



GENDER & SEXUALITY INTRODUCTION

From understanding into practice — how we respond, at home and in the room.



SINGER
EQUITY & WELLNESS

01

SECTION ONE

GENDER & SEXUALITY FOUNDATIONS

Key concepts, language, and definitions.



SINGER
EQUITY & WELLNESS

DEFINING SEX, GENDER & SEXUALITY

SEX

A biological classification assigned at birth based on visible physical reproductive anatomy, typically categorized as male, female, or intersex. It also includes chromosomes & hormones.

GENDER

A person's internal sense of self as male, female, or beyond the binary and is shaped by personal identity, culture, and social influences rather than anatomy alone.

SEXUALITY

A person's sexual and/or romantic attraction to others, as well as their identity in relation to those attractions.

GENDER & SEXUALITY

THE GENDERBREAD PERSON

Understanding the dimensions of gender & sexuality

GENDER IDENTITY

How you, in your head, define and experience your gender.

GENDER EXPRESSION

How you present gender through appearance, clothing, and behavior.

ASSIGNED SEX

The physical sex characteristics you're born with and develop — anatomy, hormones, chromosomes.

SEXUAL ORIENTATION

Who you're physically, emotionally, and romantically drawn to.



THE BIG PICTURE

IDENTITY ON A SPECTRUM

Gender identity, expression, sex, and attraction are distinct – and none of them are binary.

● **GENDER IDENTITY** – who you know yourself to be



● **SEXUAL ORIENTATION** – who you're drawn to



● **GENDER EXPRESSION** – how you present



● **BIOLOGICAL SEX** – physical characteristics



DEFINE

SEXUAL ORIENTATION

A person's pattern of emotional, romantic, and/or sexual attraction to others — who they are drawn to in relationships and intimacy.



HOMOSEXUAL

BISEXUAL

PANSEXUAL

ASEXUAL

HETEROSEXUAL

SEXUAL ORIENTATION KEY TERMS

UMBRELLA

QUEER

An umbrella term used by people in the LGBTQ+ community to describe sexual orientations, gender identities, and expressions that differ from societal norms. It can refer to anyone who is not exclusively heterosexual and/or cisgender.

IDENTITY

GAY & LESBIAN

A person who is romantically, emotionally, and sexually attracted to people of the same gender.

IDENTITY

BISEXUAL

A person who is romantically, emotionally, and sexually attracted to two or more genders.

IDENTITY

PANSEXUAL

A person who is romantically, emotionally, and sexually attracted to individuals regardless of their gender identity or sex characteristics.

IDENTITY

ASEXUAL / AROMANTIC

Asexual: experiencing little or no sexual attraction.
Aromantic: little or no romantic attraction. Each exists on its own spectrum.

IDENTITY

POLY

Short for polyamorous – having, or being open to, more than one romantic relationship at a time with the knowledge and consent of everyone involved.

DEFINE

GENDER IS A SOCIAL CONSTRUCT

Society assigns roles based on biological sex — but those roles are **taught, not innate** — learned from the world around us. They've evolved through indigenous traditions, colonial influence, and modern globalization — and they're reinforced every day by the institutions around us.

GENDER ROLES ARE REINFORCED BY



FAMILY

First lessons in what 'boys' and 'girls' are meant to do.



EDUCATION

Dress codes, activities, and gendered expectations.



MEDIA

Constant images of who we're supposed to be.



CHURCH

Tradition and doctrine that assign roles.

DEFINE

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CHURCH

Tradition and doctrine that assign roles and shame.

DEFINE

SEX ASSIGNED AT BIRTH

The label — male, female, or intersex — recorded at birth from visible traits. A legal and administrative classification, not a reflection of gender identity.



FEMALE



INTERSEX



MALE

WHAT EACH LABEL MEANS

~2% OF PEOPLE

INTERSEX

Assigned — or noted later in life — when a person's physical sex traits don't fit typical definitions of male or female. Can involve differences in genitalia, internal anatomy, chromosomes, or hormones.

VISUAL ASSESSMENT

FEMALE

Assigned when a newborn's external genitalia are observed to fit medical and cultural expectations for girls. A quick visual assessment — it doesn't reflect gender identity, chromosomes, or hormones.

VISUAL ASSESSMENT

MALE

Assigned when a newborn's external genitalia are observed to fit medical and cultural expectations for boys. It doesn't account for internal anatomy, chromosomes, hormones, or how the person may identify later.

DEFINE

GENDER IDENTITY

A person's core sense of self in relation to gender, which may or may not correspond with the sex assigned at birth. Other elements can include expressions of gender — appearance, clothing, speech, and mannerisms.



WOMAN (CIS)

NON-BINARY

MAN (CIS)

GENDER IDENTITY KEY TERMS

UMBRELLA

TRANS & GENDER NON-CONFORMING (TGNC)

An umbrella term for the many gender identities and expressions that differ from the sex assigned at birth.

UMBRELLA

TRANSGENDER

An umbrella term for people whose gender identity differs from their sex assigned at birth.

IDENTITY

CISGENDER

Someone whose gender identity aligns with their sex assigned at birth.

IDENTITY

NONBINARY

A gender identity that is not exclusively male or female. Can include identities like genderqueer, agender, bigender, or others.

IDENTITY

TWO-SPIRIT

A term used by some Indigenous North American cultures for a person who embodies both masculine and feminine spirits – holding cultural and spiritual meaning beyond Western gender categories.

IDENTITY

GENDER DYSPHORIA

Distress from a mismatch between identity and body or role.

DEFINE

IDENTITY ON A SPECTRUM

People’s identities can be fluid and are best defined by the individual – not by family, society, or the government.

ASSIGNED SEX AT BIRTH



SEXUAL ORIENTATION



GENDER IDENTITY



GENDER EXPRESSION

