

Marshall's Follow-On Diversity Learning

My Gender Bias Triggers – reflective questions

My childhood, upbringing and experiences

1. Thinking about my childhood, how was I expected to behave because of my gender? Was I told that I should or should not do anything as a female or male?
2. How have my parents, family members, teachers, classmates/peers, influenced my beliefs about gender?
3. What type of behaviours did those around me exhibit, which reinforced binary male or female roles?
4. Was I ever praised for behaving as males or females are 'supposed' to behave?
5. If I did not behave according to gender expectations/roles, were there any consequences?
6. Was I ever teased for behaviours that others thought inappropriate for my gender?
7. What toys did I play with and how did these influence me? How much choice did I have about the toys I played with?
8. How did I come to define my gender identity? (Do I remember deciding what gender I related to most?)
9. How have images of gender roles and gender identities in books, films, newspapers, music, on TV and social media influenced me? As I was growing up, and more recently?
10. Have I benefited in any way from adhering to gender expectations/roles?
11. Has my gender ever been misidentified (e.g. attaching my voice to a different gender; assuming my gender just by learning my name)? How did that feel?
12. Did any particular incident/s occur that might have affected how I feel about gender identity and gender roles?

What I feel and think now

1. What thoughts and feelings arise when I cannot easily determine the gender of a person? Do I find myself trying to determine the sex assigned at birth?
2. How do I feel about being asked to use or corrected to use non-binary pronouns (they/them etc)?
3. When a person challenges society's binary view of gender in any way (for example, with appearance, speech, by advocating for non-conforming gender identities), how do I feel? What automatic reactions does this evoke?
4. When I meet a Trans or gender non-conforming person, do I treat them as I would treat a cisgender individual (person who identifies with the sex assigned at birth)? If not, what is different for me?
5. What feelings arise when I see non-binary or Trans people displaying affection with their partner?
6. Do I use he/she, men/women in my writing and verbal communications as a catch-all way to describe "everyone?" Why?

7. Do I contribute in any ways to reinforcing binary gender socialisation? (e.g. making jokes, participating in gender reveal parties, imposing traditional gender norms on my loved ones, etc.)
8. What thoughts do I have when I learn someone has received gender reassignment or confirmation surgery? Do I hope that they won't change their mind?