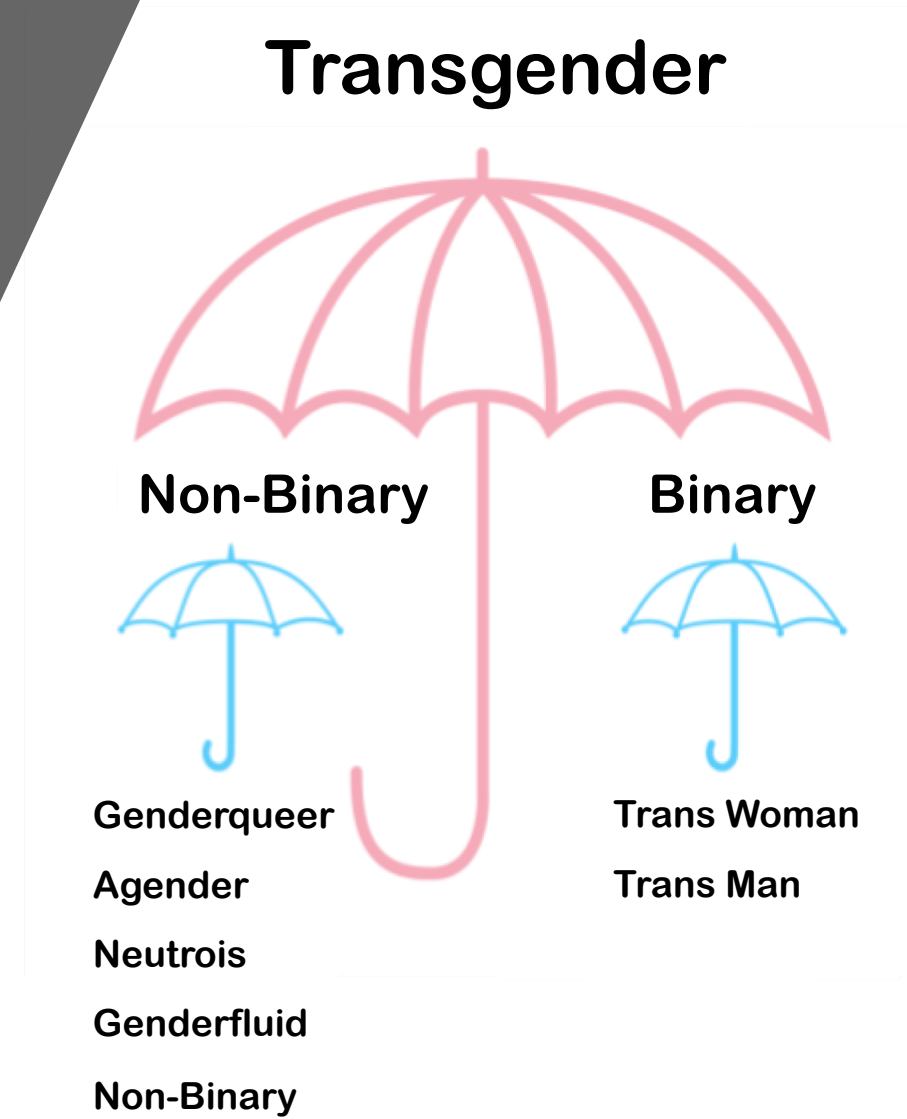


Gender inclusive clinical practices and lessons learned in the HSSC

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This breakout session is being recorded



Problem: Context – why is this important?

Examples from SMU Students:

- Professors & clinical instructors refusing to use student's pronouns and name.
- Not having safe bathrooms and changing spaces at clinical sites.
- Not seeing gender diversity in course materials, patient examples.

Negative Health Impacts of Discrimination in the Transgender Community

Social Determinants of Health

- Higher rates of joblessness and poverty
- LGBT youth are more likely to become homeless
- LGBT populations have high rates of tobacco, alcohol, and other drug use
- Decreased and discriminatory access to health care

Poor Physical and Mental Health


- More likely to suffer from a serious physical health problem
- 40% increase in delaying needed urgent and preventive care
- LGBT youth are 2-3 times more likely to attempt suicide
- Experience decreased care coordination

In learners we find chronic stress impairs memory and learning.

So what can we do?

What are gender inclusive practices?

- Introduce yourself by name and your pronouns. This shows that you are aware of gender diversity. This act also gives the person/people you're working with permission to express and discuss their genders.
- Include gender diverse clinical examples and course materials.
- Ensure that gender diversity is shown in the environment you're working in.
- If you need to ask about gender on a form, leave a blank space for the person to write their gender for you. Do not list female & male only boxes to check.
- Use gender neutral language.
- Apologize and correct your language when you're told that you got someone's gender and/or name incorrect.



Creating an
inclusive
environment...It
takes more than
good intentions!

First attempt with nonbinary
standardized patient (SP) in
the HSSC

- What went wrong
 - Just about everything!
- Assumptions we made
 - Students and faculty exposure to gender inclusive practice
 - SP expectations
- Lessons we learned

Curricular changes in the HSSC

- Simulations
 - EMR updates, new cases, pre-briefing with faculty & SPs
- SP Program
 - Forms, recruitment, expectations
- Gender Neutral Names
 - IPE scenarios
 - [Case Name Generator](#)
- Changes in the wider SMU Community
 - Survey to explore the current status of teaching gender inclusive practices in SMU curricula

What are some effects of gender inclusivity?

Gender Congruence / Gender Euphoria

... the feeling of harmony in our gender


- experiencing comfort in our body as it relates to our gender
- naming of our gender that corresponds with our internal sense of self
- being seen consistently by others as we see ourselves

“I feel included instead of singled out when everyone in a group introduces themselves using their name and pronouns.”

“At my new doctor’s office, all of the staff wear pins with their pronouns. I love being able to see people’s pronouns at a glance and it tells me that they’re thinking about gender and identity as well as health.”

“Whenever I see a pride flag, I feel safer. It tells me there are friends there.”

“I’ve seen a lot of doctors in my life. The ones I’ve trusted most didn’t have all the answers to my specific questions and weren’t experts in trans healthcare (those are harder to find than you’d think, even in the Bay Area). Instead, they were kind and open. I don’t mind hearing ‘I’m not sure, but I’ll look that up and get back to you.’”



Mistakes are
puzzles to be
solved...

What can you do when you make a mistake?

Strategies for when you Misgender someone



Calm your defenses

Listen and practice self-management.

Breathe!



Apologize and acknowledge your mistake

Apologize without leading with your intention

"I'm so sorry."
"Wow I really messed that up - sorry!"



Express gratitude for correction (if applicable)

Thank them for their courage for correcting you

"Thank you so much for telling me"
"I really appreciate your feedback"



Commit to doing better, then do better!

Actions over promises!
How will you work on this? Practice out loud?
Write it down?

- Listen

- Stay in your discomfort and be willing to listen, because this is how we can grow.
- Seek to understand and empathize with the other person's lived experience.

- Be Accountable

- Take responsibility for your actions, privileges, and experiences that you hold which could contribute to your biases.
- Don't dismiss what the person is sharing with you, justify your behavior, or defend your intentions.

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A Guide to Being an Ally to Transgender and Nonbinary Youth. (2020, March 27). Retrieved November 12, 2020, from <https://www.thetrevorproject.org/resources/trevor-support-center/a-guide-to-being-an-ally-to-transgender-and-nonbinary-youth/>

Resources:

The following three organizations offer great online training tools and guidelines for creating more inclusive medical practices:

GLMA: Health Professionals Advancing LGBTQ Equality (Formerly the Gay and Lesbian Medical Association):

- <http://www.glma.org/>
- <http://www.glma.org/index.cfm?fuseaction=Page.viewPage&pageId=1025&grandparentID=534&parentID=940&nodeID=1>

The Fenway Institute:

- <https://fenwayhealth.org/the-fenway-institute/education/the-national-lgbt-health-education-center/>

Center of Excellence for Transgender Health:

- <https://prevention.ucsf.edu/transhealth>
- <https://transcare.ucsf.edu/sites/transcare.ucsf.edu/files/Transgender-PGACG-6-17-16.pdf>

What are pronouns and why do they matter?

- <https://www.mypronouns.org/what-and-why/>

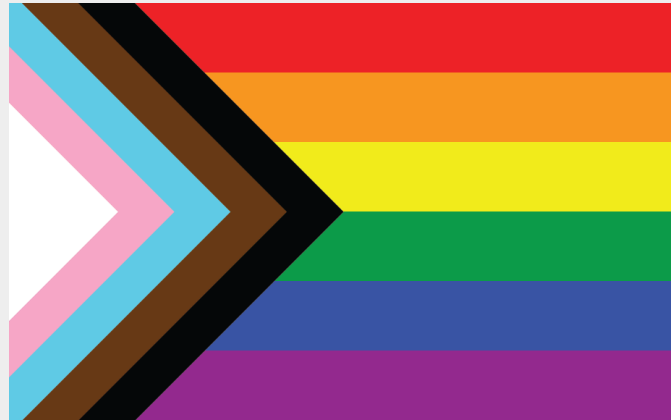
Videos:

- Why Gender Pronouns Matter: <https://www.youtube.com/watch?v=9iKHjI5xAaA>
- Gender Identity and Pronouns-What Will You Teach the World?: <https://www.youtube.com/watch?v=J3Fh60GEB5E>

Books:

- [A Quick & Easy Guide to They/Them Pronouns by Archie Bongiovanni & Tristan Jimerson](#)
- [A Quick & Easy Guide to Queer & Trans Identities by Mady G. & J R Zuckerberg](#)

Q & A



Progress Pride Flag - Daniel Quasar, 2018



Trans Pride Flag - Monica Helms, 1999



Gay Pride Flag - Gilbert Baker, 1978

More questions? Please reach out!

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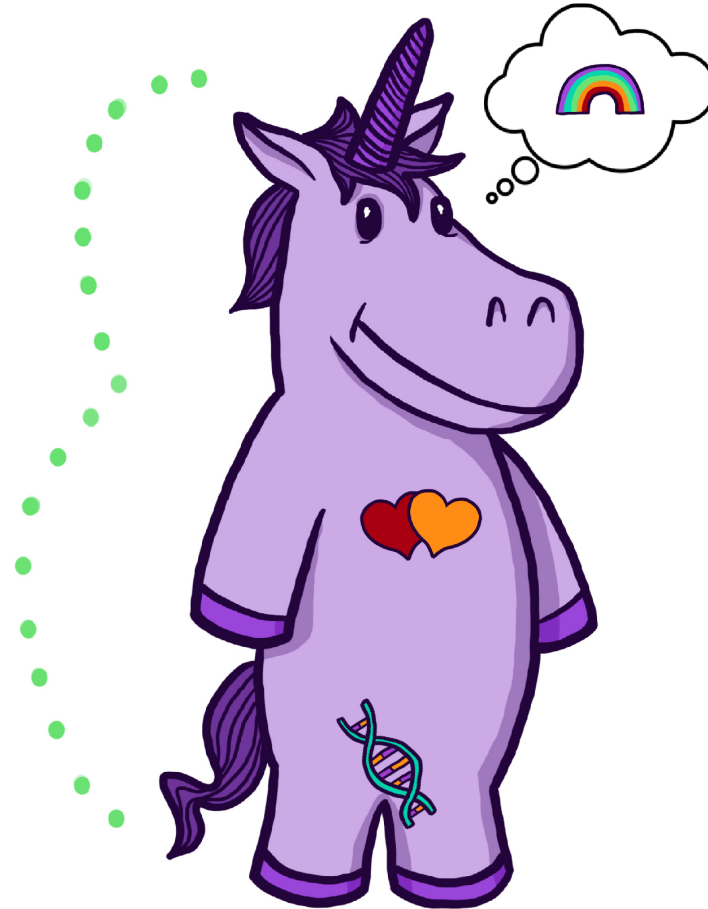
Tools for self-guided learning

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

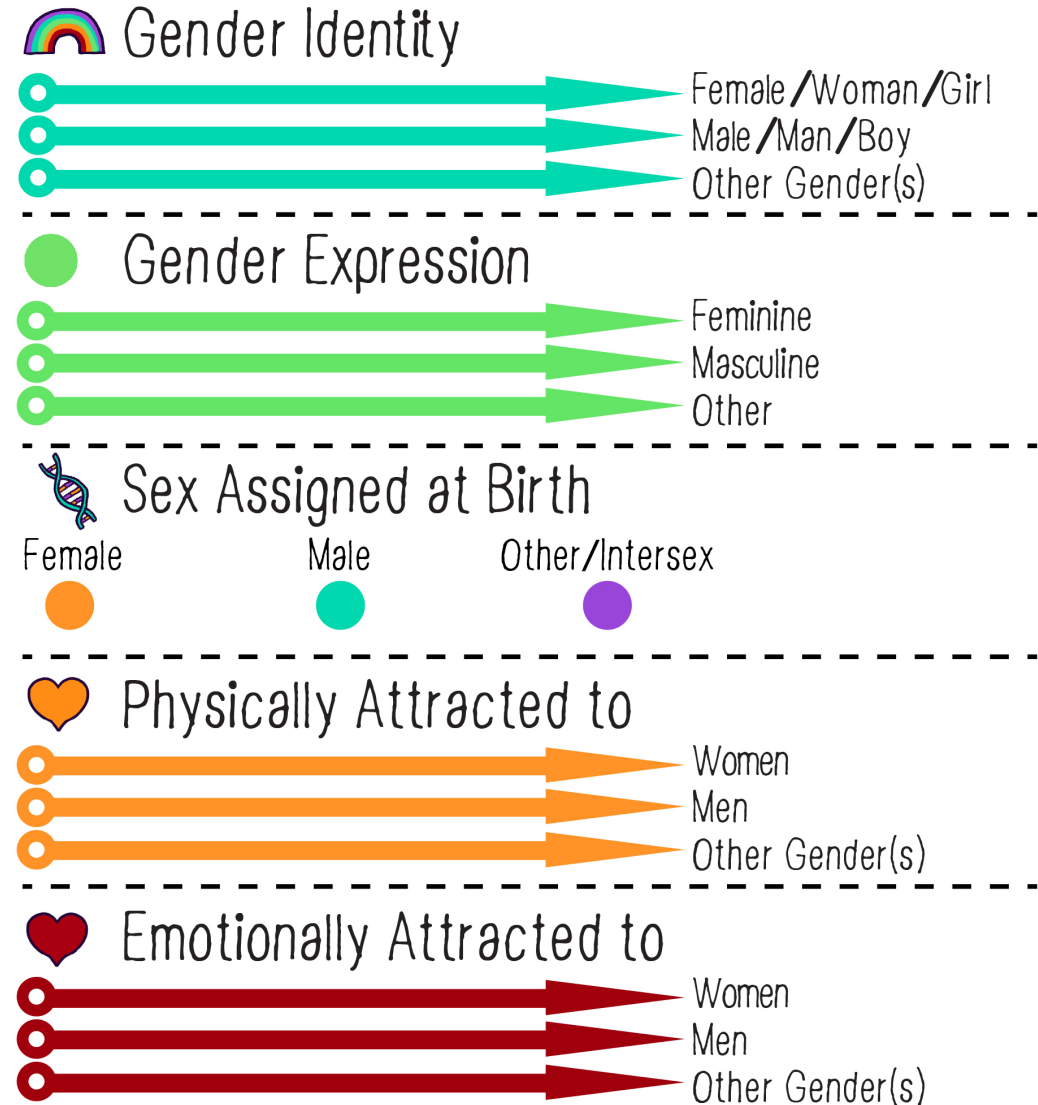
The Gender Unicorn provides a breakdown of the differences between gender identity, gender expression, biological sex, and physical & emotional attraction.

TSER has an interactive [Gender Unicorn](https://www.transstudent.org/gender) on their website. Use this tool to find yourself on the gender spectrum-- an exercise that reiterates the concept that we all have a gender and sexual identity!



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



When greeting others

Avoid:

ladies gentlemen ma'am sir girls guys etc.

Consider using instead:

“Thanks, **friends**.
Have a great
night.”

“Good morning,
folks!”

“Hi, **everyone!**”

“And for **you?**”

“Can I get
you **all**
something?”

Why?

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Be mindful of language

Pronouns-- A How To Guide

Subject: ____¹ laughed at the notion of a gender binary.

Object: They tried to convince ____² that asexuality does not exist.

Possessive: ____³ favorite color is unknown.

Possessive Pronoun: The pronoun card is ____⁴.

Reflexive: ____¹ think(s) highly of ____⁵.

You can practice using pronouns with the [Minus18 Pronoun Practice App](#)

1	2	3	4	5
(f)ae	(f)aer	(f)aer	(f)aers	(f)aerself
e/ey	em	eir	eirs	eirself
he	him	his	his	himself
per	per	pers	pers	perself
she	her	her	hers	herself
they	them	their	theirs	themself
ve	ver	vis	vis	verself
xe	xem	xyr	xyrs	xemself
ze/zie	hir	hir	hirs	hirsself