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Dr. Ailsa Craig

GENDER DIVERSITY AWARENESS: LANGUAGE & INCLUSIVITY

This session provides discussion of how our use of language can help to support the inclusion of gender diverse individuals. Definitions for commonly used terms will be discussed, and strategies for incorporating inclusive language and building cultural competence regarding gender diversity will be provided.

At the conclusion of this activity, participants will be able to: 1. identify gender neutral language 2. implement strategies for gender inclusive service provision 3. support the inclusion of trans and gender diverse medical professionals

Gender Diversity Awareness: Language & Inclusivity

**FACILITATOR/PRESENTER:
DR. AILSA CRAIG**

SOCIETY OF RURAL PHYSICIANS OF CANADA
26TH ANNUAL RURAL AND
REMOTE MEDICINE COURSE:
THE ART AND SOUL OF RURAL MEDICINE
APRIL 13, 2018

Conflict of Interest Statement

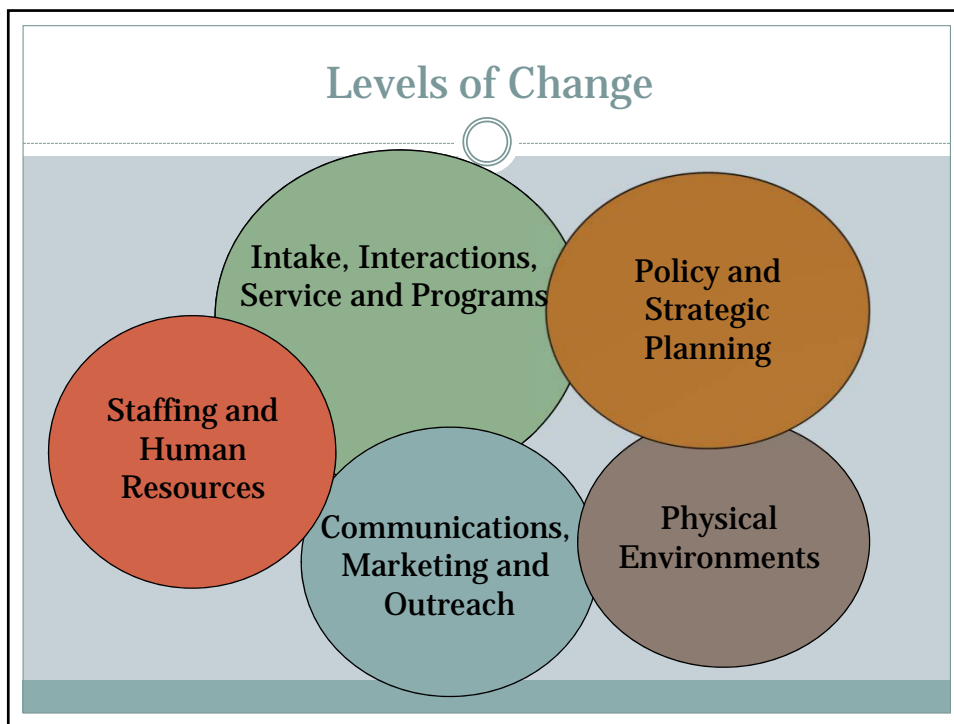
- I do not have an affiliation (financial or otherwise) with a pharmaceutical, medical device or communications organization.

Overview

- Introduction
- Hopes and Dreams
- Outlining levels of institutional change
- Navigating terminology and pronouns (presentation, exercise, reflection, and discussion)
- Understanding Affirmation
- Final questions

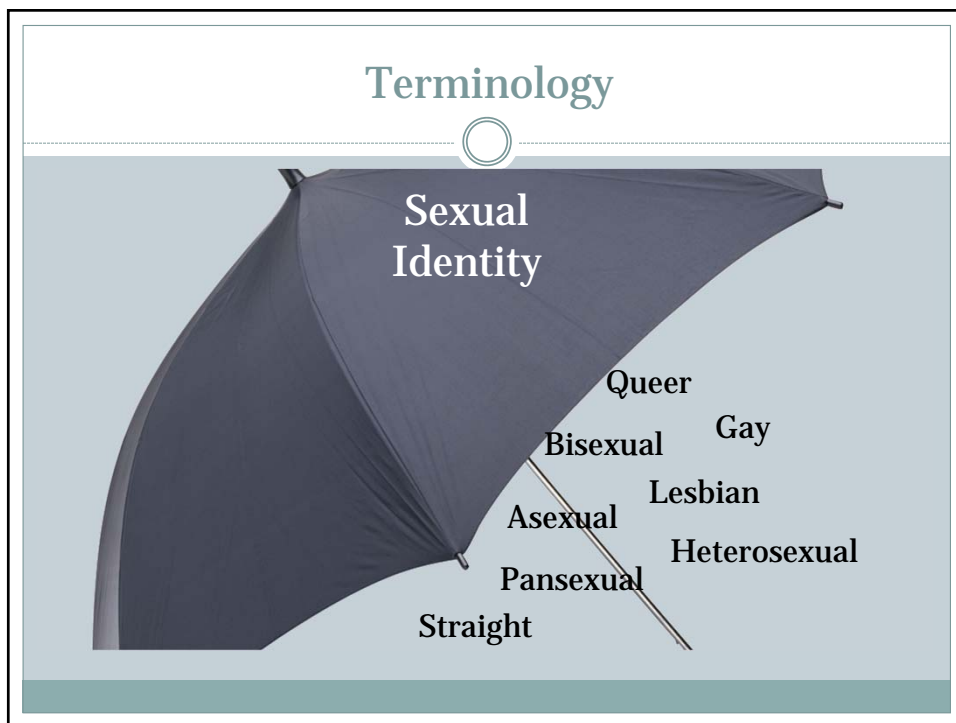
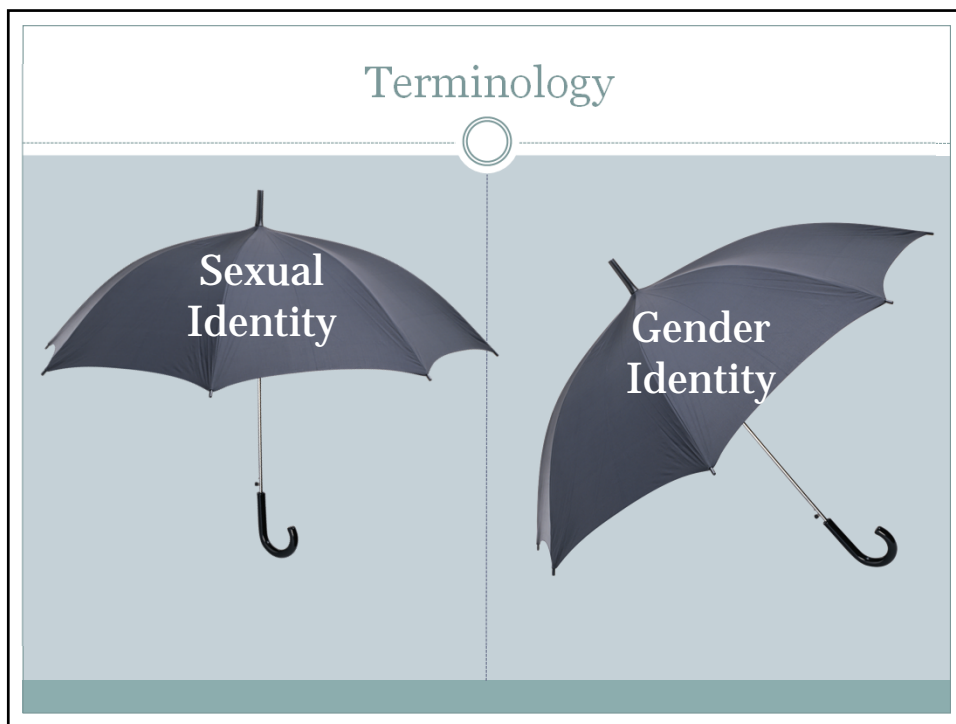
Hopes and Dreams

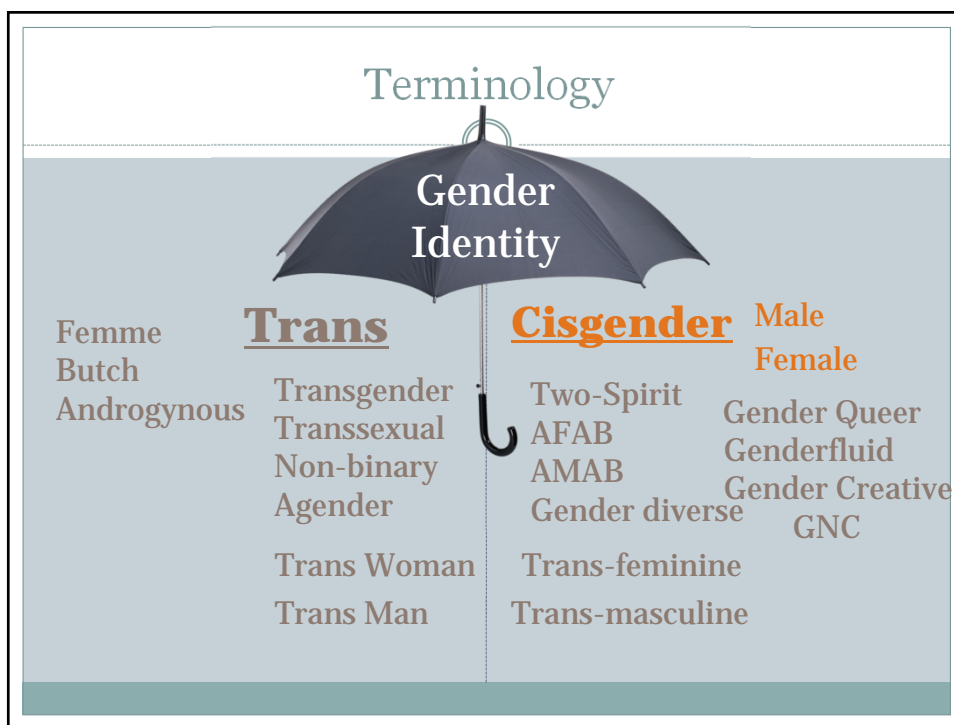
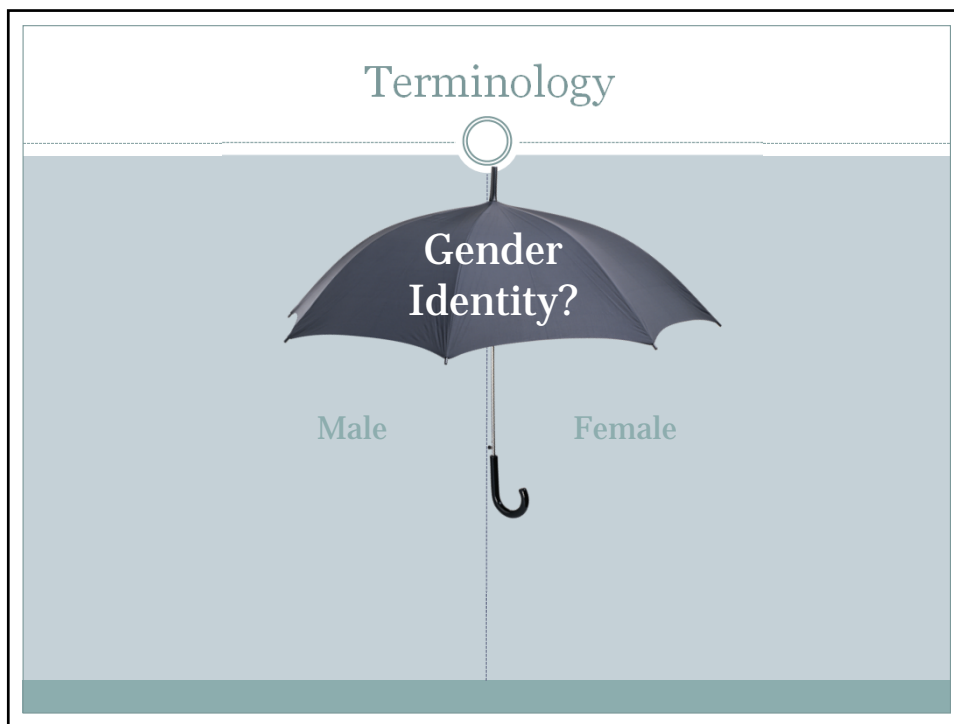
What do you hope to learn or gain from this session?



NAVIGATING TERMINOLOGY

TERMINOLOGY:
SEXUAL IDENTITY AND GENDER IDENTITY UMBRELLAS





(Why) Do These Terms Matter?

- Do you need to know what each of the terms means?
- How do you know how someone identifies?
- What about pronouns?

- **Binary**

- She/Her
- He/Him

- **Neutral**

- They/Them
- Ze/Hir

My pronoun is a big deal to me; using it doesn't need to be a big deal for you.

You can use my pronoun...

...without having all the facts about transgender people and issues.

...without knowing about what my body looks like or which washroom I use.

...without knowing the whole story about why I use this pronoun.

...without agreeing with me about everything.



CUS Centre for Gender Schooling

2SLGBTQ+

UNIVERSITY OF TORONTO

no big deal campaign

no big deal campaign
nabcampaign.ca

Group Exercise and Reflection

- What is your name?
 - What is a hobby you would like to learn?
 - What is your job?
 - Where were you born?
 - What is your favourite colour?
- #1—introduce #2
 - #2—introduce #3 ...
 - #3—introduce #1

Why did we do that?

- **TO HIGHLIGHT HOW OFTEN WE USE PRONOUNS WHEN WE SPEAK**
- **TO SHOW HOW IT MATTERS TO GET IT RIGHT (OR AT LEAST TO NOT GET IT WRONG)**
- **TO GIVE YOU A CHANCE TO TRY TO GET IT RIGHT (OR AT LEAST NOT WRONG) BY NOT DOING IT AT ALL**

BUT WHAT IF I GET IT WRONG?....

- **ACCEPT CORRECTION, OR
CORRECT YOURSELF**
- **QUICK APOLOGY**
- **MOVE ON**

You may have heard about gender
dysphoria, but how about....

GENDER EUPHORIA?

....nagging questions, unmet
goals...



Further questions or comments?
Contact Dr. Ailsa Craig
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THANK YOU!