

GENDER AND IDENTITY

SAN DIEGO COUNTY PROBATION DEPARTMENT
STC CERTIFIED TRAINING

CLASS OBJECTIVES

Today we are going to discuss how people identify themselves by gender

Identify social and economic impacts they may experience related to their gender identity

Identify special job-related considerations related to gender identity issues such as searches, urine testing, housing etc.

Discussion Guidelines



DISCUSSION GUIDELINES

PRONOUNS

A **pronoun** is a word that takes the place of a noun. Examples: he, she, it, they, someone, who. Pronouns can do all the things that nouns can do. They can be subjects, direct objects, indirect objects, object of the preposition, and more.

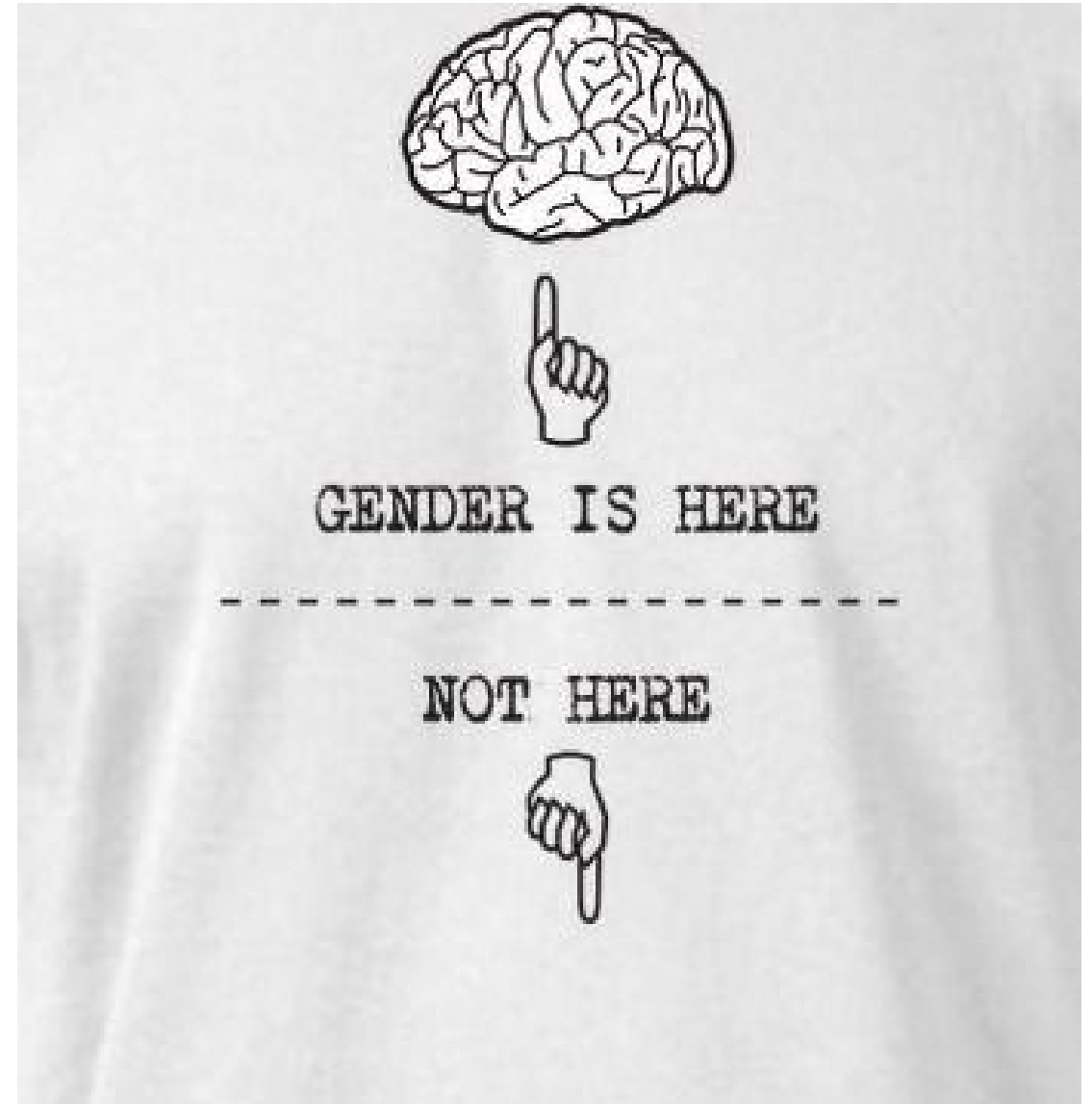


GENDER

Gender is the range of characteristics pertaining to, and differentiating between, masculinity and femininity.

Depending on the context, these characteristics may include biological sex, sex-based social structures, or gender identity.

Most cultures use a **gender binary**, having two genders; those who exist outside these groups fall under the umbrella term **non-binary** or **genderqueer**.

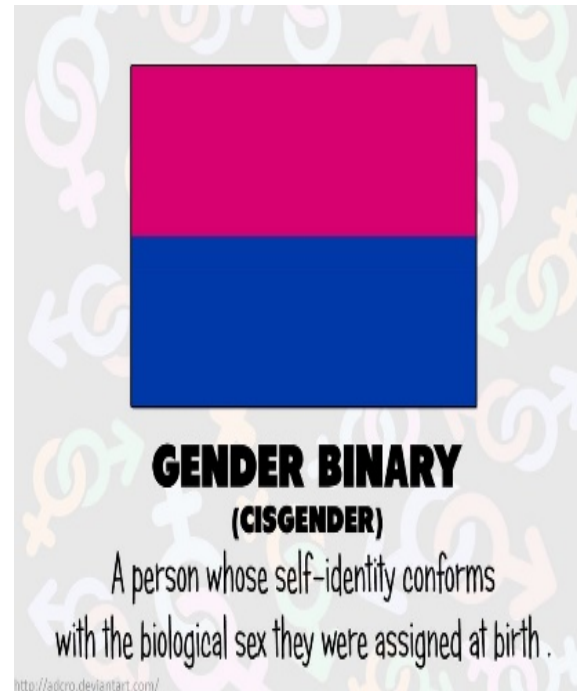


THE FOLLOWING FOUR-MINUTE VIDEO WILL REVIEW GENDER AND THE BRAIN

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DEFINING TERMS

Cisgender: While many people do not clarify if they identify as cisgender, this means you feel your biological sex, or the one you were assigned at birth, matches your gender identity, or how you perceive yourself. It is a gender that is common among society but should not be assumed.



DEFINING TERMS

Transgender is an umbrella term for those individuals whose gender identity does not match with the one assigned for their physical sex.

It includes, among others, transmen, transwomen, genderqueer people, crossdressers, and drag queens/kings. Generally, it refers to anyone whose behavior or identity falls outside of stereotypical expectations of gender.



Transgender people may identify as straight, gay, bisexual, or some other sexual orientation. It is sometimes shortened as trans.



Transgender people do not have to make surgical changes to be trans and some are unable to do hormone replacement therapy due to medical issues.

THE FOLLOWING VIDEO WILL BRIEFLY REVIEW SEXUAL ORIENTATION, GENDER IDENTITY, AND GENDER EXPRESSION AND HOW THE CONCEPTS CONNECT

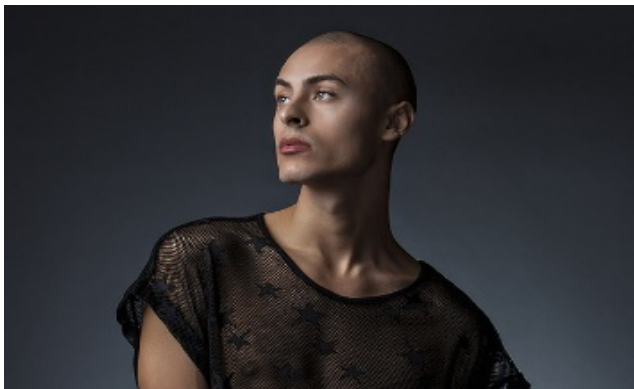
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DEFINING TERMS

Genderqueer/Nonbinary: This identity varies. This person may identify as male or female, between or beyond genders, or a combination of genders.

These individuals often challenge gender stereotypes and the gender binary system of male and female. They often are fluid in their gender expression.

Genderqueer is also a term that gives respect to one's sexual orientation. They may not identify as either heterosexual or same-gender loving. This term is gaining popularity in society.



THE FOLLOWING TERMS FALL UNDER THE NONBINARY CATEGORY

Agender: Agender is a person without a gender. An agender individual's body does not necessarily correspond with their lack of gender identity. Often, they are not concerned with their physical sex, but may seek to look **androgynous**.

An **androgyne** is a person who identifies and/or physically appears as neither man nor woman.



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NONBINARY



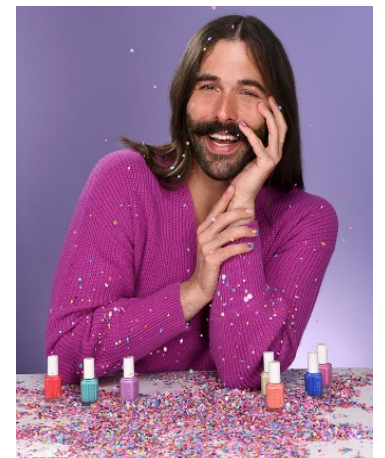
Androgyny is the combination of masculine and feminine characteristics into an ambiguous form. Androgyny may be expressed regarding biological sex, gender identity, gender expression, or sexual identity. The different meanings of androgyny point to the complex interrelationship between aspects of sex, gender, and sexuality. When androgyny refers to mixed biological sex characteristics in humans, it often refers to intersex people.

As a gender identity, androgynous individuals may refer to themselves as non-binary, genderqueer, or gender neutral. As a form of gender expression, androgyny can be achieved through personal grooming or fashion. Androgynous gender expression has waxed and waned in popularity in different cultures and throughout history.

NONBINARY

Gender Fluid individuals do not see themselves as male or female but may identify as one or the other depending on the day. This is referring to being fluid with their **gender expression**, which is different than one's gender identity.

Gender Expression is a person's physical characteristics, behaviors, and presentation that are linked to either masculinity or femininity. Genderfluid individuals may express one gender through clothing or interests one day and then identify as another the next.



NONBINARY

Intersex is the term used for a variety of medical conditions in which a person is born with chromosomes, genitalia, and/or secondary sexual characteristics that are inconsistent with the typical definition of a male or female body.

Individuals are not always aware that they have this condition, but it is an identity that some choose to share.

NONBINARY

Gender Non-Conforming is a person who either by nature or by choice does not conform to gender-based expectations of society.

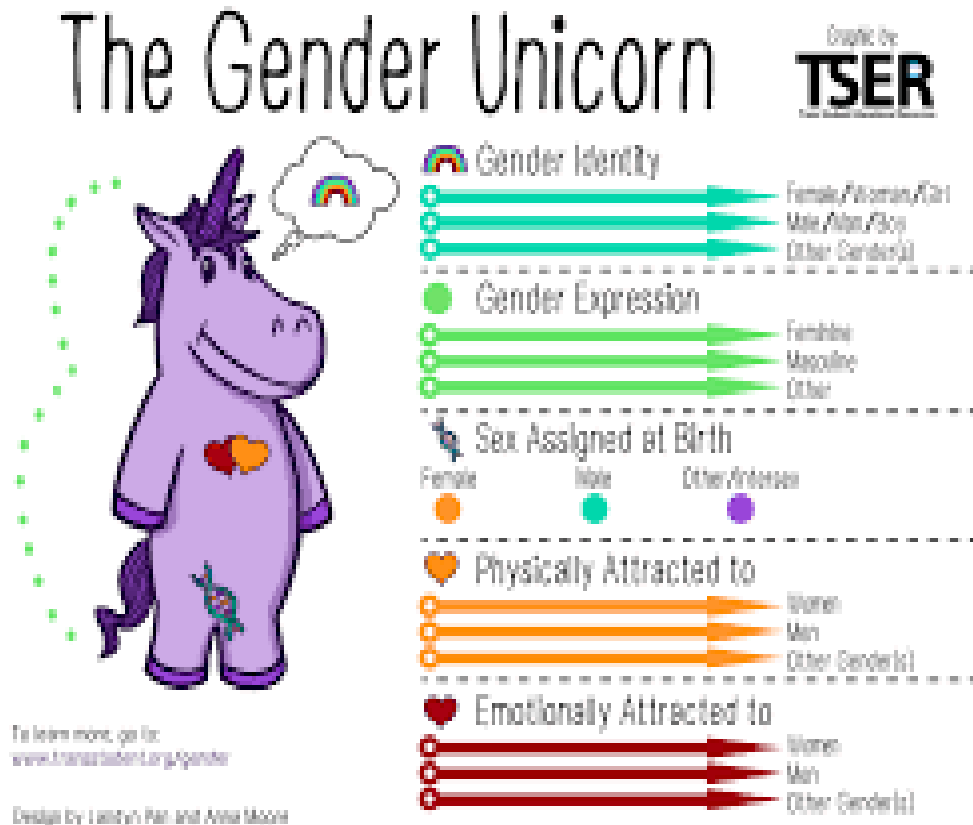
Think of all the gender stereotypes out there, like pink for girls or guys having muscles. This person chooses to not conform to these, or may identify as the opposite sex, such as **transgender** individuals.



**THE FOLLOWING SEVEN-MINUTE VIDEO SHOWS YOU FIVE DIVERSE
INDIVIDUALS EXPLAINING THEIR GENDER IDENTITY AND EXPERIENCES**

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GENDER ELEPHANT VS GENDER UNICORN



Gender Unicorn: Has three distinct (and socially constructed) categories (i.e. female, male, other/intersex).

This is a mythical creature.

GENDER ELEPHANT VS GENDER UNICORN

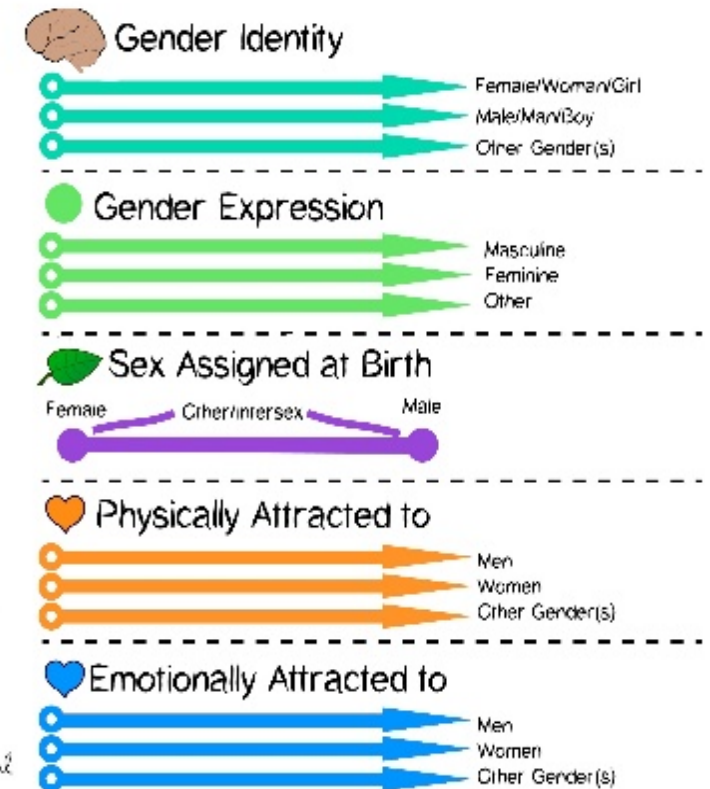
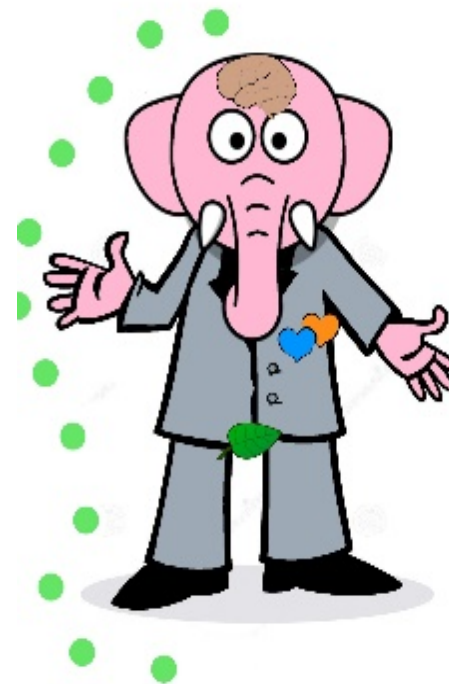
Gender Elephant: Shows sex at birth as the spectrum that it really is.

This is a real animal.

The Gender Elephant

THE CHANGING DEVIATIONS
GENDER+SEXUAL
DIVERSITY

LE CHANGEMENT DES
DIVERSITÉ des GENRES
+ DE LA SEXUALITÉ



To learn more, go to
ccgsd-ccdgs.org

Inspired by
its pronounced *TSER*
TSER

WE ARE GOING TO WATCH A VIDEO THAT BRIEFLY REVIEWS THE ORIGIN OF GENDER AND HOW IT HAS BEEN VIEWED THROUGHOUT TIME.

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IS GENDER OPPRESSIVE?

It can be argued that gender, gender roles, and/or gender stereotypes can be linked to female oppression. Traditionally called gendered socialization, it is argued people are born into a caste system determined by biological sex that values maleness above femaleness and masculinity above femininity. Individuals are placed into the superior class (maleness) or the inferior class (femaleness) as determined by their gender (male or female) and then the person is raised according to their gendered role.

IS GENDER OPPRESSIVE?

For example, most female people are raised to be passive, submissive, weak, and nurturing full of sugar and spice and everything nice while also being polite.



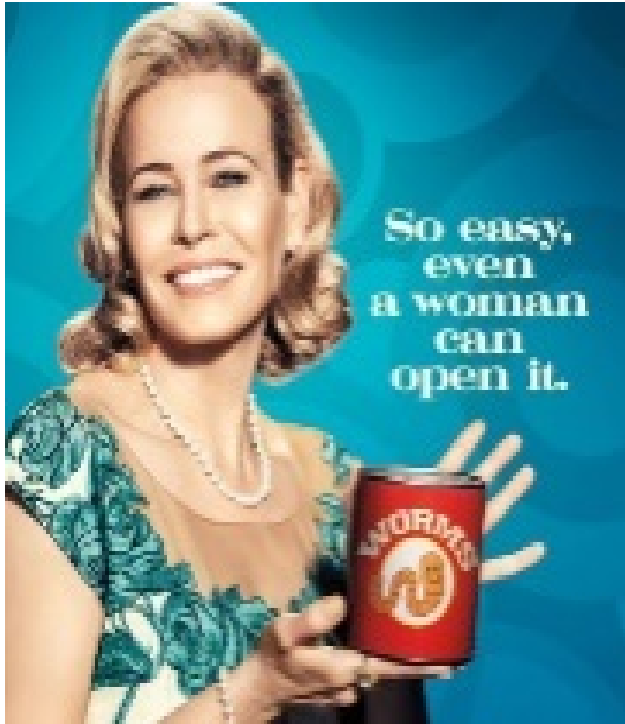
Most male people are raised to be active, dominant, strong, and aggressive and unapologetic for their drive and determination.

IS GENDER OPPRESSIVE?

Understood in this view, it's not difficult to see what is objectionable and oppressive about gender, since it constrains the potential of both male and female people alike and asserts the superiority of males over females.



IS GENDER OPPRESSIVE?



Historically, cultural ideas around women and their bodies have been used to justify the subjugation and inferiority of women. It is also argued gender is a hierarchy created to place men on top and women on the bottom. What is considered masculine is always superior and what is considered feminine is always inferior.

For example, the ultimate insults for boys and men relate back to terminology used to describe women, sometimes in a negative way but not always: girl, pussy, bitch, crying like a girl, throwing like a girl, “XXX” like a girl. All are insults when applied to a male identified person. This makes identifying as female oppressive.

IS GENDER OPPRESSIVE?

Gender creates arbitrary standards for men and women. These standards are dictated by society. Additionally, these standards force men and women into the concept of conformity to be accepted while also ridiculing them for their conformity. For example, girls and women are encouraged to value their appearance and take measures to express themselves in an attractive and desirable manner and then deemed vain and shallow when they conform to this expectation.

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IS GENDER OPPRESSIVE?



Nonbinary people do not feel a strong connection to the two gendered roles.

They do not feel strongly male nor female and therefore, do not want to label themselves with one or the other gender. Or they feel differently daily and do not believe either gender describes their experience adequately.

Furthermore, they do not want to be bound by the oppression associated with a binary gender role, have their options limited by a binary gender, or be forced into a lifestyle dictated by a binary gender.

Unfortunately, transgender persons experience high levels of violence based on their perceived gender identity.

IS GENDER OPPRESSIVE?

Persons identifying as binary, a traditional man or a woman, who **do not** conform to gender roles are often viewed as abnormal and experience increased risk of violence.

Women who avoid conformist feminine expression are called names, harassed, and subjected to violence.

However, conformity to gender roles provides women no protection and stereotypically feminine women still suffer name calling, harassment and violence.

<https://aeon.co/essays/the-idea-that-gender-is-a-spectrum-is-a-new-gender-prison>

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DISSOLUTION OF GENDER ROLES

Advocates of nonbinary identities and the dissolution of gendered socialization want the complete dissolution of gender roles. Some of the areas where changes can be made are found are in the following areas:

Education: Schools should be inclusive with the same content being offered to everyone. Essentially, gender should have no impact on a person's access to education or the quality of that education.

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DISSOLUTION OF GENDER ROLES

Profession: Careers are just as important for persons identifying as anything other than men as for those identifying as men and equal professional opportunities for all. Essentially, gender should have no impact on a person's decision to pursue a career.

Housework: All housework is performed equally with no connection to gender roles and divided by the persons sharing the household.



DISSOLUTION OF GENDER ROLES

Decision-Making: Decisions in the home/relationship are made through compromise and negotiation and gender should have no impact on the weight of someone's opinion.

Childcare and Education: Gender should have no impact on the raising and education of children and the responsibilities should be shared equally by the parents.



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THE FOLLOWING SHORT VIDEO DESCRIBES A PARENT RAISING CHILDREN
IN A HOME WHERE RESPONSIBILITIES ARE NOT DESIGNATED BY
TRADITIONAL GENDER ROLES

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DISCUSSION

Gender roles are learned through a child's imitation or mirroring of what society views as appropriate gender behaviors displayed by one's role models of the same biological sex. This translates into defining the gendered roles one plays as an adult in their personal and professional lives.

For example, when a little girl imitates her mother by performing the traditional domestic duties, she is often rewarded by being told she is doing a good job which reinforces her commitment to the stereotype associated with women as housekeepers.

Nontraditionally, if a little boy was performing the same tasks, he would more likely receive negative feedback and be considered feminine which he would be taught is a negative quality. Again, reinforcing the concept that certain activities approved and encouraged for girls are not okay for boys and are considered inferior, less than, and weak.

Therefore, reinforcing the concept that housework is “women's work.” Because society constantly reinforces these gender roles for boys and girls, and later men and women, they create a mold for people to follow as they mature, reinforcing gendered socialization and continuing to restrict and limit potential.



DO LABELS MATTER? DISCUSSION

Do labels matter? Some believe labels are hindering equality while others believe we are all the same and don't need labels. We're often socialized to view differences as the cause of inequality, rather than to understand oppression and inequality as systemic and impacting society. But here's the thing: Labels don't cause inequality. People do.

Labels can certainly be used as tools of oppression and they can be both useful and harmful — it depends on where and how we use those labels.

DO LABELS MATTER? DISCUSSION

When it comes to sexual and romantic orientation, labels are descriptive in that they describe the concept and not prescriptive in that they require certain behaviors. They should describe our identity — not prescribe who we're attracted to.

Labels can be incredibly oppressive when we impose labels on others. For example, assuming someone is gay because of their gender expression, then labeling them as such, and then treating them a specific and usually negative way as a result.

Society often combines and confuses sexual orientation with how we express and perform gender. For example, we often assume men with perceived feminine qualities to be gay and women with perceived masculine qualities to be lesbian. These qualities are not connected to sexual orientation. Similarly, people who seem to conform to gender norms are assumed to be heterosexual. Again, assuming a traditional gendered socialization role does not have anything to do with sexual orientation.

DO LABELS MATTER? DISCUSSION

Because of the fear of being negatively labeled, many people fear being labeled an orientation they are not because of how others may or may not perceive their gender. As a result, we limit and conform our gender expression to stereotypical norms. This is particularly harmful for non-binary and gender non-conforming folks.

Without “labels,” we don’t have the vocabulary to discuss oppression.

DO LABELS MATTER? DISCUSSION

Requesting that people don't use labels to describe sexuality may come from a good place, but ultimately, it silences oppressed people and makes it difficult to discuss oppression.

Inequality exists because of power structures. Labels help us discuss these power structures — they don't cause inequality themselves.

When you suggest that someone will be treated fairly if they don't label themselves as XYZ, you're implying that the XYZ is the problem. But they are not oppressed **because** of their sexuality itself — They are oppressed because of society's dismissive and intolerant attitude towards their sexuality.

LAWS THAT GOVERN CHOOSING WHAT GENDER WILL TEST AND SEARCH THE PERSON DOES THIS OPTION APPLY TO NONBINARY OR JUST TRANSGENDER PERSONS?

State and County Policies all have guidelines regarding testing, searches, housing, and medical issues to include hormone therapy, which apply to everyone. In the United States, there is no **federal law** against discrimination on the basis of sexual orientation or gender identity, but numerous states and many major cities have enacted **laws** prohibiting it. The County of San Diego has policies prohibiting any form of discrimination for any reason. There is no option for religious or cultural exemption to these policies.

SDSO jails – During intake, the inmate completes a Voluntary Gender Identity Statement of Preference form. The Jail Population Management Unit (JPMU) conducts an individualized housing assessment and records the preferred gender of the officer who will be conducting searches of the inmate. Housing depends on the information on the preference form, along with safety issues. In deciding whether to assign a transgender, intersex or non-binary inmate to a facility for male or female inmates, and in making other housing and programming assignments, the SDSO considers whether the placement would ensure the inmate's health and safety and whether the placement would present a security risk to the inmate. Transgender, intersex or non-binary inmates can be housed in dorm style or cell housing. The SDSO policy is online.

INCORPORATING INTO THE JOB: TESTING, SEARCHES AND HOUSING

In Custody: When a youth is booked into Juvenile Hall, they are asked a series of questions to determine searches and housing, such as:

- Gender Perception
- Preferred name and pronouns preferred
- Housing unit (*STAT/Clinic does an investigation to confirm, verify, and place in the housing unit most appropriate*)
- Gender of staff preferred to search and urine collection for drug testing purposes.

Out of Custody: The Probation Officer will obtain gender and identity preferences during interviews.

* Buccal Swab testing is available and not subject to gender preference

GENDER AND IDENTITY

TRAINERS: HEATHER LACROIX & STACY BLACK

We hope this training has assisted in providing more knowledge about gender and gender identities. Remember, these concepts are fluid, and it is always okay to ask the individual to help you understand.

Questions?

RESOURCES/ REFERENCES

- <https://aeon.co/essays/the-idea-that-gender-is-a-spectrum-is-a-new-gender-prison> ARTICLE
- <https://everydayfeminism.com/2015/01/labels-empowering-harmful/> ARTICLE
- www.hrc.org HUMAN RIGHTS CAMPAIGN.
- <https://www.cdc.gov/lgbthealth/youth-resources.htm> CDC RESOURCES.
- www.glaad.org GAY AND LESBIAN ALLIANCE AGAINST DEFAMATION IN THE MEDIA.
- <https://thecentersd.org> THE CENTER - 3909 Centre St, San Diego, CA 92103.
- <https://apps.sdsheriff.net/PublicDocs/DSBPP/Section%20R%20-%20CLASSIFICATION/r13.pdf> SDSO policy