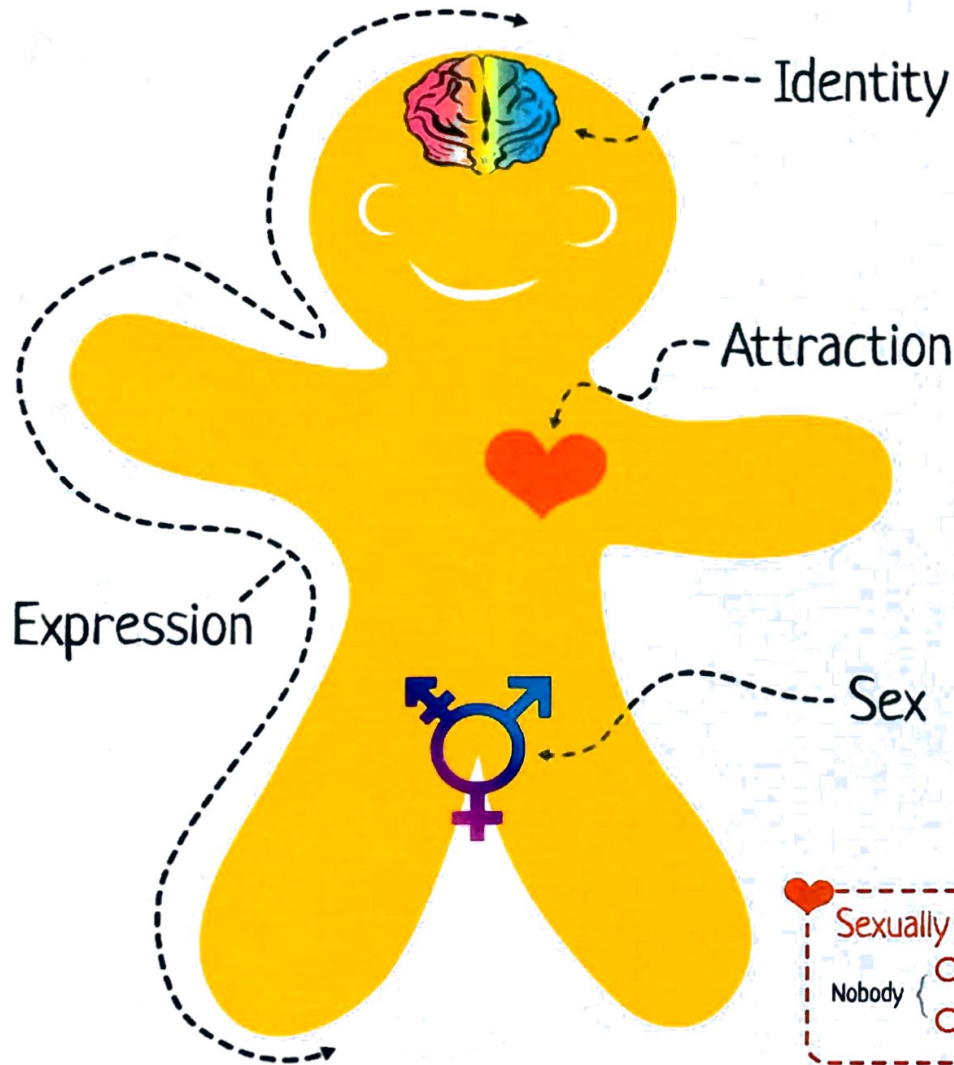


The Genderbread Person v3.3

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.

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.

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.

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.

For a bigger bite, read more at <http://bit.ly/genderbread>

Sexual Orientation and Gender Identity Definitions

Sex

The classification of people as male, female or intersex. At birth, infants are assigned a sex based on a combination of bodily characteristics including: chromosomes, hormones, internal reproductive organs, and genitals.

Gender Identity

One's internal, personal sense of being a man, a woman, *both, neither or whatever option they choose*. For transgender people, their birth-assigned sex and their own internal sense of gender identity do not match.

Gender Expression

External manifestation of one's gender identity, usually expressed through "masculine," "feminine" or gender variant behavior, clothing, haircut, voice or body characteristics. Typically, transgender people seek to make their gender expression match their gender identity, rather than their birth-assigned sex.

Sexual Orientation

Describes an individual's enduring physical, romantic, emotional and/or spiritual attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be heterosexual, lesbian, gay, or bisexual. For example, a man who becomes a woman and is attracted to other women would be identified as a lesbian.

LGBTQI

A common abbreviation for lesbian, gay, bisexual, transgender, queer and intersex community.

Bisexual

A person emotionally, physically, and/or sexually attracted to males/men and females/women. This attraction does not have to be equally split between genders and there may be a preference for one gender over others.

Gay

1. Term used in some cultural settings to represent males who are attracted to males in a romantic, erotic and/or emotional sense. Not all men who engage in "homosexual behavior" identify as gay, and as such this label should be used with caution. 2. Term used to refer to the LGBTQI community as a whole, or as an individual identity label for anyone who does not identify as heterosexual.

Lesbian

Term used to describe female-identified people attracted romantically, erotically, and/or emotionally to other female-identified people. The term lesbian is derived from the name of the Greek island of Lesbos and as such is sometimes considered a Eurocentric category that does not necessarily represent the identities of African-Americans and other non-European ethnic groups. This being said, individual female-identified people from diverse ethnic groups, including African-Americans, embrace the term 'lesbian' as an identity label.

Pansexual

A person who is sexually attracted to all or many gender expressions.

Queer

1. An umbrella term which embraces a matrix of sexual preferences, orientations, and habits of the not-exclusively- heterosexual-and-monogamous majority. Queer includes lesbians, gay men, bisexuals, transpeople, intersex persons, the radical sex communities, and many other sexually transgressive (underworld) explorers. 2. This term is sometimes used as a sexual orientation label instead of 'bisexual' as a way of acknowledging that there are more than two genders to be attracted to, or as a way of stating a non-heterosexual orientation without having to state who they are attracted to. 3. A reclaimed word that was formerly used solely as a slur but that has been semantically overturned by members of the maligned group, who use it as a term of defiant pride. 'Queer' is an example of a word undergoing this process. For decades 'queer' was used solely as a derogatory adjective for gays and lesbians, but in the 1980s the term began to be used by gay and lesbian activists as a term of self-identification. Eventually, it came to be used as an umbrella term that included gay men, lesbians, bisexuals, and transgendered people. Nevertheless, a sizable percentage of people to whom this term might apply still hold 'queer' to be a hateful insult, and its use by heterosexuals is often considered offensive. Similarly, other reclaimed words are usually offensive to the in-group when used by outsiders, so extreme caution must be taken concerning their use when one is not a member of the group.

Transgender

An umbrella term for people whose gender identity and/or gender expression differs from the sex they were assigned at birth. The term may include but is not limited to: transsexuals, cross-dressers, and other gender-variant people. Transgender people may identify as female-to-male (FTM) or male-to-female (MTF). Use the descriptive term (transgender, transsexual, cross-dresser, FTM or MTF) preferred by the individual. Transgender people may or may not choose to alter their bodies hormonally and/or surgically.

Transsexual (Transexual)

An older term which originated in the medical and psychological communities. Many transgender people prefer the term "transgender" to "transsexual." Some transsexual people still prefer to use the term to describe themselves. However, unlike transgender, transsexual is not an umbrella term, and many transgender people do not identify as transsexual. It is best to ask which term an individual prefers.

Intersex

Someone whose sex a doctor has a difficult time categorizing as either male or female. A person whose combination of chromosomes, gonads, hormones, internal sex organs, gonads, and/or genitals differs from one of the two expected patterns.

Gender Non-conforming

A term for individuals whose gender expression is different from the societal expectations based on their assigned sex at birth. Gender Non-conforming individuals may or may not pursue any physical changes, such as hormonal or surgical interventions. Gender non-

conforming individuals may or may not identify as trans, male or female.

Genderqueer

A gender variant person whose gender identity is neither male nor female, is between or beyond genders, or is some combination of genders. Often includes a political agenda to challenge gender stereotypes and the gender binary system. Genderqueer individuals may or may not identify as trans.

Transvestite

DEROGATORY see Cross-Dressing

Transition

Altering one's birth sex is not a one-step procedure; it is a complex process that occurs over a long period of time. Transition includes some or all of the following cultural, legal and medical adjustments: telling one's family, friends, and/or co-workers; changing one's name and/or sex on legal documents; hormone therapy; and possibly (though not always) some form of surgical alteration.

Sex Reassignment Surgery (SRS)

Refers to surgical alteration, and is only one small part of transition (see Transition above). Preferred term to "sex change operation." Not all transgender people choose to or can afford to have SRS. Journalists should avoid overemphasizing the importance of SRS to the transition process.

Cross-Dressing

To occasionally wear clothes traditionally associated with people of the other sex. Cross-dressers are usually comfortable with the sex they were assigned at birth and do not wish to change it. "Cross-dresser" should NOT be used to describe someone who has transitioned to live full-time as the other sex, or who intends to do so in the future. Cross-dressing is a form of gender expression and is not necessarily tied to erotic activity. Cross-dressing is not indicative of sexual orientation.

Gender Identity Disorder (GID)

A controversial DSM-IV diagnosis given to transgender and other gender-variant people. Because it labels people as "disordered," Gender Identity Disorder is often considered offensive. The diagnosis is frequently given to children who don't conform to expected gender norms in terms of dress, play or behavior. Such children are often subjected to intense psychotherapy, behavior modification and/or institutionalization. Replaces the outdated term "gender dysphoria."

PROBLEMATIC TERMINOLOGY

Problematic: "transgenders," "a transgender"

Preferred: "transgender people," "a transgender person"

Transgender should be used as an adjective, not as a noun. Do not say, "Tony is a transgender," or "The parade included many transgenders." Instead say, "Tony is a transgender person," or "The parade included many transgender people."

Problematic: "transgendered" and "intersexed"

Preferred: "transgender" and "intersex"

The word transgender and intersex never needs the extraneous "ed" at the end of the word. In fact, such a construction is grammatically incorrect. Only verbs can be transformed into participles by adding "-ed" to the end of the word, and transgender and intersex are adjectives, not verbs.

Problematic: "sex change," "pre-operative," "post-operative"

Preferred: "transition"

Referring to a sex change operation, or using terms such as pre- or post-operative, inaccurately suggests that one must have surgery in order to truly change one's sex.

Problematic: "hermaphrodite"

Preferred: "intersex person"

The word "hermaphrodite" is an outdated, stigmatizing and misleading word, usually used to sensationalize intersex people.

DEFAMATORY TERMINOLOGY

Defamatory: "deceptive," "fooling," "pretending," "posing," or "masquerading"

Gender identity is an integral part of a person's identity. Please do not characterize transgender people as "deceptive," as "fooling" other people, or as "pretending" to be, "posing" or "masquerading" as a man or a woman. Such descriptions are extremely insulting.

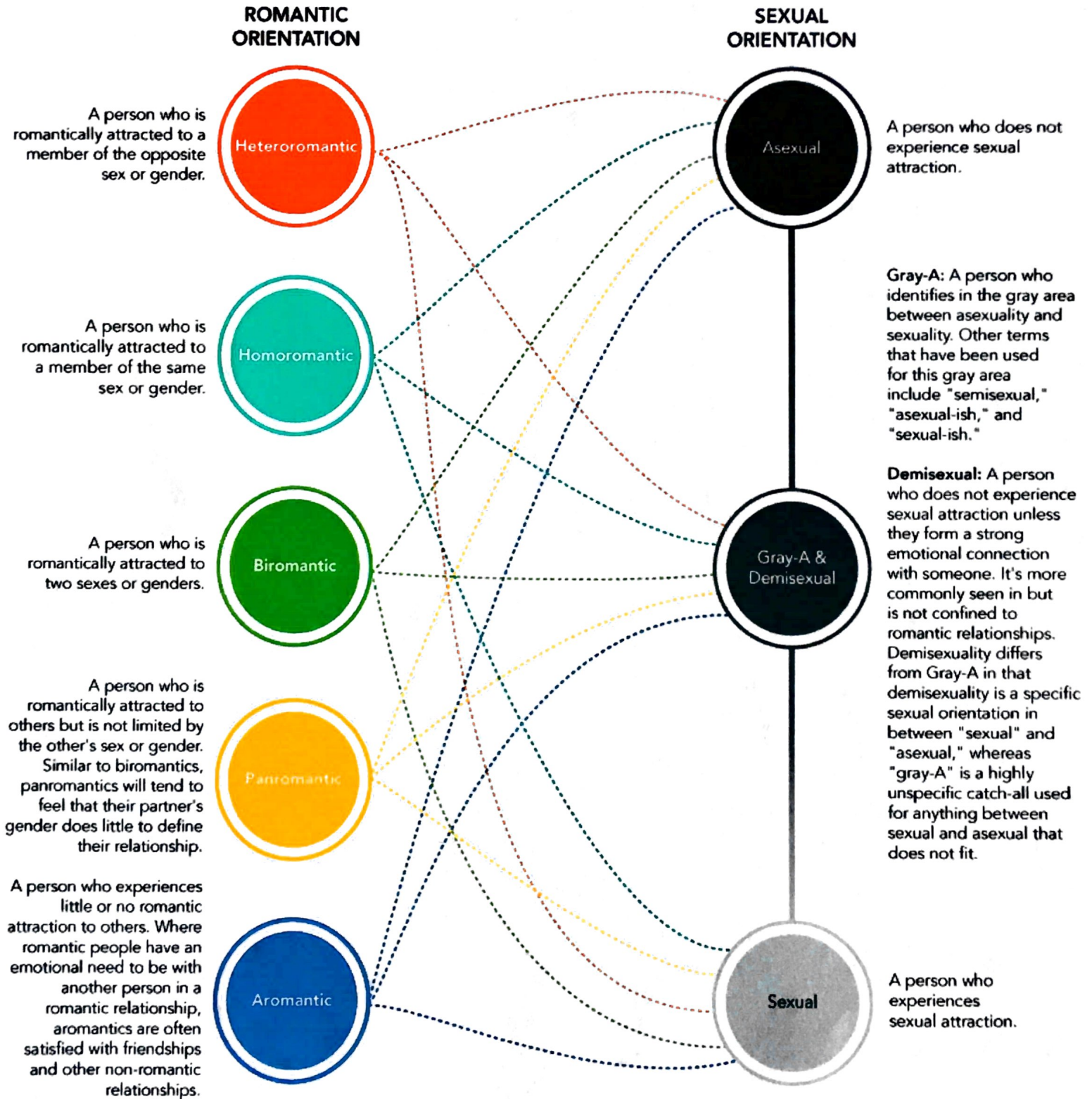
Defamatory: "she-male," "he-she," "it," "trannie," "tranny," "gender-bender"

These words only serve to dehumanize transgender people and should not be used.

Some parts of this handout were adopted from materials from GLAAD.org. Gay & Lesbian Alliance Against Defamation (GLAAD). The original GLAAD text may be found on GLAAD's website: <http://www.glaad.org/media/quide/transfocus.php>

The Asexual Spectrum

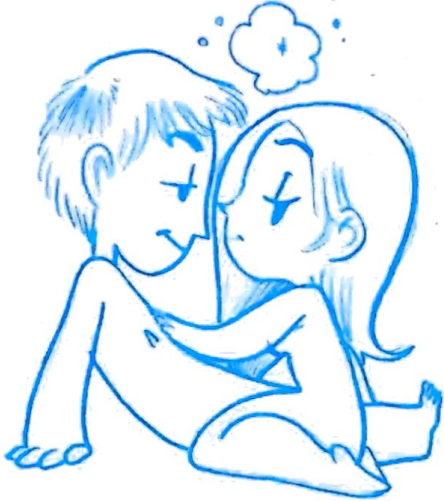
Many asexuals identify with two orientations: a romantic and a sexual one. According to the Asexual Visibility and Education Network (AVEN), an asexual's romantic orientation determines "which gender(s), if any, they are inclined to form romantic relationships with." There are also individuals in the asexual community who identify in the gray area between asexuality and sexuality.*



*Note that this infographic is a limited and not definitive model of the asexual spectrum. Not all asexuals will identify or agree with the definitions in this graphic.

Sexual Attraction:

Sexual attraction is a feeling that sexual people get that causes them to desire sexual contact with a specific other person.



Romantic Attraction:

Romantic attraction is a feeling that causes people to desire a romantic relationship with a specific other person.



Crushes:

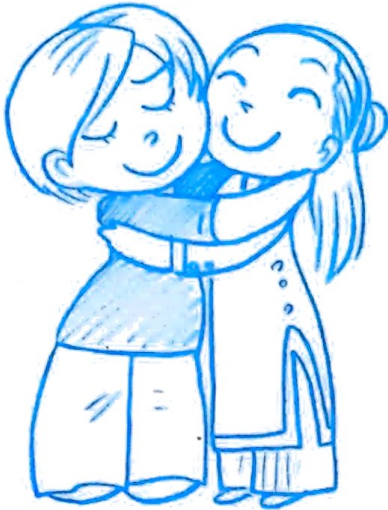
A crush is a romantic attraction to someone, a desire for a romantic relationship of some kind, a desire that is possibly temporary in nature, possibly never to be acted upon.



Squishes:

A squish is an aromantic crush, a desire for a strong platonic relationship with someone.

Squish



Sensual Attraction:

A desire to do sensual (but not sexual) things with certain people, especially relating to tactile sensuality such as cuddling.



Aesthetic Attraction:

An attraction to other people that is not connected to a desire to do anything with them, either sexually or romantically. They simply appreciate their appearance.



Action Tips for Allies of Trans People

The following are several actions tips that can be used as you move toward becoming a better trans ally. Of course, this list is not exhaustive and cannot include all the “right” things to do or say—because often there is no single, easy, or “right” answer to every situation a person might encounter! Hopefully this list will provide you with food for thought and a starting place as you learn more about trans people, gender identities/presentations, and gender differences.

Don't assume you can tell if someone is transgender.

Transgender and transsexual people don't all look a certain way or come from the same background, and many may not appear “visibly trans.” Indeed, many trans people live most of their lives with very few people knowing their trans status.

Don't make assumptions about a trans person's sexual orientation.

Gender identity is different than sexual orientation. Sexual orientation is about who we're attracted to. Gender identity is about how we know our own gender. Trans people can identify as gay, straight, bisexual, pansexual, or asexual.

Be careful about confidentiality, disclosure, and “outing.”

Some trans people feel comfortable disclosing their trans status to others, and some do not. Knowing a trans person's status is personal information and it is up to them to share it with others. Do not casually share this information, or “gossip” about a person you know or think is trans. Not only is this an invasion of privacy, it also can have negative consequences in a world that is very intolerant of gender difference—trans people can lose jobs, housing, friends, and sadly have even been killed upon revelation of their trans status.

Understand the differences between “coming out” as lesbian, gay, or bisexual (LGB) and “coming out” as trans.

Unlike “coming out” in an LGB context, where the act of disclosing one's sexuality reveals a “truth” about that person's sexual orientation,

disclosing one's trans status often has the opposite effect. That is, when a person “comes out” as trans, the listener often assumes the “truth” about the trans person is that they are somehow more fundamentally a member of their birth sex, rather than the gender/sex they have chosen to live in. In other words, sometimes “coming out” makes it more difficult for a trans person to be fully recognized as the sex/gender they are living in.

Do not tolerate anti-trans remarks or humor in public spaces.

Consider strategies to best confront anti-trans remarks or jokes in your classroom, lab, office, living group, or organization. Seek out other allies who will support you in this effort.

If you don't know what pronouns to use, ask.

Be polite and respectful when you ask a person which pronoun they use. Then use that pronoun and encourage others to do so.

Be patient with a person who is questioning their gender identity.

A person who is questioning their gender identity might shift back and forth as they find out what identity and/or gender presentation is best for them. They might, for example, choose a new name or pronoun, and then decide at a later time to change the name or pronoun again. Do your best to be respectful and use the name and/or pronoun requested.

Don't try to tell a person what “category” or “identity” they fit into.

Do not apply labels or identities to a person that they have not chosen for themselves. If a person

is not sure of which identity or path fits them best, give them the time and space to decide for themselves.

Over, please...

Don't assume what path a trans person is on regarding surgery or hormones, and don't privilege one path over another.

Affirm the many ways all of us can and do transcend gender boundaries, including the choices some of us make to use medical technology to change our bodies. Some trans people wish to be recognized as their gender of choice without surgery or hormones; some need support and advocacy to get respectful medical care, hormones, and/or surgery.

Don't ask a trans person what their "real name" is.

For some trans people, being associated with their birth name is a tremendous source of anxiety, or it is simply a part of their life they wish to leave behind. Respect the name a trans person is currently using.

Don't ask about a trans person's genitals or surgical status.

Think about it—it wouldn't be considered appropriate to ask a non-trans person about the appearance or status of their genitalia, so it isn't appropriate to ask a trans person that question either. Likewise, don't ask if a trans person has had "the surgery." If a trans person wants to talk to you about such matters, let them bring it up.

Don't ask a trans person how they have sex.

Similar to the questions above about genitalia and surgery—it wouldn't be considered appropriate to ask a non-trans person about how they have sex, so the same courtesy should be extended to trans people.

Don't police public restrooms.

Recognize that gender variant people may not match the little signs on the restroom door—or your expectations! Encourage schools, businesses and agencies to have unisex

bathroom options, and offer to accompany a trans person to the bathroom, in a "buddy system," so they are less vulnerable.

Don't just add the "T" without doing work.

"LGBT" is now a commonplace acronym that joins lesbian, gay, bisexual, gay and transgender under the same umbrella. To be an ally to trans people, lesbians, gays and bisexuals need to examine their own gender stereotypes, their own prejudices and fears about trans people, and be willing to defend and celebrate trans lives.

Know your own limits as an ally.

Don't be afraid to admit you don't know everything! When speaking with a trans person who may have sought you out for support or guidance, be sure to point that person to appropriate resources when you've reached the limit of your knowledge or ability to handle the situation. It is better to admit you don't know something than to provide information that may be incorrect or hurtful.

Listen to trans voices.

The best way to be an ally is to listen with an open mind to trans people themselves. They are the experts on their own lives! Talk to trans people in your community. Consult the reading and film lists of this Allies Toolkit to find out where to learn more about trans lives.

Table 1
Aspiring Ally Identity Development

	Aspiring Ally for Self-Interest	Aspiring Ally for Altruism	Ally for Social Justice
Motivation	Selfish—for the people I know and care about	Other—I do this for them	Combined Selfishness—I do this for us
Ally to . . . Relationship with Members of Oppressed Groups	Ally to a person Working <i>over</i> members of the target group	Ally to target group Working <i>for</i> members of the target group	Ally to an issue Working <i>with</i> members of the target group
Victims of Oppression	Individuals with personal connection are or could be victims—my daughter, my sister, my friend	They are victims	All of us are victims—although victimized in different ways an unequally
Focus of Problem	Individuals—overt perpetrators	Others from the agent group	System
View of Justice	These incidents of hate are exceptions to the system of justice	We need justice for them	We need justice for all
Spiritual or Moral Foundation	I may be simply following doctrine or seeking spiritual self-preservation	I believe helping others is the right thing to do	I seek to connect and liberate us all on spiritual and moral grounds
Power	I'm powerful—protective	I empower them—they need my help	Empower us all
Source of Ongoing Motivation	Motivator (my daughter, my sister, my friend) must be present	<ul style="list-style-type: none"> • Dependent on acceptance/praise from the other • Easily derailed by critique by other • Often leads to burn out 	Sustainable passion—for them, for me, for us, for the future
Mistakes	I don't make mistakes—I'm a good person, and perpetrators are just bad people	Has difficulty admitting mistakes to self or other—struggles with critique or exploring own issues—highly defensive when confronted with own behavior	Seeks critique as gifts and admits mistakes as part of doing the work and a step towards ones own liberation—has accepted own <i>isms</i> and seeks help in uncovering them
Relationship to the System	Not interested in the system—just stopping the bad people	Aims to be an exception from the system, yet ultimately perpetuates the system	Seeks to escape, impede, amend, redefine, and destroy the system
Focus of the Work	Perpetrators	Other members of the dominant group	My people—doesn't separate self from other agents
Privilege	Doesn't see privilege—wants to maintain status quo	Feels guilty about privilege and tries to distance self from privilege	Sees illumination of privilege as liberating and consciously uses unearned privilege against itself