



Registered Charity No: 1068137

Improving the lives of gender diverse people

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Gender Identity Research and Education Society

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MONITORING SEX AND GENDER IDENTITY

The Gender Identity Research and Education Society (GIRES) has worked extensively, with gender diverse and cisgender people as well as organisations, on monitoring sex and gender identity to ensure that it is conducted in a sensitive and scientifically valid manner.

Monitoring of sex and gender identity should be done in a safe clinical or business environment; the proposed use of these data should be explained. It may be prudent to monitor staff before attempting to monitor customers and service users

GIRES recommends that organisations use the questions in Appendix A.

The sex question relates to a separate protected characteristic and is clinically significant. It should be posed in terms of 'male' and 'female'. It may not always be necessary to ask the 'sex' question. In any case sex (expressed as male/female) should not be conflated with gender identity (man/woman). Appendix B provides extracts from the peer reviewed literature regarding sex and gender.

The two questions related to gender enable people wherever they are on the broad spectrum of gender identities to record their personal experiences. Each question is designed to elicit different information. Organisations may choose not to ask both questions. Initially organisations may need only to ascertain the extent of gender diversity (question 3). Of course, if questions 1 and 2 are answered correctly, question 3 will not be needed because analysis of the data would reveal any incongruence between sex and gender identity.



STRICTLY CONFIDENTIAL

Monitoring Sex and Gender Identity

1. Sex

What sex were you registered at birth (or soon after)?

- Female
- Male
- Prefer not to say

2 – Gender identity

Do you identify:

- As a woman ?
- As a man ?
- In some other way ?
- Prefer to self-describe? [.....]
- Prefer not to say ?

(you may tick more than one box)

3. Gender diversity

Is your gender identity aligned with your birth-sex?

- No
- Yes
- Prefer not to say

APPENDIX B



DIFFERENTIATING BETWEEN SEX AND GENDER IDENTITY

Developing a factual, properly constructed, approach to gender identity monitoring is of vital importance to gender diverse people. Sex and gender identity are separate characteristics. In some approaches to monitoring gender identity they have been conflated, which is incorrect and unhelpful for gender diverse people. For them, the mismatch between sex and gender identity may be the basis for their legal protection under the Equality Act 2010. In medical environments, the conflation of sex and gender identity, is particularly inappropriate. The mismatch between sex and gender identity is the basis of their entitlement to physical treatments. The following publications are relevant to this matter:

1 - The paper by Virginia Miller: American Journal of Physiology 2014
<http://ajpheart.physiology.org/node/98593>

“Unfortunately, gender is often used incorrectly by scientists and clinical investigators as synonymous with sex [...]. The Institute of Medicine (IoM) defines sex as “being male or female” according to reproductive organs and the functions assigned by chromosomal complement (XX for female and XY for male)” That is, sex is biology.

The IoM report clarified the definitions, and there are steady and consistent efforts to adopt and apply the term “sex” to biological factors and “gender” to psychosocial and cultural factors.”

Hence, male/female are terms for describing sex. 'Man/woman, or any variations between or outside these psychosocial categories, are terms for describing gender identity'

2 – The report on monitoring gender identity published in 2017 by the international working group that met under the aegis of the World Professional Association:

<https://williamsinstitute.law.ucla.edu/research/transgender-issues/exploring-international-priorities-best-practices-for-collecting-data-on-gender-minorities/>

On page 5 it states:

When we use the term “gender identity” we mean an individual’s internal sense of their own gender and connection with a particular gender identity label, such as man, woman, transgender, and other non-binary gender identities.

3 – Article in **The Lancet** (2016): Transgender people: health at the margins of society; (Winter W, Diamond M, Green J, Karasic D, Reed T, Whittle S, Wylie K), which included definitions:

[http://www.thelancet.com/pdfs/journals/lancet/PIIS0140-6736\(16\)00683-8.pdf](http://www.thelancet.com/pdfs/journals/lancet/PIIS0140-6736(16)00683-8.pdf)

Gender identity is described as:

The personal experience of oneself as a boy or man, girl or woman, as a mix of the two, as neither, or a gender beyond man or woman...

Sex is described as:

A person's biological status (chromosomal, hormonal, gonadal, genital) as male or female. An individual's sex at birth (birth assigned sex) is usually determined on the basis of genital appearance....

4 – Article in **The Lancet** (2016): Global health burden and needs of transgender populations: a review; (Reisner S, Poteat T, Keatley J, Cabral M, Mothopeng T, Dunham E, Holland C, Max R, Baral S)

[http://thelancet.com/journals/lancet/article/PIIS0140-6736\(16\)00684-X/fulltext](http://thelancet.com/journals/lancet/article/PIIS0140-6736(16)00684-X/fulltext)

...sex and gender are commonly conflated in research. For example, terms referring to assigned sex at birth (“male” and “female”) and gender identity (“men” and “women”) are commonly used interchangeably in the scientific literature. Including in transgender research. This practice leads to a lack of attention as to whether health differences are due to sex, gender, both or neither.