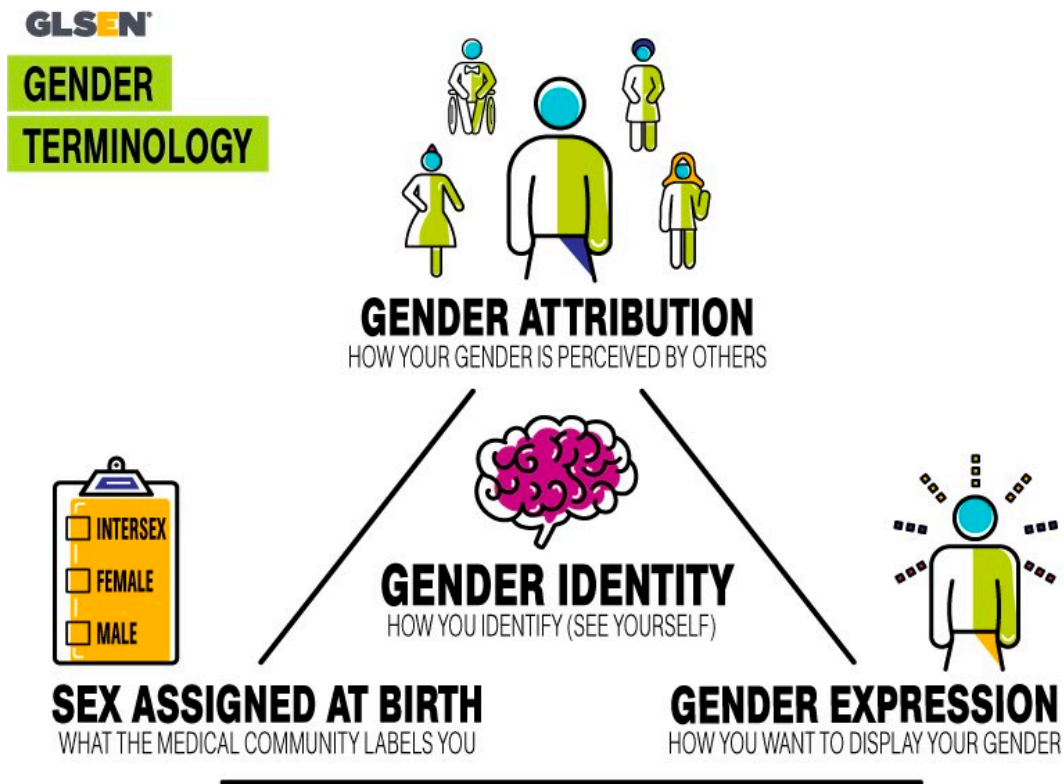


What the heck is gender?

According to the Canadian Institute for Health Research, “**Gender** refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society. Gender identity is not confined to a binary (girl/woman, boy/man) nor is it static; it exists along a continuum and can change over time.”

On the other hand, **sex** is “a set of biological attributes in humans and animals. It is primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy. Sex is usually categorized as female or male but there is variation in the biological attributes that comprise sex and how those attributes are expressed.”



Cisgender individuals identify with the sex they were assigned at birth. Their gender identity and gender expression match how the world perceives them.

Transgender and **non-binary** individuals do not identify with the sex they were assigned at birth, their gender identity does not match how they are perceived by others.



Non-binary is an umbrella term which includes a wide variety of identities (genderqueer, genderfluid, agender, pangender, bigender...). Folks who are non-binary can use any pronouns or label that affirms their gender identity, and they can express their gender outwardly in any way. There is no one way of identifying, looking, speaking or acting that makes someone non-binary.

NON-BINARY IS FREEDOM

