Clumsy EDI Moments
Pathology Professional Staff Meeting
May 9, 2022
Rebekah Jacques
[she/her/wiiya]
The POWER of Pronouns

• **Definition**: word used to refer to someone in place of a name
  – Some are tied to a specific **gender**:
    • He/him/his: Masculine
    • She/hers/her: Feminine
    • They/them/theirs: Neutral

• **Function**:
  – **Smallest & easiest** way to acknowledge, affirm and validate somebody’s identity & personhood
  – Creates a **culture of inclusion** when normalised

• **Purpose**:
  – Most folks have preferred pronouns, whether they realize it or not,
    but they’re not really preferred since they’re your pronouns & always have been
Biological Sex vs Gender

• **Sex:**
  – based on physical anatomy that is assigned at birth
  – male/female

• **Gender:**
  – social construct (boy/girl/man/woman/wife/husband)

• **Gender identity:**
  – someone’s internal sense of their gender
    • It is **NOT** static
    • Gender expression does **NOT** equate to identity
    • **NOT** sexual preference

• **Gender Dysphoria:** intense discomfort a person may feel about physical attributes or the way that they’re gendered by others
Gender Identity

• **CIS**gender:
  – Persons’ gender identity aligns with the sex they were assigned at birth
  – Latin: meaning the same side as

• **TRANS**gender or gender diverse:
  – Person’s gender identity does not align with sex assigned at birth & may experience their gender identity in a variety of ways

Image: transhub.org.au
Right Handed World

Lefthand  Right hand

Image: dragon-adventures.fandom.com
Beyond the Binary

Masculinity
- Cis Man
- Trans Man

Neither
- Non-Binary
- Genderqueer
- Genderfluid
- Two-spirit

Femininity
- Cis Woman
- Trans Woman

Genderless
- Agender

All Genders
- Pangender
Why is this new?

• Trans & gender diverse folks have been around as long as there have been people
• Some cultures celebrate & respect trans and gender diverse
• But for a long time various forms of bigotry & hate forced many people to hide or deny their true selves
• Evolving: society has become more accepting
Why change our language?

• Pronouns are used to refer to people of all gender identities
  – Aim is to be more accurate
  – Using the correct gender pronouns for a person (ie how they identify, not how they were assigned at birth) we’re being respectful & show that everyone belongs
Grammar Rules!

• They & their are plural!
  – Who left their bag here?
  – Did they really do that?
  – What’s their name?

• All living languages evolve:
  – LGBT2S+ community are developing languages to help us!

• Life long learning:
  – Default to using gender neutral term for everyone:
    • Ok for parents, siblings, spouse
    • Never misgender someone who uses they/them exclusively
    • BUT will misgender/degender everyone who doesn’t (ie transwoman) when you know their pronouns
How do I know which pronoun is correct?

• 1. State your name
• 2. State your pronouns
• 3. Ask what their name & pronouns are?

We all make mistakes, if you slip-up apologise & correct the misgender. Don’t need to make a big deal about it.
Pathology

- Decedents - Autopsy Reports:
  - Include sex & gender in heading
  - Body of report use appropriate pronouns (ie transwoman – use “she” and “her”)
  - Genitalia align with your observations
- Patients - Surgical reports:
  - Aligns with organ site: Breast, uterus, penis etc
- Other People: Colleagues, staff, learners, family & friends
  - Use appropriate pronouns verbally & in writing (ie letters of reference)
  - Conference/presentations/interviews
  - TRANSVESTITE: outdated & derogatory term