

Inclusion within Medical Research & Workplaces

An introduction to identity, terminology,
and inclusive practices within research and workplaces



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About OUTSaskatoon

- Social and support groups
- Drop-in centre
- Counselling, peer support, and psychiatrist on staff
- Professional development training and classroom presentations
- Events
- Gens Helquist Queer Sexual Health Clinic
- The Q List: LGBTQ-friendly service providers
- OUTSaskatoon.ca

The Basics

An overview of identity, binaries, and “norms”

Language

The **LGBT, LGBTQ, LGBTQ2S,** **Queer, & Queer and Trans Community**

"But this is how language works: It reflects the relationships between speakers and groups. These descriptors will be in flux as long as our relationships to each other keep changing."

- Gene Demby, Why We Have So Many Terms For 'People of Color'

Questions to Ask Yourself

- What specific population am I wanting data from?
- Who do I want to feel included within the data collection?
- How much information do I need on identity?
- What language currently best reflects and represents the community I am wanting data from?

Population

% of people who identify as LGBTQ by age group

TOTAL POPULATION

12%

18-34

20%

35-51

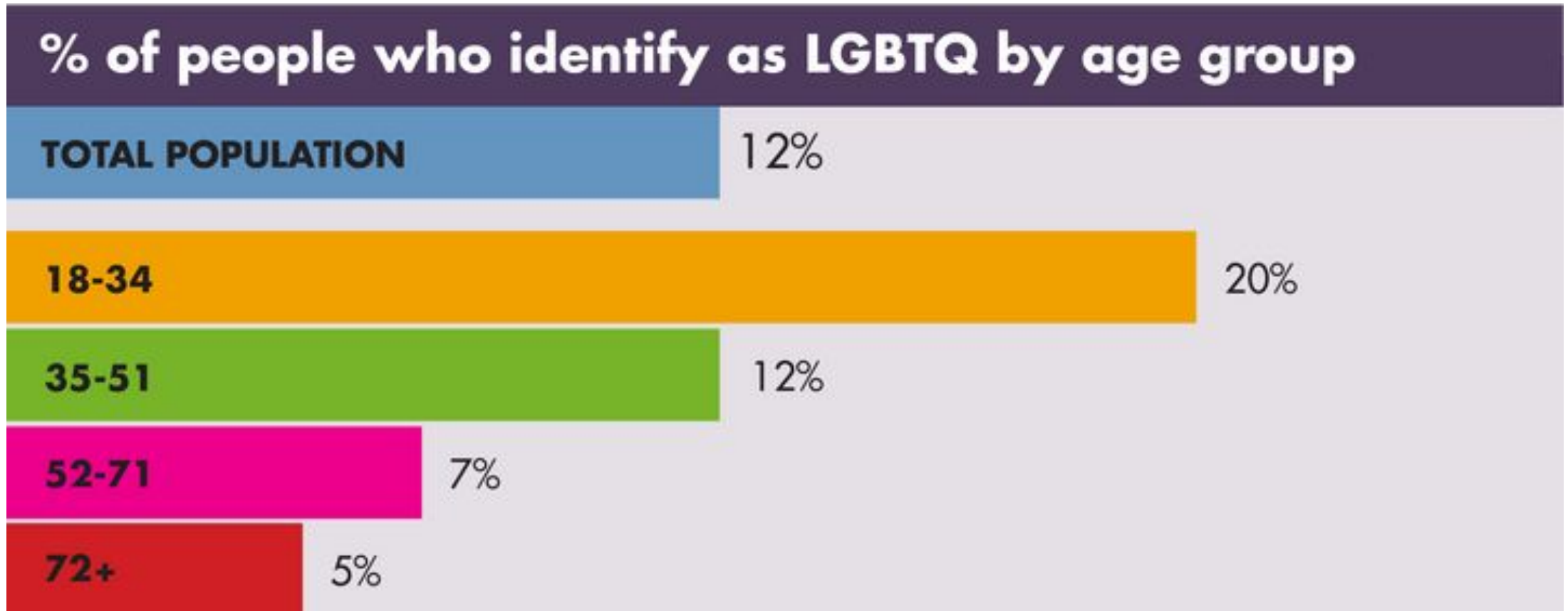
12%

52-71

7%

72+

5%



Workplace Experiences

- 50% of American employees are not out within their workplace
- 47% of European employees report experiencing discrimination within the workplace
 - Most common = microaggressions
- Of closeted employees, 31% fear losing connections with their coworkers if they were to come out and 23% fear they would not be offered advancement opportunities

Identity

Each person has the following identities:



biological
assigned at birth



socially constructed
age 3-4

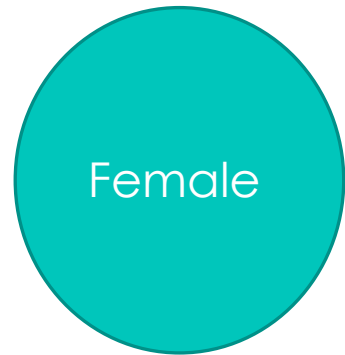


specific to each
person



Comes into
formation around
puberty

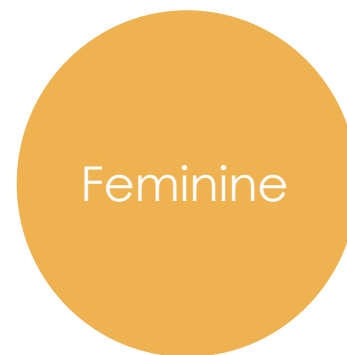
The societal “norm”



SEX



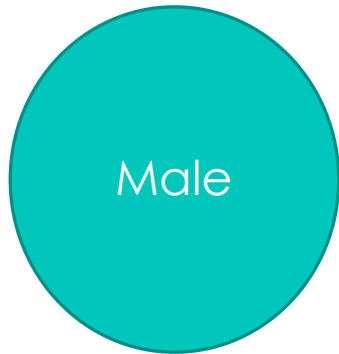
GENDER



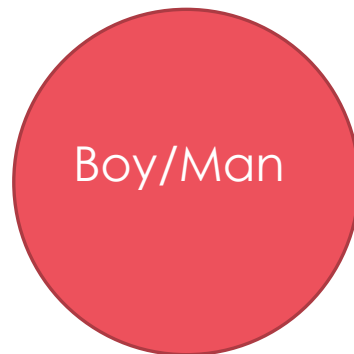
GENDER
EXPRESSION



SEXUAL
ORIENTATION



SEX



GENDER

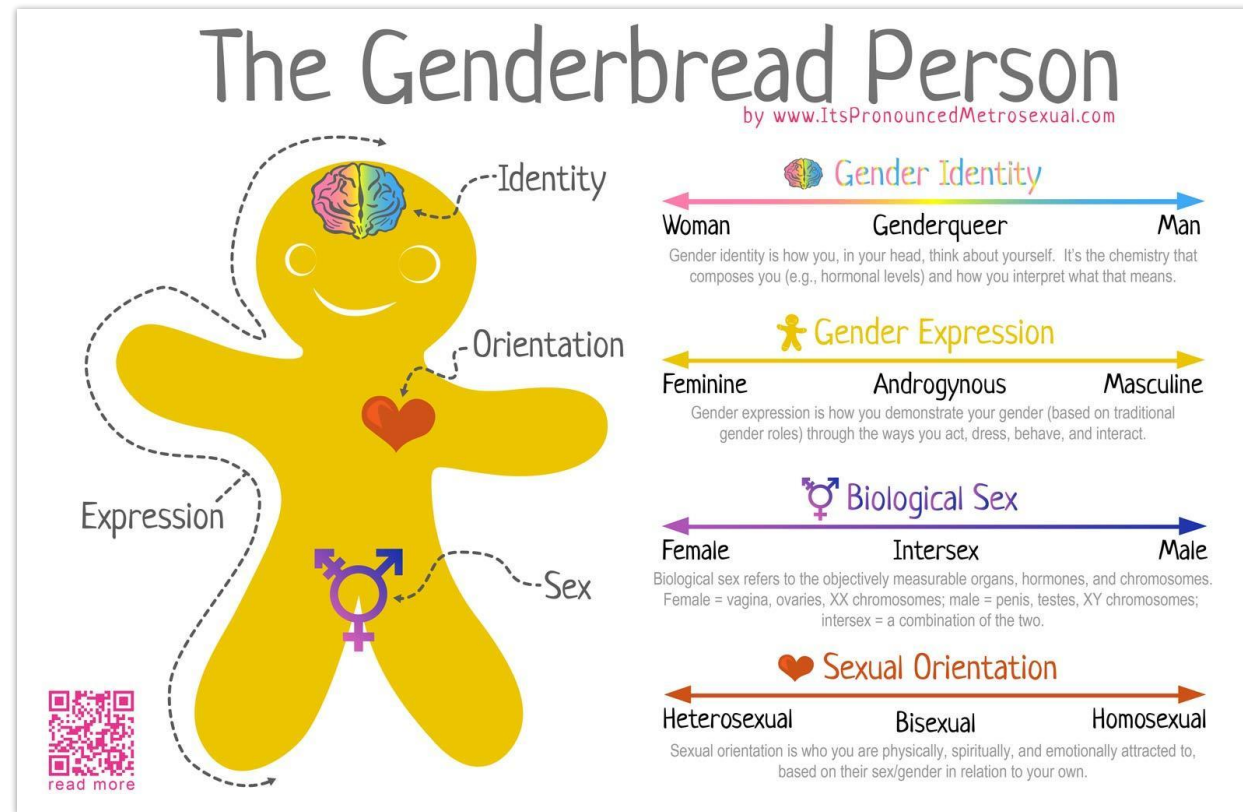


GENDER
EXPRESSION



SEXUAL
ORIENTATION

The Genderbread Person



Terminology

Sexual Orientation, Gender, and Sex

Sexual Orientation vs. Gender vs. Sex

WHO YOU LIKE

WHO YOU ARE

YOUR BODY

Sexual Orientation

WHO YOU LIKE

Gay: A non-gendered term for those who are attracted to the same gender

Lesbian: A term for women who are attracted to women

Asexual: A term for people who do not experience sexual attraction

Bisexual: A person who is attracted to two genders

Pansexual: A person who is attracted to people regardless of their gender

Gender Identity

WHO YOU ARE

Cisgender: A term for people who identify with the gender they were assigned with at birth (example: cisgender women, cisgender men)

Transgender: A term for people who do not identify with the gender they were assigned at birth (example: transgender women, transgender men). Some trans people will choose to transition while others won't.

Non-binary/Genderqueer: A term for people whose gender does not fit within the gender binary

Sex

YOUR BODY

Female: A term for people whose sex characteristics are labelled female

Intersex: A term for people whose sex characteristics vary to some degree outside of what is seen as exclusively male or female

*This term replaces the term hermaphrodite

Male: A term for people whose sex characteristics are labelled male

Saskatchewan sex markers:

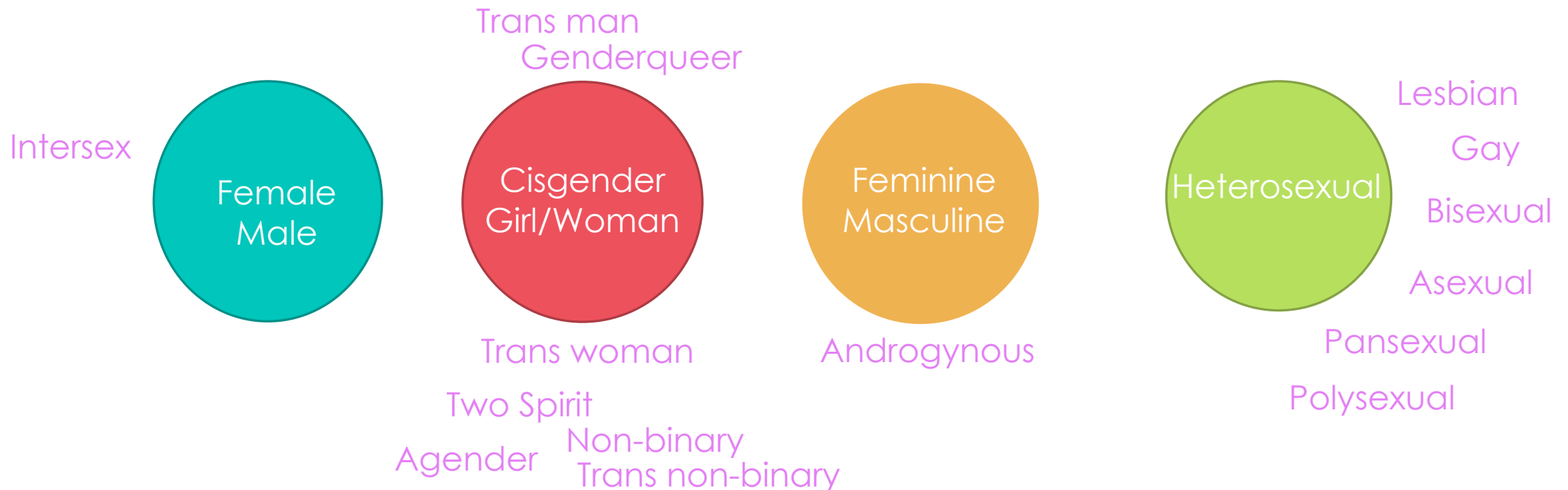
F M X

Not XX and not XY	one in 1,666 births
Klinefelter (XXY)	one in 1,000 births
Androgen insensitivity syndrome	one in 13,000 births
Partial androgen insensitivity syndrome	one in 130,000 births
Classical congenital adrenal hyperplasia	one in 13,000 births
Late onset adrenal hyperplasia	one in 66 individuals
Vaginal agenesis	one in 6,000 births
Ovotestes	one in 83,000 births
Idiopathic (no discernable medical cause)	one in 110,000 births
Iatrogenic (caused by medical treatment, for instance progestin administered to pregnant mother)	no estimate
5 alpha reductase deficiency	no estimate
Mixed gonadal dysgenesis	no estimate
Complete gonadal dysgenesis	one in 150,000 births
Hypospadias (urethral opening in perineum or along penile shaft)	one in 2,000 births
Hypospadias (urethral opening between corona and tip of glans penis)	one in 770 births
Total number of people whose bodies differ from standard male or female	one in 100 births

QUEER

An umbrella term

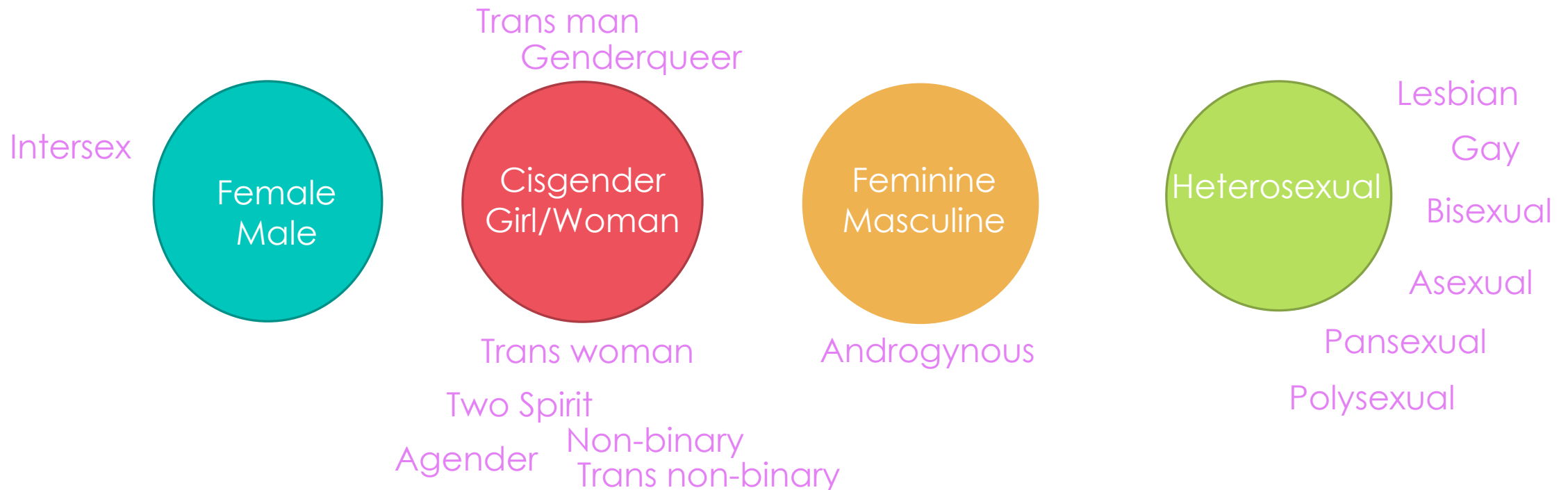
A reclaimed term for identities that are seen as “outside the norm” of sexual orientation, gender identity, and sex



TWO SPIRIT

An umbrella term

A term that is specific to Indigenous peoples in North America. The term can refer to a person's sexual orientation and/or their gender.



Demographics

Examples I've Seen

1. Sex At Birth:

What sex were you assigned at birth, on your original birth certificate?

- ☐ Male
- ☐ Female

2. Current Gender Identity:

How do you describe yourself? (check one)

- ☐ Male
- ☐ Female
- ☐ Transgender
- ☐ Do not identify as female, male, or transgender

When asking for gender - Best Practice

OUTSaskatoon suggests:

'What is your gender?' OR simply putting 'Gender:'

The best option is to give respondents full autonomy when answering, so using a blank line/fillable box is best.

Example: Gender: (I.e. Woman/Man/Trans Woman/Non-Binary, etc) _____ .

(In reality the vast majority of people will fill in 'woman' or 'man')

Gender - Next Best Practice

OUTSaskatoon suggests using multiple check boxes along with a fillable line/box where respondents can type in their identity.

We suggest using the following identities as options:

- Cisgender/Transgender Woman
- Cisgender/Transgender Man
- Non-binary
- Two Spirit
- If your gender is not listed, please list it here: _____

Form Examples



Gens Hellquist Queer Sexual Health Clinic PrEP Client Contact Sheet

1. Individual Information	
Correct Name:	Date of Birth:
Legal Name (if different from above):	Age:
Address:	Email Address:
Phone Number:	Can we leave a message at this number? <input type="checkbox"/> Yes <input type="checkbox"/> No
If not, how should we contact you?:	
Health Card Number:	Province:
Sex Indicated on Health Card: <input type="checkbox"/> X <input type="checkbox"/> F <input type="checkbox"/> M	
Gender (check all that apply): <input type="checkbox"/> Cisgender* <input type="checkbox"/> Trans <input type="checkbox"/> Non Binary <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Two Spirit <input type="checkbox"/> Don't know <input type="checkbox"/> Other _____ <small>*Cisgender: a person whose gender is the same as the gender they were assigned at birth</small>	
Sexual Orientation: <input type="checkbox"/> Lesbian <input type="checkbox"/> Bisexual <input type="checkbox"/> Gay <input type="checkbox"/> Pansexual <input type="checkbox"/> Questioning <input type="checkbox"/> Two Spirit <input type="checkbox"/> Heterosexual <input type="checkbox"/> Other _____	
How would you describe your ethnicity?	How did you hear about the clinic?
What is your pharmacy of choice?	
To help protect your privacy, please provide a verification question and answer should we need to contact you:	



Gens Hellquist QUEER SEXUAL HEALTH CLINIC Client Contact Sheet

PLEASE WRITE YOUR NAME AS IT APPEARS ON YOUR HEALTH CARD
(NO NICKNAMES OR SHORTENED NAMES). THANK YOU!

Correct Name: _____ (if different from below)

Name on ID: _____
Last First Middle

Pronouns: _____

Date of Birth: _____ (Day) _____ (Month) _____ (Year) Age: _____

Health Card #: _____ Province: _____

Sex indicated on health card: X M F Gender: _____

How would you describe your ethnicity? _____

Current Address and Postal Code: _____

Phone: _____ Can we contact you at this number?: Y N

Can we leave a message at this number?: Y N

Email: _____

If we cannot contact you at the number above, how can we contact you?

How did you hear about the clinic?

- ☐ Visited Clinic Before
- ☐ Friends
- ☐ Social Media
- ☐ OUTSaskatoon
- ☐ Saskatoon Sexual Health
- ☐ Community Agency
- ☐ Sask Health Authority
- ☐ Condoms/Dispensers
- ☐ Hook-Up Apps/Sites
- ☐ PrEP Clinic
- ☐ SSHOUT Project

To help protect your privacy, please provide a memorable question and answer below.

We will use your answer to verify your identity if you request access to your file (for example, if you request lab results over the phone).

- ☐ Age at first kiss?
- ☐ Which famous celebrity would you want to be stranded on an island with?
- ☐ Name of your favorite Sex toy?
- ☐ Other: _____?

Answer: _____

Workplace Inclusion

Actions for Creating an Affirming Space

1. Don't assume that all of your colleagues are heterosexual or cisgender
2. If a colleague is out or is thinking of coming out, support them by asking them what support they may need
3. Use inclusive language (ie. They/them pronouns, partners, spouse, etc)
4. Use gender neutral bathroom signage when possible
5. Post an OUTSaskatoon window decal on your front door or window
6. Revisit your nondiscrimination policies to see if they need to be updated
7. Model language and affirming actions for your colleagues
8. Call in, rather than call out, coworkers when they make a mistake

Make your words inclusive

when greeting customers

instead of saying ladies...

gentlemen, ma'am, sir, girls, guys, and the like, please consider using gender neutral language. here are some options:

'Good morning folks' 'Hi everyone' 'Can I get you all something?'
'And for you?' 'Thanks friends, have a wonderful night'

Why? Shifting to gender neutral language respects and acknowledges the gender identities of all people and removes assumption. Join the movement to be more mindful of language. And if you make a mistake and misgender someone, it's okay, say sorry once and move on.

Thank you for making an effort!

Educate Yourself

When you publicly identify as an ally or as a safe space you have an accountability to have the knowledge and resources needed to support gender and sexually diverse communities. If you don't have the knowledge and resources it's up to you to find out who does.

If you or your co-workers mess up, recognize it, apologize, and recommit to the work.

Signage & Language



Q & A Time

What are current questions you have?

What demographics are you wanting to gather?

What barriers are you facing?

A teal-colored header bar with a fine, diagonal line pattern, featuring a white triangular notch on the left side.

Thank you!