Breaking barriers: advancing gender equality in the video games industry

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ABSTRACT

In today's climate of increasing calls for inclusivity and representation, the video games industry emerges as a pertinent arena for scrutinizing gender equality. This study aims to probe the industry's intricacies, uncover disparities, and propose actionable strategies for fostering inclusivity.

Key inquiries include the representation of genders across different roles in game development, barriers hindering diversity, and initiatives for promoting equality. Employing a mixed-methods approach, this research combines quantitative analysis with qualitative exploration through interviews and surveys.

By delving into industry demographics and drawing from sociological and gender studies frameworks, it seeks a comprehensive understanding of gender dynamics. Anticipated findings are expected to reveal significant disparities, particularly the underrepresentation of women and non-binary individuals in leadership positions. Furthermore, the study aims to highlight the link between diversity and creativity, emphasizing the importance of gender equality for innovation.

The practical implications of this research are manifold, offering insights to enhance recruitment practices, internal policies, and cultural initiatives within video game companies. By fostering inclusive environments, businesses can boost creativity, attract diverse talent, and enhance competitiveness. Moreover, addressing gender inequality in the industry has broader societal implications, influencing public perceptions and contributing to a more equitable gaming culture.

Ultimately, this research contributes to ongoing discussions on diversity and inclusion, providing valuable insights for practitioners, policymakers, and scholars invested in cultivating an inclusive and innovative gaming landscape.

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1. Introduction

The landscape of video games has evolved significantly, transcending its origins as mere entertainment to become a powerful cultural force shaping societal norms and perceptions. Central to this evolution is the portrayal of characters within these games, particularly female avatars, which holds sway over gender perceptions. Despite technological advancements and narrative depth, female characters often still fall prey to clichéd, hypersexualized stereotypes, perpetuating narrow gender roles and potentially impacting the self-image of female gamers and broader societal attitudes towards gender.

The core objectives of this research encompass a comprehensive examination of these issues. Firstly, it seeks to evaluate the prevalence of hypersexualization among female characters in major video game titles. This assessment aims to uncover the extent to which these representations align with or deviate from prevailing gender norms, shedding light on patterns of portrayal within the industry.

Secondly, the research endeavors to analyze the repercussions of these depictions on the reinforcement of gender stereotypes. By delving into the effects of such representations on player perceptions and societal attitudes, it aims to elucidate the role video games play in shaping cultural norms surrounding gender.

Lastly, the study aims to critically assess the broader social implications of these images. By exploring the ripple effects of hypersexualized portrayals of female characters, it seeks to highlight their influence on societal constructs of gender and contribute to a deeper understanding of the intersections between media, culture, and identity.

The significance of addressing these issues cannot be overstated. The pervasive sexualization of female characters in video games not only reflects but also perpetuates gender inequality within the industry and beyond. As such, this research endeavors to serve as a clarion call for action, urging stakeholders—from game developers to players and cultural critics—to prioritize

responsible representation in their creative endeavors. By bringing to light the consequences of hypersexualized portrayals, the study aims to foster greater awareness and accountability within the gaming industry, paving the way for more ethical practices and inclusive narratives. Furthermore, it seeks to contribute to ongoing discussions surrounding gender in media, offering valuable insights that can inform policy-making, advocacy efforts, and cultural discourse.

This examination of gender representations in video games stands as a critical endeavor with far-reaching implications for both the industry and society at large. By unpacking the prevalence, effects, and broader significance of hypersexualized portrayals of female characters, this research aims to catalyze positive change within the gaming landscape. Through its rigorous analysis and advocacy for responsible representation, it aspires to foster a more equitable and inclusive gaming culture, one that reflects and celebrates the diversity of human experience.

2. Literature Review

The study of hypersexualization in video games lies at the crossroads of several theories. The main are those concerning media representation, feminist theory, and social learning theory.

Cultivation theory by Nabi & Riddle (2008) is a communications and sociological framework which posits that long-term exposure to media shapes how the consumers of media perceive the world as well as conduct themselves in life.

Feminist theory, with the concept of "male gaze" postulated by Laura Mulvey (1975), tried to explain how media content tries to conform to male-led visual and narrative expectations at the expense of the subjectivity and agency of females. The social learning theory, developed by Albert Bandura in the 1960s, suggests that behaviors in society can be learned by observation from the media.

A large amount of research has gone into how women are represented in video games. Research by Burgess et al. (2007) and Ivory (2006) have deduced that female characters are depicted in an even more sexualized manner compared to their male counterparts and are normally halfdressed, with plenty of exposure and associated sexually suggestive actions. This is supported by a study from Lynch et al. (2016) in which they found out that this portrayal feeds a culture that encourages women to evaluate themselves first on appearance.

Dill and Thill (2007) further suggest that exposure to video games with sexualized female characters may influence beliefs about gender roles, from which women endorse more of the traditional, stereotypical views of women. The video game industry has historically been dominated by male representation, which has influenced both internal team dynamics and the products that are developed. Dill and Thill (2007) noted that male characters are significantly more likely to be depicted as aggressive (83%) compared to female characters (62%). Conversely, female characters are often subject to hypersexualization, which involves an exaggerated and stereotypical portrayal of their physical attributes and sexuality. This may include the use of provocative clothing, suggestive poses, or unrealistic bodily proportions. Additionally, these characters frequently appear as damsels in distress, needing rescue by male protagonists—perpetuating traditional, sexist narratives exemplified by characters like Princess Peach or Zelda.

Another study on this link of video game content to sexist attitudes, Fox and Bailenson (2009), further demonstrated that playing games with sexualized avatars can elicit more body-related thoughts, pointing at self-objectification among female players.

Szczepanska (2023) provides a comprehensive examination of the inclusion of women in the Swedish digital gaming industry. This study is distinguished by its nuanced exploration of the recruitment strategies and industry-specific discourses that shape gender dynamics. Szczepanska emphasizes the importance of certain recruitment practices and the prevailing discourse within Sweden's gaming industry, proposing that strategic policy modifications could enhance inclusivity.

Moreover, Behm-Morawitz and Mastro (2009) also stated that playing games with hypersexualized female characters may even lead to lower self-esteem and satisfaction with one's body, hence pointing toward important psychological effects through exposure to such representations.

Hypotheses Development

Following this review of the literature, the following are the hypotheses to be tested in this study:

- 1. Hypersexualized video games with female characters make the players adhere more to the gender stereotypes in society.
- 2. Constant exposure to video games with female characters possessing hypersexual characteristics tends to lead to increased self-objectification and body image concerns among girls and women.
- 3. The depiction of female characters in video games influences societal attitudes towards gender roles, perpetuating a cycle of gender bias and discrimination.

This section of the literature review provides a solid foundation for understanding the theoretical and empirical context in which the current study is situated. It points to the necessary continued inquiry into how hypersexualized depictions within video games influence person perceptions and possibly more general social schemas.

3. Methodology

Content analysis

The study takes the approach to comprehensively investigate the effects of female characters' hypersexualization on video game gender stereotypes and social perceptions over the years. This is through adopting a mix-method design that operationalizes the advantage of viewing both quantitative and qualitative data from a holistic point of view to give powerful analysis on the complex dynamics involved. Above all, a chronological presentation of the evolution of the characters' designs over the years is mandatory. This will manage to identify any problematics or solutions that had been found over the years.

Data Collection

The quantitative component involves the administration of an online questionnaire to a heterogeneous group of video game players. The questionnaire was articulated with questions seeking to measure participants' exposure to video games portraying hypersexualized female characters, perception of gender role portrayals, and attitudes concerning gender-based

stereotypes. This is quite preferable as it allows big datasets to be run. It facilitates the conduction of statistical analysis and allows a wide sample size for comprehensive scrutiny of pattern and trends.

For qualitative insights, semi-structured interviews have been conducted with a journalist and frequent players to gain insight into the lived experience. These experiences aimed to explore in detail the attitudes of female characters' portrayal and perceived impact on players and society. This qualitative approach, in essence, seeks to augment the statistical results and most importantly enrich the nuance in understanding issues not so easily quantified.

Data Analysis

Expressed in statistics and ANOVA, this study is taken with the objective of probing the relationship of exposure to hypersexualized characters and gender stereotype attitudes. The main objective is to quantify the strength and significance of relationships so that a clear view can be created of how the portrayal of characters affects the perception of players.

The method employed in such instances is an interpretive method whereby data collected are used to understand the recurring patterns and themes of the collected data. Qualitative analysis gives much more context and depth to statistical results than an attempt is made to give insights on what might be underlying reasons and implications of the observed trends and hence tends to give a much more elaborated view of the relationship of media representation with social perception. Furthermore, key studies serving as the basis, such as those highlighted in the recent academic discussion on the psychological impacts of hypersexualization, are those that underscore the theoretical depth that it involves.

Part of the purposive sampling - survey and interviews include active video game players who have had different gaming histories and belong to diverse demographic backgrounds. This will ensure that the study captures varied experiences and opinions through following up with the different participants, hence, drawing a more generalizable conclusion while providing a rich dataset from which to draw inferences.

Ethical Considerations

An informed consent form, which briefed the participants about the purpose of the study, the voluntary nature of participation, and their right to withdraw from the study at any time without

penalty, and assurance of the confidentiality of their responses, was provided to all the participants. This research considers best-interest principles for all parties who are involved in its execution. The study seeked to guard dignity and privacy for each participant. These are ethical considerations of the highest stringency, reflective of our own deep and uncompromising commitment to addressing this sensitive nature of gender representation in media.

4. Results

1. The evolution of female characters over the decades

The representation of female characters in video games has a complex history, marked by both progress and persistent challenges. Since the early days of the industry, female characters have often been relegated to secondary or stereotypical roles. In iconic games like "Pac-Man" and "Super Mario Bros," female characters were introduced as derivatives of male protagonists, embodying passive and objectified roles, such as the damsel in distress trope. Exceptions like Samus Aran in "Metroid" challenged these norms, presenting strong and capable female protagonists.

The 1990s witnessed both strides and stagnation in female character representation. Characters like Lara Croft from "Tomb Raider" broke molds as active protagonists but also faced criticisms for unrealistic physical attributes, drawing attention away from their skills and independence. Meanwhile, male characters like Mario and Sonic were celebrated for their bravery and abilities without relying on sexualized characteristics, highlighting a disparity in representation.

In the 21st century, there has been a notable increase in the diversity and complexity of female characters. Games like "Final Fantasy X" and "Mass Effect" introduced well-rounded female protagonists whose importance is defined by their roles and narratives rather than their physical appeal. However, challenges persist, as seen in controversies surrounding games like "Grand Theft Auto" and "Tomb Raider," which have been criticized for depicting women as objects of desire or violence.

Major controversies, such as those surrounding "Dead or Alive Xtreme Beach Volleyball" and "Resident Evil 5," have spurred changes in character design philosophy, pushing developers to

consider practicality and character consistency in their designs. The release of the "Grand Theft Auto 6" trailer that features a female protagonist led to discussions and criticism from male audiences, who didn't want to play a female gangster for fear of a lack of identification. Reactions to criticisms have led to significant changes in character design in some cases. Games like "Street Fighter V" and "Mass Effect 3" have adjusted female character designs to address concerns about excessive sexualization, promoting inclusivity and breaking traditional gender norms. Initiatives like Women In Game³ aim to increase visibility and support for women in the industry, advocating for more realistic and diversified representation of female characters.

2. Women as managers

Despite a shift towards greater inclusivity, women continue to be underrepresented in the video game industry, particularly in technical and leadership roles. According to a report by the International Game Developers Association (2020), women comprise only about 24% of the game development workforce, with even lower representation in leadership positions. This gender disparity is notable given the more balanced gender distribution among gamers, with 53% male and 47% female in 2023, according to Statista (Appendix 1). This discrepancy underscores a significant misalignment between the demographic composition of game developers and the gaming public.

For an extended period, the neutrality of various video game genres such as fighting, racing, platform, and role-playing games was assumed, whereas games related to cooking or fashion were distinctly labeled as "girl games." This distinction in marketing reflects the gender stereotypes embedded within the minds of game designers.

An illustrative case of the lack of diversity in video game development is observed in the 2006 PlayStation 2 release, "Action Girlz Racing." Promoted as "a game by girls, for girls," this game ostensibly aimed to appeal to a female audience by mimicking the style of popular racing games like Mario Kart. Intriguingly, the game's cover credits featured female names such as Karla, Roberta, Marcia, and Stephanie. However, an examination of the authentic credits available online reveals that these were pseudonyms used by an all-male development team; Karl was listed as Karla, Robert as Roberta, Mark as Marcia, and Stewart as Stephanie, extending across the entire team.

Figure 1 : Action Girlz Racing credits on PlayStation 2

³ Non-profitable organization founded in 2009 when women numbered only 6% of the Games Industry workforce.



Source: MobyGames

This example shows the influence of the "male gaze" in the gaming industry, further compounded by the game's poor gameplay and its reliance on stereotypical interests attributed to women, such as pink cars, lipstick, and nail polish.

3. Quantitative insights

The study included 1,200 respondents; males constituted 700 (58.3%), females 480 (40%), and others (non-binary, transgender, etc.) (1.7%). The average age of the respondents was 24 years, with a standard deviation of 4.5 years. On the frequency of playing the game, 30% of the respondents said every day, 45% said several times in a week, 20% said in one week, and 5% said even less than. This makes these demographics represent a broad cross-section of the gaming community in France and give a wholesome insight into present-day gaming culture and how it cuts across gender representation.

Participants rated, from 1 (never) to 5 (very often), their exposure tendency in video games with hypersexualized female characters. The tendency of exposure averaged 3.4, which, in general, implied a moderate to high level of exposure across the sample. The breakdown of the responses indicated that 55% indicated high exposure (ratings of 4 or 5), 30% moderate exposure (rating of 3), and 15% indicated low exposure (ratings of 1 or 2).

Also, participants have also been asked if they think that this (hypersexualised) representation of female characters could have an impact on gender stereotypes; 46% answered "Absolutely". 37% of them answered "Yes, a little". The other 17% said they don't know or disagree.

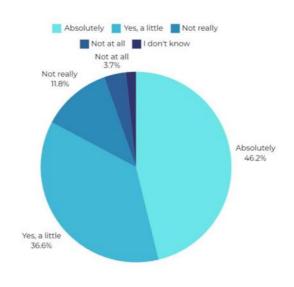


Figure 2 : Do you think the representation of female characters in video games reinforces gender stereotypes?

Source: Our own work

This report points toward a significant portion of the gaming community experiencing hypersexualized representations regularly and being aware of this problematic, strongly indicating the relevance of the problem within modern video games.

Impact on gender stereotype adherence

Further analysis of the data from the survey presents that those participants who had high exposure to hypersexualized characters were high in the ease with which they saw themselves in the endorsement of traditional gender roles. There is a strong positive relationship between exposure to hypersexualized characters and endorsement level on all stereotype scales, r = 0.62. This powerful correlation suggests a statistically founded agreement between hypersexualised exposure to characters in video games and the reinforcement of traditional gender stereotypes, accenting a possible influence of media representation on social attitudes.

4. Statistical tests

ANOVA⁴ was conducted to compare the levels of stereotype endorsement means across levels of exposure. Results indicated significant differences, F(2,1197) = 75.64, p < 0.001; post-hoc

⁴ Statistical method in which the variation in a set of observations is divided into distinct components.

testing indicated that high-exposure groups differed in great part from the moderate group with significantly higher stereotype endorsement (p < 0.01) and most markedly differed. These findings help clarify the fact that greater exposure to hypersexualized video game characters is significantly related to endorsement of the traditional gender role, signifying toward the potential of media exposure in influencing attitudes.

In this model, the effect of exposure to hypersexualized characters on the acceptance of gender stereotypes was regressed through age, gender, and gaming frequency. This model achieved statistical significance (F(4, 1195) = 102.3, p < .001), accounting for 35% of the variance in stereotype endorsement. Hypersexualized character exposure was the most viable predictor ($\beta = 0.45$, p < 0.001), showing a strong, robust effect on the endorsement of gender stereotypes. Gender ($\beta = -0.21$, p < 0.001) has negatively affected the endorsement of stereotypes, pointing to the fact that females or non-binary were less likely to endorse the traditional roles of.

Frequency of the game was also a reliable predictor of the game but to a smaller degree ($\beta = 0.18$, p < .05), suggesting a fine-grained role for the frequency of engagement with the game. All of this is very strong statistical evidence that "character portrayals in video games can prime accessibility of certain beliefs or gender-related schemata, just as character portrayals in other media can.". Results like these show the higher need for awareness, possibly even resulting in taking regulatory measures for the impact of content on digital media.

5. Qualitative insights

Rich, in-depth data from the qualitative component of this study provided results that complemented findings brought to light in the quantitative section and provided nuanced perspectives of the influence of hypersexualized female video game characters on players' gender role perceptions and stereotypes.

Interview with a journalist

During the interview, the journalist⁵ unpacked the impact of hypersexualized female characters in video games. Drawing on some evidences, the journalist talked about studies correlating

⁵ The journalist didn't want his name to appear.

exposure to such portrayals with negative body image among female players. This underscored the insidious nature of these representations and their potential to shape perceptions of beauty and self-worth among women and girls. Real-life examples like "Dead or Alive Xtreme Beach Volleyball" and "Grand Theft Auto" helped illustrate how these characters perpetuated harmful stereotypes from his point of view. By grounding the discussion in concrete evidence and relatable instances, the journalist effectively brought to light the pervasive influence of hypersexualized female characters in gaming culture.

This interview underscored the broader societal ramifications of these portrayals. Beyond shaping individual perceptions, hypersexualized female characters contributed to a culture that normalized the objectification of women, fueling gender inequality, sexual harassment, and violence. The journalist emphasized the toxic environment within the gaming community, where sexism and misogyny marginalized female players and hindered their full participation. However, amidst these challenges, the journalist offered a ray of hope by suggesting actionable steps for change. By advocating for more diverse and respectful representations of women in games, involving women in the development process, and implementing tools to combat harassment, the journalist highlighted the potential for progress within the gaming industry.

Focus group with players

The focus group convened six participants, evenly split between men and women, to discuss the portrayal of hypersexualized female characters in video games. The objective was to elicit diverse viewpoints on the impact of these representations on individuals and society.

The discussion revealed a range of opinions among participants, with one male member advocating for the artistic autonomy of game developers in character design, positing that hypersexualization could be attributed to artistic direction and might not inherently harm anyone. Conversely, other participants expressed concerns about the perpetuation of stereotypes. One woman even said that sometimes these stereotyped characters are in "family" games, and that she wouldn't want little girls to see it.

Participants engaged in nuanced debates regarding the balance between creative expression and responsible representation in video games. While acknowledging the importance of artistic freedom, there was consensus on the need for greater diversity and inclusion in character design to reflect the breadth of human experiences. Additionally, participants emphasized the influence of media portrayals on shaping societal behaviors.

5. Discussion

The results of this research clearly pointed to exposure to women portrayed as hypersexualized in video games as a predictor of attitudes in which the traditional gender role was strong in players' minds. There would have been a stronger relationship that would have appeared even after accounting for demographic factors such as age, sex, and frequency of gaming, and this would have reaffirmed the powerful influence that media depictions have over social attitudes and self-identity.

These results point very strongly towards the conclusion that exposure to video game characters presented in the bodies of women with hypersexualized females is high and strong enough to predict an increase in the endorsement of traditional gender-role stereotypes. This would mean that such representations do not serve only to perpetuate old-fashioned gender norms but, in reality, they become powerful shapers of the perception and behavior of the players outside the playing environment.

Such a high and direct correlation observed, as well as regression-based results, clearly portrays greater exposure to the use of hypersexualized characters, increasing the propensity to accept traditional gender roles. This effect is considerable across different demos and can potentially underline the pervasive impact of media portrayals on societal perceptions of gender.

These findings resonate with some earlier studies, such as those by Burgess et al. (2007) and Ivory (2006), who actually found exactly similar patterns of gender portrayal in the media and effects on audience perception. This study, however, builds on the prior body of research and quantitatively demonstrates the impacts of this exposure on a diverse sample of people, deepening our understanding of how such depictions are, in fact, ingrained into gaming culture. Further findings are in concordance with the hypothesis of Dill and Thill (2007) that media influence the attitudes toward gender in society. Hence, this has a stronger impact on the necessity to develop media literacy and active involvement with media already from the early years.

The findings from this research will have huge impacts and far-reaching implications that will influence game developers, educators, and policymakers.

Game developers would be encouraged to make a more varied, lifelike representation of female game characters and avoid hypersexualizing such characters, which may tend to further stereotype. Considering an organization, game developers should assist in building more

inclusive gaming cultures through a range of characters in character design. Plus, they should let women make more games, to avoid the famous male gaze.

Educators will find this study very helpful when coming up with a bigger media literacy program in teaching the youth how to engage critically with video game content. This is something that would allow youth to recognize and subsequently question gender stereotypes and, in the process, become better critics of the media.

Policy across the nation would take an initiative to set rules or guidelines for the inclusion of a diverse representation of video game characters, just as other regulated environments within the media industries. *Policymakers* should ensure that such policies enable video games to make a positive contribution to the cultural dialogue on gender and diversity.

Limitations and strengths

The biggest concern remains with the self-reported nature of the survey data and its tendency of respondents to provide socially desirable answers. The cultural context, with the unspecified but assumed diverse sample, would, therefore, further impact the generalization of the findings to another region or other cultures. Therefore, this constraint applies cautiously in the interpretation of data since the present findings do not reflect all variances of experience under different cultural backgrounds.

The large sample size and the mixed-methods approach used have been adopted to enhance the reliability and depth of this study. The use of both quantitative and qualitative data helps provide a comprehensive perspective on the issue at hand, making the conclusions stronger and actionable. The inclusion of those varied demographic factors also lends itself to an understanding of the broad impact of video game content across different segments of society, giving insights valuable as to how gender stereotypes are being carried out by the media.

About the future ...

Future research should adopt longitudinal designs to give a sense of the long-term influences that the exposure to hypersexualized characters produces on gender stereotypes. Indeed, research of this type could go on to examine how the sustained presence of certain media portrayals might affect the attitudes of society over the years. Studies will have to be conduct with young players and follow their evolution as persons growing up surrounded by stereotyped bodies.

6. Conclusion

This study embarked on an intricate journey through the virtual realms of video gaming, where characters are not merely pixels on a screen but bearers of cultural messages that can significantly shape societal perceptions of gender. Our findings elucidate a stark portrayal of gender stereotypes, notably through the hypersexualization of female characters in video games, and their profound implications on players' perceptions and societal attitudes towards gender roles.

The quantitative data from this research presents undeniable evidence that exposure to hypersexualized female characters correlates strongly with the reinforcement of traditional gender stereotypes. This relationship holds even when accounting for various demographic factors, highlighting the pervasive influence of such media portrayals. The significant positive correlation between exposure to hypersexualized characters and endorsement of traditional gender roles suggests that these depictions are not merely passive reflections of existing gender norms but are active in shaping and reinforcing these norms among the gaming community.

The qualitative analysis further complements these findings, providing nuanced insights into the lived experiences of gamers. Interview and focus group discussions reveal a critical perspective on the normalization of objectification and sexualization in gaming culture, which not only distorts perceptions of gender roles but also impacts gamers' self-esteem and body image, particularly among female players. These discussions have uncovered a complex interplay between media representations and the reinforcement of harmful stereotypes, which contribute to a gaming environment that often marginalizes or disadvantages female players and other gender minorities.

The implications of these findings are manifold and extend beyond the realm of video gaming. For developers, there is a pressing need to reconsider the portrayal of female characters, moving away from hypersexualized depictions towards more realistic and empowering representations. This shift could not only alter the landscape of gaming content but also serve as a catalyst for broader cultural changes in how gender is perceived and represented in media.

Educators and policymakers also have a crucial role to play in this dynamic. Enhanced media literacy programs that encourage critical engagement with video game content can empower younger generations to recognize and challenge gender stereotypes. Policy interventions that mandate diversity and inclusivity in media representations can further ensure that the gaming industry aligns more closely with societal values of equality and respect for all genders.

Despite these compelling findings, the study acknowledges certain limitations, particularly related to the self-reported nature of the data and the cultural specificity of the sample. Future research should, therefore, expand the demographic and cultural breadth of participants to ensure broader generalizability. Additionally, longitudinal studies could offer deeper insights into the long-term effects of exposure to hypersexualized media content on gender perceptions.

As we look to the future, the call for an inclusive, diverse, and respectful gaming industry grows louder. This study not only contributes to the ongoing discourse on gender representation in media but also lays down a challenge for all stakeholders involved—game developers, players, cultural critics, educators, and policymakers—to forge a path towards a more equitable media landscape. By embracing diversity and actively rejecting outdated stereotypes, the video game industry can evolve to become a powerful force for positive cultural change, reflecting and celebrating the rich diversity of human experience.

While the findings of this research are a clarion call for immediate action, they also offer a beacon of hope. By understanding the influence of video game content on gender stereotypes, we can begin to dismantle the archaic norms that have long governed media representations. This is not merely a challenge but an opportunity—a chance for the video game industry to lead by example and for all of us to participate in shaping a more inclusive society

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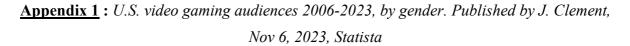
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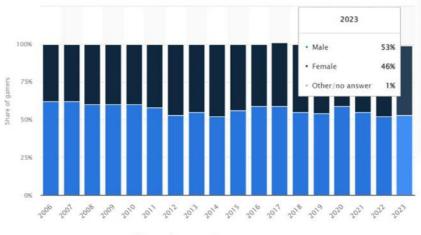
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Appendix





Male Female Other/no answer