

The answer to (5) is a clear "yes" as the lived experience of any gendered person will be directly and fundamentally affected by other aspects of their being, particularly where those are covered by the anti-discrimination act (being areas of most frequent discrimination). This is most often referred to as "intersectionality."

The more fundamental issue not even being addressed here is that while "men" and "women" do form the majority of the population, it is a simple biological and psychological fact that not all people fall under these identifiers and those who do not are frequently subject to even greater discriminations in the workplace. As a mother and stepmother to three such people, the only way their futures will be secured as equal under law is for ALL genders to be addressed in law rather than just the two most common. Since the science around gender is still developing and will unavoidably move faster than the law, this calls for broader language to be used in the act to allow for both the known genders and those yet to be described, and for data on all genders to be considered so that discriminatory issues specific to the non-binary genders and expressions may be properly addressed by regulatory bodies.