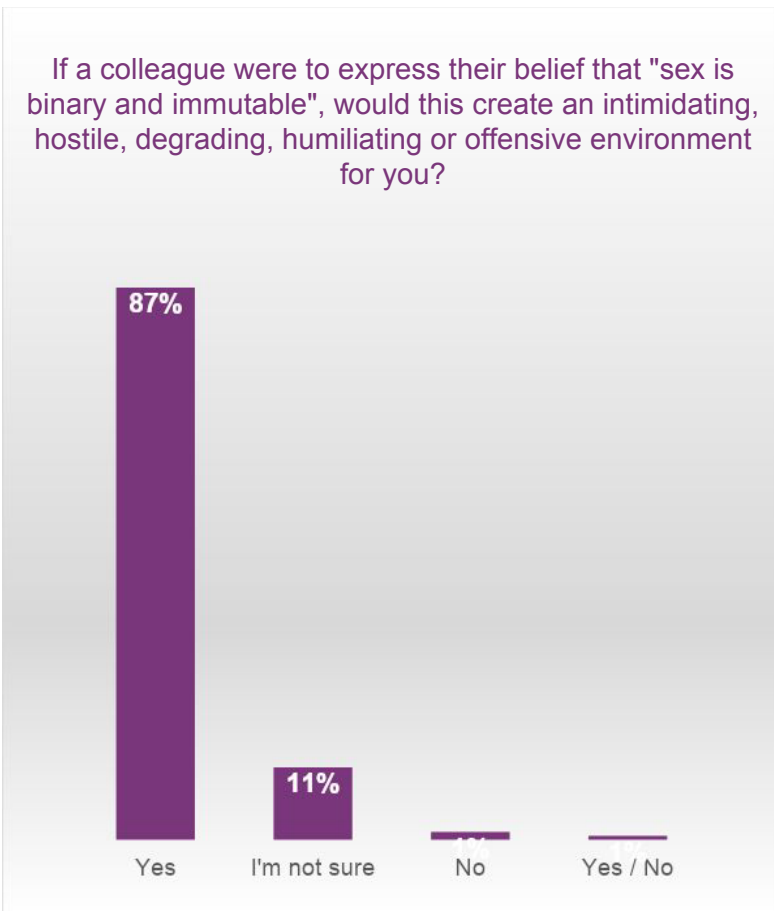


Gender Critical Views survey



We surveyed our membership to find out their views on three questions regarding the expression of gender-critical beliefs in the workplace. Over three-quarters of respondents said that the expression of such beliefs would cause them to feel the working environment was intimidating, hostile, degrading or offensive.



Note: The survey allowed respondents to pick more than one option. Where a respondent have done so, we show all the responses they chose, e.g. the 'Yes / No' column in the leftmost graph reflects 1 respondent who selected both 'Yes' and 'No' but not 'I don't know'.

Gender Critical Views survey

Respondents were invited to leave optional comments further explaining their answer. A small selection of these are shown below.



[...] the very word "immutable" conveys that the **user is speaking in full intent of NOT engaging in meaningful discourse** on the given subject, in this context sex and gender. This has become a **weaponised tactic** that has been whipped up by vested interests as part of what is termed the "culture wars".

I **don't believe that biological sex is the only consideration** for rights and needs.

This is an **argument used to deny that trans women are affected by misogyny in the workplace**. It does not materially engage the issues.

Expressing a belief that sex is binary **ignores intersex people** (sex is bimodal, not binary) and saying that sex is immutable **misgenders trans people**. It's effectively saying trans men are women and trans women are men.

There is a logical disconnect between 'biological sex' and 'women and men', since biological sex includes categories beyond 'woman' and 'man'. **This is, therefore, by definition an exclusionary statement**. Also, 'our' implies that someone is being excluded -- that **anyone who may not identify with 'women and men', or at least how those categories may be defined by this person's view of 'biological sex', does not deserve rights** or needs in the workplace.

[The statement is] untrue (intersex people exist), so it's **definitely hostile**. In any organisation which has integrity as a value, we shouldn't be telling lies about sex being binary.

At best it creates a not the same but equal philosophy which was at the core of apartheid. At worst, **trans people are dehumanised, discriminated against, invalidated and excluded**.

[The] argument of "Replacing biological sex" is not the point. No one is trying to erase biological sex, the argument is whether it is appropriate to talk about biological sex in contexts where it doesn't matter (again, it only matters to me and to my doctor). Also, and maybe most importantly, **"Gender" and "Gender identity" are not "Concepts". They are reality supported by plenty of scientific, medical evidence that prove it**. Gender and a person's sense of self are a reality that shape every second of a person's life, to suggest this is some sort of made up idea is extremely narrow-minded, illogical and disrespectful.

I **cannot think of a way that this sentence wouldn't be harassing** [...] To diminish a person's existence can't be anything other than degrading.

It is not to say that sex and gender don't matter for people in their everyday lives, but what these people mean by 'biological sex' is clear. There is nothing more or less biological about the sex and gender characteristics of trans, non-binary or intersex people. **This phraseology aims to draw a distinction that would define certain people's lived bodies as 'not biological', which is both a nonsense and meant to be degrading and dehumanising**.

It feels like an **erasure of my identity**. I am not something to be debated. I exist and I'm here whether you like it or not. **I deserve to have my rights respected**. It seems like the only [protected view] right now is anti trans.

It is not a relevant view to be raising in the workplace. **The only reason to raise it is to make colleagues feel lesser than, unwelcome or (when raised alongside other comments) unsafe**. I could hold a belief that women should not be in leadership roles (due to the nature of my faith upbringing), it would not be appropriate for me to bring that belief up in the workplace.