Institutions also differ in the ways they collect data about gender, and there are inconsistencies in how trans people may be recognised in research. It should be noted that the legal processes required to change gender identity markers on government documentations vary across Australian jurisdictions. Trans people may position ‘being trans’ as a history or experience, rather than an identity, and consider their gender identity as simply being female, male or a non-binary gender. For the scope of this project this refers to policies for the collection, analysis and/or reporting of sex and gender data in medical research. It does not refer to the sexual orientation of people. Pronouns are a person’s means of identifying and communicating their gender, and how they see themselves in terms of ‘male’ or ‘female’. If someone asks you about their preferred pronouns and you are unsure, you can use their name followed by ‘they’.

**Sex:**

Sex is a legal status, classified as either male or female in most jurisdictions, and which is typically determined at birth based on anatomy. Sex is used to refer to differences between males and females that are largely biological, with some overlap and differences between people. Sex is assigned to a person at birth, and is based on sex chromosomes (XX or XY). Sex is determined by looking at them.

**Gender:**

Gender is a personal and social construct that refers to the way in which a person externally expresses their sex. Gender is different from sex and includes gender identity, gender expression and gender roles. Gender roles and identities are shaped by cultural and social norms. Gender is a social construct, and is not necessarily linked to sex. Gender is used to refer to cultural and social norms that guide the way individuals and groups behave and interact with the world.

**Non-binary:**

Non-binary is a term for people who do not identify as exclusively male or female. Non-binary people are part of the spectrum of gender diversity. Non-binary can include people who don’t identify as being gendered at all, people who are gender diverse and people who are genderqueer.

**Gender diversity:**

Gender diversity encompasses non-binary and trans individuals. Gender diversity is used to refer to the range of identities and expressions that exist outside of the binary gender system. Gender diversity includes non-binary and trans individuals.

**Gender identity:**

Gender identity is a person’s inner sense of their own gender. Gender identity is not necessarily linked to sex and can include identities such as female, male, transgender, non-binary, and other identities.

**Gender expression:**

Gender expression is the way in which an individual presents their gender. Gender expression encompasses physical appearance, behaviors, and social interactions. Gender expression can include clothing, hair, makeup, and other characteristics.

**Gender roles:**

Gender roles are the expected behaviors, appearance, and social rules associated with being male or female. Gender roles are shaped by cultural and social norms and vary across different societies and contexts. Gender roles are used to refer to the social and cultural expectations associated with being male or female.

**Sex for humans:**

Sex for humans is a legal status, classified as either male or female in most jurisdictions, and which is typically determined at birth based on anatomy. Sex is used to refer to differences between males and females that are largely biological, with some overlap and differences between people. Sex is assigned to a person at birth, and is based on sex chromosomes (XX or XY). Sex is determined by looking at them.

**Sexual orientation:**

Sexual orientation is a person’s sexual attraction to others and is used to refer to attractions to people of the same sex, opposite sex, both, or neither. Sexual orientation is not necessarily linked to gender and can include a range of identities and expressions.

**Bias:**

Bias is the tendency to have a preconceived notion or opinion about a person or group. Bias can be conscious or unconscious and can influence how people perceive and interact with others. Bias is used to refer to the tendency to hold a preconceived notion or opinion about a person or group.

**Discrimination:**

Discrimination is the unequal treatment of individuals or groups because of their identity or characteristics. Discrimination is used to refer to the unequal treatment of individuals or groups because of their identity or characteristics.

**Intersectionality:**

Intersectionality refers to the ways in which multiple social and political identities (including but not limited to gender, caste, sex, race, ethnicity, sexuality, ability) intersect and compound in the experiences of individuals. Intersectionality is used to refer to the ways in which multiple social and political identities (including but not limited to gender, caste, sex, race, ethnicity, sexuality, ability) intersect and compound in the experiences of individuals.

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