



1. Growing up, did you think of yourself as a boy, a girl, both, neither or in some other way? How did you come to that recognition? When?
2. What messages did you receive from those around you about gender? Did those messages make sense to you?
3. What's your first memory of gender defining or impacting your life?
4. How were people who did not fit into expectations about gender treated in by others in your life (school, work, family)? By you?
5. Have you ever been confused about someone's gender? How did that feel for you? Why do you think you felt the way you did?
6. Has anyone ever been confused by your gender, possibly referring to you in a manner not consistent with your own sense of gender? How did that feel for you? Why do you think you felt the way you did?
7. Is there anyone in your immediate circle who is transgender or otherwise gender diverse? How would you characterize your comfort level about their gender?
8. If you were to describe your gender without talking about how you look or what you do, what would you share?



1. How have issues of gender and gender diversity “shown” up in your work?

2. Is there a person with whom you have worked that was/is transgender or in some other way gender diverse? What was your level of comfort in this situation?

3. What training have you received about gender, gender diversity, and/or gender inclusive practices?

4. How would you characterize a safe and inclusive environment for individuals whose gender is seen as different by those around them?

5. What is your own comfort level discussing issues of gender diversity with:
 - a. Colleagues?

 - b. Family?

 - c. Youth?

6. Based on your personal and professional journeys, how do you believe that your own previous experiences with gender influence the work you do? Are there ways in which those experiences enhance your ability to create gender inclusiveness? Are there ways in which those experiences inhibit your ability to do so? How so?

7. Do you have any final reflections about documenting your gender journey? Are there any goals you wish to set for yourself, personally? Professionally?