

## Gender Identity

Gender identity = a way to describe how you feel about your gender and how you identify. It is not the same thing as sexual orientation.

Gender is a spectrum. It connects to your brain and how you identify - it is not necessarily the sex you were assigned at birth.

### Terminology:

#### Cisgender:

This describes someone whose gender / gender expression aligns with the sex they were assigned at birth.

An umbrella term to describe someone whose gender / gender expression is not the same as, or does not sit comfortably with the sex they were assigned at birth. Trans people may describe themselves using one or more of a wider variety of terms, including (but not limited to):

#### Trans / Transgender:

- Trans
- Transgender
- Trans man
- Trans woman
- Trans masculine
- Trans feminine
- Transsexual
- Non-binary
- Gender fluid
- Gender queer
- Gender-variant
- Crossdresser
- Genderless
- Agender
- Nongender
- Third gender
- Bi-gender
- Neutrois

#### Non-binary

An umbrella term for people whose gender identity does not sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely. Non-binary people can identify as trans.

#### Intersex

A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes 'male' or 'female'. Intersex people may identify as male, female or non-binary.

#### Transsexual

A less common term these days, mainly used by doctors to refer to someone who has had surgery as part of their transition.

A person's gender should not be assumed based on biological sex or perceptions / assumptions regarding biological sex.

You cannot determine someone's gender just by looking at them.

This can be perceived / reported as transphobia or gender based hatred.

### What can you do?

- Use a person's preferred pronouns and name. Do not ask their 'real' gender or use their 'dead name' (the name they were assigned at birth but do not go by anymore).
- Do not out someone. It can be dangerous for some people to be open about their gender identity. Do not disclose their gender identity without consent, even if they have come out to family and friends.
- Listen and learn. Learning the appropriate terminology and language can be daunting. If you make a mistake, apologise and learn from the experience. Honest mistakes – as opposed to intentional attempts to invalidate someone's gender identity – do not make you transphobic.
- Educate yourself. There are lots of blogs and resources online - some include:

[Amnesty](#)

[Stonewall](#)

[Stonewall Youth](#)

[GLAAD](#)

[Mermaids](#)

[Gendered Intelligence](#)

- Ensure that your workplace reflects a safe environment for people to bring their authentic selves to work. Or, work towards this through advocacy, safe reporting, facilitating accessible / gender neutral toilets and changing areas.

He / Him

They / Them

She / Her

### Legal issues

- In the Equality Act 2010, there are 9 protected characteristics. The characteristic 'gender reassignment' in this was Act was a huge step forward and improved the position for trans people.
- However, certain language used in this Act - such as 'gender reassignment' and 'transsexual' - is outdated. The trans and non-binary community is continuously emerging more and definitions change rapidly.
- There have been recent cases for reform - such as the [Transgender Equality report](#) - to change the term 'gender reassignment' to 'gender identity'. This is a much more inclusive and respectful term for those who fall under trans, non-binary or intersex umbrellas.
- Hate crime legislation uses 'transgender identity' - again, it is hoped this will change to 'gender identity' to cover the entire gender spectrum, not just trans.
- There has recently been a government decision not to move forward with plans put forward under Theresa May's administration to allow people transitioning from one gender to another to self-identify. Instead, they will continue to require a gender recognition certificate and a medical diagnosis of 'gender dysphoria'.

### Facts

- Although the true number is not known, it is estimated that there are approximately 200,000-500,000 trans people in the UK. The Office for National Statistics is researching whether and how to develop a population estimate.
- A 2018 YouGov survey (commissioned by Stonewall) found out from the 871 trans and non-binary people surveyed that:
  - Two in five trans people (41%) and three in ten non-binary people (31%) experienced a hate crime or incident because of their gender identity in a 12 month period.
  - One in four trans people (25%) have experienced homelessness at some point in their lives.
  - More than a third of trans university students (36%) in higher education experienced negative comments or behaviour from staff.
  - Two in five trans people (40%) adjusted the way they dressed due to fear of discrimination or harassment. This number increased significantly to half of non-binary people (52%).
  - More than one in ten trans people (11%) went abroad for medical treatment to alter their physical appearance, including buying hormones over the internet from other countries, with many citing the barriers they currently face in accessing medical treatment in the UK.
- The UK's largest trans study of 889 trans people, [Trans Mental Health Study 2012](#), found very high rates of mental health issues among transgender people, with 88% of respondents showing symptoms of depression and 75% showing symptoms of anxiety, compared with 20% of people in the UK general population.
- The Scottish Trans Alliance survey [Non-Binary People's Experiences in the UK](#), a survey of 895 non-binary people, found that 40% of non-binary people considered themselves to have a long term mental health problem.
- More information can be found in this report: [LGBTI Populations and Mental Health Inequality](#)