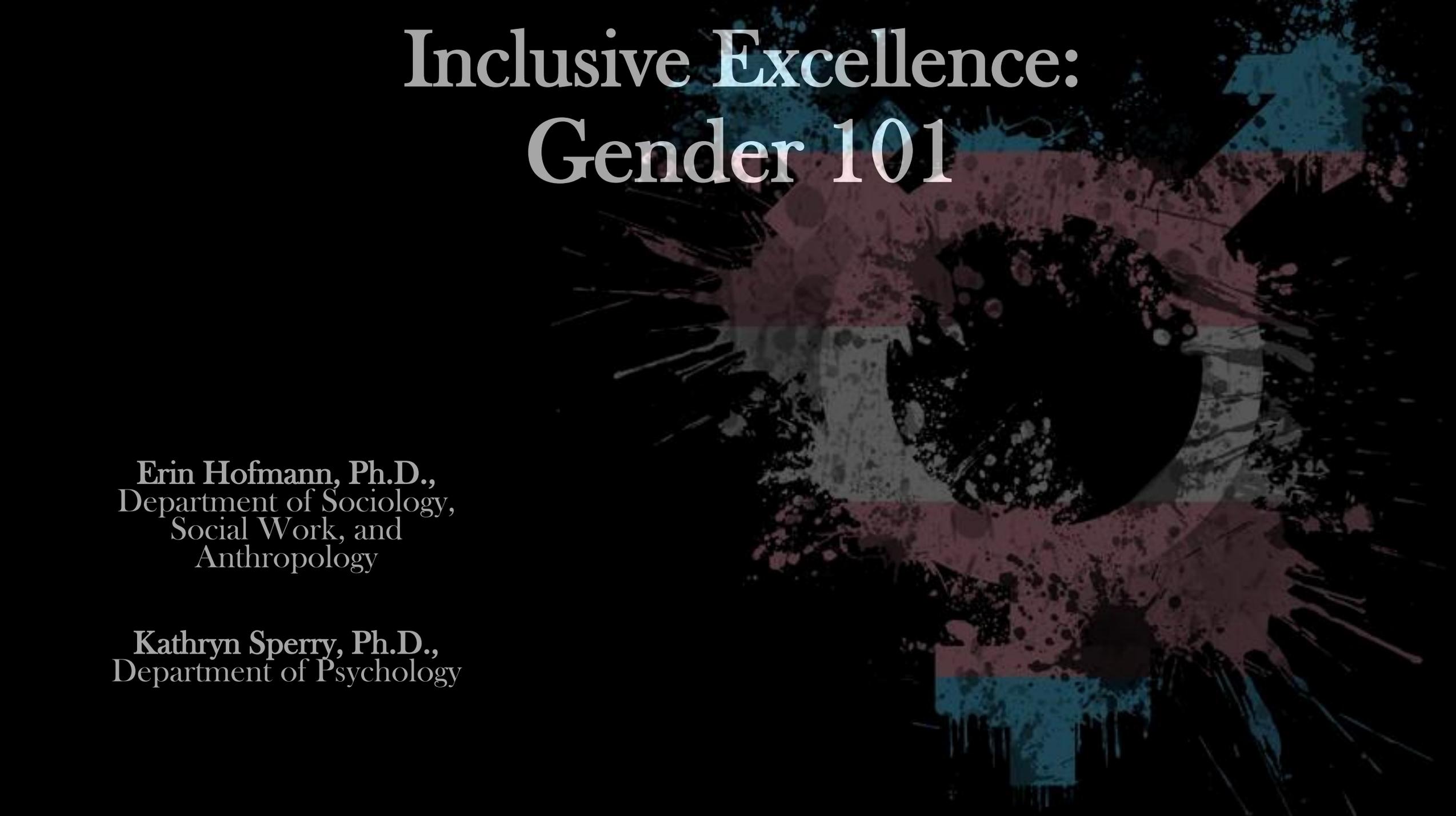


Inclusive Excellence: Gender 101



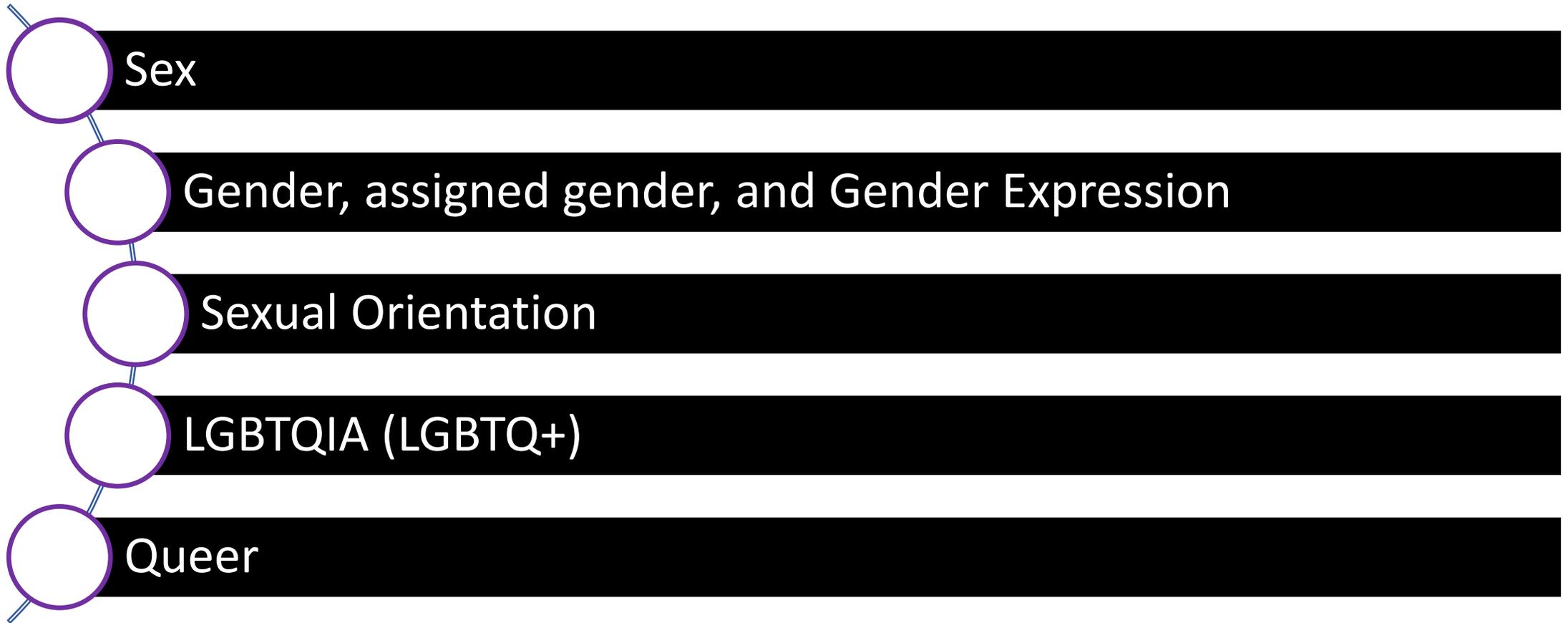
Erin Hofmann, Ph.D.,
Department of Sociology,
Social Work, and
Anthropology

Kathryn Sperry, Ph.D.,
Department of Psychology

Schedule

1. Introductions
2. Inclusivity 101 and gender terms
3. Empathy exercise

Gender Terminology



Terminology, cont'd

- Gender Identity
- Transgender (Trans-man, Trans-woman)
- Cisgender
- Gender Fluid, Gender non-binary
- Gender Queer, Gender non-conforming

The importance of pronouns

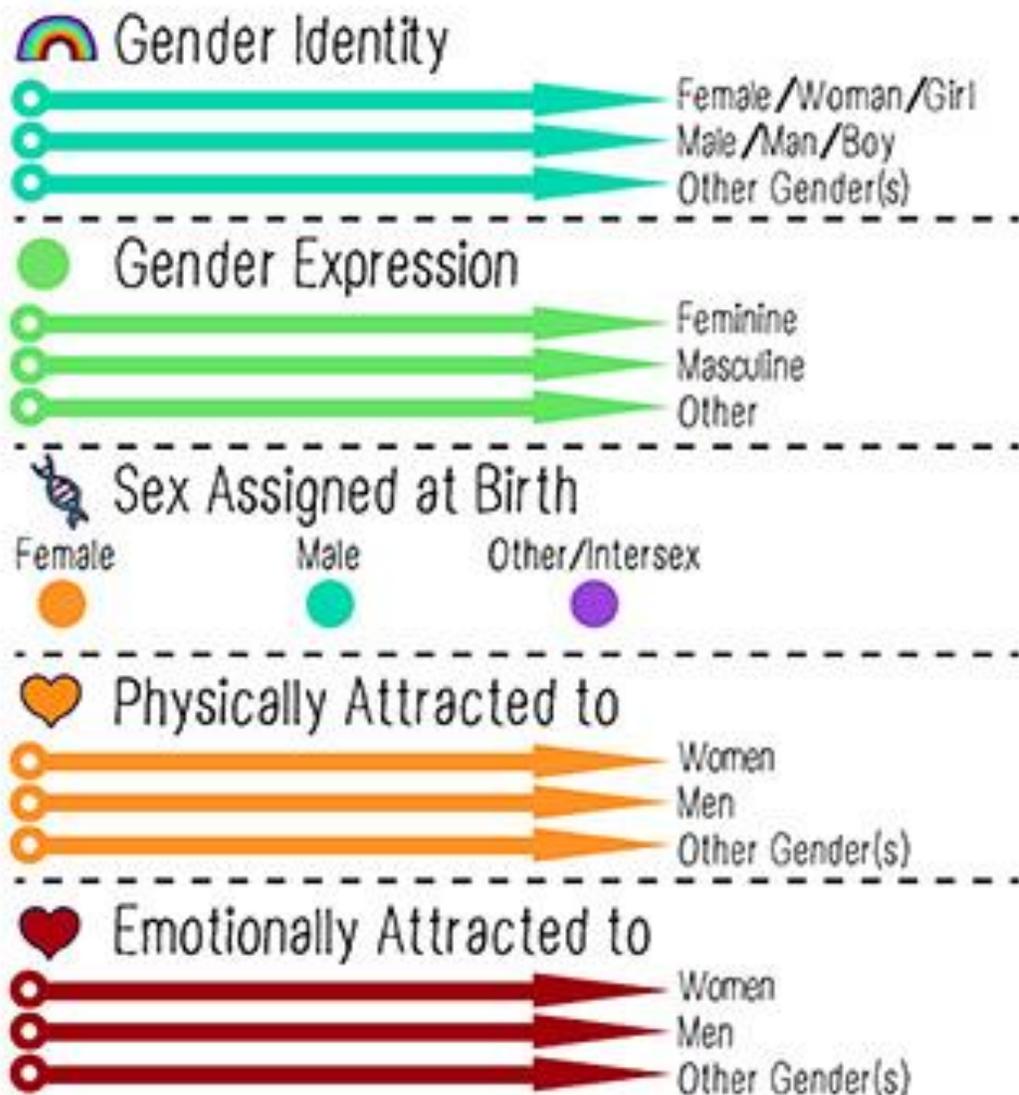
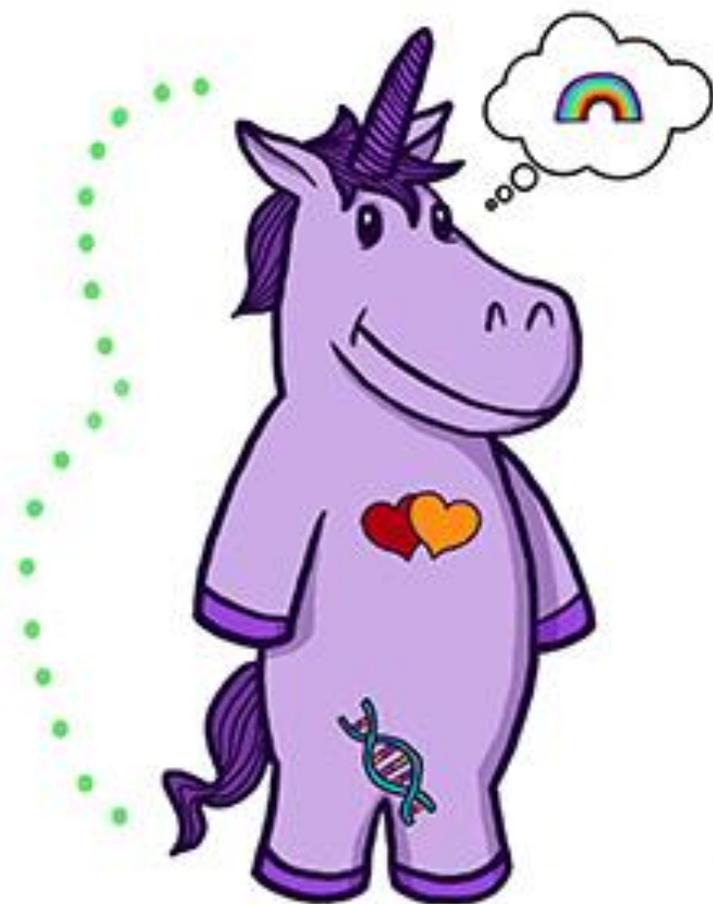
Why are pronouns important?

When and how do you ask someone's pronouns?

What do you do when you misgender someone?

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

What is empathy?

“the ability to sense other people’s emotions, coupled with the ability to imagine what someone else might be thinking or feeling”

<https://greatergood.berkeley.edu/topic/empathy/definition>

Empathy in the classroom

1. Something we strive for as instructors
2. Something we want to foster in our students

What do students bring from their lives outside of the classroom?

1. Break into small groups
2. We will assign you both a set of “life milestones” and a gender identity.
3. Discuss:
 1. How you would navigate each of these milestones, as the gender identity assigned to your group.
 2. How navigating these milestones might affect your college experience, both in and out of the classroom.
 3. How navigating these milestones might impact your emotional health.
 4. How navigating these milestones might influence your relationships with peers and faculty.

Creating a more empathic classroom

- How do we demonstrate empathy as instructors?
- How do we facilitate the development of empathy in our students?

Thank you!

Erin Hofmann (erin.hofmann@usu.edu), Department of Sociology,
Social Work, and Anthropology

Kathryn Sperry (Kathryn.sperry@usu.edu), Department of Psychology

Gender Terminology

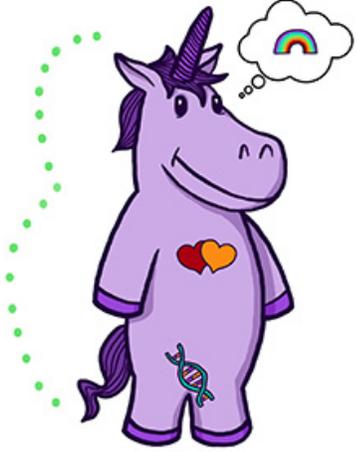
- Sex
 - Refers to a person based on their anatomy (chromosomes, hormones, and/or organs). Sex terms are male, female, and intersex. Sex is often thought of as biological and legally designated at birth; however, it is experienced as socially and culturally constructed.
- Gender, assigned gender, and Gender Expression
 - Assigned gender (or assigned sex) is the sex that a doctor assigns to a newborn based on physical examination. In the U.S., “male” and “female” are generally the only available categories, but other countries have an “other” or “intersex” classification.
 - Gender identity is a person's sense of being masculine, feminine, agender, non-binary, two-spirit, etc. The way an individual identifies their unique gender; which may not always align with their assigned sex.
 - Gender expression is The way in which an individual externally represents their gender identity and presents it to the world.
- Sexual Orientation
 - The preferred term used when referring to an individual's physical and/or emotional attraction. “Gay,” “lesbian,” “bisexual,” “asexual,” and “straight” are all examples of sexual orientations. A person's sexual orientation is distinct from a person's gender identity and expression.
- LGBTQIA (LGBTQ+)
 - A common abbreviation for lesbian, gay, bisexual, transgender, queer, questioning, intersexed, asexual, ally, and pansexual community

Terminology, cont'd

- Queer
 - Once used as a derogatory term, queer is being reclaimed by many LGBTQ+ people in an attempt to disband rigid labels. This umbrella term is used to be more inclusive of the broad diversity of race, class, and gender that are often under-represented in the LGBTQ+ community. However, many members of the LGBTQ+ community still feel uncomfortable with the use of the word.
- Transgender (Trans-man, Trans-woman)
 - A person whose gender identity does not match that of their assigned gender. A person who lives as a member of a gender other than that expected based on anatomical sex or assigned sex.
- Cisgender
 - A person whose assigned sex at birth matches their gender identity and/or expression. Literally “not transgender.” This is a less problematic term for people who are not transgender - preferred over terms like “real man/woman,” “biological man/woman,” or “natural man/woman.”
- Gender Fluid, Gender non-binary, Genderqueer, Gender non-conforming
 - A person who identifies outside of gender binaries. Some non-binary people identify under the trans umbrella. Common terms include agender, genderqueer, genderfluid, and gender-nonconforming.

The Gender Unicorn

Graphic by:
TSER
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Gender Identity

- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression

- Feminine
- Masculine
- Other

Sex Assigned at Birth

- Female
- Male
- Other/Intersex

Physically Attracted to

- Women
- Men
- Other Gender(s)

Emotionally Attracted to

- Women
- Men
- Other Gender(s)

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Additional resources:

USU inclusion center: <https://inclusion.usu.edu/lgbtqa/index>

American Psychological Association:

<https://www.apa.org/apags/governance/subcommittees/supporting-diverse-students.pdf>