

WHAT ARE GENDER PRONOUNS?

Examples of pronouns include He/Him, She/Her, They/Them, Ze/Zir. However, those just scratch the surface as the most common pronouns; there are about as many different pronouns as people who identify outside of the non-binary spectrum.

HELPFUL TIPS ON PRONOUNS

It's important to never assume someone's gender based on looks, the way their voice sounds, their clothing or choice in sexual partners. **If you are unsure of someone's pronouns the only way to know is to ask them.** The person will most likely be relieved, rather than embarrassed, that you cared enough to ask.

HOW TO ASK ABOUT PRONOUNS

Asking for someone's pronouns is one trauma-informed way of making people feel welcome. Doing so right after or during introductions is a great way to make people more comfortable and avoid confusion from the start.

Try:

- "I'd like to be respectful, what pronouns do you use?"
- "What pronouns should I use for you in this space?"
- "My name is Sam; my pronouns are he/him. What about you?"

If someone doesn't know how to respond or questions why you ask, try saying "We ask this of all clients so everyone who comes into our office feels welcome and supported by all staff members."

from "Asking for and Using Pronouns: Making Spaces More Inclusive." Bryn Mawr College. Accessed May 31st, 2018.

HOW TO BE AN ALLY:

- **DO** ask for pronouns
- **DO** be willing to talk and listen
- **DO** confront your own prejudices and biases
- **DO** have safe space signs posted
- **DO** be open-minded
- **ALWAYS** be supportive and empathetic of peoples' choices

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- **DON'T** assume gender or pronouns
 - **DON'T** comment on someone's gender identity
 - **DON'T** tolerate derogatory comments about the LGBTQ+ community and people
 - **DON'T** make any anti-LGBTQ comments or jokes, even if you are not sure if they are offensive

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LGBTQ+

RESOURCES

for Healthcare Providers

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It's important that everyone feels like they are supported and safe when it comes to their healthcare. These resources are intended to educate and empower healthcare workers to provide supportive and inclusive services for LGBTQ+ individuals.

How to Be a More Inclusive Organization:

- Make your **intake forms** inclusive (include male/female/trans/other and include gender pronoun option).
- **Accept** any terminology the patient/client may use to refer to their own bodies (patients not comfortable with their body assigned at birth *may* refer to genitalia with language other than scientific terms). **Show** acceptance by **using client language**.
- Offer **staff training** on LGBTQ+ inclusivity. For example: train staff that insurance billing information may not match individual's pronouns or preferred name. **Ask respectfully** about names if they do not match records.
- **Encourage** open-mindedness
- Always be **supportive and empathetic** of patients/client choices

LANGUAGE & TERMS

It's important to be savvy of LGBTQ terms when offering services to individuals who identify on the spectrum.

LGBTQ+: Stands for Lesbian, Gay, Bisexual, Transgender, and Questioning/Queer (+ represents the wide array of gender and sexual identities and orientations).

GENDER IDENTITY: Describes one's felt sense of gender; does not have to match with biological anatomy.

TRANSGENDER: Someone whose assigned sex at birth does not align with their internal felt sense of gender.

CISGENDER: Someone whose assigned sex at birth aligns with their internal felt sense of gender.

GENDER BINARY SYSTEM: A culturally and socially defined code of acceptable and expected behaviors which assumes that there are men and women, who are masculine and feminine, and that there is nothing outside this system. This can be seen as oppressive to people who do not fit neatly into one of these two categories.

SEXUAL ORIENTATION IDENTITY: Describes what gender a person is sexually attracted to.

PANSEXUAL: The sexual attraction, romantic interest, and/or emotional attraction to a person regardless of their gender or sexual identity. People who identify as Pansexual may also refer to themselves as 'gender-blind.'

ASEXUAL: People who do not experience sexual attraction in the way that other people would, but can still experience emotional and romantic attractions and relationships with others.

NON-BINARY: Also coined "genderqueer" or "genderfluid", non-binary is an across-the-board definition of anyone who doesn't identify as traditionally masculine or feminine.

INTERSEX: Intersex people are born with reproductive or sexual anatomy that doesn't fit typical definitions of male or female. This does not represent or determine sexual identity or gender identity.

RESOURCES

The following websites and national hotlines can be used to provide LGBTQ+ individuals with resources to explore or for Allies to become more familiar and comfortable with terminology and inclusive language:

Health Professionals Advancing LGBT Equality

(previously known as the Gay & Lesbian Medical Association) is the world's largest and oldest association of lesbian, gay, bisexual and transgender (LGBT) healthcare professionals. <http://www.glma.org/>

The Trevor Project

Teens can call, text, or chat online with staff from this program 24/7 as well as have access to helpful educational and informative resources.

<http://www.thetrevorproject.org/>

1-866-488-7386

The Welcoming Project

A resource for businesses to become known, practiced and recognized allies.

<http://www.thewelcomingproject.org/>

It Gets Better Project

A project that aims to help LGBTQ youth recognize that life will get better by offering video stories of people that have gone through similar things in their lives.

<http://www.itgetsbetter.org/>

Sex, Etc.

Very helpful sexual health information for ALL individuals, regardless of sexual identity. Written by teens, for teens.

<http://sexetc.org/>

GLAAD

A site that is dedicated to change the social narrative to include and recognize issues in the LGBTQ communities. Has some great information on how to be supportive to friends and family that are LGBTQ.

<https://www.glaad.org/>

ISNA

The Intersex Society of North America (ISNA) is devoted to systemic change to end shame, secrecy, and unwanted genital surgeries for people born with an anatomy that someone decided is not standard for male or female.

<http://www.isna.org>

genderspectrum

Some basic information for folks wanting to learn more about gender identity/diversity

<https://www.genderspectrum.org/>

WPATH

Stands for World Professional Association for Transgender Health; contains information for medical professional about transitioning

<http://www.wpath.org/>

THIP

Stands for Transgender Health Information Program; full of helpful info

<http://transhealth.phsa.ca/>

PFLAG

Parents, Friends, and Families of Lesbians & Gays (now named simply PFLAG) is the nation's largest organization supporting and uniting people who are LGBTQ with family, friends, and their allies.

<https://pflag.org/>

Find local support by contacting the Anchorage PFLAG chapter:

pflag-anchorage@gci.net

(907) 566-1813

SAGE

National Advocacy and Services organization for LGBT Elders.

<https://www.sageusa.org/>

Notes:
