



# Introduction to Gender Identity & Expression

May 2023

## Jae Sloan

Pronouns: they/them

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# Session Summary

Welcome/Introduction



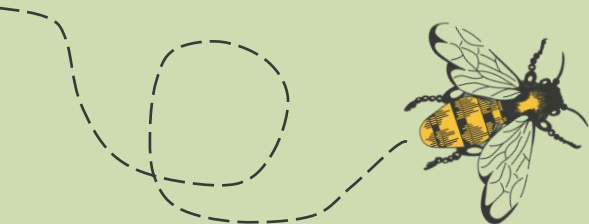
Overview of gender identity  
and expression



Storytelling and  
Open Space



Close

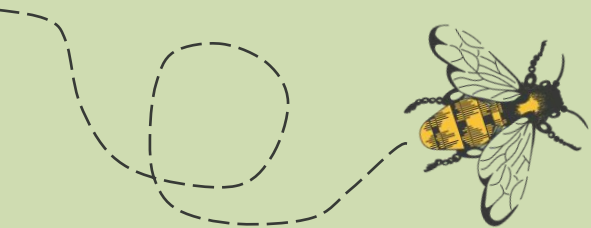




JAE SLOAN  
(THEY/THEM)

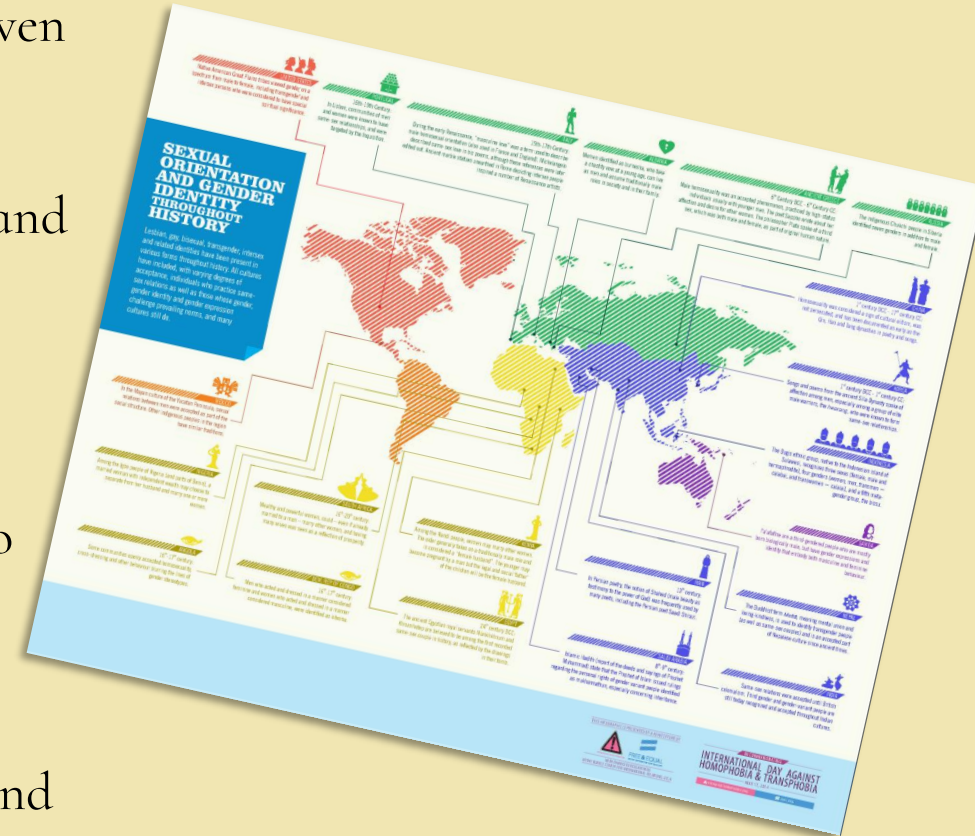


MAGDA STEGA  
(SHE/HER)

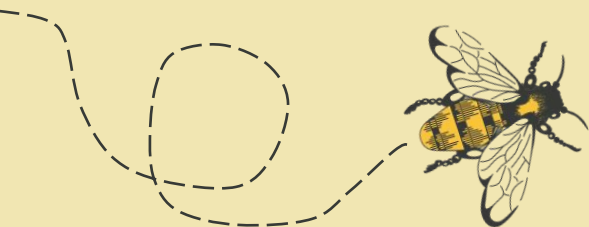


# BEING GENDER QUEER IS NOT NEW...

- **RUSSIA:** The indigenous Chukchi people in Siberia identified seven genders in addition to male and female.
- **DEM. REP. OF CONGO 16<sup>th</sup>-17<sup>th</sup> century:** Men who acted and dressed in a manner considered feminine and women who acted and dressed in a manner considered masculine, were identified as kitesha.
- **UNITED STATES:** Native American Great Plains tribes have traditionally viewed gender on a spectrum from male to female, including transgender and intersex persons who were considered to have special spiritual significance.
- **INDONESIA:** The Bugis ethnic group, native to the Indonesian island of Sulawesi, recognises three sexes (female, male and hermaphrodite), four genders (women, men, transmen=calabai, and transwomen=calalai), and a fifth meta-gender group, the bissu.



[https://www.unfe.org/system/unfe-74-SEXUAL\\_ORIENTATION\\_AND\\_GENDER\\_IDENTITY\\_ARE\\_NOTHING\\_NEW\\_PDF.pdf](https://www.unfe.org/system/unfe-74-SEXUAL_ORIENTATION_AND_GENDER_IDENTITY_ARE_NOTHING_NEW_PDF.pdf)



## Sex

A social, legal, medical designation assigned at birth based on a medical assessment of the body.

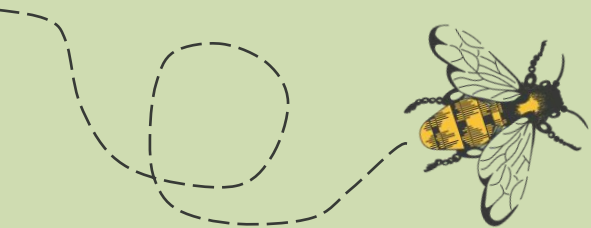
Sex is typically defined as male (AMAB) or female (AFAB), but, in reality, there are many naturally occurring biological variances in chromosomes, gonads, our physical and genital structures, hormones and biological responsiveness that mean we cannot limit sex to just male or female.



## Gender

The cultural meanings assigned to biological sexes within a specific relational, hierarchical, historical, political and institutional context.

Gender is a construct that is often described in a limited way. However, the range of gender identifications is, in reality, unlimited.



# What is gender identity?



## Gender Identity

Our personal sense of what our own gender is.

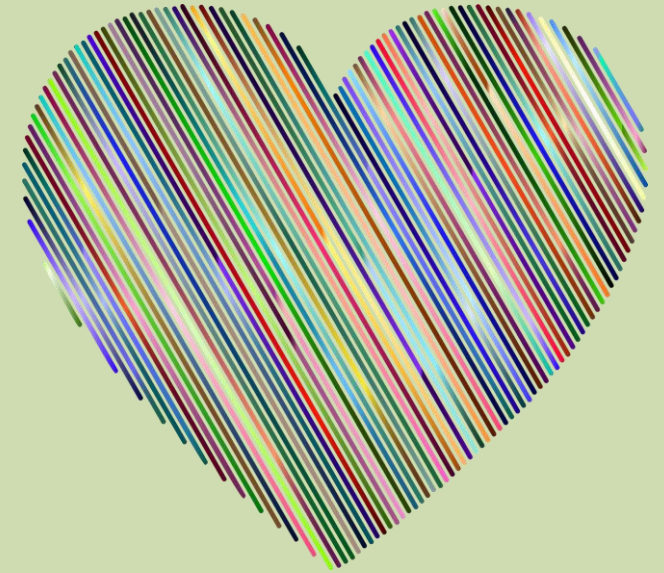


## Gender Expression

The way someone expresses gender through behaviour, mannerisms, interests, physical characteristics, or appearance.

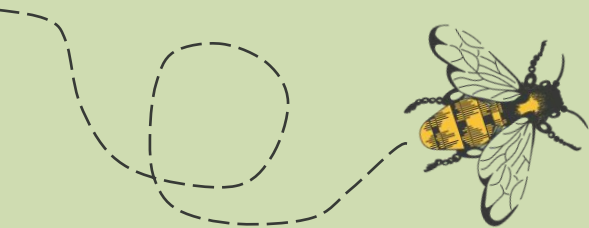
## Gender Presentation

How the world sees and understands your gender.



## Sexual Orientation

A person's identity in relation to the gender or genders to which they are sexually attracted. (The LGB/Q+ of LGBTQIA+)



# Common gender identities

- Transgender
- Nonbinary
- Genderqueer
- Genderfluid
- Demigender  
(Demiboy/Demigirl/Demitrans)
- Transmasculine/Transfeminine
- Gender questioning
- Agender
- Polygender
- Pangender
- Third gender
- Two-spirit
- Cisgender

THE RANGE OF GENDER IDENTIFICATIONS IS, IN REALITY, UNLIMITED



# Some foundational principles

"I AM WHO I SAY I AM."

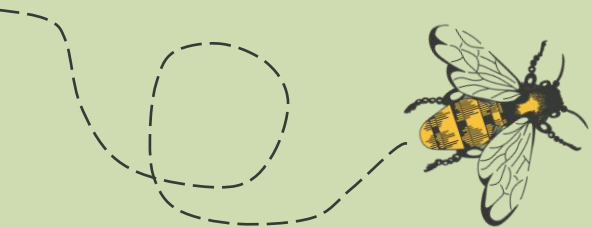
An individual's right is to define their gender identity and how they express their gender identity.

GENDER  
IDENTITY CAN  
CHANGE OVER  
TIME

Gender for some can be fluid, and it's okay for someone to change their gender identity over time.

DON'T  
ASSUME  
SOMEONE'S  
GENDER

Be open and don't assume someone's gender based on appearance. If in doubt and it's contextually okay to do so, ask someone what pronouns they use.





# Pronouns

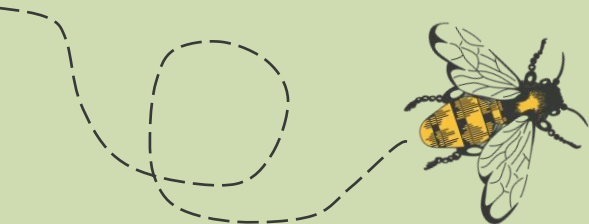
- He/Him/His
- She/Her/Hers
- They/Them/Theirs
- Ze or Zie/Zir/Zirs
- Xe/Xem/Xyrs
- E or Ey/Em/Eirs
- Per/Per/Pers

WHY IS IT IMPORTANT TO  
RESPECT SOMEONE'S  
PRONOUNS?





A WORD ABOUT  
'TRANSITIONING'

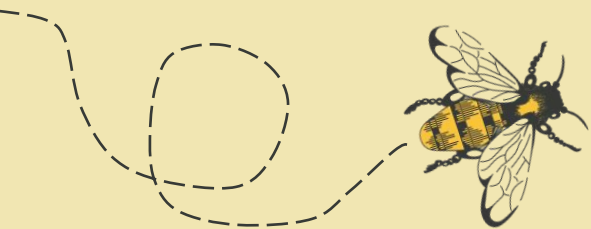


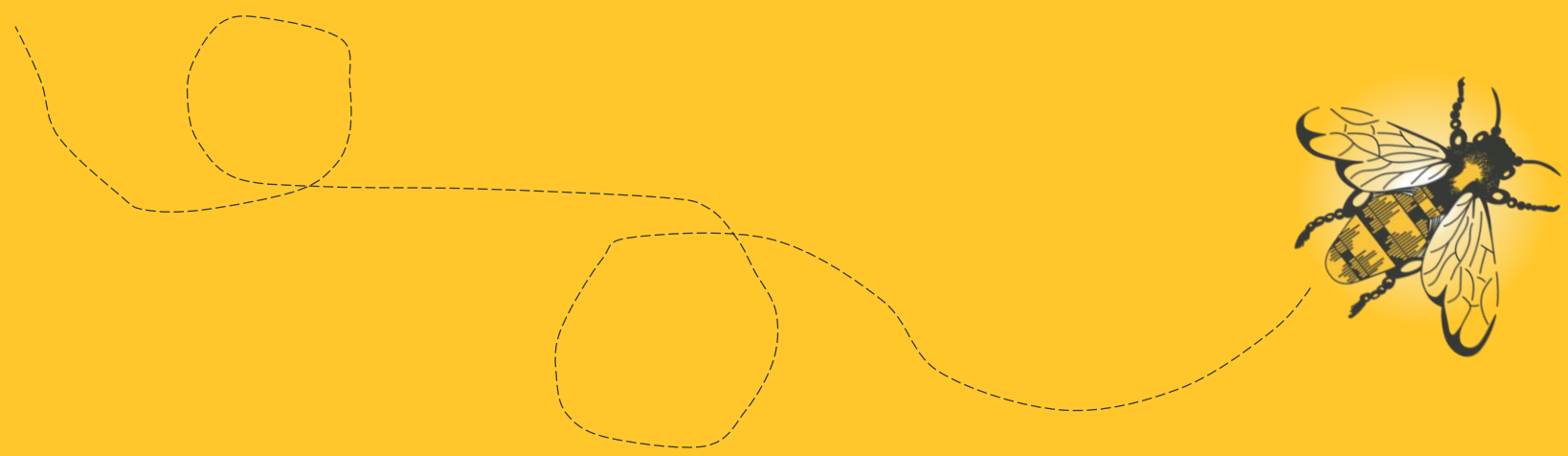


# Storytelling/Open Space

# Simple things you can do to be more inclusive...

- Add your pronouns to your email signature, business cards, etc.
- Introduce yourself using your pronouns.
- Practice in a safe environment, particularly because using different pronouns doesn't usually come naturally.
- Continue to educate yourself.





Close

# Gender Identity and Expression Resources

- **\*highly recommended\*** Video (6:34m): [Learning About Sexual Orientation, Gender Identity & Expression \(SOGIE\)](#) – great place to get the basics quickly
- Video (7:48m): [Trans 101 - The Basics](#)
- Video (7:32m): [5 Non-Binary People Explain What “Non-Binary” Means To Them](#)
- TED Talk Video (6:24m): [How to talk \(and listen\) to transgender people](#)
- **Sexual Orientation and Gender Identity are Nothing New** (readable pdf graphic): [https://www.unfe.org/system/unfe-74-SEXUAL\\_ORIENTATION\\_AND\\_GENDER\\_IDENTITY\\_ARE\\_NOTHING\\_NEW\\_PDF.pdf](https://www.unfe.org/system/unfe-74-SEXUAL_ORIENTATION_AND_GENDER_IDENTITY_ARE_NOTHING_NEW_PDF.pdf)

## Have a bit more time?

- **\*highly recommended\*** **ALOK: The Urgent Need for Compassion** | The Man Enough Podcast (1hr10m): <https://www.youtube.com/watch?v=Tq3C9R8HNUQ>  
In a conversation filled with wisdom, historical insight, and radical mercy, ALOK talks openly about their story, their movement to #DeGenderFashion, and they challenge us to get to know who we are outside of who we have been told we should be.
- **‘Disclosure’ - Netflix documentary** (1hr47m): <https://www.netflix.com/gb/title/81284247>  
In this documentary, leading trans creatives and thinkers share heartfelt perspectives and analysis about Hollywood's impact on the trans community.
- **How to Have Fun at Work Podcast: Beyond the Binary** (42m): <https://podcasts.apple.com/gb/podcast/beyond-the-binary-with-jae-sloan-and-abby-wambaugh/id1557892778?i=1000555787699>  
How do we go beyond the binary? Lynne Parker seeks wisdom from organisational development consultant and business strategist, Jae Sloan, and comedian Abby Wambaugh, finalist in the 2021 Funny Women Stage Award. Both guests identify as non-binary but from different and surprising perspectives. This frank and revealing discussion challenges us to reconsider gender in terms of identity, expression, sexuality, upbringing and more. From ‘wearing a baby’ to playing with Barbie, why are we restricted by traditional male/female binary ‘norms’. We can change the world one non-binary step at a time once we accept that the only boundaries are the ones we impose on ourselves.



# About Jae Sloan



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<https://www.linkedin.com/in/jasonsloan/>

**Talks/Press:**

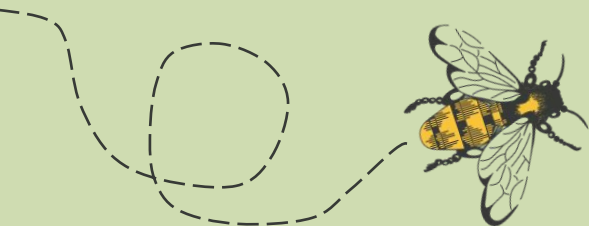
<https://www.apiscg.com/talksandpress>

I am an organisational development consultant, executive coach and mentor with expertise in business strategy, performance, inclusion & diversity, leadership and change. I have 20 years' experience working in a multinational pharma organisation as well as more than 5 years of professional experience working in education/non-profit community organisations. I have my [NTL](#) Organisational Development certification and am an [APECS](#) Certified Professional Executive Coach.

As an OD Consultant I have supported individual leaders to lead their teams more effectively, have been the lead on large, global-scale change projects impacting thousands and everything in between. I primarily specialise in working with senior leaders and leadership teams to understand the root cause of a problem that needs to be solved and then work with the leader(s) to design and deliver solutions to resolve the problem in alignment with their overall business strategy and plan. I use a coaching approach, so leaders take active ownership of the process and solutions, while building their own leadership capabilities. When needed as part of a project, I also work with extended leader groups and support teams, most often to build their capability to lead change, to lead their teams and to deliver organisational goals more effectively.

As an out queer (non-binary, gay) person I have nearly 10 years of leadership in inclusion and diversity with an emphasis on LGBTQ+. I have been recognised twice as an Involve Top 50 OUTstanding LGBTQ+ Future Leader. I am a Co-Founder and current Co-Chair of the [Proud Science Alliance](#), a collective of healthcare and life sciences sector LGBTQ+ networks and partners who work together to raise the bar on LGBTQ+ inclusion within their organisations and the sector as a whole. I have mentored emerging inclusion leaders across multiple companies and am regularly invited to speak at events. As a reverse mentor, I have worked with corporate executive team members to support their growth as inclusive leaders.


While working in the corporate, non-profit and educational sectors for more than 25 years, I have integrated personal study and practice across the mind-body-spirit continuum. I have done this formally through graduate degrees, an MSc in Exercise Physiology from Springfield College and an MSc in Cell and Molecular Biology from the University of Pennsylvania, gaining in depth understanding of how our bodies work. Building on this foundation, I have used other formal learning opportunities, workshops, reading and practices such as exercise, yoga, meditation and chakra healing techniques to gain practical understanding of how our minds and spirits intersect with our bodies. With further formal training in interpersonal/group dynamics and Gestalt, I am skilled in working with individuals and groups to build knowledge and awareness of how we can better know ourselves, heal our bodies and stand in our power.







# About Magda Stega

Magda Stega (pronouns: she/her)

Diversity, Equity, and Inclusion Consultant & Trainer with a focus on Safety, Empathy, and Trust 

 1 out of 25 women Influencers on LinkedIn by Forbes Women Poland.

 Magda is an experienced recruiter (10 years in various fields, 5 including IT), she is now proudly and courageously working together with her clients all over the world to create Trans-Inclusive workplaces.  
#TransPerspectiveMatters

 Go to the following links:

- [PBF Voices 2023: Magda Stega | Transgender Advocate – YouTube](#)
- LinkedIn: [Magda Stega !\[\]\(a9a7cf821bf949be41db724492f295be\_img.jpg\) | LinkedIn](#)

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