

THE PRIDE GUIDE



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SEX, INTERSEX & GENDER

Knowing the difference.

Sex

Is linked to biology. Giving people labels like male or female **based on anatomy**.

Intersex

Means “**between the sexes.**” People born with variations of anatomical sex characteristics, who **do not fit the “typical” definitions of male or female**. About 1.7% of the human population (approximately the same amount of natural redheads in the world) is born intersex.

Gender

Is a social idea. The **perception of what is masculine or feminine**, which changes from culture to culture.

BIOLOGICAL FACTORS OF ANATOMICAL SEX

CHROMOSOMES

Many people are familiar with XX and XY, which is in reference to the last sequence in someone's DNA.

Sometimes there's a sex chromosome missing, or there's extra chromosomes. **If we base sex on sex chromosomes, there aren't just two**, there are 11: XX, XY, XO, XXY, XXX, XYY, XXXX, XXYY, XXXY, XXXXX, and XXXXY.

SECONDARY SEX CHARACTERISTICS

This includes sweat, oils, growing breasts, and growing hair. **Testosterone and estrogen are present in nearly everyone, but at different levels.** Because hormones don't develop until later in life, many intersex people don't find out they are intersex until puberty.

AMBIGUOUS GENITALIA

about 1 in 1,600 babies are born with ambiguous genitalia. **There are tons of anatomical variations you can be born with.** Sometimes it's visible at birth, sometimes it's not. Gender "normalizing" surgeries are done in About 1 in 2,000 babies, and have been routinely since the 1950's. These surgeries are often irreversible, sterilizing, and obviously done without the child's consent. Sometimes it's done without the child or even the parents ever knowing.

HORMONES

Chemical messengers that tell parts of the body to do different things, like produce secondary sex characteristics.

GENITALIA

In the **beginning stages of development, everyone's genitals look the same.** Genital development can usually be noticed starting in the 7th week.



GENDER NORMS



The **societal norms** that decide what behaviors or attributes are deemed acceptable for a person based on their perceived sex.

GENDER IDENTITY



Your **internal feelings about your gender**. How you see yourself. Often masculine or feminine. Sometimes it's a mix or neither. No one can tell you what it is other than yourself.

GENDER EXPRESSION



The **outward appearance** of gender identity.

NOT HE.
NOT SHE.
JUST ME.



THE GENDER BINARY VS THE GENDER SPECTRUM



The gender binary is an idea that there are only two genders and that each individual must be either one or the other. However throughout human history we know that many societies have seen, and continue to see, **gender as a spectrum, and not limited to just two possibilities.**

A great visual way to help you understand gender would be by plotting where you fit on the lines below. **Your points can change through time as well.**



Sex



Male Intersex Female

Gender Identity



Man Transgender/Genderqueer/
Two-spirited/etc. Woman

Gender Expression



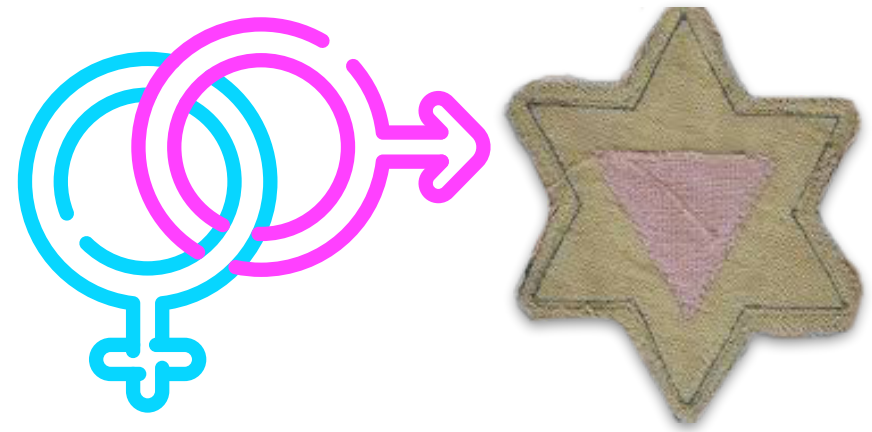
Masculine Androgynous Feminine

Sexual Orientation



Attracted to Women Attracted to
all/both/none Attracted to Men

THE HISTORY OF PINK AND BLUE GENDER ASSOCIATION



Before the 1900's, color had no association with gender.

1794

A Journey Around My Room published French Author recommended that men choose to paint their rooms pink and white to improve the mood. Almost all children wore dresses because it was easier to change them and more practical. They were mostly white because that was easier to bleach. The sizing didn't have to be completely perfect. **It was common for all babies to wear dresses until about 6 years old.**

June 1918

A Ladies' Home Journal article said, "**The generally accepted rule is pink for the boys, and blue for the girls.** The reason is that pink, being more decided a stronger color, is more suitable for the boy, while blue, which is more delicate and dainty, is prettier for the girl."

1939

World War 2 begins. Nazis imprisoned Jews in concentration camps. But it wasn't just the Jews—also politicians, gay men, and others. **Prisoners wearing a pink triangle (representing gay men and sexual offenders) were harshly treated, even by other prisoners.**

1945

After the war, **gay men were left imprisoned for science experiments.** The Pink Triangle became a symbol of shame. **Pink was looked at as an inferior color.** It began to take on negative, feminine connotations. The color associations switched. Clothing manufacturers started making pink clothing for women and blue for men.

1960's & 1970's

Women's liberation. **There was a resurgence of unisex & "gender neutral" colors.** Trousers became popular for women.

1980's

The pink triangle was **reclaimed by the queer community during the AIDS crisis. It's become a symbol of pride,** and has been seen many times in pop culture.

GENDER AROUND THE WORLD



The concept of more than two genders has existed, and still exists worldwide. Though colonization tried to wipe them out, hundreds of distinct societies around the world have their own long-established traditions for third, fourth, fifth, or more genders.

Albania

The Burrnesha are women who take a vow of chastity and wear male clothing in order to be viewed as men in the highly patriarchal society.

Hawaii

Long before Cook's arrival, the Hawaiians recognized the Māhū (somewhere between or encompassing both masculine and feminine) as being sacred.

Incas

Prior to colonization, the Inca's worshipped a dualgendered god, Chuqui Chinchay. Third-gender ("Quariwarmi") shamans wore androgynous clothing and represented a third-gender space.

Indigenous

"Two-spirit" is having both masculine and feminine spirits. (Pictured to the right.)

Indonesia

The Bugi people of southern Sulawesi recognize three sexes (male, female, intersex) and five genders: makkunrai ("women"), oroani ("men"), calalai ("female men"), calabai ("male women") and bissu ("transgender priests").

Italy

Males who dress as women and assume female gender roles are called "Femminiellos".



Adrian Matthias Stevens and Sean Snyder in their own beadwork. Brass work by Jeremy Dial. **Photo:** Ceylon Grey

GENDER AROUND THE WORLD CONT.



Kenya

The Mashoga are men who adopt the female gender early in life. They serve a crucial role in wedding ceremonies.

Judaism

Believe the first human was intersex, and was split to make two genders. Recognizes 6 genders: Zachar ("male"), Nekeivah ("female"), Andruginus (both male and female characteristics), Tumtum (indeterminable or obscured sex characteristics), Ay'lonit (Identified female at birth, develop male characteristics at puberty), and Saris (Identified male at birth, develop female characteristics at puberty).

Madagascar

The boys considered feminine in appearance (the "Sekrata") are raised as girls and believed to have supernatural protection that prevents them from being harmed.

Philippines

The Bakla is a third-gender that has been recognized for centuries. They have developed their own language to use with each other, called swardspeak. Scotland - Kilts are worn as a symbol of masculinity.

Thailand

Kathoey ("ladyboys") are born male but "with a female heart".



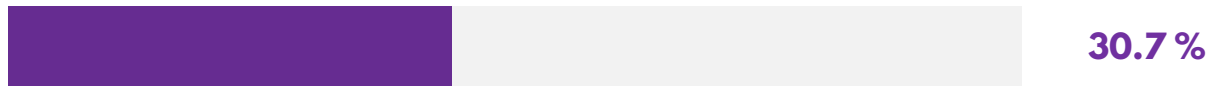
Vice Ganda, famous gay actor in the Philippines.

SEXUAL AND GENDER MINORITIES vs HETEROSEXUAL CANNABIS USE

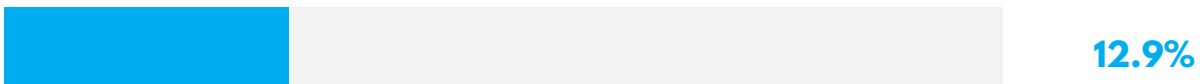
According to [hightimes.com](https://www.hightimes.com) several, studies suggest a relatively common pattern: **LGBTQ people and sexual minorities—especially bisexual men and women—consume cannabis at higher rates than heterosexual people.** Since bisexual people are typically lumped together with lesbians and gay men, who also consume at higher rates, the **LGBTQ community as a whole probably is one of the most pot-friendly demographics of all.**

A 2015 national study found that sexual and **gender minorities are more than twice as likely to use cannabis compared to heterosexual individuals.**

Sexual and Gender Minorities



Heterosexuals



“I think a lot of people who are gay, bisexual or non-binary [turn to cannabis] because they are ostracized at a very young age, whereas someone who is straight or in a heteronormative relationship isn’t quite as often. There is a higher stress level for people in the community.”

- Laganja Estranja
American choreographer and drag queen

THE FULL SPECTRUM DIRECTORIES

Finding and supporting the LGBTQ Cannabis Community



LGBTQ-Owned Cannabis Brands

Find LGBTQ-owned cannabis brands from around the world.

LGBTQ Cannabis PERFORMERS

Find LGBTQ performers who specialize in cannabis entertainment.

CANNABIS BOOKS BY LGBTQ AUTORS

Find books about cannabis written LGBTQ authors.

WAYS YOUR CANNABIS BUSINESS CAN BE MORE GENDER INCLUSIVE



Don't Know Someones Pronouns?

Don't assume, just ask!

Set and Enforce Workplace Discrimination Policies

A policy only works if it's enforced. As of 2020, 93% of Fortune 500 companies have non-discrimination policies that include sexual orientation. 91% have non-discrimination policies that include gender identity.

Pronoun Buttons

Normalize talking about your pronouns. Provide pronoun name tags for your employees



Keep An Open Dialogue on Social Issues

This shows you care about issues impacting their lives outside of work.

Stay Interviews

Meet regularly with diverse employees to identify and reinforce positive reasons for them to stay. One hour every 6 months is a good idea.

Gender-Neutral Restrooms

Employers need to provide employees a safe and convenient restroom. Single-stall restrooms are often a great solution.

Pronouns in Email Signatures

This is another fabulous way to normalize talking about pronouns and avoiding accidentally misgendering someone. It's also a great way to spot allies, people we know respect and understand gender variations.

Dress Codes

Avoid policy that reinforces gender stereotypes (makeup, jewelry, skirts, hair length).



The Pride Guide - Gender is brought to you in collaboration with **The Full Spectrum** a fiscally sponsored project of **Cascadia Now**. We're encouraging those who enjoy this guide to **donate to The Full Spectrum** who's mission is to enhance and sustain LGBTQ diversity, inclusion, and access within the cannabis industry and community. This guide is part of a guide series conducted by the **Cannabis Creative Movement**, which is a joint effort fueled by **PufCreativ** and **The 9th Block** agencies.



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