

## SEX: Is it Boy or Girl?

When a person is born nature presents us with sex anatomy spectrums. Breasts, penises, clitorises, scrotums, labia, gonads—all of these vary in size and shape and morphology. So called “sex” chromosomes can vary quite a bit, too. But in human cultures, sex categories get simplified into male, female, and sometimes intersex, in order to simplify social interactions, express what we know and feel, and maintain order.

Nature doesn't decide where the category of “male” ends and the category of “intersex” begins, or where the category of “intersex” ends and the category of “female” begins. **Humans decide.** Humans (typically doctors or parents) decide how small a penis has to be, or how unusual a combination of parts has to be, before it counts as intersex. Humans decide whether a person with XXY chromosomes or XY chromosomes and androgen insensitivity will count as intersex. Or a person may be born with mosaic genetics, so that some of their cells have XX chromosomes and some of them have XY.

**The only person that really knows what gender a person is, is themselves.**



### What we do

We provide light workshops designed to break-down the binary gender constructs of society in a fun, entertaining manner. We tell our personal stories on how oppression has affected our lives, the lives of our friends, families and co-workers. We define terminology and help people understand the difference between sex and gender.

### Need for Training

Trans people face a daunting range of societal issues that influence barriers in receiving adequate, helpful, appropriate care, appropriate respect and dignity. Well meaning people are often unsure or uncomfortable asking basic questions required for service. We offer a variety of training and consultation options to help build skills for employers, staff and agencies needing to work more effectively with trans individuals.

#### These trainings will help:

- Understand basic terminology and concepts related to transgender people and communities.
- Explore barriers and solutions regarding access to care for transgender people.
- Recognize distinctions between biological sex, gender identity and sexual orientation.
- Examine stereotypes, biases and assumptions about transgender issues that might impact the ability to deliver effective support. Including bathroom issues.

### Contact Us

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“We know because we’ve been there”

Fun  
Relaxed  
Educational

Gender Identity  
Anti-Transphobia  
Diversity Training

Community Groups  
Human Resources  
Workplace  
Education  
Youth

“There are, arguably, few groups in our society today who are as disadvantaged and disenfranchised as transgenderists and transsexuals. Fear and hatred of transgenderists and transsexuals combined with hostility toward their very existence are fundamental human rights issues.”

- Ontario Human Rights Commission

## Experienced Working With

### Youth

(Schools, Daycares, Shelters, etc.)

Our youth workshops are geared to the age of the people involved. Our language, topics covered and sensibilities of the audience are taken in consideration. Our youth workshops can be used to solve problems when trans issues are introduced (ie. trans parent) or as general education.

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Toronto School Board, Children's Aid

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### On the Job

When an employee comes out as trans they are confronted with a lot of questions by coworkers. This is a natural progression which is unfair to the individual transitioning. Our workshops are geared to answer those questions, deal with the bathroom issue, and generally educate the employee's co-workers so they can co-exist in the workplace in unity.

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Ford Canada, Chrysler Canada, GM Canada

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### HR / Management

We provide strategies to help management deal with an employee coming out in the workplace. How to manage the challenges around human rights, washrooms, morale and other employees who simply cannot accept the person.

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CIBC, Algoma Steel, Toyota Canada

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### Community Groups

We do workshops for any group who needs our services. We help LGBT groups understand what the 'T' means.

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TEACH, Camp Wendake

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## FAQ (frequently asked questions)

### How long are your workshops?

Workshops can be 45 minutes to 2 hours depending the time allocated, and the depth of work required. We also have 1/2 day and full day workshops which cover a variety of diversity issues.

### What is "coming out"?

Coming out is when an individual begins telling people that they are Transgendered or Transsexual or other.

### Do you charge?

We do have a fee for our services which can be paid by honorarium or billing. We do not wish money to get in the way of our helping groups or individuals in need. If you cannot afford to pay us, we are still available.

### What should we expect?

We do not use overhead projectors and preset slide shows. We use an interactive approach that is fun and entertaining in a nonthreatening educational environment.

### Is the workshop too medical?

We are not medical people. We use everyday language to help people recognise the struggles trans people face.

### Do you provide support afterwards?

We are always available after the workshop for private questions by email or phone.

### Additional information:

[www.ohrc.on.ca/en/issues/gender\\_identity](http://www.ohrc.on.ca/en/issues/gender_identity)  
[www.transpulse.ca](http://www.transpulse.ca) Phase I Report

## Common Terms

### Transition:

The act of changing ones presentation to the opposite sex. The process of change that a person goes through while changing their sex.

### Harry Benjamin Standards of Care (SOC):

North American organizations standardizing the requirements for trans-care. Sets the standards for medical and psychiatric treatment of Transpeople. <http://www.hbgda.org/>

### Transsexualism has three criteria (SOC):

1. The desire to live and be accepted as a member of the opposite sex, usually accompanied by the wish to make his or her body as congruent as possible with the preferred sex through surgery and hormone treatment;
2. The transsexual identity has been present persistently for at least two years;
3. Not a symptom of a mental disorder or a chromosomal abnormality.

### Transgendered or Trans:

Umbrella term referring to anyone who crosses traditional gender norms for a man or woman. Refers to people who are not comfortable with or who reject, in whole or in part, their birth-assigned gender identities. It includes transsexuals, crossdressers and intersexed individuals. The personal characteristics that are associated with gender identity include self-image, physical and biological appearance, behaviour and conduct, as they relate to gender. Gender identity is fundamentally different from a person's sexual orientation.

### Gender Dysphoria:

Someone with persistent discomfort with his or her sex or sense of inappropriateness in the gender role of that sex.

### Transphobia:

A form of discrimination (akin to homophobia) directed towards Trans individuals based on an irrational fear or hate.