

Identify Yourself! Facilitator Resources to Understand Gender Identity and Gender Expression.

An upcoming challenge for facilitators in USW equality will be explaining and coaching classes through materials on gender identity and gender expression.

First, in society, people are recognizing that gender identity and gender expression are no longer simply based on traditional perceptions of what male or female roles and expectations are.

Second, some jurisdictions in Canada already have established human rights protections for gender identity and gender expression. At some point, more jurisdictions will introduce and enact these provisions. In those jurisdictions not expressly including gender identity and gender expression, there is sufficient scope to include gender identity and gender expression under the broader protected ground of sex. Because workplaces are subject to legislation, many USW facilitators will be doing joint union-management workshops.

Finally, equality is a major stream in the USW education program. As a result, facilitators will find opportunities and challenges using materials on gender identity and gender expression in our union schools.

The sources below will help facilitators build their own understanding prior to facilitating equality classes. When facilitating, this background will help in teaching new material, dealing with questions, and coaching participants through challenging moments.

- Videos

[*Understanding the Complexities of Gender*](#) – a TEDx Talk (16 minutes)

A video by Sam Killermann, a comedian who features gender identity and gender expression in his act.

[*Genderize*](#) – a CBC shortDocs documentary (13 minutes)

What do kids know about gender? Probably more than you think. In 2012, transgender filmmaker Chase Joynt sat down with Benton (12), Madeleine (10) and Dexter (6) to talk about gender, puberty, school, and parents. Four years later,

he revisited the kids to see what's changed – but not before the kids flipped the camera on the adults to ask some questions of their own. The result is a poignant, hilarious and urgent call for a life where family matters, gender is fluid, and everyone gets live a life where they can choose their own adventure.

- Stories of Families in News Media

[*Brave Families Changing the Conversation About Gender*](#)

Four families are featured separately, each with links to photographs, interviews and news articles

- Downloadable eBook

[*The Gender Book*](#)

A comic book featuring everything you wanted to know about topics such as ways of thinking about gender, gender identity, gender expression, language and pronouns, sexuality, and much more. This book could be your main reference to understanding gender identity and gender expression. It is a downloadable ebook, available for donations of \$0 to \$15.