Government of South Australia
Department of Human Services

Data Collection and Gender Guideline:

Data collection and working with the LGBTIQA+ community

July 2021

Contents

Acknowledgements

Purpose

The Department of Human Services (DHS) Strategic Plan 2019-2022 has the goal of delivering "better services and programs that make a lasting difference for individuals, families, and communities."

Lesbian, Gay, Bisexual, Trans, Intersex, Queer, and Asexual (LGBTIQA+) individuals are important members of families and communities across South Australia, and they contribute significantly to the civil, economic, and political life of the state. Despite this, LGBTIQA+ people are often 'invisible' members of the community.

Trans and gender diverse (TGD) people are one of the many diverse groups included in the broader LGBTIQA+ community and describe people whose gender is different to their sex presumed at birth. An example may be a person who is non-binary[1] and was presumed female on their birth certificate, or a woman who was presumed male on her birth certificate. There are so many diverse ways that people experience and describe their gender, which is why the TGD term has been adopted to broadly describe this diversity.

To increase the awareness, inclusion, and visibility of TGD people, to contribute to delivering better services and programs, and to enhance the accuracy of the data we collect, we are seeking to improve the way **gender is measured and recorded across the department, and by the services we fund.**

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[1] ACON (2019) defines non-binary as "Genders that sit within or outside of the spectrum of the male and female binary are non-binary. A person might identify solely as non-binary, or relate to non-binary as an umbrella term and consider themselves genderfluid, genderqueer, trans masculine, trans feminine, agender, bigender, or something else."

Why is measuring Gender important?

Collecting demographic data, including gender data, in conjunction with other outcomes data, is important for identifying whether equitable or disparate outcomes are being achieved for South Australians. Given DHS values "fairness…for all South Australians" having this insight is critical, and can inform DHS policy, practice and funding decisions. For these insights to be accurate, data collected must accurately reflect the real world – and trans, non-binary, gender diverse and intersex people are part of this real world (Ansara, 2016).

It is important to acknowledge that data collection should always be purposeful, meaning it should only be collected if it is going to be analysed and used to inform decision making and actions. This should be a key consideration when designing data collection instruments.

Whilst adjusting how we measure and report gender may seem like a small change, it is an important one – and signals our support to TGD people in the community, and LGBTIQA+ communities more broadly.

The South Australian Strategy for the Inclusion of Lesbian, Gay, Bisexual, Transgender, Intersex and Queer People 2014-2016 had the dual aim of:

- enabling full and safe participation in culturally inclusive services and programs
- increasing the awareness and education in the broader community about LGBTIQA+ issues.

In 2019, Minister Lensink hosted a LGBTIQA+ Roundtable Discussion, fulfilling a pre-election commitment to identify mechanisms for the community to engage with government and raise their concerns. 42 recommendations were made in response to the Roundtable discussion. Key issues raised at the Roundtable included:

- improve data collection about LGBTIQA+ communities, and
- ensure participation and representation of LGBTIQA+ communities at all levels of policy making and program implementation.

In line with this, and DHS' recently launched Diversity and Inclusion Strategy 2020-2023, this guideline seeks to provide advice about how to collect and report data on gender, and to:

- Explain the differences between sex and gender
- Highlight some complexities experienced by LGBTIQA+ people, and more specifically the TGD community

- Provide recommendations on how to be a better ally[2]
- Provide links to further resources and workplace training.

In doing so, we hope to help you continue delivering culturally safe and inclusive workplaces, services, and programs for LGBTIQA+ people.

If you want to read DHS; Diversity and Inclusion 2020-2023 strategy, it is available here: **https://dhs.sa.gov.au/about-us/key-strategies-and-plans/dhs-diversity-and-inclusion-strategy-20202023**

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[2] An ally is someone who supports, encourages, and stands up for the people around them. In this context, it refers to heterosexual and/or cisgender people who actively speak up and show support for LGBTIQA+ people and communities

What's the difference between Sex and Gender?

Sex and gender are terms that are often incorrectly used interchangeably. However, it is acknowledged that for many people their sex and gender do align whilst a smaller number of the population will identify as a differing gender from the sex they were assigned or presumed at birth.

According to the Australian Government's Guidelines on the Recognition of Sex and Gender (Attorney-General's Department 2013: 4):

- "Sex refers to the chromosomal, gonadal, and anatomical characteristics associated with biological sex.
- Gender is part of a person's personal and social identity. It refers to the way a person feels and sees themselves. A person's gender may[3] be expressed through outward social markers, (including their name, outward appearance, mannerisms, and dress)."

Sex and gender do not automatically align, and an individual's gender identity can change over their lifetime. Furthermore, gender is increasingly understood as not being linear. A person can be presumed to be female at birth, but identify as male from a very young age, or feel more comfortable identifying as non-binary.

What do the terms Binary and Non-binary mean?

As per ACON (2020) "something that is binary consists of two things or can refer to one of a pair of things. When talking about genders, binary genders are male and female, and non-binary genders are any genders that are not just male or female or aren't male or female at all."

In 2019, ACON provided a more detailed definition of the term "non-binary": "Genders that sit within or outside of the spectrum of the male and female binary are non-binary. A person might identify solely as non-binary or relate to non-binary as an umbrella term and consider themselves genderfluid, genderqueer, trans masculine, trans feminine, agender, bigender, or something else."

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[3] May be expressed through outward social markers - but not always. That's why expressions of masculinity and femininity should not be used as a guide to presume a person's identity.

Ultimately, the important thing to note is gender is a deeply personal experience. It is important for people to be able to define this for themselves and for others to honour this right.

What does the term Intersex mean?

It is important to note that intersex is not a gender identity as sex is different to, and operates separately from, gender. Intersex people may identify as male, female, non-binary or another gender. As described by Intersex Human Rights Australia (2012), intersex people are born with physical sex characteristics that do not fit existing medical norms for female or male bodies. There are at least 40 different underlying intersex traits known to science and it is estimated that up to 1.7% of the population are born with a variation of sex characteristics. Intersex variations can become apparent at many different life stages, including prenatally through the use of genetic screening technologies, at birth and in early childhood, at puberty, and later in life – for example when trying to conceive a child.

Gender Diversity and Culture

While more people are identifying as non-binary or gender diverse, this is not a new concept and "First Nations cultures have always recognised and integrated much richer and diverse concepts of gender that expand far beyond the Western concepts of binary cisgender[4] experiences and identities" (ACON 2020b).

Whilst the intention of this guide is to be as accessible as possible, we acknowledge that the terminology used is Anglo-centric and may differ from the language used for gender and sexuality in different cultures and communities.

People who are gender and culturally diverse may not identify with this language – openness and flexibility are key.

TGD people "have been, and continue to be, part of every First Nations population, including in Australia. [Aboriginal] people who are trans [and or gender diverse] in Australia might use the term Sistergirl or Brotherboy" (ACON 2020b). Trans and gender diverse people "are likely part of every Aboriginal community" (ACON 2020b). More information can be found at the following link: **https://www.transhub.org.au/trans-mob**

Trans and gender diversity exists around the world, though those terms/concepts are not always used or identified with. In South East and Southern Asia, common terms for trans women are kathoey in Thailand, waria in Indonesia, mak nyah in Malaysia and bakla or

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[4] Cisgender is a term to describe people whose gender aligns with the sex they were presumed or assigned at birth (ACON 2020).

transpinay in the Philippines, hijra in India and Bangladesh, thirunangai and aravani in India, khwaja sira in Pakistan and meti in Nepal (ACON 2017).

In Pacific countries, terms include fa'afafine in Samoa, fakaleiti or leiti in Tonga, fakafifine in Niue, akava'ine in Cook Islands and palopa in Papua New Guinea and in in our neighbouring Aotearoa, whakawahine is used by Māori trans women (ABC 2019).

How should I collect data about Gender?

When collecting data about gender, we recommend aligning to the ABS (2020) Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables[5] which was developed with expert input from the Sex, Sex Characteristics, Gender and Sexual Orientation Reference Group. This reference group consisted of LGBTIQ+ Health Australia and other community-led organisations (LGBTIQ+ Health Australia 2021). Despite this new standard, the 2021 Census did not include gender identity, sexual orientation and intersex status as items for selection (LGBTIQ+ Health Australia 2020).

If you are wanting to collect **current gender identity** – this is how to structure the question:

> How do you describe your gender?
>
> *Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents.*
>
> o Man or male
> o Woman or female
> o Non-binary
> o I use a different term (please specify): _____
> o Prefer not to answer

> Alternatively, you could use just a free-text gender question.
>
> What is your gender? _____
>
> *Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents*

See page 12 for a guide on how to assign free-text responses to the appropriate data output category.

Please note, the above format(s) are encouraged over options where the response is limited to male/female or male/female/other because it is inclusive of non-binary and gender diverse people and does not literally "other" them.

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[5] You can read the new ABS standard here: **https://www.abs.gov.au/statistics/standards/standard-sex-gender-variations-sex-characteristics-and-sexual-orientation-variables**

In addition, if you are needing to obtain **accurate counts of cisgender and transgender people**, a two-step approach (see page 11) is advised.

Having accurate counts of the number of cisgender or transgender people is important if we want to understand disparities from an intersectional perspective. For example, in the report "Crossing the line: Lived experience of sexual violence among trans women of colour from culturally and linguistically diverse (CALD) backgrounds in Australia" findings indicated that CALD trans women were more likely to report multiple experiences of sexual harassment and assault compared to other women (i.e. non-CALD trans women, or cisgender hetero and LGQ women) (Ussher et al. 2020). Without capturing demographic data about whether the women were trans, cis, and CALD, this more nuanced perspective on the experience of violence as women would not have been gained.

It is important to acknowledge that historically data about the LGBTIQA+ community broadly (and the TGD community specifically) has been collected and used in inappropriate and harmful ways. Based on this oppressive history, many might feel a sense of distrust in regard to disclosing information about their sex and gender to you. As always, it is important to be purposeful and ethical when it comes to data collection, and to be considerate of the safety and wellbeing of those you seek to collect data about and/or from. Further, it is important to remember no one is obligated to disclose their sex recorded at birth or their gender identity to you.

Two-Step Approach for Obtaining Accurate Counts of Cisgender and Transgender People

Step one:

What was your sex recorded at birth?

o Male
o Female
o Another term (please specify): _____

Step two:

How do you describe your gender?

Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents.

o Man or male
o Woman or female
o Non-binary
o I use a different term (please specify): _____
o Prefer not to answer

OR

What is your gender? _____

Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents.

If you solely use a free text box to collect gender, the table below may help you interpret responses and code them appropriately as per the ABS Output Categories described in the 2020 standards:

Data Item	Possible Response Options (Note: this list isn't exhaustive)
Man	Trans Man, Intersex Man, Male, Man
Woman	Trans Woman, Intersex Woman, Female, Woman
Non-binary	Non-binary, Agender, Gender Fluid, Trans, Bigender, Genderqueer, Gender diverse and many more…
Not stated	If "Prefer not to answer" is ticked, or the question is left blank

Complexities Experienced by LGBTIQA+ People

This is by no means exhaustive – but captures a few extra concepts to be mindful of.

Intersectionality

"Intersectionality" coined by Crenshaw (1989) and described in the State Government of Victoria's (2020: 7) LGBTIQ Inclusive Language Guide "describes how different parts of a person's identity or circumstances – such as age, race, culture, disability, gender, location and religion intersect and combine to shape people's life experiences, including discrimination.

Being LGBTIQA+ is only one part of any person or community. Intersectionality recognises that the different parts of someone's identity and circumstances cannot be disentangled or considered in isolation. Intersectionality is a way of seeing the whole person.

In the public sector, an understanding of intersectionality is key to designing and implementing effective policies, programs and services."

Concerns around disclosure

For many TGD people, it can be a difficult process to openly identify as part of this community. This may be due to past negative experiences with family, peers or professionals, concerns for their personal safety, or internalised stigma. Many TGD people will go many years without disclosing, or may never disclose, their TGD lived experience to employers or service providers.

To try and make this process as comfortable as possible, we encourage you to:

- Be transparent about data collection practices and what happens with personal information
- Let clients self-report their gender – avoid making assumptions
- Be respectful and conscious of what language you use with clients including de-gendering language where able.[6]

Additionally, avoid doing the following:
- Asking if they have had surgery
- Asking questions about genitals
- Asking about their previous name (this is called "dead naming")

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[6] An example of de-gendering language would be to use a phrase such a "hey folks" rather than "hey ladies" or "hey boys" when addressing a group.

- Continuing to use pronouns[7] that are not the ones they've indicated for themselves – this is called misgendering and is inappropriate.
- Asking about anything else that is not relevant to the direct support you're providing to that individual.

Of course, there may be times when clients raise topics of discussion or concerns that are connected to the support you are offering as a worker, and their gender. This is a time when discussions about bodies and medical processes might be required, but you are encouraged to do so with sensitivity.

"What Trans People Want You to Know?" put together by TransMasc SA, is a helpful resource and can be accessed here: **http://www.transhealthsa.com/wp-content/uploads/2021/04/TransMascSA-What-Trans-People-Want-You-to-Know.pdf**

This document is located here: **http://www.transhealthsa.com/sa-specific/**

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[7] A pronoun is a word that takes the place of a noun (e.g. I, me, he, she, herself, you, it, that, they, each, few, many, who, whoever, whose, someone, everybody, etc.).

How can I be a better ally?

An ally is someone who supports, encourages, and stands up for the people around them. In this context, it refers to heterosexual and/or cisgender people who actively speak up and show support for LGBTIQA+ people and communities.

Reachout.com provides a great resource on how to be a good ally to LGBTIQA+ communities: https://au.reachout.com/articles/what-is-an-lgbtqia-ally-and-how-can-i-be-a-good-one

Pronouns

There is a lot that you can do to support the LGBTIQA+ community. One important way to show support, particularly to TGD people, is to help normalise discussion around pronouns.

A **pronoun** is a word that takes the place of a noun (e.g. *I, me, he, she, herself, you, it, that, they, each, few, many, who, whoever, whose, someone, everybody*, etc.).

Whilst lots of people use she/her/hers or he/him/his pronouns, some people use different pronouns – for example, they/them/theirs.

You can read more about pronouns and tips on how to use them at https://www.nonbinaryally.org/ - an Australian based site launched in October 2020 on International Pronouns Day.

Alternatively, this fact sheet from SHINE SA is a good option as a locally produced resource: https://www.shinesa.org.au/media/2018/05/Pronouns.pdf

The important things to remember are:
- not to assume someone's pronouns
  - not all TGD people need or want gender affirming hormones or surgeries (for a variety of reasons, such as medical reasons, personal need or choice – or because of issues relating to access) – therefore a person's presentation may not match the pronouns you may assume.
- never use 'it' when referring to a person unless they have specified this is ok
- consider defaulting to simply using they/them/theirs or using a person's name when discussing someone whose pronouns you don't know
- if you have the opportunity, introduce yourself with your pronouns and then ask a person about the pronouns they use[8]

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[8] For example, "Hi my name is John and I use he/they pronouns. What is your name and pronouns?" Or "Hi my name is Jess and I use she/her pronouns. What name and pronouns do you use?"

- If you make a mistake, that's ok. Simply acknowledge the mistake, apologise, and then continue with what you were doing. Making a big deal about it actually worsens the situation
- Practice using gender neutral pronouns and references i.e., 'partner' instead of boyfriend/girlfriend unless told otherwise
- Mirror the language used by someone in regards to various parts of their life - sexuality, gender identity, relationships status, etc.

A way to normalise discussion around pronouns is to add them:
- to your email signature,
- to your name tag (if you find yourself needing to write one)
- to paperwork (by providing a self-reporting space)
- with your name in video conferences – for example, on Zoom you can personalise your name
- verbally, when you introduce yourself

These small but thoughtful acts can help make TGD people feel more comfortable in expressing their own pronouns.

Many thanks to those who already do this, and to organisations who have implemented this as a policy for their employees.

Want more information?

South Australian Services

<u>SHINE SA</u>	SHINE SA is a leading not-for-profit provider of primary care services and education for sexual and relationship wellbeing. SHINE SA conducts workforce development education for doctors, nurses/midwives, community workers and teachers/educators, and strives to enhance these services through optimising technology. SHINE SA also provides the Gender Wellbeing Service, Gender Country Connect SA Service, and provides LGBTIQA+ inclusion training options. Link: **https://www.shinesa.org.au/community-information/sexual-gender-diversity/**
<u>Bfriend</u>	Bfriend is a unique service that has operated in SA for 25 years. They offer support for anyone who has questions about sexuality, gender identity and intersex variations, and their loved-ones. Their free and confidential services include peer support, community connections, workplace training and volunteering opportunities for the community. You don't have to be part of the lesbian, gay, bisexual, transgender, intersex, queer and asexual (LGBTIQA+) community to contact us – we can offer support to parents, friends, workers, and more. Link: **www.facebook.com/BfriendUC**
<u>Rainbow Directory SA</u>	The Rainbow Directory SA includes services, organisations, groups, and activities that are for, or inclusive of, LGBTIQA+ communities. Use this resource to find referral options for your clients, or, consider registering your service! Link: **http://www.rainbowdirectorysa.com.au/index.php**
<u>Trans Health South Australia</u>	Resources for the Gender Diverse Community of SA (and their allies) & Home of the SA Practitioners List. Use this page to find out about the trans-specific groups that run in SA e.g. TransMascSA, TransFemmeSA, Non-binary Youth Discussion Group and Gendasa. Link: **http://www.transhealthsa.com/trans-specific-groups/**

Interstate and National Services

ACON	A New South Wales based health promotion organisation specialising in HIV prevention, HIV support and lesbian, gay, bisexual, transgender and intersex (LGBTI) health, provides a definition of gender diverse folk: Link: **https://www.acon.org.au/**
LGBTIQ+ Health Australia	Formerly known as the National LGBTI Health Alliance, LGBTIQ+ Health Australia is the national peak health organisation in Australia for organisations and individuals that provide health-related programs, services and research focused on lesbian, gay, bisexual, transgender, and intersex people (LGBTI) and other sexuality, gender, and bodily diverse people and communities. Link: **https://lgbtihealth.org.au/**
Rainbow Network:	Established in 1998, Rainbow Network began as an intimate peer support group of workers who would meet to discuss the shared challenges they faced when working towards meeting the needs of LGBTIQ+ young people. Link: **https://www.rainbownetwork.com.au/resources**

Want additional training?

SHINE SA **Phone:** (08) 8300 5300 or (08) 8300 5318 **Email:** info@shinesa.org.au or courses@shinesa.org.au **Website:** **https://shinesa.org.au/community-information/sexual-gender-diversity/lgbti-training/**	As previously described, SHINE SA is a leading not-for-profit provider of primary care services and education for sexual and relationship wellbeing. SHINE SA provides dedicated training for LGBTI inclusion, including a half day Foundations of LGBTI Inclusion and a more comprehensive HOW2 Create LGBTI Inclusive Services program. They may also be able to provide online and in person training tailored to your needs.
Catalyst Foundation **Phone:** (08) 8168 8776 or SA Country callers 1800 636 368 **Email:** **information@catalystfoundation.com.au** **Website:** **http://www.catalystfoundation.com.au/our-services/lgbti/** **Location:** 149 Currie St, Adelaide SA 5000	The Catalyst Foundation is an inclusive, independent and charitable organisation seeking to improve the lives of all South Australians in the areas of Ageing, Disability, Lifestyle, Employment, Business and Learning. They can tailor LGBTIQA+ sensitivity and awareness training to suit your service or organisations Professional Development needs from a 2hr general information session to a full 1-day or 2-day workshop.
Bfriend **Phone:** (08) 8202 5190 **Email:** bfriend@unitingcommunities.org **Website:** **www.facebook.com/BfriendUC** **Location:** 43 Franklin Street, Adelaide SA 5000, Australia	Bfriend is a unique service that has operated in SA for 25 years. They offer support for anyone who has questions about sexuality, gender identity and intersex variations, and their loved-ones. Their free and confidential services include peer support, community connections, workplace training and volunteering opportunities for the community. You don't have to be part of the lesbian, gay, bisexual, transgender, intersex, queer and asexual (LGBTIQA+) community to contact us – they can offer support to parents, friends, workers, and more.

Want some support?

<u>SHINE SA</u> The Gender Wellbeing Service **Phone:** (08) 7099 5320 **Website:** **https://shinesa.org.au/community-information/sexual-gender-diversity/gender-wellbeing/** **Location:** Various within metropolitan Adelaide – see **https://www.shinesa.org.au/find-clinic/**	The Gender Wellbeing Service is a free, confidential service and safe space for people who are questioning their gender identity or identify as trans or gender diverse. This service provides psychological therapies, peer support, general information and support within the metropolitan area of Adelaide. The most effective way to access this service is to fill out the "Contact Form" on their website. If you have further questions, give them a call at the phone number provided.
<u>SHINE SA</u> Gender Connect Country SA **Phone:** (08) 7099 5390 Monday, Tuesday, Wednesday, Thursday (closed on Public Holidays) from 6.00 PM – 8.00 PM **Website: https://shinesa.org.au/gender-connect/** **Location:** Country SA	If you live in Country SA and have questions about being or supporting those who identify as transgender, gender diverse or gender questioning, SHINE SA's Gender Connect Country SA offers a free, confidential support service from peer workers with lived experience of gender diversity. Gender Connect Country SA can also provide a wellbeing check for any trans, gender diverse, or gender questioning person living in rural SA – you can go to their website to learn more.
<u>Bfriend</u> **Phone:** (08) 8202 5190 **Email:** bfriend@unitingcommunities.org **Website: www.facebook.com/BfriendUC** **Location:** 43 Franklin Street, Adelaide SA 5000, Australia	Bfriend is a unique service that has operated in SA for 25 years. They offer support for anyone who has questions about sexuality, gender identity and intersex variations, and their loved-ones. Their free and confidential services include peer support, community connections, workplace training and volunteering opportunities for the community. You don't have to be part of the lesbian, gay, bisexual, transgender, intersex, queer and asexual (LGBTIQA+) community to contact us – they can offer support to parents, friends, workers, and more.

QLife **Phone:** 1800 184 527 **Website:** www.qlife.org.au From 3 PM – midnight every day	QLife is an Australia-wide telephone and webchat (see their website) peer support and referral service for LGBTIQ+ people and their loved ones. QLife is a free and anonymous service run by LGBTIQ+ peers for those wanting to talk about a range of issues including sexuality, identity, gender, bodies, feelings or relationships.

Alternatively, you may wish to seek support from your Employee Assistance Program (EAP) provider if that is available to you.

Finally, if you are experiencing a mental health emergency, remember that you can phone the following services, 24 hours a day, 7 days per week:

- Emergency Services (Police, Ambulance, Fire): 000
- **Mental Health Triage Service**: 13 14 65
- **Lifeline**: 131 114
- **Suicide Call Back Service**: 1300 659 467

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experience of sexual violence among trans women of colour from culturally and linguistically diverse (CALD) backgrounds in Australia (Research report, 14/2020). Sydney: ANROW

Glossary

This glossary is not exhaustive but provides a summary of the definitions included in this guideline.

TransMascSA has put together a "Language Guide for Learning about the Trans and Gender Diverse (TGD) Community" which is continually updated and has been developed with community consultation. It is hosted here: **http://www.transhealthsa.com/sa-specific/**

Ally	An ally is someone who supports, encourages, and stands up for the people around them. In this context, it refers to heterosexual and/or cisgender people who actively speak up and show support for LGBTIQA+ people and communities
Binary	Something that is binary consists of two things or can refer to one of a pair of things. When talking about genders, binary genders are male and female
Cisgender	Cisgender is a term that describes people whose gender aligns with the sex they were presumed or assigned at birth
Gender	Gender is part of a person's personal and social identity. It refers to the way a person feels and sees themselves. A person's gender may[9] be expressed through outward social markers, (including their name, outward appearance, mannerisms, and dress).
Intersex	Intersex is not a gender identity, as sex is different to and operates separately from gender. Intersex people are born with physical sex characteristics that do not fit medical norms for female or male bodies.
LGBTIQA+	Stands for Lesbian, Gay, Bisexual, Trans, Intersex, Queer, and Asexual (LGBTIQA+)
Non-binary	Genders that sit within or outside of the spectrum of the male and female binary are non-binary. A person might identify solely as non-binary, or relate to non-binary as an umbrella term and consider themselves genderfluid, genderqueer, trans masculine, trans feminine, agender, bigender, or something else
Pronoun	A pronoun is a word that takes the place of a noun (e.g. *I, me, he, she, herself, you, it, that, they, each, few, many, who, whoever, whose, someone, everybody*, etc.).

Sex	Sex refers to the chromosomal, gonadal, and anatomical characteristics associated with biological sex.
Transgender	Is a term that describes people whose gender is different to their sex presumed at birth. An example may be a person who is non-binary and was presumed female on their birth certificate, or a woman who was presumed male on her birth certificate