Gender Inclusivity Workshop
Introductions

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What is gender?
There are many parts to our gender, including:

- **Gender Expression**: How we choose to express our gender in public. This includes things like our haircut, clothing, voice and body characteristics, and behavior.
- **Gender Identity**: Our personal sense of what our own gender is.
- **Gender Presentation**: How the world sees and understands your gender.
First Experience

What is the first time you can remember getting gendered messaging?

Example: Girls do _____ or boys don’t wear _____
Gender boxes

What does our society say about women and girls?
What does our society say about men and boys?

Consider personality/traits/actions/presentations

(O’Neill, 2013)
Cultures Which Have Celebrated Gender Diversity For Centuries

1. Fa’afafines and Fa’afatamas in Samoa
2. Two-spirit in native North American Navajo culture
3. Muxes in Juchitán de Zaragoza, Mexico
4. Sekrata in Madagascar
5. Sworn virgins in Albania
6. Hijras in South Asia
7. Metis in Nepal
8. Toms in Thailand
9. Brotherboys and sistergirls in Indigenous Australian culture
10. Bugis in Indonesia

Video:

Kids Meet a Gender Non-Conforming Person

( Photo retrieved from: Rebus Press)
The Gender Unicorn

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)

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

Design by Landyn Pan and Anna Moore
**Pronouns**

**Definition of pronouns**

Words used to replace nouns or proper nouns (like names)

**Importance of Pronouns**

Video: [Gender Identity and Pronouns](#)

Video: [Why Gender Pronouns Matter](#)

<table>
<thead>
<tr>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive</th>
<th>Reflexive</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>She</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
<td>She is speaking. I listened to her. The backpack is hers.</td>
</tr>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>Himself</td>
<td>He is speaking. I listened to him. The backpack is his.</td>
</tr>
<tr>
<td>They</td>
<td>Them</td>
<td>Theirs</td>
<td>Themselves</td>
<td>They are speaking. I listened to them. The backpack is theirs.</td>
</tr>
<tr>
<td>Ze</td>
<td>Hir/Zir</td>
<td>Hirs/Zirs</td>
<td>Hirself/Zirself</td>
<td>Ze is speaking. I listened to hir. The backpack is zirs.</td>
</tr>
</tbody>
</table>

(TSER, 2022)
Gender Inclusivity Workshop: MadLibs

**Instructions:**
Practice using they/them/their pronouns in the fictional MadLib on the right side of this slide! Feel free to write it down or to speak it out loud.

**Fictional MadLibs:**
Jamie is excited to attend the UNH event. _____ have never been to a UNH event before. All of _____ friends have said that UNH is wonderful. _____ are also looking forward to presenting. It will be the first time for _____ to debut a new workshop style.
Oppression Based on Gender

Prejudice + Power = “ism”

- Sexism
- Cissexism
- Transmisogyny
References

Please note: This presentation was modeled on a webinar given by Oregon Women in Higher Education which can be accessed online here: https://www.youtube.com/watch?v=xj3UCFCwPs8
References

https://screenshot-media.com/politics/lgbtqi-rights/non-binary-cultures/

https://www.dictionary.com/browse/pronoun

https://www.mypronouns.org/what-and-why


https://www.the519.org/education-training
Questions & Resources

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