

# Gender 101 for data people

Els van Vessem (they/them)





# Guidelines

- No homofobia, transmisia, racism, bodyshaming, etc.
- All questions are good questions, if they come from a place of respect and curiosity
- Different places and cultures can have different ideas about gender en sexuality.



# Els? (they/them)

- Transgender nonbinary queer person
- 📚 MSc in Psychology & Genderstudies
- 2012: started in IT
- 2018: moved into data
  - SQL, SSRS, PowerBI, SSAS, SSIS
  - healthcare, government
- Also:
  - active and activist online
  - organizer for queer communities and events
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# What do you think about when you hear "gender"?

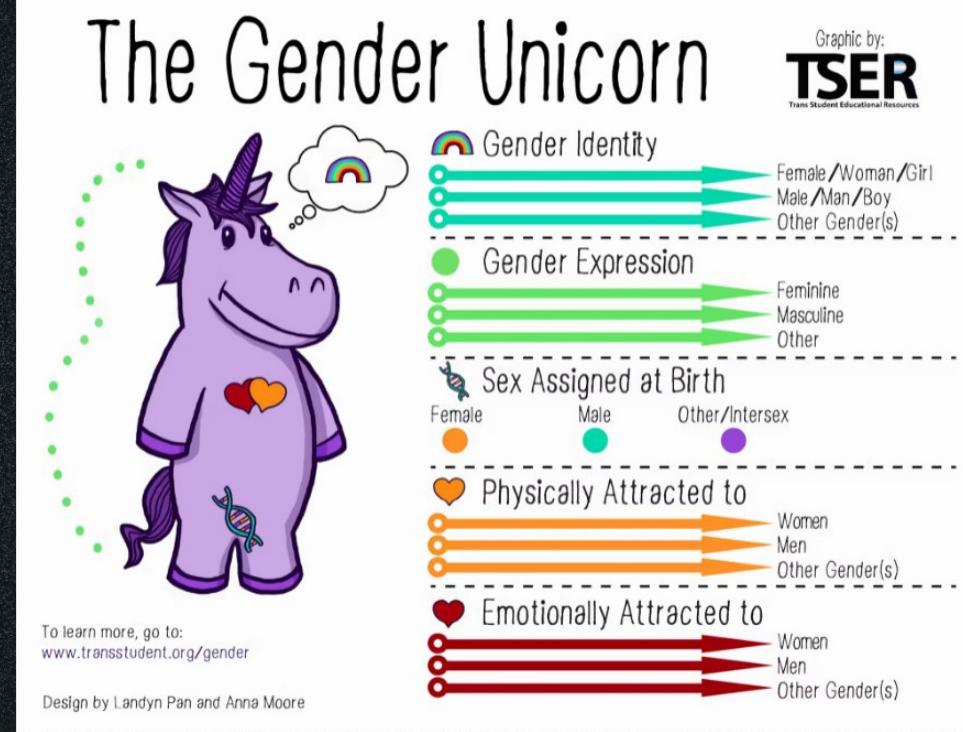
Waiting for responses ...

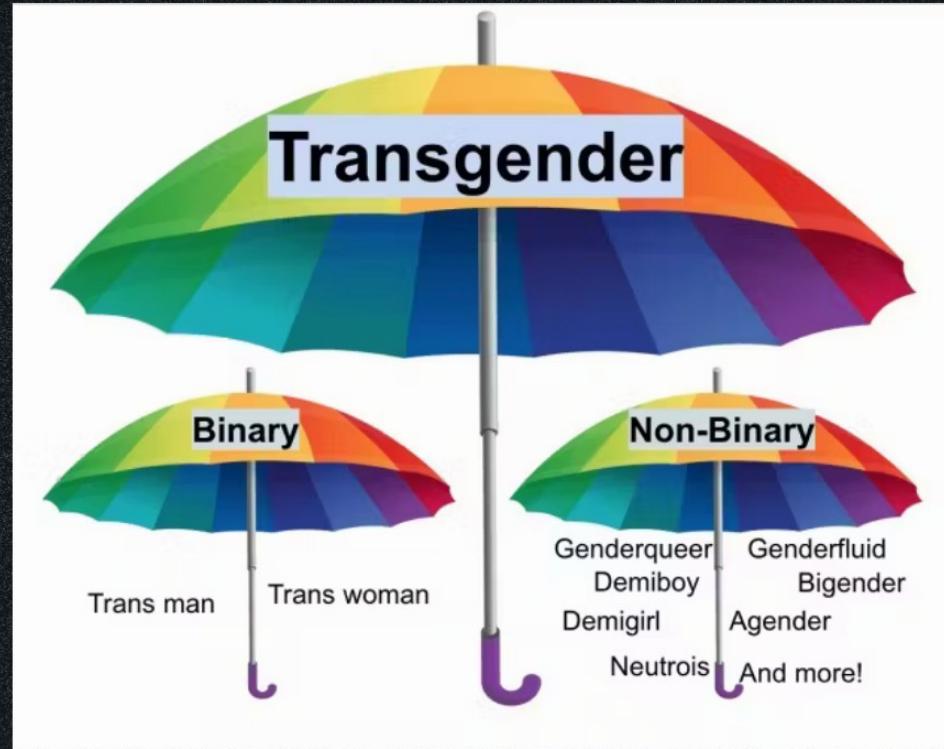


# Why are we talking about this?

- 20% of all people are not fully heterosexual
- 1-3% of all people are not cisgender
- LGBTQIA folks are not your one stop shop for all things diversity
- It's okay to make mistakes; but more knowledge helps







# What about the other letters?

- LGB
- T
- Q
- I
- A (A)
- 2S



# What about the other letters?

- Lesbian Gay Bisexual
- Transgender
- Queer (and/or Questioning)
- Intersex
- Agender/asexual/aromantic
- Two Spirit



# Language

- Transgender person/man/woman
  - Mostly not important
- Pronouns
  - he/him
  - she/her
  - they/them
  - neopronouns: ze/zir, xe/xer, fae/faer
- Follow the wishes of the person.



## Actions organizations (could) take:





## If anything, remember this:

- Gender identity =/= gender expression =/= body
- Being transgender != going in transition
- Gender(identity) can be fluid.
- Use the requested pronouns
- Small actions can have a big impact



# Questions?

Answers 1km →



0 questions  
0 upvotes

## More information (English)

- Gender unicorn: <https://transstudent.org/gender/>
- Basics: <https://www.vox.com/2015/4/24/8483561/transgender-gender-identity-expression>
- Terms: <https://queercult.org/2021/05/20/sharing-the-umbrella-the-crossover-of-transgender-and-nonbinary-terminology/>
- More information (theoretical) by transgender people <http://genderanalysis.net/>
- vlogs, education, videos Ash Hardell (trans masc nonbinary):  
<https://www.youtube.com/channel/UCXwXB7a3cq9AERiWF4-dK9g>
- On nonbinary identities: <https://getpocket.com/explore/item/12-things-people-get-wrong-about-being-nonbinary>
- LGBTQIA internationally:  
[https://www.ipsos.com/sites/default/files/ct/news/documents/2021-06/LGBT%20Pride%202021%20Global%20Survey%20Report\\_3.pdf](https://www.ipsos.com/sites/default/files/ct/news/documents/2021-06/LGBT%20Pride%202021%20Global%20Survey%20Report_3.pdf)



