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”
"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?
% of people who identify as LGBTQ by age group

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>TOTAL POPULATION</td>
<td>12%</td>
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<tr>
<td>18-34</td>
<td>20%</td>
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<tr>
<td>35-51</td>
<td>12%</td>
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<td>52-71</td>
<td>7%</td>
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<tr>
<td>72+</td>
<td>5%</td>
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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
Each person has the following identities:

- **SEX**: biological assigned at birth
- **GENDER**: socially constructed age 3-4
- **GENDER EXPRESSION**: specific to each person
- **SEXUAL ORIENTATION**: Comes into formation around puberty
The societal “norm”

- **Female**
  - Sex: Female
  - Gender: Female
  - Gender Expression: Feminine
  - Sexual Orientation: Heterosexual

- **Male**
  - Sex: Male
  - Gender: Male
  - Gender Expression: Masculine
  - Sexual Orientation: Heterosexual

- **Girl/Woman**
  - Sex: Female
  - Gender: Female
  - Gender Expression: Feminine
  - Sexual Orientation: Heterosexual

- **Boy/Man**
  - Sex: Male
  - Gender: Male
  - Gender Expression: Masculine
  - Sexual Orientation: Heterosexual
The Genderbread Person

Gender Identity
- Woman
- Genderqueer
- Man

Gender identity is how you see yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression
- Feminine
- Androgynous
- Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex
- Female
- Intersex
- Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation
- Heterosexual
- Bisexual
- Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.
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
An umbrella term

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

QUEER

Female
Male

Cisgender
Girl/Woman

Trans woman
Genderqueer

Trans man

Feminine
Masculine

Androgynous

Intersex

Gay
Bisexual
Asexual

Lesbian

Pansexual
Polysexual

Trans non-binary

Agender

Non-binary

Two Spirit

Polysexual

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Polysemi
TWO SPIRIT

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.

An umbrella term

Intersex
Female
Male
Cisgender
Girl/Woman
Trans man
Genderqueer
Trans woman
Two Spirit
Agender
Feminine
Masculine
Androgynous
Trans non-binary
Non-binary
Heterosexual
Lesbian
Gay
Bisexual
Asexual
Pansexual
Polysexual
Polysexual
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
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: (Ie. Woman/Man/Trans Woman/Non-Binary, etc) ________________.

(In reality the vast majority of people will fill in 'woman' or 'man')
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: ____________
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: ____________________________  ____________________________  ____________________________
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
- OUTSAkatoon
- 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

LGBTQ Friendly Space

Washroom
What are current questions you have?

What demographics are you wanting to gather?

What barriers are you facing?
Thank you!