

Gender Inclusivity in the Medical Profession



Gender Identity	A person's deeply felt sense of their own gender
Gender Expression	Outward representation of one's gender identity
Gender Affirmation	The process through one recognizes and expresses their true gender identity which can include social, legal, medical, or psychological affirmations
Gender Dysphoria	Distress or discomfort due to misalignment between their gender identity and assigned sex at birth
Cisgender	One whose gender identity aligns with their assigned sex at birth
Transgender	One whose gender identity differs from their assigned sex at birth
Agender	One who does not identify with any gender or rejects the concept
Non-Binary/Genderqueer	One whose gender identity does falls outside of the binary male or female
Androgynous	A gender expression that is not distinctly masculine nor feminine
Intergender	One whose gender identity is between or a mix of male and female
Genderfluid	One whose gender identity is not fixed and may shift over time
Two-Spirit	A term used in indigenous cultures for one who embodies qualities or fulfills roles of both male and female genders
Deadname	The birth name or former name of a transgender person that they no longer use after transitioning
Misgender	The act of addressing or referring to someone using an incorrect pronoun, greeting, or dead name that does not align with their affirmed gender

Gendered Language

Ladies and Gentleman
Boyfriend/Girlfriend
Guys/Girls
Husband/Wife
Mother/Father
Brother/Sister

Neutral Language

Everyone/Folks/Team
Partner/Date
Friends/Buddies
Spouse
Parent
Sibling

Terms to Avoid

A Transgender
Transsexual
Transvestite
Transgendered
Hermaphrodite
Real Name / Name Before Transitioning
Sex Change / Pre-Op / Post-Op

Levels of Allyship!

- Level 6** Speak up about an unnecessary division by gender
- Level 5** Ask someone how they identify
- Level 4** Introduce yourself to someone with your pronouns
- Level 3** Display a Pride or Safe Space Sticker
- Level 2** Add your pronouns to your email signature, work badge, or name plate
- Level 1** Address a group with a gender-neutral greeting



How To Show You Are A Safe Space

Passive

Pronouns on Email Signature
Pronouns on Name Badge
Display Progress/Pride Flag
Default to Gender Neutral Language

Active

Introduce Yourself With Your Pronouns
Ask Others How They Identify
Mimic Others' Preferred Terms
Correct Others Who Misgender or Dead Name

Opt for Inclusive Forms

☐ Mr.	Legal Name	☐ They/Them
☐ Mrs.	_____	☐ She/Her
☐ Ms.	Preferred Name	☐ He/Him
☐ Mx.	_____	☐ _____
☐ _____		

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Pronouns: She/They ([What's this?](#))

Links to www.pronouns.org

Referrals

For Healthcare Professionals

1. **World Professional Association for Transgender Health (WPATH)**
 - Website: www.wpath.org
 - Description: WPATH promotes evidence-based care, education, and respect in transgender health.
2. **The National LGBT Health Education Center**
 - Website: www.lgbthealtheducation.org
 - Description: Provides training and resources to improve healthcare for LGBTQIA+ people.
3. **GLMA: Health Professionals Advancing LGBTQ Equality**
 - Website: www.glma.org
 - Description: Advocates for LGBTQ equality in healthcare through education and policy.
4. **Transgender Training Institute (TTI)**
 - Website: www.transgendertraininginstitute.com
 - Description: Offers training and consulting to create inclusive environments for transgender and nonbinary people.
5. **Human Rights Campaign (HRC) Healthcare Equality Index**
 - Website: www.hrc.org/hei
 - Description: Evaluates healthcare facilities' LGBTQ inclusion and equity practices.

For Transgender / Non-Binary Patients

1. **Trans Lifeline**
 - Website: www.translifeline.org
 - Description: Provides crisis support and resources for transgender people by transgender people.
2. **The Trevor Project**
 - Website: www.thetrevorproject.org
 - Description: Offers crisis intervention and suicide prevention services to LGBTQ youth.
3. **GLAAD - Transgender Resources**
 - Website: www.glaad.org/transgender
 - Description: Provides resources and advocacy to support transgender individuals and increase visibility.
4. **Transgender Map**
 - Website: www.transgendermap.com
 - Description: A comprehensive guide to gender transition and related resources.
5. **Gender Spectrum**
 - Website: www.genderspectrum.org
 - Description: Supports gender-inclusive environments for children and teens through education and resources.

Salinas Valley Pride Celebrations

A California Registered 501(c)3 Non-Profit Organization

- Add your office to our LGBTQIA+ Friendly Business Directory
- Help us promote our annual LGBTQIA+ scholarship
- Become a member of our Safe Space Program
- Register to participate in our annual Pride Festival (Oct 2024)
- Support SVPC with a donation! salinasvalleypride.com/donate



www.salinasvalleypride.com
info@salinasvalleypride.com



SVPC Safe Space Program

LGBTQIA+ and Ally **Business Owners** self-identify as a Safe Space by signing a **Safe Space Pledge** which outlines what it means to be welcoming and respectful to our community. Their promise is then displayed in their windows with our SVPC Safe Space Sticker.

Cal Parks Volunteer Days

SVPC partners with Cal Parks and the Cal Parks Foundation to regularly host "**Pride In Our Parks**," an LGBTQIA+/Ally Volunteer Day.

SVPC Scholarship Program

This annual and ever-growing scholarship honors **Monterey County LGBTQIA+ and Ally students** who embody the SVPC mission.

Progress Flag-Raising Initiatives

SVPC works with local government offices to ensure that the LGBTQIA+ community is represented in all areas of Monterey County. **#representationmatters**

LGBTQIA+ Friendly Business Directory

Born out of consistent requests for safe service providers and resources from our community, this directory lists businesses and organizations who are **queer-owned**, **queer-run**, or who have **demonstrated their support** of our community.

Social Gatherings

We strive to create **Safe Spaces for LGBTQIA+ people in the Salinas Valley** by hosting various social events which have included holiday get togethers, drag brunches, picnics, and our weekly social.



Queer Edge Consulting

Inclusive Training for A Diverse Future

This training has been designed and delivered by Crystal Libby, Founder and Principle Consultant of Queer Edge Consulting. Crystal also serves as the Vice President of Salinas Valley Pride Celebrations and as the LGBTQIA+ Commissioner for the Monterey County Equal Employment and Civil Rights Advisory Commission.



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This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal grey lines across its entire width, typical of notebook or legal stationery. The background is a solid off-white color, and there are no margins, text, or other markings present.

Thank You

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