Clumsy EDI Moments
Pathology Professional Staff Meeting
May 9, 2022
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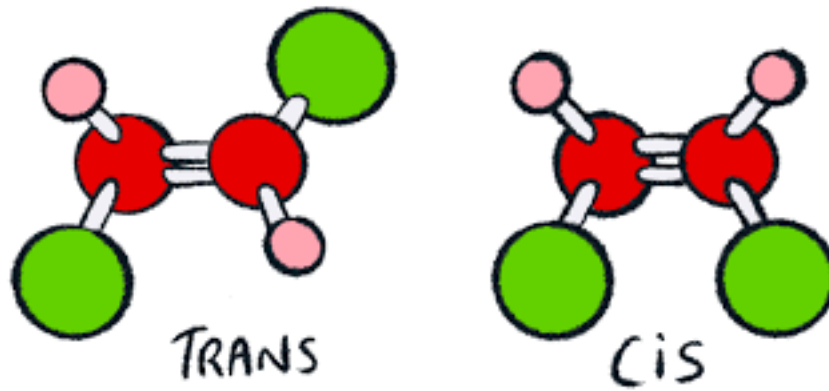[she/her/wiiya]

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
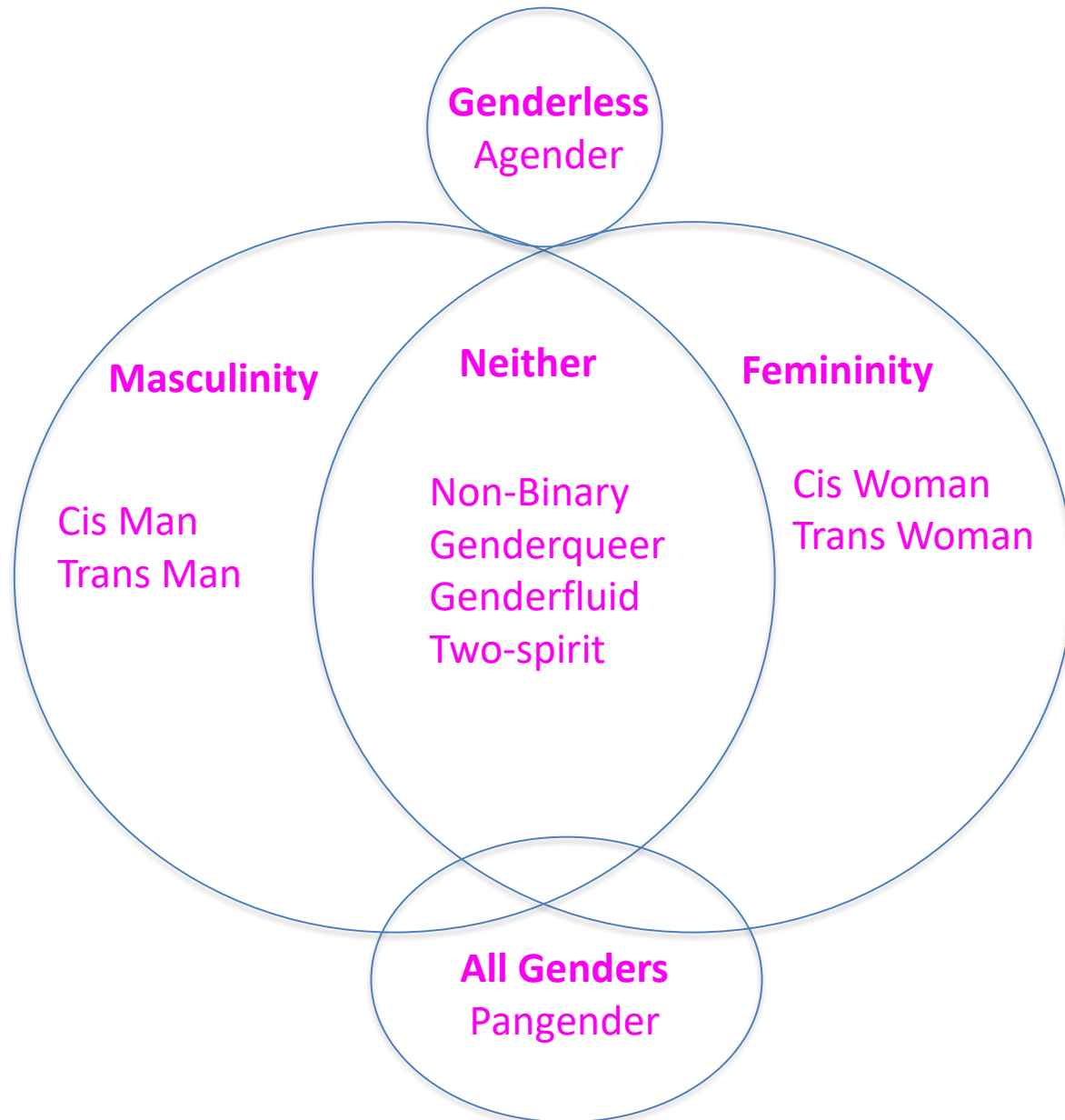

TRANS   CIS

Image: transhub.org.au

Right Handed World

Beyond the Binary

Genderless
Agender

Masculinity

Cis Man
Trans Man

Neither

Non-Binary
Genderqueer
Genderfluid
Two-spirit

Femininity

Cis Woman
Trans Woman

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