



# INTRODUCTION TO GENDER AND AWARENESS

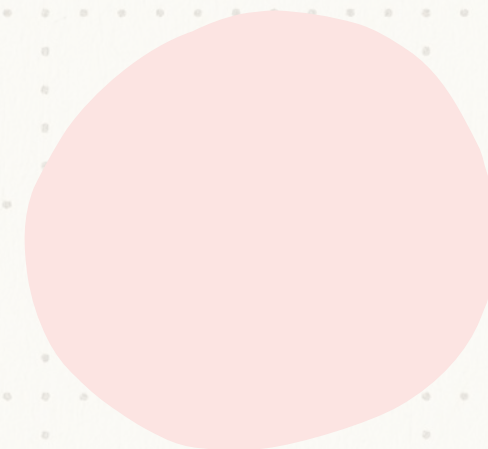
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# QUESTIONS:

1. What can you say about gender?
2. What is sex?
3. How do you differentiate sex from gender?
4. Are you a GAD advocate?



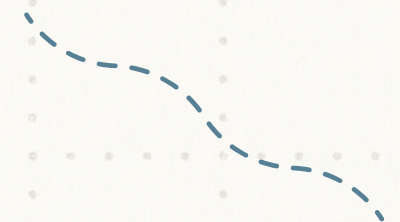




# WHAT IS GENDER SOCIETY?

Gender is also a social construct.

"Gender refers to the socially constructed characteristics of women and men, such as norms, roles, and relationships of and between groups of women and men. It varies from society to society and can be changed."







# GOAL OF GENDER AND SOCIETY CLASS

To gain a deeper understanding as to the importance of gender equality in all spheres of development.





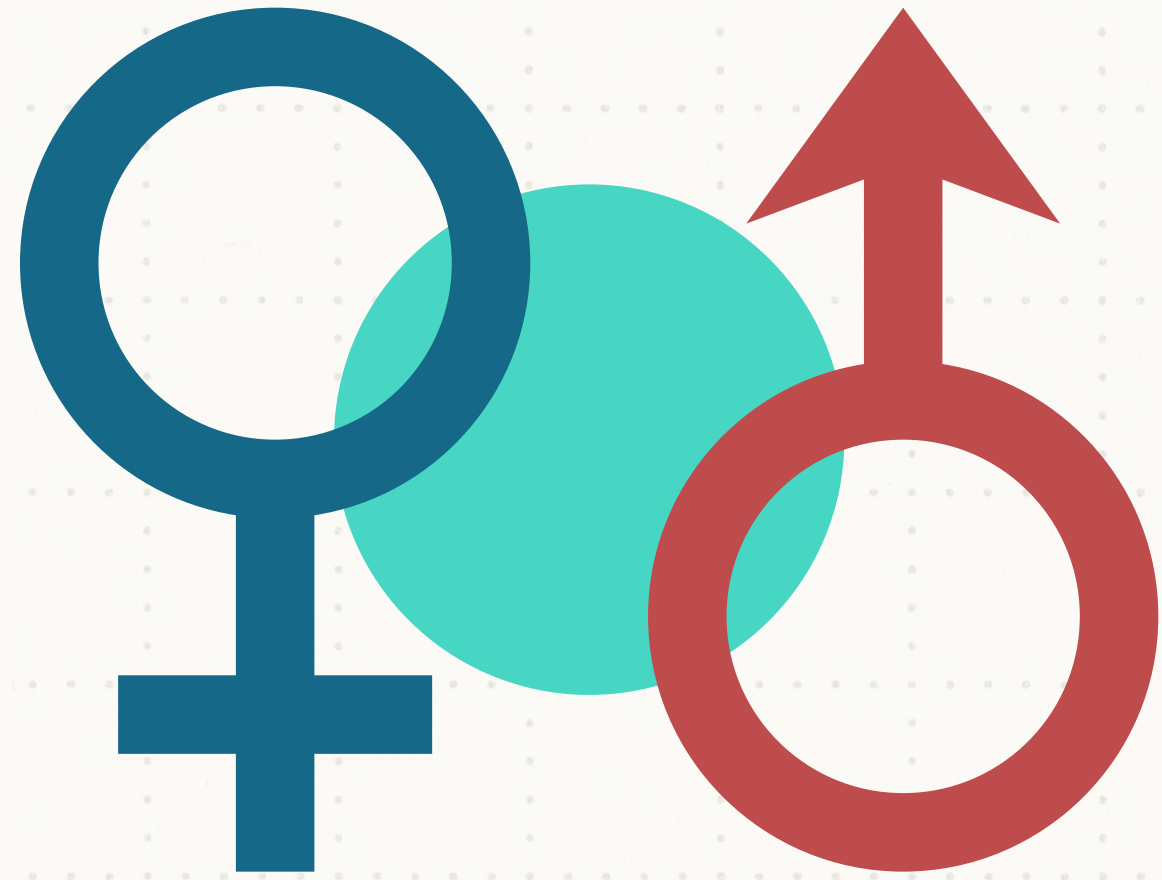


# GENDER AND DEVELOPMENT

a development perspective and process that is  
participatory and empowering, equitable, sustainable, free  
from violence, respectful of human rights, supportive of  
self-determination and actualization of human potentials.







# TWO MAJOR FRAMEWORKS

1. Gender Roles Analysis - femaleness or maleness of someone
2. Social Relations Analysis - social hierarchy





# WHAT IS GENDER IDENTITY?



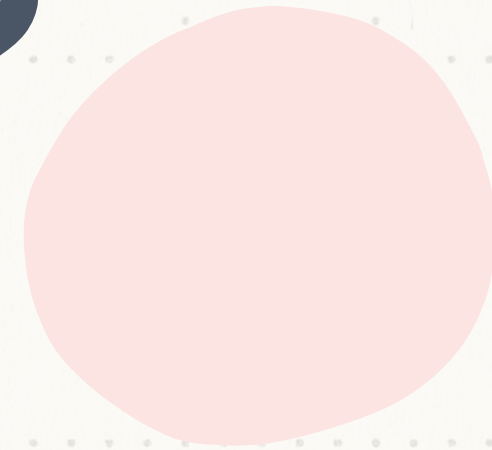
Gender identity refers to the personal sense of an individual's own gender. Cannot be assumed







# WHAT IS GENDER?



Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time.

SOURCE: WHO





# MEMORANDUM CIRCULAR NO. 2011 – 01

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- October 21, 2011
- addressing to all Government Departments including their attached agencies, offices, bureaus, State Universities and Colleges (SUCs), Government-Owned and Controlled Corporations (GOCCs) and all other government instrumentalities as their guidelines and procedures for the establishment, strengthening and institutionalization of the GAD Focal Point System (GFPS).





# SOCIETY BEFORE GAD

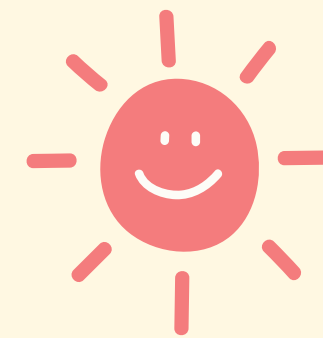
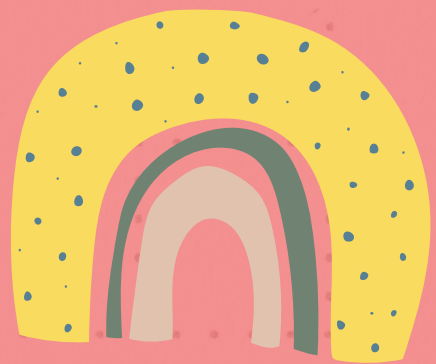
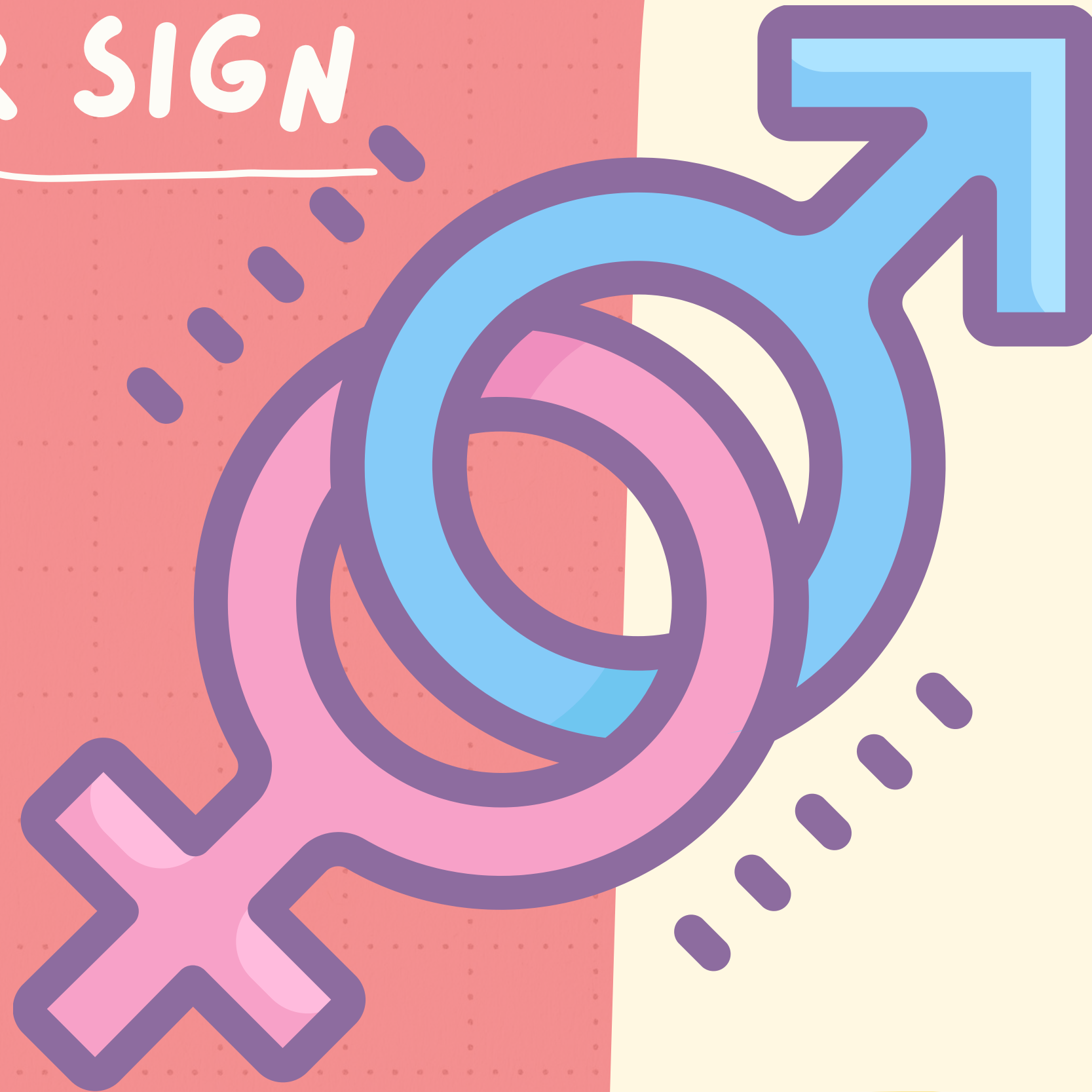
1. Gender Stereotypes

2. Inaccurate Generalization





# GENDER SIGN







# FAMILIAR ACRONYMS 🍊

## LGBT

Lesbian  
Gay  
Bisexual  
Transgender

## LGBTQIA

Lesbian  
Gay  
Bisexual  
Transgender  
Queer/Questioning  
Intersex  
Asexual  
Ally

## LGBTQIAPD

Lesbian  
Gay  
Bisexual  
Transgender  
Queer/Questioning  
Intersex  
Asexual  
Ally  
Pansexual  
Demisexual





# FAMILIAR ACRONYMS 🍊

## LGBTQ+ OR LGBTIQA+

the "+" sign is an acknowledgment that there are non-cisgender and non-straight identities that are not included in the acronym. This is a shorthand or umbrella term for all people who have a non-normative gender identity or sexual orientation.

## LGBTIQ

OutRight Action International uses the acronym LGBTIQ to denote the lesbian, gay, bisexual, transgender, intersex, and queer community. This acronym is inclusive of a broad range of people however, it is not exhaustive, nor is it universally accepted or used.

## TRANS\*

- refers to all of the identities within the gender identity spectrum, other than people who identify with the gender that they were assigned at birth. Including the asterisk after trans denotes a special effort to include all non-binary, genderqueer, and gender non-conforming identities.





# FAMILIAR ACRONYMS 🍊

## FTM/F2M

1. female-to-male;
2. An FTM/F2M transgender person is someone who was assigned female at birth but identifies on the masculine side of the gender spectrum (e.g. identifies as a transman, a man, or as masculine).

## MTF/M2F

1. male-to-female;
2. An MTF/M2F transgender person is someone who was assigned male at birth but identifies on the feminine side of the gender spectrum (e.g. identifies as a transWoman, a Woman, or as feminine).

## MSM/WSW

1. men who have sex with men/Women who have sex with Women
2. This is used to distinguish sexual behavior from sexual identities. Someone can identify as straight and have sex with people of the same gender. This is a term that is most often used in the field of public health and HIV/AIDS education, prevention, and research.
- 3.





# FAMILIAR ACRONYMS 🍊

## GSM

Gender and Sexual Minority

a shorthand or umbrella term for people who are non-straight and/or non-cisgender.

## PGPS

Preferred Gender Pronouns

often used during introductions to indicate the way someone would like to be referred to (e.g. They/their, he/his, she/hers, ze/zir)

## SOGI

Sexual Orientation and Gender Identity

an inclusive acronym used to talk about both sexual orientation (the type of sexual, romantic, and emotional attraction that one has the capacity to feel for others) and gender identity (the internal perception of one's gender and how they label themselves, based on how they align or do not align with what they understand gender to be)





# FAMILIAR ACRONYMS 🍊

## SOGIESC

Sexual Orientation, Gender Identity, Gender Expression, Sex Characteristics.

includes Gender Expression (the behavior, mannerisms, interests, and appearance a person uses to express their gender in a particular cultural context) and Sex Characteristics (physical or behavioral traits of a person which are indicative of their sex).

## SRS

Sexual Reassignment Surgery

used by some medical professionals to refer to a group of surgical operations that alter a person's biological sex. "Gender confirmation surgery" is considered by many to be a more affirming term.

## TGNC/TGNCNB

Transgender and Gender Non-Conforming; sometimes "NB" is added for non-binary identities.





# FAMILIAR ACRONYMS 🍊

## QUILT BAG

Queer and/or Questioning,  
Undecided, Intersex,  
Lesbian, Trans\*, Asexual,  
Two-Spirit, Bisexual and/or  
Allied and Gay and/or  
Gender Queer.

## QPOC/QTPOC

Queer People of Color  
and Queer and/or Trans  
People of Color.

## SGL

Same Gender Loving

- sometimes used by  
members of the African-  
American or Black  
community to express a  
non-straight sexual  
orientation without  
relying on terms and  
symbols of European  
descent.





# FAMILIAR ACRONYMS 🍊

## SAAB

Assigned at Birth

- used to intentionally recognize a person's assigned sex at birth. Sometimes "designated sex at birth" (DSAB) is used instead. AFAM or "Assigned Female at Birth" and AMAB or "Assigned Male at Birth" are more specific variations of SAAB.





# LGBT



## LESBIAN

refers to a woman who is sexually and/or emotionally attracted to other women.



## GAY

refers to a man who is sexually and/or emotionally attracted to other men.





## BISEXUAL

- refers to someone who is sexually and/or emotionally attracted to more than one gender.
- someone who is attracted to two or more genders out of the many gender identities-



## TRANSGENDER

any person who has a gender identity that is different from the gender that they were assigned at birth.







# LGBTQIA

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## QUEER

an umbrella term referring to anyone who is not straight and not cisgender.

## QUESTIONING

someone who is not sure how they identify

## INTERSEX

refers to people who naturally have biological traits, such as hormonal levels or genitalia, that do not match what is typically identified as male or female.

Important Note: not link to sexual orientation or gender identity





# LGBTQIA

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## ASEXUAL

- Often referred to as "Ace"
- an umbrella term used for individuals who do not experience, or experience a low level, of sexual desire.
- include those who are interested in having romantic relationships, and those who are not.

## ALLY

- identify themselves as cisgender and straight, and believe in social and legal equality for LGBTQ+ people are allies.





# LGBTIQAPD

## PANSEXUAL

- Often referred to as "Pan"
- a person who is sexually, romantically, and/or emotionally attracted to people regardless of their sex or gender identity.

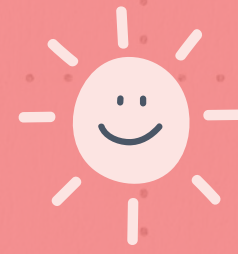
## DEMISEXUAL

- Often referred to as "Demi"
- someone who can only experience sexual attraction after an emotional bond has been formed. This bond does not have to be romantic in nature.





# MESSAGE OF THE DAY



“

Equality is the soul  
of liberty; there is, in  
fact, no liberty  
without it.

-Frances Wright

”







**BYE!**



# THANK YOU!

SEE YOU NEXT  
WEEK!

TOPIC NEXT  
MEETING

Theories on Gender : Biological Approach  
and Psychological Theories

