



Presentation by Stephanie Brill

Stephanie Brill has 25 years of experience speaking about gender diversity. She founded "[Gender Spectrum](#)" an organization based on providing a space for parents to explore their own feelings and to find a community that can support them in navigating their children's journey with their gender identity.

RECAP ON THE TOPIC:

- Notions of gender are formed by the age of five
- 12% of millennials identify as transgender or gender non-conforming
- Gen-Z familiar with non-binary pronouns
- 23% Gen-Zers expect to change their gender identity at least once in their life
- Gender is deeply personal
- The goal of this discussion is to shift our understanding of what gender is and what it is not

3 Essential Ideas on Gender:

a person's experience of gender is informed by three dimensions

1. Body
2. Identity
3. Social

- Gender and sexual orientation are not the same things.
- Genitals are used to assign sex/presumed gender (the terms gender and sex should not be used interchangeably)

- Seeking congruency and harmony is what we all want
- Finding activities like hobbies, toys, sports, and artistic expression
- Gender identity: internalized, who you know yourself to be. Same or different from the sex assigned at birth.
- When do people know their gender identity? Approx. 4 years old
- Dysphoria - "a state of feeling very unhappy, uneasy, or dissatisfied."

Belonging:

- Be accepted for who you are
- Self-reported is respect, naming your gender (just simple signs of respect)
- Safety and freedom
- Give space and time



Gender Diversity Takeaways

HOW TO SHOW UP AS PARENTS:

- Keep lines of communication open
- Stay open and don't roll your eyes if you don't understand something
- Help them navigate this moment
- Talk less, listen more
- Don't speak negatively about YOURSELF and YOUR BODY
- Pronouns: Show a sign of respect, do not harm, if you are not ready to affirm use a term of endearment
- You don't need to be an expert, it's okay to NOT know
- Make mistakes but then correct yourself, give yourself grace
- Others outside of your family or circle: Acknowledge what causes them harm, show love and respect by finding a middle ground.