

Monitoring Gender Diversity

The importance of separating the concepts of sex and gender is stated in peer-reviewed literature:
Virginia Miller: American Journal of Physiology 2014:

“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.”

Krieger N: The Lancet citing, “Genders, sexes and health – what are the connections – and why does it matter? **International J Epidemiology 2003:**

“Causal mechanisms for poor health are related to both sex and gender; For example, terms referring to sex at birth (male and female) and gender identity (man and woman) are commonly used interchangeably in the scientific literature, including transgender research. This practice leads to a lack of attention as to whether health differences are due to sex, gender, both or neither. Synthesis of research on the health of transgender people reveals gaps in the specificity and operationalisation of sex and gender differences in population research more broadly.”

For many people, their gender identity corresponds to the sex they were assigned at birth. For others, it does not. Some people see gender identity as more of a spectrum, rather than a binary. There are many other expressions of gender identity, including non-binary and genderfluid, and for some people, the concept of gender isn't relevant to their identity.

GIRES recommends that organisations consider using the following two questions in assessing the gender balance in their workforce or among their service users. The first question relates to the overall cisgender binary population but many trans people would also feel comfortable ticking ‘man’ or ‘woman’ boxes. It would need to be clear that both questions *may* be answered, but question 2 is (obviously) not obligatory.

1 - Do you identify as?:

Woman

Man

Non-Binary

Agender

Other – provide a free text box that people can fill in

Prefer not to say

Other answers which could be included:

Bi-gender

Demi-boy

Demi-girl

Genderfluid

Genderqueer

Questioning

Transfeminine / Trans Femme

Transmasculine / Trans Masc

I use a culturally specific term– provide a free text box that people can fill in

2 - Do you identify with the gender you were assigned at birth?:

Yes

No

Prefer not to say

Question number 2, accepts that gender identity can only be 'assumed' at birth, and that assumption is based entirely on genital appearance - the external sex of the baby. This wording is similar to that used by the Solicitors Regulation Authority (SRA) in a survey of its registrants which revealed 2% were not cisgender.

The above recommendations are based on the extensive work that GIRES has undertaken in this field during the past 25 years. This has included participating in the investigations conducted by the Office for National Statistics and reviewing the work of other organisations that have considered the most appropriate way to phrase the question, including the SRA and the BBC.

For the first time The Office for National Statistics (ONS) 2021 UK Census asked people aged over 16: "Is the gender you identify with the same as your sex registered at birth?"

- 45.7 million (94.0% of the population aged 16 years and over) answered the question.
- 45.4 million (93.5%) answered "Yes" and
- 262,000 (0.5%) answered "No"
- 1.9 million (6.0%) did not answer the question.

Several factors may have reduced the number of "No" responses as the Census can be completed by a single family member for a whole household. Consequently, some trans and gender diverse people may not have been able to answer the question themselves. Others may not have felt it was safe to do so.

Of the 262,000 people (0.5%) who answered "No", indicating that their gender identity was different from their sex registered at birth:

- 118,000 (0.24%) answered "No" but did not provide any further information
- 48,000 (0.10%) identified as a trans man
- 48,000 (0.10%) identified as a trans woman
- 30,000 (0.06%) identified as non-binary
- 18,000 (0.04%) wrote in a different gender identity

Data from other sources indicate that the Census figures may understate the size of the trans and gender diverse population.

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The Internal surveys conducted in 2017 by the SRA and the BBC indicated **2%**. An Ipsos survey carried out in 2022 resulted in **3.1%** of people saying they were trans, non-binary, gender queer or gender fluid, Agender or another gender identity that was not male or female.

We have not included guidance or numbers for any monitoring of people under 18.