



# Conference presentation

UNE CONFERENCE

OCTOBER 18, 2024



# Agenda

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Introduction

Intersex/Cisgender/Transgender/  
Gender Dysphoria

Gender bread

Hypothesis

Facts

Did you know

Empowerment and  
Advocacy/Community and Solidarity

Closing remarks



# Introduction



Charles Baril (He/Il)

I am a Public service employee since 2005, currently working at Public Health Agency of Canada. I am Intersex, AFAB, FTM, and single parent (Maman or Mapa) to my beautiful daughter Mélodie. (brown long hair and glasses). I am divorced since 2012, did my social transition in July 2020.





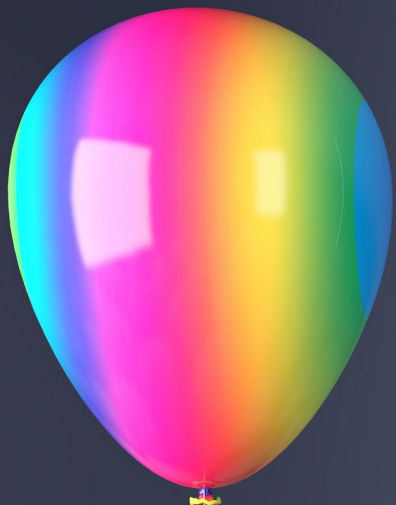
# Cisgender/ Intersex/ / Gender Dysphoria/ Transgender

- Knowledge Test /Quiz What do I know about gender identity?
- What is gender dysphoria?
- AFAB is Assigned Female at Birth / AMAB is Assigned Male at Birth (cisgender)
- Intersex 

Intersex variations occur in about 1 in 1,500 to 1 in 2,000 live births, though some estimates suggest it could be higher due to underreporting.







# Components of Human Identity

This is a friendly infographic that visually represents four components of human identity. The terms associated with each category are ever evolving. Here are just a few:



## ASSIGNED SEX

The biological classification of a person as female, male or intersex. It is usually assigned at birth based on a visual assessment of external anatomy.



## GENDER EXPRESSION

The way gender is presented and communicated to the world through clothing, speech, body language, hairstyle, voice and/or the emphasis or de-emphasis of body characteristics and behaviours.



## GENDER IDENTITY

A person's internal and individual experience of gender. It is not necessarily visible to others and it may or may not align with what society expects based on assigned sex.



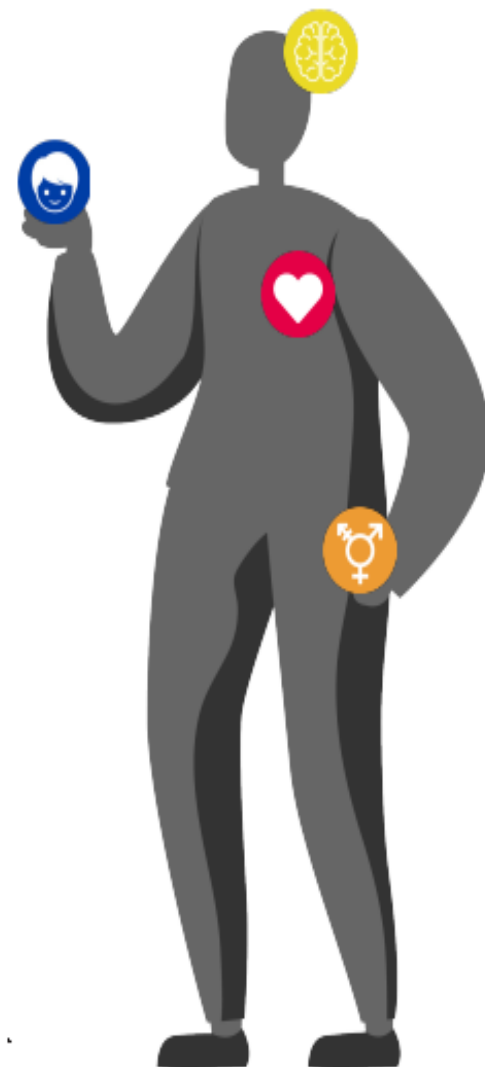
## ATTRACTION

Often referred to as a sexual orientation, attraction describes a person's potential for emotional, spiritual, intellectual, intimate, romantic and/or sexual interest in other people and may form the basis for aspects of one's identity and/or behaviour.



## UMBRELLA TERMS

Many terms related to 2SLGBTQI identities fall into more than one category.



# Hypothesis

*DSM-IV* in 1994, “transsexualism” was replaced with “gender identity disorder in adults and adolescence” in an effort to reduce stigma. However, controversy continued with advocates and some psychiatrists pointing to ways in which this diagnostic category pathologized identity rather than a true disorder.

With the publication of *DSM-5* in 2013, “gender identity disorder” was eliminated and replaced with “gender dysphoria.” This change further focused the diagnosis on the gender identity-related distress that some transgender people experience (and for which they may seek psychiatric, medical, and surgical treatments) rather than on transgender individuals or identities themselves.

The *DSM-5* articulates explicitly that “gender non-conformity is not in itself a mental disorder



## Facts

<a href="#">Indigenous North Americans</a>	<a href="#">Two-spirit</a>
Diné	Nádleehí or nádleeh
India	Hijra
<a href="#">Cook Islands</a>	Akava'ine
<a href="#">South Sulawesi, Indonesia,</a>	Calalai
	Bissu
Mexico, Indigenous <a href="#">Zapotec</a>	Muxe
indigenous to <a href="#">Madagascar</a>	Sekrata
Oman	Xaniths
Old Judiasm	zachar, nekeivah, androgynos, ay'lonit, saris, and tumtum
Indonesia	Warias
Dominican Republic	Guevedoces
Madagascar	Sekratas
Samoa	Fa'afafines

Map: [A Map of Gender-Diverse Cultures | Independent Lens](#)  
[| PBS](#)



# Do you know?

1. **A person can question their identity and sexual orientation up to 5 times in their lifespan.**
2. **Sometimes calling the right pronoun can save someone.**
3. **2SLGBTQI+ person may not be comfortable or "out"**
4. **A person 80% is more likely to be discriminated, abused, harassed, alone and have misjudged.**
5. **Recourse for the 2SLGBTQI+ is limited**
6. **1 in 4 person had some kind of violence/ trauma.**
7. **There is not cat litter in school.**
8. **Understanding and have knowledge to listen is powerful.**



BINDWEED



# Empowerment and Advocacy/Community and Solidarity resources

- [Pride – PSAC NCR \(psac-ncr.com\)](https://psac-ncr.com)
- [Main - Kind Space](#)
- [Lesbian, Gay, Bisexual, Transgender, Two-Spirit, Queer \(LGBTQ+\) - Ottawa - champlainhealthline.ca](https://champlainhealthline.ca)
- [Home - Ottawa Senior Pride Network | Le Réseau Fierté des aîné\(e\)s d'Ottawa \(ospn-rfao.ca\)](https://ospn-rfao.ca)
- [Diversity Cornwall | Pride Cornwall | Cornwall, Ontario, Canada](#)
- [Bruce House – Hope, housing, and support for people living with HIV in Ottawa.](#)
- [Two Spirit & LGBTQ+ Programs - Centre for Sexuality](#)
- [What Is Two-Spirit? Part One: Origins | CMHR \(humanrights.ca\)](https://humanrights.ca)
- [PUBLIC SERVICE PRIDE - Public Service Pride](#)
- [Workers in Transition Guide | Canadian Labour Congress](#)





# Thank you

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