
Gender Variance



Appreciating the phenomenon of gender variance and discovering how informed good practice can overcome the exclusion or suppression of gender variant people

Workshop Aims

- Consider why gender matters: gender identity versus sexual identity
- Explain the diversity of gender variance and articulate the causes of gender variance
- Engage with the lived experience of gender variance
- Address the barriers to gender variant people living fulfilled lives
- Articulate legal protections and duties – and the gaps in legal protection
- Facilitating the contribution of gender variant people in the workplace
- Better service provision for gender variant people

Workshop Structure

Facilitator notes

Introduction to Speaker

Group Exercise: Is gender really a big deal?

- Thinking about reality of gender in groups
- Feedback/discussion/develop realisation of problems

What is Gender Variance?

- Discussion of Key Concepts and relationship to sexuality
- Understanding the science
- Terminology and sub-cultures
- Diversity and differences across the spectrum of gender variance

Discussion – is it a lifestyle choice?

Gender Dysphoria – explanation and impacts on lives

Group Exercise – what is acceptable?

- Video clip
- Feedback/discussion

Break

Video Case Study - Good practice for helping transpeople live their real lives in the workplace;

Duties on Employers and the Equality Act 2010;

Good (and Bad) practice for supporting TG staff and students

- Reactions to disclosure
- Memorandum of Understanding
- Gender specific facilities and clothing
- Maintaining confidentiality
- Informing others
- Use of names and pronouns
- Transgender Policy

Video Case Study – transpeople as service users

Introduction to the further resources/Final Questions

Workshop Objectives

By the end of this workshop we hope that the participants will have a greater understanding of:

- Why gender matters
- The difference/similarities between gender identity and sexual identity
- Barriers faced by gender variant individuals
- The legal protections and duties and the gaps in legal protection
- How to manage gender diversity in the working/learning environment
- How to provide appropriate/relevant goods and services for gender variant individuals

Cost

This is a half day course and the cost is £250 for the London venue and £195 elsewhere. This includes refreshments and the course pack.

Dates and Venues

June 2: Manchester

July 9: London