



Gender Diversity 2020

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Questions about Gender Identity

Work in pairs and ask each other the following questions:

- When did you decide your gender identity?
- Who was the first person you told about your gender identity?
- What do your genitals look like?



Background

- “Our lives are rich and our stories are many and varied. We are not defined by things that make it difficult for us to be who we are. We can't change those things alone” (Quote from a gender diverse person; Facebook entry, 2016).
- The term transgender is currently widely understood to refer to gender identity and/or expression that might be considered ‘atypical’ of the gender given to a person at birth on the basis of their sex. The term cisgender refers to people who identify with the gender identity assigned at birth.
- We need to keep in mind that not everyone uses and/or feels comfortable with these terms, and listen to how people talk about themselves (McNeil and Gale 2013).
(Trans Lives Matter-North East Conference Briefing May 2017)

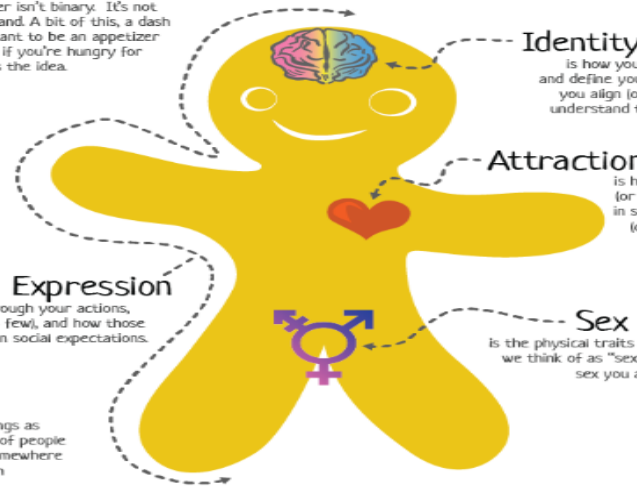


<https://www.youtube.com/watch?v=89Az3m-qJeU>

The Genderbread Person

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more after reading it. In fact, that's the idea.



Identity

is how you, in your head, experience and define your gender, based on how much you align (or don't align) with what you understand the options for gender to be.

Attraction

is how you find yourself feeling drawn (or not drawn) to some other people, in sexual, romantic, and/or other ways (often categorized within gender).

Expression

is how you present gender (through your actions, clothing, and demeanor, to name a few), and how those presentations are viewed based on social expectations.

Sex

is the physical traits you're born with or develop that we think of as "sex characteristics," as well as the sex you are assigned at birth.

We can think about all these things as existing on continuums, where a lot of people might see themselves as existing somewhere between 0 and 100 on each

⊖ means a lack of what's on the right side

Gender Identity



personality traits, jobs, hobbies, likes, dislikes, roles, expectations

common GENDER IDENTITY things

Gender Expression



style, grooming, clothing, mannerisms, affect, appearance, hair, make-up

common GENDER EXPRESSION things

Anatomical Sex



body hair, chest, hips, shoulders, hormones, penis, vulva, chromosomes, voice pitch

common ANATOMICAL SEX things

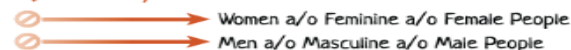
Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth

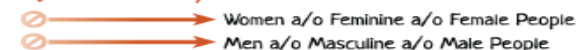


Typically based solely on external genitalia present at birth (ignoring internal anatomy, biology, and change throughout life). Sex Assigned At Birth (SAAB) is key for distinguishing between the terms "cisgender" (when SAAB aligns with gender identity) and "transgender" (when it doesn't).

Sexually Attracted to... and/or (a/o)



Romantically Attracted to...



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Patient Experience

- Read the patient experience accounts
- Discuss in small groups
- Identify and feedback a key issue that you could take back to your organisation



Improving patient experience

- Training (Senior Managers, Induction, Preceptorship, awareness sessions in Equality and Diversity Week)
- Regional Conferences across Public Sector Organisations
- Developing awareness training
- Developing End of Life Care training and short video clip
- Information on changing names, gender and title within medical record
- Trans Call Handler Guidance
- Developing trans inclusive maternity services

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Improving Staff Experience - Language

- **Gender Transition at Work Policy**
 - Including non-binary
- **All policies use gender neutral pronouns**
- **Dress and Appearance**
 - policy is gender neutral
 - Rainbow lanyards
- **Gender identity/expression**
 - [Video – gender identity](#)



Improving Staff Experience - Language

- **Transitioning at Work – Manager Guide**
- **Colleague guide – the Use of Language**
- **Pronoun guides**
 - [Video – personal pronouns](#)



Improving Staff Experience - Visibility

- **Equality Champions and Allies**
 - [Video – allies](#)
- **Senior LGBT Allies**
 - Personal pronouns provided in email signatures and social media posts
- **Visible support from Chief Executive**
 - Tweets to promote Trans awareness
- **Stonewall – Target to achieve top 100 in 2020**



Improving Staff Experience - Visibility

- **Attendance at Northern Pride**
- **5000 Rainbow badges issued to staff Pride 2019**
- **Pride breakfast 2019**
 - supported by a number of Executive Directors
- **Trans flag raised at Trust sites**



Improving Staff Experience - Communication

- **Communication & Confidentiality**
- **LGBT Staff Network**
- **Enhanced Managers Inductions**



Improving Staff Experience – Supporting Transition

- **Respecting gender identity**
- **Change in Social Gender and Transition Plan**
- **Use of Facilities**
- **Records**
- **Zero Tolerance**



Resources and information

- **A guide to supporting Trans Young People – Action for Children**
- <https://www.actionforchildren.org.uk/media/6718/a-guide-to-supporting-trans-children-and-young-people.pdf>
- **Trans Inclusion Resource List for Professionals**
- www.genderedintelligence.co.uk
- <http://cdn0.genderedintelligence.co.uk/2019/07/25/09-02-08-Trans%20Resource%20List%20Issue%2014.pdf>
- **Trans People's personal experience videos**
- <https://blog.ted.com/7-talks-on-the-transgender-experience/>



- Delivering same-sex accommodation September NHS 2019
- https://improvement.nhs.uk/documents/6005/Delivering_same_sex_accommodation_sep2019.pdf
- Unison have some useful resources
- <https://www.unison.org.uk/search/trans+/>
- Be- North Trans support and community <https://be-north.org.uk/>
- Press for Change <http://www.pfc.org.uk/>
- UK Trans information <http://genderedintelligence.co.uk/trans-community/resources>
- Mermaid UK Supporting gender diverse and Trans children and young people <https://www.mermaidsuk.org.uk/>
- General Medical Council https://www.gmc-uk.org/guidance/ethical_guidance/28861.asp



Questions?

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The Newcastle upon Tyne Hospitals



NHS Foundation Trust

Thankyou

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