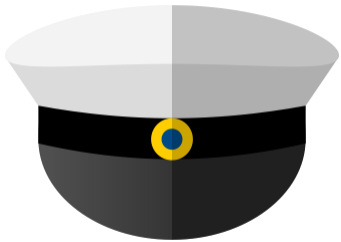




# Gender Identity & Gender Expression In the Swedish Workplace

Warren Kunce



*What university staff and students need to know*

# Overview

Laws & Policies

Gender Diversity Terms and Concepts

Break

Time for questions

Creating a Good Working Environment for Gender  
Diversity

Time for questions

Small Group Activity – Break Out Rooms

Swedish law and Uppsala University policy forbids discrimination on the basis of sex, sexual orientation, transgender identity and gender expression.

Includes also protections against harassment and sexual harassment.

Mandates working actively to prevent discrimination, harassment and sexual harassment.

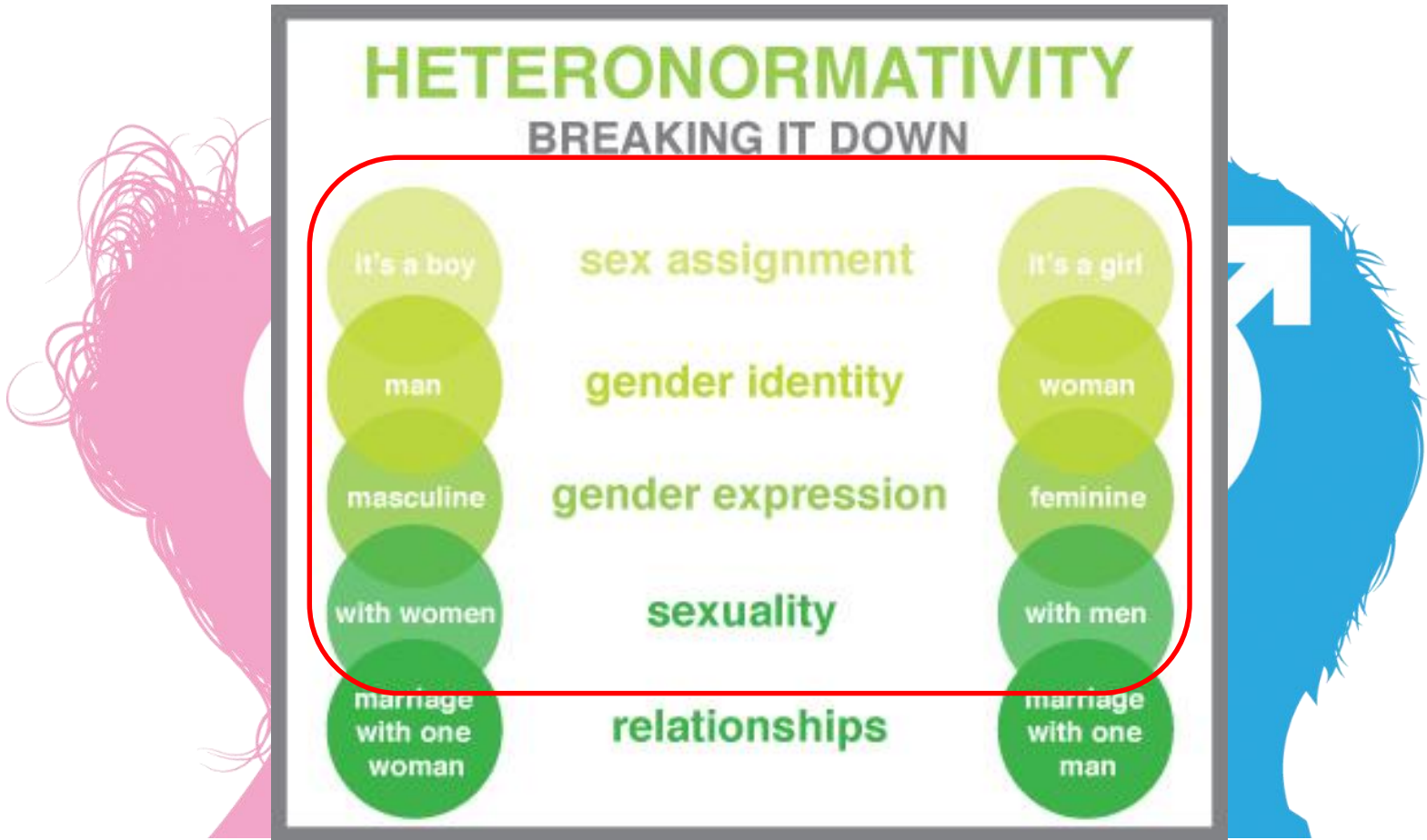
University policy states that all students and staff have the responsibility to contribute to a good psychosocial learning environment

# Transgender Rights

- The right to not be discriminated against
- The right to a good psychosocial learning environment
- The right to full participation in society according to one's gender identity (possible to change legal gender)
- The right to medical privacy



# Why are these regulations needed?



# Gender Identity

An individual's sense of having a particular gender

**Transgender** - denoting or relating to a person whose gender identity **does not correspond** to the expectations associated with the sex assigned at birth.

**Cisgender** - denoting or relating to a person whose gender identity **corresponds** to the expectations associated with the sex assigned at birth.

# Gender Identity

An individual's sense of having a particular gender

Behavior Genetics (2018) 48:95–108  
<https://doi.org/10.1007/s10519-018-9889-z>

REVIEW



## The Biological Contributions to Gender Identity and Gender Diversity: Bringing Data to the Table

Tinca J. C. Polderman<sup>1,2</sup> · Baudewijntje P. C. Kreukels<sup>3,4</sup> · Michael S. Irwig<sup>5</sup> · Lauren Beach<sup>6,7</sup> · Yee-Ming Chan<sup>8,9</sup> · Eske M. Derks<sup>10</sup> · Isabel Esteve<sup>11,12</sup> · Jesse Ehrenfeld<sup>6,13,14,15,16</sup> · Martin Den Heijer<sup>4,17</sup> · Danielle Posthuma<sup>1,2</sup> · Lewis Raynor<sup>18</sup> · Amy Tishelman<sup>8,19</sup> · Lea K. Davis<sup>6,20,21,22,23</sup> · on behalf of the International Gender Diversity Genomics Consortium

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### Abstract

The American Psychological Association defines gender identity as, “A person’s deeply-felt, inherent sense of being a boy, a man, or a male; a girl, a woman, or a female; or an alternative gender (e.g., genderqueer, gender nonconforming, gender neutral) that may or may not correspond to a person’s sex assigned at birth or to a person’s primary or secondary sex characteristics” (American Psychological Association, *Am Psychol* 70(9):832–864, 2015). Here we review the evidence that gender identity and related socially defined gender constructs are influenced in part by innate factors including genes. Based on the data reviewed, we hypothesize that gender identity is a multifactorial complex trait with a heritable polygenic component. We argue that increasing the awareness of the biological diversity underlying gender identity development is relevant to all domains of social, medical, and neuroscience research and foundational for reducing health disparities and promoting human-rights protections for gender minorities.

**Keywords** Gender identity · Transgender · Gender dysphoria · Heritability · Genetics · Twin studies

# Gender Identity

An individual's sense of having a particular gender

Review Article

ENDOCRINE PRACTICE Vol 21 No. 2 February 2015

## EVIDENCE SUPPORTING THE BIOLOGIC NATURE OF GENDER IDENTITY

Aruna Saraswat, MD<sup>1</sup>; Jamie D. Weinand, BA, BS<sup>2</sup>; Joshua D. Safer, MD<sup>1,3</sup>

### ABSTRACT

**Objective:** To review current literature that supports a biologic basis of gender identity.

**Methods:** A traditional literature review.

**Results:** Evidence that there is a biologic basis for gender identity primarily involves (1) data on gender identity in patients with disorders of sex development (DSDs, also known as differences of sex development) along with (2) neuroanatomical differences associated with gender identity.

**Conclusions:** Although the mechanisms remain to be determined, there is strong support in the literature for a biologic basis of gender identity. (Endocr Pract. 2015;21:199-204)

#### Abbreviations:

BDNF = brain-derived neurotrophic factor; BSTC = bed nucleus of the stria terminalis; CAH = congenital adrenal hyperplasia; DES = diethylstilbestrol; DSD = disorder of sex development; MTF = male-to-female; FTM = female-to-male

### INTRODUCTION

Gender identity is a fundamental human attribute that has a profound impact on personal well-being. Transgender individuals are those whose lived and identified gender identity differs from their natal sex. Various etiologies for transgender identity have been proposed, but misconceptions that gender identity can be altered persist. However, clinical experience with treatment of transgender persons has clearly demonstrated that the best outcomes for these individuals are achieved with their requested hormone therapy and surgical sexual transition as opposed to psychiatric intervention alone (1). In this review, we will discuss the data in support of a fixed, biologic basis for gender identity.

### METHODS

This traditional literature review was conducted using a search of PubMed and Google Scholar for the following key terms: gender identity, gender dysphoria, transsexual, transgender, transmen, and transwomen.



# Gender Identity

An individual's sense of having a particular gender

[www.nature.com/scientificreports](http://www.nature.com/scientificreports)

## SCIENTIFIC REPORTS

OPEN

### Structural connections in the brain in relation to gender identity and sexual orientation

Sarah M. Burke<sup>1,2</sup>, Amir H. Manzouri<sup>3</sup> & Ivanka Savic<sup>2</sup>

Received: 6 July 2017

Accepted: 23 November 2017

Published online: 20 December 2017

Both transgenderism and homosexuality are facets of human biology, believed to derive from different sexual differentiation of the brain. The two phenomena are, however, fundamentally unlike, despite an increased prevalence of homosexuality among transgender populations. Transgenderism is associated with strong feelings of incongruence between one's physical sex and experienced gender, not reported in homosexual persons. The present study searches to find neural correlates for the respective conditions, using fractional anisotropy (FA) as a measure of white matter connections that has consistently shown sex differences. We compared FA in 40 transgender men (female birth-assigned sex) and 27 transgender women (male birth-assigned sex), with both homosexual (29 male, 30 female) and heterosexual (40 male, 40 female) cisgender controls. Previously reported sex differences in FA were reproduced in cis-heterosexual groups, but were not found among the cis-homosexual groups. After controlling for sexual orientation, the transgender groups showed *sex-typical* FA-values. The only exception was the *right inferior fronto-occipital tract*, connecting parietal and frontal brain areas that mediate own body perception. Our findings suggest that the neuroanatomical signature of transgenderism is related to brain areas processing the perception of self and body ownership, whereas homosexuality seems to be associated with less cerebral sexual differentiation.

**Gender Dysphoria** - psychological distress that results from an incongruence between one's sex assigned at birth and one's gender identity

Social and Physical Gender Dysphoria (Euphoria)

Treatment for gender dysphoria – not “one size fits all”

Psychological/Psychiatric rehabilitation therapy to change a person's gender identity to make them cisgender is ineffective. There is no international association for psychology or psychiatry that recommends a psychoanalytic approach to treating gender dysphoria in adults.



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REVIEW ARTICLE

## Gender dysphoria: An overview



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Received 31 March 2014; accepted 3 June 2014

Available online 6 February 2015

### KEYWORDS

Gender dysphoria;  
Transsexualism;  
Gender identity  
disorder;  
Multidisciplinary  
treatment

**Abstract** Gender dysphoria, gender identity disorder or transsexualism is a psychological condition that requires care and multiple health professionals; endocrinologists, surgeons and psychiatrists are just some of the professionals needed to address these situations. The following article is a summary of what transsexuality means, its history and treatment, as more and more people request our services with a therapeutic approach.

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## ORIGINAL ARTICLE

## Testosterone Effects on the Brain in Transgender Men

Sarah M. Burke<sup>1</sup>, Amir H. Manzouri<sup>2</sup>, Cecilia Dhejne<sup>3,4</sup>, Karin Bergström<sup>1</sup>, Stefan Arver<sup>3,5</sup>, Jamie D. Feusner<sup>6</sup> and Ivanka Savic-Berglund<sup>1</sup>

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### Abstract

Transgender individuals experience incongruence between their gender identity and birth-assigned sex. The resulting gender dysphoria (GD), which some gender-incongruent individuals experience, is theorized to be a consequence of atypical cerebral sexual differentiation, but support for this assertion is inconsistent. We recently found that GD is associated with disconnected networks involved in self-referential thinking and own body perception. Here, we investigate how these networks in trans men (assigned female at birth with male gender identity) are affected by testosterone. In 22 trans men, we obtained T<sub>1</sub>-weighted, diffusion-weighted, and resting-state functional magnetic resonance imaging scans before and after testosterone treatment, measuring cortical thickness (Cth), subcortical volumes, fractional anisotropy (FA), and functional connectivity. Nineteen cisgender controls (male and female) were also scanned twice. The medial prefrontal cortex (mPFC) was thicker in trans men than controls pretreatment, and remained unchanged posttreatment. Testosterone treatment resulted in increased Cth in the insular cortex, changes in cortico-cortical thickness covariation between mPFC and occipital cortex, increased FA in the fronto-occipital tract connecting these regions, and increased functional connectivity between mPFC and temporo-parietal junction, compared with controls. Concluding, in trans men testosterone treatment resulted in functional and structural changes in self-referential and own body perception areas.

**Key words:** cortical thickness, diffusion tensor imaging, functional connectivity, testosterone, transgender

# Non-binary Gender Identities

**Intergender or Androgynous:** in between man and woman.

**Genderqueer:** not solely man or woman. Genderqueer can be used on its own as a stand alone category (e.g. I am genderqueer) , or as a modifier of man or woman (e.g. I am a genderqueer woman).

**Bigender/Multigender:** two or several gender identities either simultaneously or alternating

**Agender:** no gender identity at all or gender neutral.



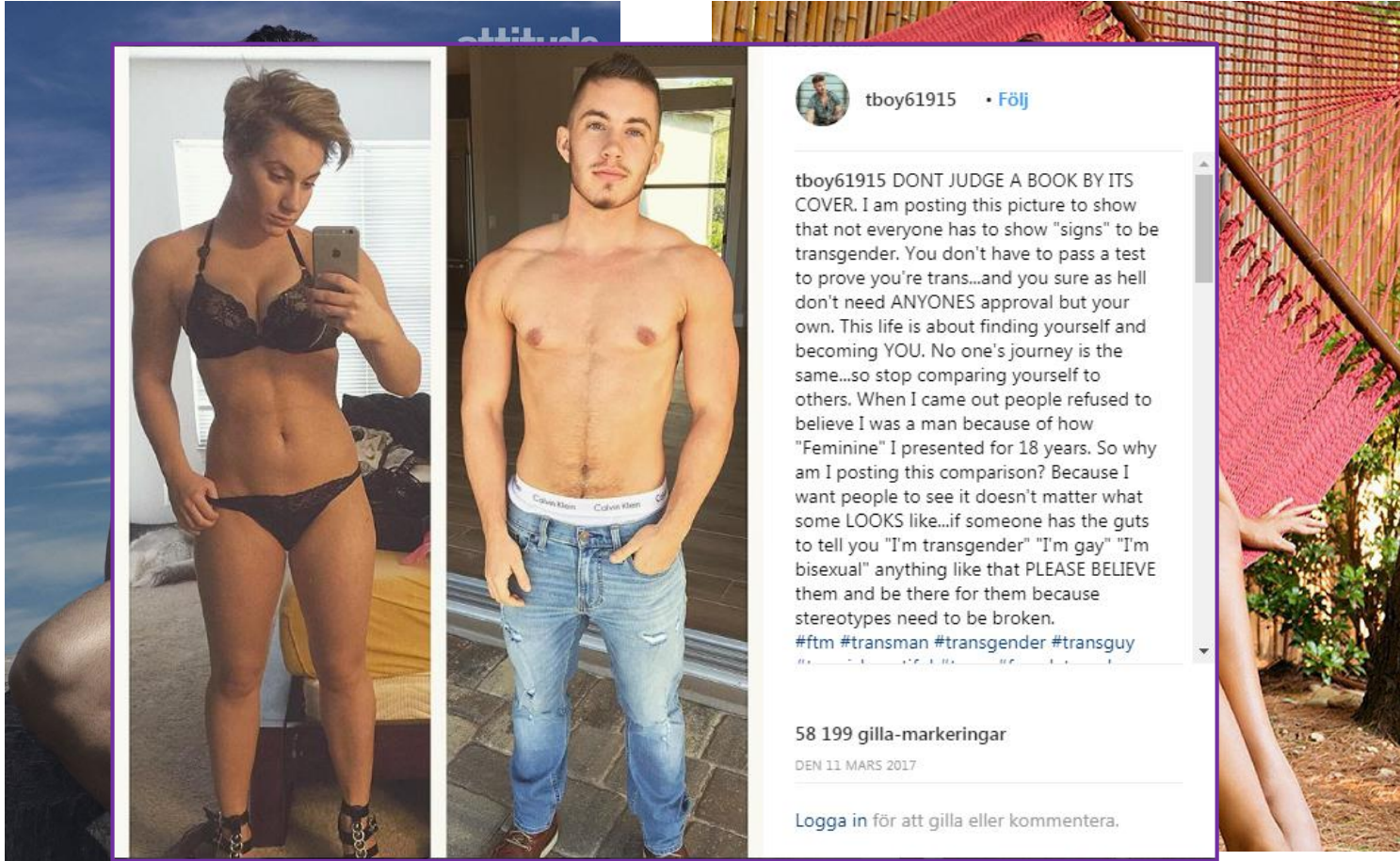
# Intersex



“Sex in the body is something that’s built on layer after layer. There’s the layer of chromosomes, the layer of hormones, the layer of genitals and anatomy, that all build towards what we see as male or female. But they don’t always work in concert.”

–Dr. Anne Fausto-Sterling

# Biological Sex



**tboy61915** • Följ

tboy61915 DONT JUDGE A BOOK BY ITS COVER. I am posting this picture to show that not everyone has to show "signs" to be transgender. You don't have to pass a test to prove you're trans...and you sure as hell don't need ANYONES approval but your own. This life is about finding yourself and becoming YOU. No one's journey is the same...so stop comparing yourself to others. When I came out people refused to believe I was a man because of how "Feminine" I presented for 18 years. So why am I posting this comparison? Because I want people to see it doesn't matter what some LOOKS like...if someone has the guts to tell you "I'm transgender" "I'm gay" "I'm bisexual" anything like that PLEASE BELIEVE them and be there for them because stereotypes need to be broken.  
#ftm #transman #transgender #transguy

58 199 gilla-markeringar

DEN 11 MARS 2017

Logga in för att gilla eller kommentera.

# Gender Expression



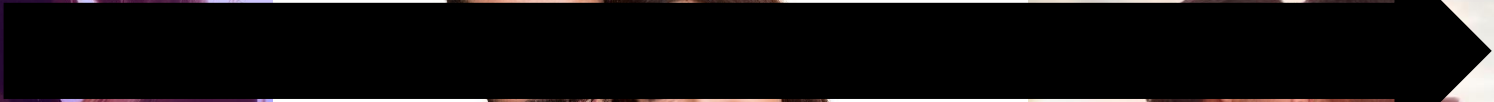
Is gendered clothing simply a way to communicate what our genitals are when they are covered up? Or is it something else?



# Gender non-conforming



# Sexual Orientation



# Using the word **Transgender**

- As an adjective to describe a person's gender
- As a gender itself
- As an adjective to describe other things related to transgender people

The following phrases would likely feel disrespectful: Sigrid used to be a boy/was born a boy/is biologically a boy/is really a boy/used to be Hampus/used to be he.

The following phrase is likely to feel respectful: Sigrid is a girl.

If absolutely necessary the following phrases are also respectful: Sigrid is a transgender girl/ is a trans girl/ was assigned male at birth/ is transitioning.

**Break**

Questions?

# Respecting Transgender Coworkers and Students

The person is entitled to their gender identity and gender expression (including name and pronouns) and is not required to explain their identity or their feelings.

The person is not required to educate staff or peers about gender dysphoria or gender identity and should not be pressured into unwelcome debates about gender.

The person is not required to tolerate any teasing, harassment or gender policing. If the person is transitioning, they are entitled to an individual transition timeline that suits their needs.

Privacy - The student is not required to answer any questions about their body or transition-related healthcare.

Unwelcome comments and gossip about genitals or secondary sexual characteristics may be experienced as sexual harassment.

# Preventing & Handling Misgendering

- Misgendering is painful and creates a hostile environment.
- Set a tone of acceptance and inclusivity in your department/classroom.
- Practice the person's name and pronouns in private until you are comfortable.
- If you misgender someone, correct yourself and move-on. Drawing attention to the mistake only increases discomfort.
- If someone else misgenders a person, correct them even when the person is not around.
- Immediately stop any gossip or speculation among staff or students about a student or colleagues's body or medical treatment.

# Pronouns



**Gender neutral pronouns – identities, politics and grammar**

Gender identity, visibility and pronouns

Inclusive actions that reduce misgendering and normalize pronoun sharing:

- 1) including pronouns in e-mail signature and Zoom name
- 2) Give your pronouns during an introductory round



## Helpful language to introduce what pronouns mean to the class and that you might also consider adding to a course plan

Pronouns are how a person wants to be referred to in the third person. Pronouns include he/him/his, she/her/hers, they/them/their, ze/hir/hirs, and others gender neutral pronouns.

We share our pronouns with the group and ask others to do the same so that we do not assume how people want to be referred to in the third person, thus avoiding instances of misgendering. We hope this will be one step towards creating a more inclusive classroom at CEMUS.

# Model Gender Inclusive Language

“Men and Women”



“All genders”

“The man” or  
“The woman”



“The person”

“Ladies  
and  
Gentlemen”



“Everybody”

“Folks”

“Ladies and Gentlefolk”

“he or she”



“he/she/they”

“they”

Questions?

# Discussion in Break-out Rooms

1. What are you (in your capacity at CEMUS) currently doing, if anything, to provide a good and fair work environment and inclusive learning environments for gender diversity?  
(Follow-up question: if have implemented some specific idea or plan already – please share your experience and your evaluation of how well it works/has worked).
2. How could things at the department improve to ensure a good and fair work environment and provide inclusive learning environments for gender diverse staff and students?
3. In what way, if any, have you (in your capacity at the department) encountered issues that relate either a) specifically or b) more generally to questions regarding gender diversity?