Webinar Series

IHA Health Literacy Solutions Center

2SLGBTQIA+ Terminology
Current definitions and preferred terms

Alaina Cyr MSc

University Health Network, Toronto ON

IHA Health Literacy Solutions Center

Welcome to the Webinar

- **Connect to audio** using your computer speakers

- **All attendees will be muted** during the webinar

- **Ask questions** using the Question & Answer (Q&A) feature

- **The webinar will be recorded and posted** in the Health Literacy Solutions Center webinar archives

Following the webinar, you will receive an email containing a link to a brief online evaluation. If you are requesting continuing education (CE) credits, you must submit an evaluation in order to receive your CE certificate.

IHA Health Literacy **Solutions Center**

About the Speaker

Alaina Cyr MSc (any/all pronouns used respectfully)
Resource Development Specialist
University Health Network

Alaina has a Masters in Health Informatics from University of Toronto. They have been working in Patient Education at University Health Network for 14 years, with a special interest in equity issues. She is currently a co-chair of UHN's 2SLGBTQIA+ Committee.

IHA Health Literacy
Solutions Center

Overview

- Explain the difference between sex, gender and orientation
- Better understand the relationship between gender, sex and pronouns
- Use the current preferred terms used by 2SLGBTQIA+ communities

Framing

My bias:
- Based on my knowledge and experience
- Based on white, Western culture
- Any errors are my own

Caution:
- "Text book" definitions may differ from personal experience & identity
- Using generalizations for simplicity
- Language and preferred terms change often

IHA Health Literacy Solutions Center

Unsafe versus Discomfort

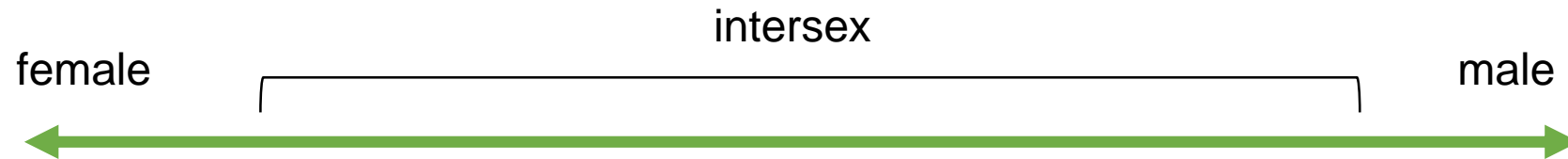| Unsafe	Discomfort
Threat of harm, pain, loss	Nervous, anxious, awkward
Threat to your survival	Challenge to your beliefs, opinions

IHA Health Literacy Solutions Center

General Concepts

What is "sex"?

- A spectrum:

intersex

female ⟷ male

- "Sex assigned at birth"
  – external physiology
  – "female/AFAB" or "male/AMAB" (or "intersex")

- "Legal sex"
  – government documents (license, passport, etc.)
  – may not indicate anatomy or physiology

What is "gender"?

Gender identity

- internal sense of self

- may fluctuate
  - different contexts
  - over time

- not:
  - how others perceive you
  - related to pronouns
  - a binary

Gender expression

- how you express gender:
  - chosen name
  - pronouns
  - clothes you wear
  - hairstyle
  - voice

Sex versus Gender

Sex	Gender
physical • chromosomes • hormones • organs & genitals	social & cultural • roles • social norms • behaviours
the body parts you have	your sense of yourself

IHA Health Literacy Solutions Center

1-minute Reflection:

Without referring to anatomy or biology, what does it mean **to you** to be your gender?

"Pronouns"

- how you want other people to refer to you
- many options: "she", "he", "they", "ze", "xe", "sie", "it", etc.
- not necessarily an indicator of gender identity
- can change by day or by context

"Transition"

- changes meant to affirm gender identity
- **Social:** name, clothing, pronouns
- **Legal:** government documents
- **Medical:** gender-affirming care

"Gender-affirming care"

Cosmetic:
- hair transplants or laser removal
- breast augmentation or gynecomastia surgery

Medical:
- hormone replacement therapies
- genital reconstruction

1-minute Reflection:

Imagine society and the people around you insisted you were a different gender. What would that feel like?

Orientation

- the genders you are attracted to
  - romantic
  - sexual

- not sexual behaviours

Terms & Definitions

2SLGBTQIA+

"

We use the umbrella term "2SLGBTQIA+" to reference any and all gender-, sex- and orientation-based identities. Each letter represents a different identity in our community.

*We know the acronym is a mouthful! But in a world where our identities are being increasingly censored or hidden away, we feel it is important to acknowledge and include the names of identities within our community rather than using more general terms like "sexual and gender minorities" or "sexual and gender diversity". It is important to **"say gay"**!*

"

IHA Health Literacy
Solutions Center

2SLGBTQIA+

- **2S** for Two-Spirit
- **L**esbian
- **G**ay
- **B**i+
- **T**rans

- **Q**ueer, **Q**uestioning
- **I**ntersex
- **A**sexual, **A**romantic
- **+** to acknowledge those who use different terms

Definition of Two-Spirit

Speaker: Anikay-Keesic

- Government name: EJ Kwandibens
- Member of the Loon Clan
- Northern Woodland Anishiinaabe of the Waahbiidaahgaah (Whitesand) First Nation
- https://www.youtube.com/watch?v=E3uWQXhmJd0 (~17:00 min mark)

IHA Health Literacy Solutions Center

Common Prefixes	Meaning
a-	"without"
gray-	"usually without"
demi-	"depends on the situation"
bi-	two* ("same" and "another")
pan-	"all" or "not limited by"
poly-	"multiple"
omni-	"all"
cis-	same side
trans-	other side
homo-	"same"
hetero-	"another"

IHA **Health Literacy Solutions Center**

	Within the gender binary	**May be outside the gender binary**
cisgender	woman man	
transgender	woman man	nonbinary genderqueer gender fluid agender bigender graygender pangender

Note: Gender identities can be combined

IHA **Health Literacy Solutions Center**

	Sexual Attraction	Romantic Attraction
1 gender		straight gay / mlm lesbian / wlw
more than 1 gender	bisexual pansexual omnisexual polysexual	biromantic panromantic omniromantic polyromantic
no genders	asexual graysexual demisexual*	aromantic grayromantic demiromantic*

Terms to avoid	Why avoid it	Use instead
"heterosexual" "homosexual"*	Puts emphasis on sex acts	"straight" "gay" or "lesbian"
"transsexual"*	Not all trans people have medically or physically transitioned	"trans" or "transgender"
"FTM" (female-to-male) "MTF" (male-to-female)	Loaded with assumptions about identity and transition	"trans man" "trans woman"
"preferred pronouns"	Someone's pronouns are not a preference	"pronouns"
"hermaphrodite"*	Implies a person is both fully female and male	"intersex"

*Often considered slurs

Health Literacy
Solutions Center

Being a better ally

UHN Gender Identity Policy

- Ask patients to self-identify their sex, gender and orientation, and only when the info is required.

- Always use a person's chosen name, gender and pronouns.

- Provide services that align with the person's gender identity.

- Keep a person's gender, sex, sex assigned at birth, sex characteristics, sexual orientation and medical history private.

IHA Health Literacy Solutions Center

Abuse in care:

- Repeatedly or purposely using the wrong name, gender or pronouns

- Providing less or a lower quality of care

- Making unwelcome, humiliating, offensive, threatening or degrading comments

- Unnecessarily causing bodily harm, injury or discomfort

IHA Health Literacy Solutions Center

Make "ally" a verb

- Read relevant workplace policies, or advocate for their creation
- Avoid gendered terms in health information
- Wear a rainbow lanyard and hang the Pride flag all year round
- Wear a pronoun pin and practice offering yours
- If you witness homophobia, transphobia, intersexphobia or biphobia, send a clear 'stop' message immediately

How to support 2SLGBTQIA+ people

- Learn from 2SLGBTQIA+ people about their experiences
  - Read blogs, listen to podcasts, follow on social media
- Affirm the experiences of trans people when they share transphobia they've experienced
- Practice using the correct pronouns to refer to people
- If you use the wrong name, gender or pronouns: Offer a brief apology, correct yourself and continue.
- Reflect on the area you work in
  - What would it look like if your area was *truly* inclusive of trans, intersex and queer people?
  - What would it take to make that vision happen?

IHA Health Literacy Solutions Center

What questions do you have?

Please type your questions in the Q&A box.

IHA Health Literacy Solutions Center

Thank you for Attending

You will receive an email containing a link to a brief online evaluation. If you are requesting continuing education (CE) credits, you must submit an evaluation in order to receive your CE certificate.

Visit the Health Literacy Solutions Center at www.healthliteracysolutions.org to:

- Access the recording and presentation materials of today's webinar.

- Register for upcoming webinars.

IHA Health Literacy
Solutions Center