

活動回顧 **Events recap**



職涯工作坊: DEI & LGBTQ+ Career workshop: DEI & LGBTQ+

今次的職涯工作坊邀請了DLA Piper <u>歐華律師事務所</u>的 Flo Chan及ENCOMPASS HK的創辦人Benita Chick為大 家分享DEI & LGBTQ+的資訊,包括多元平等共融(DEI)、 永續發展(ESG),和永續發展目標(SDGs)。同時多謝DLA Piper借出場地!

Thank you again Florence Chan and Benita Chick for sharing with us your valuable experience in #DEI, #ESG and #SDGs, opening the doors for our community to tap into the global network. Thank you DLA Piper for providing the venue, and have always been a champion supporter for the cause.





悉尼WorldPride人權大會@澳洲駐香港總領事館 Sydney WorldPride Human Rights Conference @ Australian Consulate-General Hong Kong

性別空間受邀出席悉尼WorldPride人權大會學,除了有機 會參與其中一節國際論壇,探討澳洲原住民、跨性別社 群、和不同界別的關注,亦與多個本港性/別組織交流, 討論在香港的性/別運動。

Gender Empowerment was invited to attend the Sydney WorldPride Human Rights Conference, not only did we participated at an international panel on aboriginal, trans and other intersectionality issues, but also connected with other NGOs in Hong Kong to discuss queer/ gender movement in the local context.





悉尼 WorldPride 人權大會於 2023 年 3 月舉行了為期三天的論壇。來自世界各 地的演講者和嘉賓出席就性/別小眾在國際上的進展和挑戰分享見解 The Sydney WorldPride Human Rights Conference was held over three days in March 2023. It featured speakers and guests from around the world, sharing insights on the progress and challenges of LGBTQIA+ rights internationally

講月「經」-令月事更性別共融

「唔係所有女人都會嚟M、唔係會嚟M嘅就係女人」

Go with the flow - Making menstruation more gender inclusive

"Not all women have period - not who have period are all women"

















月事與性別認同 **Mensuration & Gender Identities**

來經會令你感到...? 擔心 What does "Period" make you feel? 暴躁 Worry **Annoyed** Pain/Painful 強悍 **Strong** 尷尬 「你可以做嘅嘢, **Embarrassed**

重種感受,究竟是生理因素、還是社會影響? Are these feelings manifested because of

biological reaction or societal impact?

對於跨仔及性別酷兒來說,嚟M可能是引致性別/身體不安的因素之一。社會慣常將月經和(生 理)女性劃上等號,當一個「來經者」不認同自己是女性、或者不是以女性身份生活,難免會 造成身心的掙扎和生活上的挑戰。常見的尷尬情況如需要購買月事產品、或是需要使用公共廁 所的掙扎、M痛時要向醫生解釋身體生理狀況等等... 被困在現時性別二元的社會既定印象,令 不符合既定「女性形象」的來經者經歷月經時產生更多擔心和焦慮,甚至有種羞愧感。

Navigating periods for trans men and nonbinary individuals can be difficult on many layers -Periods can be a source of gender/ body dysphoria for those who do not identify as women or girls. The association between menstruation and womanhood can trigger dysphoric feelings to their bodies and they may struggle with how they see themselves. The feeling of fear, shame, disgust, worry, or embarrassment when it comes to buying period products, the dilemma when having to go to public bathrooms, experiencing or explaining cramps to their doctors etc... We live in a stigmatised and gendered society that makes it difficult for people who don't "look" like a woman or a girl experiencing menstruation.



我流住血都做到」

Anything you can do,

I can do bleeding"

有時某些廁格(尤其在男性洗手間)沒有 棄置衛生用品的垃圾桶,有些跨仔/非 二元性別者會用大量廁紙包裹用過的衛 生用品,令人無法看出內容。

Sometimes there might not have a bin in the toilet stall to dispose used period products; some may wrap the used products with loads of toilet paper to make it indistinguishable.



有些跨性別者/非二元性別者會擔心用廁格時,如廁的聲音與 其他廁格使用者不同,或被人發現佢只是去小便,因此而故意 在廁格逗留較長時間,減少引起其他人疑心的可能性。

Some trans/ nonbinary folks may worry others may hear their peeing noise and notice the difference, or realise that they're only going for a pee. Some may deliberately stay longer in the stall to avoid suspicion.

不少人都會覺得只有女人先會「嚟M」,「月經」一字與「女性身份」緊緊相扣。當大部分有關月經的討論都只圍繞著(生理)女性,跨性 別者、非二元性別者和性別非常規者等社群時常被忽略。在這個性別二元的順性別世界裡,當你的性別身份不符合社會的框架,「嚟M」 可能會令你感到困擾。每個社群、每個人的故事都不一樣 – 不論是順性別女性、跨性別者、非二元性別者,每個人都有獨特的月經故事。

Menstruation has been historically and commonly known as a function of the female anatomy that affects women, that "menstruation" is a word highly correlated to "womanhood". Whilst most discourse about menstruation has circled around women and girls, the transgender, nonbinary and gender non-conforming communities are often overlooked in the discussion. Experiencing periods in a cisnormative world can be very daunting for people that do not fit into this gendered society - stories from cis women, transgender and nonbinary persons can be different and unique for each individual.

> 一般女性青春期開始來經平均為12歲左右,有些女性較早發育、有些較遲,因此初經其實沒 有特定的生理時間表。對於不少少女來說,來經時最大的擔心可能是「漏M」 - 而現時社會 有關月經的討論少之又少,令不少人因為怕尷尬而令正常、健康的討論都欠乏。

> The average age for puberty to start and girls to experience period is 12 - some will start earlier and some later - everyone is different. For many teenage girls, they worry about getting stains on their clothing, the fear of embarrassment in front of peers sometimes prevents them from discussing menstruation in a healthy manner.

有些男女校的女同學可能會因為尷尬,而用盡方法隱藏月事用品;但在 全女校的女同學可能會相對較大方,甚至會不害臊地直接將月事用品扔 到課室的另一邊予有需要同學。

Some teenage girls in co-ed schools may hide their period products from their peers, while some in all-girls school find it more comfortable sharing period products, even by throwing it across the classroom



國際新聞 International news:

因為擔心「漏M」,愛爾蘭女子欖球隊將傳統的白色運動褲改為深藍色 Ireland Women switch to navy shorts for Six Nations Rugby over period concerns.

跨女無法經歷一般順女青春期時的「第一次來經」、 「M痛」等等的身體及生活經驗,有些跨女會幻想來經 的感覺 - 就算是順女討厭的經痛,也可能是部分跨女渴 望能體會的「女人的痛」。

Experiencing teenage periods is a process that trans women do not, but some may wish to have. Whilst many cis women despise having period cramps, some trans women fantasise about experiencing the pain that's heavily associated with womanhood.



資料連結請參閱電子版本: Please refer to e-version for reference links:

https://issuu.com/gender_empowerment/docs/ge_period_inclusive_newsletter_final

月事貧富

Period Poverty





尼泊爾的「月經屋」 Menstrual huts (Chhaupadi) in Nen

在大部分發展國家,「月經貧窮」多數指購買月事產品的金錢負擔。然而,在某些發展中國家如尼泊爾等,「月事貧窮」指的是更嚴重地影響著來經者 -- 尤其是女性 -- 的生存狀態。佢面對的可能是會對健康造成影響、甚至導致死亡的情況。自2005年,尼泊爾政府已立法禁止「月經屋」(Menstrual huts,尼泊爾話:Chhaupadi)^②,但境內的偏遠地區仍然有不少「月經屋」的存在。女性來經時不但被困在與世隔絕的木屋裡、要面臨毒蛇襲擊和因吸入燃燒的煤取暖而死亡的可能性,有報導更揭發被隔離在月經屋的女性被虐待和強姦的情況,但由於擔心社會污名,不少人都不敢挺身指證。可惜的是,在不少國家如肯尼亞、烏干達等,月經仍被視為社會禁忌。初經來潮的女性可能會因為月經而受到羞辱或批評,並寧願選擇輟學、童婚和透過早孕來避免月經相關的污名

對於跨性別者和非二元性別者來說,月經貧窮可被理解為缺乏合適的產品選擇和社會包容的討論。每一次選擇購買哪一包粉紅色的月事用品、或是看見巴士上的輕盈月經廣告,都是無意地提醒著他們的「格格不入」。

In many developed countries, period poverty is mostly equivalent to tampon tax or living cost. However, in some developing countries such as Nepal, it could mean health impacts or even death. Although Nepal has criminalised the use of menstrual huts (Chhaupadi) since 2005, the situation remains rampant in remote areas of the country. People with periods are confined to isolated huts, facing the possibility of poisonous snake attacks and death by breathing in burning coal for warmth. There are also reported cases of abuse and rape; however, most people are too scared to speak up due to social stigma. "Period shaming" is unfortunately a common phenomenon in Kenya, Uganda and many more countries. Some girls might be humiliated or criticised for having periods, and choose to drop out of school, get into child marriage and early pregnancy to avoid humiliation.

與歧視。

For transgender and nonbinary folks, period poverty can be seen in the form of lacking appropriate products and inclusive discourse. Every time going down the aisle of the period products section, wondering which pink package of pads should they purchase, or watching the bus drive by with a fluffy period product commercial of a female celebrity lying on top of a cloud - it is a constant reminder that "I don't fit in".

月事運動 Period campaign



Cass Clemmer 創立了<u>Toni the tampon</u>,透過網上社交 平台和實體填色繪本,以開放的態度討論月經,讓家長有 一個與孩子討論月經的渠道。<u>一張月經染紅褲檔的照片</u>令 CASS走紅,分享佢作為跨性別者「嚟M」的個人經驗。

Cass Clemmer created <u>Toni the tampon</u>, a colouring book and Instagram account designed to tackle period taboo and help parents teach children about menstruation. They went viral online with a <u>freebleeding photo and poem</u> to illustrate their personal experiences and realities of menstruating while trans.



freda 在2021年推出了 Cycle, 致力推動環保、可靠、包容各個性別的月事產品系列。品牌邀請了三位跨性別/非二元代言人 – Jamie Raines, Kenny Ethan Jones, 和 小風 Siufung Law. 透過中性的包裝設計、網上訂購及保密運輸,品牌致力令跨性別者擁有更安心、包容的購物經驗。

按此觀看品牌的宣傳短片。

In 2021, <u>freda</u> launched <u>Cycle</u>, an inclusive range designed to provide sustainable and reliable period care. They invited three trans/ nonbinary persons as the spokepersons for their campaign Cycle by Freda - <u>Jamie Raines</u>, K<u>enny Ethan Jones</u>, and <u>Siufung Law</u>. This campaign promotes trans-inclusive period through gender-neutral package design, and the availability for online ordering and discreet shipping.

Watch their campaign story $\underline{\text{here}}$.



在香港,Happeriod致力推動月經教育和提升對月經貧窮的關注,讓來經者有尊嚴、自信地處理日常月事。透過工作坊和社群討論,<u>Happeriod</u>、新婦女協進會及山城性/別關注組合辦了在中大為期一個學期的「經血來潮支援站」,在校園多個地點放置月事產品予同學免費索取,從而提升大學校園對月經貧窮、月事健康的關注度。

In Hong Kong, Happeriod is dedicated to create a society where everyone feels supported and empowered to manage their menstrual health with dignity and confidence. They organised workshops and panel discussions on menstrual health and period poverty, as well as a school-term campaign
Drop Spot co-organised among Happeriod">happeriod,
AAF and
SGCG, offering free period products in the uni campus for all students">students.

如果月 包容 事所有性別

What does

Period Inclusiveness

look like?

儘管現時社會對月經仍有一定的偏見,我們仍可以透過不同的方式去拆解根深蒂固的污名和誤解。

使用包容所有性別的用詞如「來經者」、「有月經的人」,而避免只用「女人」一詞去談論月經話題,有助打破「只有女人才會 嚟M」的觀念。這可以讓有月經、而性別認同非順女的人感到被包容為社群的一份子,鼓勵每個性別都加入講月「經」的討論。

延續「Drop Spot - 經血來潮支援站」,讓我們試試大膽想像:除了在女廁提供免費的月事用品,可否在男廁都提供呢?又或者在所有廁所都提供安全套?不少順性別男性都有為身邊女仕購買月事用品、或是女性幫忙購買安全套的經驗 – 那麼,倒不如在所有廁所都提供各款衛生用品?也許,在這個性別二元的社會中,月事運動的目的並不是要將社會偏見或污名「去性別化」,而是推動所有性別都可以關懷所有性別。

Whilst periods are still often stigmatised in our modern society, there are many ways to dismantle cultures of shame and misinformation surrounding menstruation that have been around for thousands of years.

Using gender-inclusive language such as "people who menstruate", "people with periods" or "menstruators" instead of "women" or "girls" while discussing periods can help dismantle the narrative that menstruation is a women-exclusive function. Inclusive language can help those who do not identify as cis women feel more included in menstruation narratives. It encourages dialogues about the experience of periods from people with different gender identities.

Continuing the Drop Spot campaign in CUHK, let's play with the idea of offering free period products in women's bathrooms - what about not only offering period products in women's bathrooms, but also men's bathrooms? What about offering condoms in all bathrooms? We have heard stories about how men buy period products for their female partners or siblings; we have also heard tales about women buying condoms for their male counterparts - so what about offering all products in all bathrooms? Will that be an inclusive act for all genders? Perhaps, in this gendered society, the ultimate goal is not to "de-gender" social norms and stigma, but to promote the notion that "all genders can care for all genders".



會否令「嚟M」更性別共融?

If there are more options, a wider variety of period products, such as menstrual cups or dark-coloured period pants, would it make period

如果提供更多選擇、更多元化的月事用品,如月經杯,或深色的月經褲

英國威爾士工黨議會男廁所提供衛生棉條 Tampons offered in men's toilets at Labour-controlled Welsh Parliament



美國聖地亞哥州立大學 - 帝國谷校區提供衛生棉條和避孕套 San Diego State University-Imperial Valley providing both tampons & condoms on campus

more gender inclusive? 資料連結請參閱電子版本:

Please refer to e-version for reference links: https://issuu.com/gender_empowerment/docs/ge_period_newsletter_final_draft