

TOMORROW **MAN** TOMORROW **WOMAN** GENDER INCLUSION

We believe people should be able to choose their gender traits, instead of having them chosen for them.

Tomorrow Woman and Tomorrow Man seek to break down and question the stereotypes associated with gender. These societal rules that many of us live by are outdated and negatively impacting our relationships and our ability to live life to the fullest.

Our mission is to give participants the awareness and tools to create their own tomorrow, regardless of the stereotypes they have grown up with. To choose which traits associated with these stereotypes are no longer serving them and define their own rule book to live by.

We are pro-gender identity just not pro-gender norms.

workshops@tomorrowman.com.au
workshops@tomorrowwoman.com.au

+61 (03) 9956 8860



OUR APPROACH

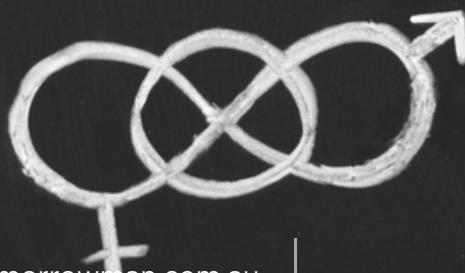
THE EVOLUTION OF GENDER

We acknowledge that the landscape of gender is multifaceted and ever changing and it is our goal to evolve our programs with this change. We seek to ensure all our participants feel seen and represented in our work.

Although both Tomorrow Woman and Tomorrow Man look through the binary lens, we believe that gender is not binary but rather a galaxy in which people identify according to how they feel, rather than what they were assigned at birth. The gendered lens is used as a tool to break down the associated stereotypes which can be damaging to many aspects of our lives.

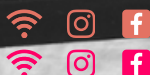
We are actively inclusive of transgender men and women, non-binary folk, and people who are proudly fluid in their gender expression. Any experience of living beyond stereotypes and gendered norms is what we would hope all people can explore, safely and without prejudice.

not he
not she
just me



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OUR APPROACH

HOW WE INCLUDE ALL GENDER EXPERIENCES

Before each workshop, we encourage schools to ask which workshop trans and non-binary students wish to attend and give them the option to not attend at all if that is the best option for the student. We understand that workshops on gender can be a lot, especially when you're affirming yourself, so there's no pressure to fit into one or the other.

Our facilitators will check in with wellbeing staff to make sure everyone's pronouns are known ahead of time, and we will shift our language to be inclusive of these changes, too.

As part of our agreements set at the start of every workshop with students, facilitators openly acknowledge that gender is not binary and that some of the language used throughout the workshop sounds like it is excluding some people. Unfortunately, not everything we have access to is beyond a binary but we are updating our content as we go to be champions of inclusion. As part of this we welcome people of all genders and experiences into the room. We often learn most from those who have challenged the mainstream and societal norms, whether you are trans, cis, or beyond the binary.

To ensure everyone feels safe in the room, our facilitators will check to see if anyone wants to be known by different pronouns than the ones they came in with. This can also be done privately before the workshop. We don't want to out anyone, intentionally or otherwise, so we find it's always good to check.

Our team is happy to chat to any students in the lead up to the workshop via an organised time on zoom (supervised by the school) to address any concerns the student might have. We're here to listen and not lecture, so please don't hesitate to get in touch if you have a question.

We always welcome any feedback, challenges or conversations about how we can be more inclusive, please don't hesitate to get in touch with us if you have any questions or concerns at workshops@tomorrowman.com.au .

♥ Tomorrow Man and Tomorrow Woman teams

Continue to next page for information on Gender Diversity

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ABOUT GENDER

Gender is about social and cultural differences in identity, expression and experience and is different from the sexual characteristics we are born with. We've listed a few definitions below.

GENDER IDENTITY

An individual's concept of self as male, female, a blend of both or neither – how they perceive themselves in the world around them, and what they call themselves. Someone's gender identity can be the same or different from their sex assigned at birth.

CISGENDER(CIS)

A person whose gender identity is aligned to the sex they were assigned at birth.

TRANSGENDER (TRANS)

A person whose gender identity doesn't match the sex they were given at birth – for example, they were born with a vulva, vagina, and uterus, but they identify as male.

NON-BINARY

A person whose gender blends elements of being a man or a woman, is different from either male or female or doesn't identify with any gender.

GENDER FLUID

The change over time in a person's gender expression or gender identity, or both. That change might be in expression, but not identity, or in identity, but not expression. Or both expression and identity might change together.

NON-CONFORMING

A person whose appearance, behaviour, interests, and subjective self-concept are different from conventional norms for masculinity/femininity.

INTERSEX

Intersex people have innate sex characteristics that don't fit medical and social norms for female or male bodies, and that create risks or experiences of stigma, discrimination and harm.

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