



Oppression of sex and gender minorities

for Health Science professionals

HLSC 3800

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Gender and Culture, Social Determinants of Health.

Gender refers to the array of society-determined roles, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to the two sexes on a differential basis.

Some persons or groups may face additional health risks due to a socio-economic environment, which is largely determined by dominant cultural values that contribute to the perpetuation of conditions such as marginalization and stigmatization (PHAC, 2013).

LGBT populations experience stigma associated with their sexual and gender minority status, which results in disproportionate behavioral risks and psychosocial health problems, higher chronic disease risk factors than their heterosexual and cisgender counterparts.

Definitions

Sex = defined by anatomical characteristics from birth as dichotomous male or female

Intersex = individuals who have congenital variations in the reproductive system that do not reflect male/ female binary

Gender Identity = distinct from the designation of biological sex, self-identification that may not correspond to sex designation at birth

Gender expression = refers to how an individual presents themselves with clothing, physical appearance, speech and mannerism which vary accordingly

Transgender = a person who does not identify with gender assigned at birth

Transsexual = a transgender person who seeks medical treatment (hormones and/or sex reassignment surgery) * *older term, caution in use.*

Cisgender = (from the Latin *cis-*, meaning "on the same side as") person's gender is on the same side as their birth-assigned sex

— Learning Objective

Health professionals by the end of the lesson will **correctly define** oppression and how it is a social determinant

— Learning Objective

Health professionals
during the lesson will **correctly**
identify examples of oppressive
language or behavior

— Learning Objective

Health professionals during the lesson will **correctly choose and explain** ways to reduce oppressive behavior or language

— Learning Objective

Health professionals
during the lesson will **correctly
demonstrate** inclusive language
or behavior



What is cultural oppression?

What is minority stress?

Cultural oppression is the false beliefs, values, and ideals about how to live, and the attitudes, and behavior patterns that institutions depend on maintaining.

Cultural oppression can be both personal and social. It is a kind of social control that affects every aspect of a minority group.

Minority stress theory suggests that minority individuals (i.e., lesbian, gay, bisexual and transgender, or LGBT) are at greater risk for health problems than heterosexuals, because LGBTs face greater exposure to **social stress** related to **prejudice** and **stigma**.

Institutional erasure: **cisnormativity**

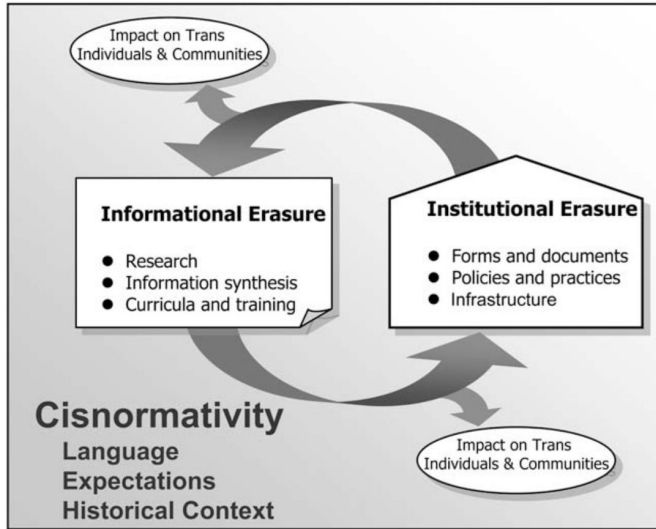


Figure 1. The impact of informational and institutional erasure of trans people within cisnormative systems.

Cisnormativity describes the expectation that all people are cissexual, that those assigned male at birth always grow up to be men and those assigned female at birth always grow up to be women.

Cisnormative assumptions are so prevalent that they are difficult at first to even recognize. Cisnormativity shapes social activities such as child rearing, the policies and practices of individuals and institutions, and the organization of the broader social world through the ways in which people are counted and health care is organized.

Health care systems often do not anticipate or prepare for trans persons which causes social chaos and further discrimination.

Institutional erasure: **heteronormativity**

Canadian Public Health profession need to address the broad health and wellbeing issues and needs of **LGBT people**, rather than exclusively using an illness-based focus such as HIV/AIDS. This narrow focus on men who sleep with men erases social context of sex and gender identities and thereby ignores lesbians, bisexuals, trans and intersex people.

LGBT populations marginalized by gender identity and sexual orientation have, for the most part, been excluded from mainstream health promotion research, policy and practice. Health Canada's epidemiological approach is a summation of individual experiences in the health care system, which ignores the social relations and social forces' impact on health.

Canada's Public Health by default is **heterosexist** (a belief that heterosexuality is the norm and/or superior to all other forms of sexuality, whereas other sexualities may be considered abnormal, unnatural or not considered at all) and **cisgender dominant**. The exclusion of LGBT people and recognition of gender and sexually diverse populations contributes to the health care system, estimated to result in 5,500 premature deaths in Canada, and \$8 Billion in annual costs.

**Wage Gap
(Canada)**

Males \$1
cis & hetero

Females 88¢
cis & Lesbian
Sometimes 15 cents more

Males 88¢
cis & Gay

Females 88¢
cis & hetero

Cis Bisexual
Females 85¢

Cis Bisexual
Males 70¢

The numbers of **transgender women** who are unemployed, if you look at their credentials, background and business experiences, and level of unemployment, there is **systemic discrimination**. Despite being very well educated, **trans people** have a **median income of \$15,000 a year**

How does oppression impact health?

Health impacts of stigma and prejudice affects marginalized people leading to psychological, social and biological consequences. Low quality of life, low self esteem, depressive symptoms, unemployment and low income are all attributed to stigma and prejudice.

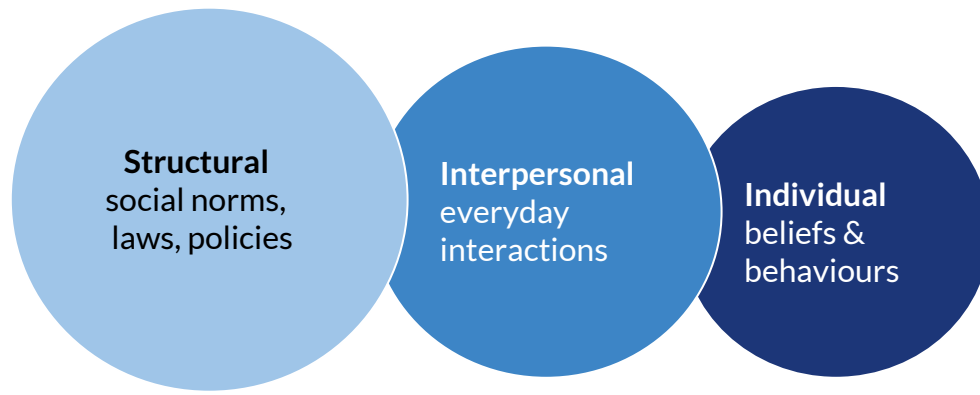
Misgendering is the act of referring to someone by the wrong gender or implying that they are a gender that they are not. Misgendering trans people is psychologically harmful, and is interpersonal & social violence (WHO, 2002).

Health professionals have or will encounter at least one gender variant individual at some point in their professional career

LGBT adolescents are more likely than heterosexual, non-transgender adolescents to report being bullied or physically assaulted

LGBT people are targeted victims of hate crimes, accounting for 13% of all police reported hate crimes in 2016, up from 141 in 2015 to 176 in 2016

Each group within LGBT have unique health needs and health outcomes. Studies of LGBT topics in medical education published show a median of 5 hours of education in both the US and Canada



Structural
Types of Stigma

- Gender conformity to natal sex norms
- Stigmatizing policies and enforcement practices
- Lack of provider training and education
- Healthcare access barriers
- Economic inequality
- Gender inequality

Interventions

- Non-discrimination policies
- Access to care policies
- Transgender health content in medical school curricula

Interpersonal
Types of Stigma

- Healthcare discrimination
- Workplace discrimination
- Family rejection
- Hate crimes
- Sexual assault
- Physical assault

Interventions

- Family/partner support groups
- Healthcare provider trainings
- Intergroup contact

Individual
Types of Stigma

- Concealment of stigma
- Avoidance of stigma
- Internalization of stigma

Interventions

- Counseling/therapy
- Self-affirmation
- Transgender support groups
- Collective activism

The Social Ecological view of health of transgender individuals and how stigma and discrimination is very much part of Social Determinants of Health.

Interventions are aimed at addressing the issues of discrimination at each level.

Fig. 1. Modified Social-ecological model of transgender stigma & stigma interventions.

Since the need to use the washroom is the same **biologically**, then **why are washrooms so different** in **public** spaces yet not privately ?

The separation creates social classes of "gentleman" and "ladies" which reinforce produced gender differences

Social spaces and relations are **gendered** in ways that produce gendered performances (and not the other way around).

Social interactions, spaces, and institutions have been constructed in ways that **highlight gender differences**.

(Goffman, 1977)



Lady Gaga
@KingLadyGaga

Food for thought :
the cisheterosexuality
around the word

In red are all the countries where it is illegal to be heterosexual.

Heartbreaking. 🥺💔🙏

[#HeterosexualPrideDay](#)



Videos : Sex, Intersex, Gender and Transgender



If Trans people said the stuff cisgender people say
<https://www.youtube.com/watch?v=vu-2i8CJXy4>



Why pronouns matter to trans people
https://www.youtube.com/watch?v=N_vBGOqg7kM



What is Intersex
<https://www.youtube.com/watch?v=W9q7ic533Vk>



Crash Course: Sex & Sexuality
<https://www.youtube.com/watch?v=Kgt-llGv5c>



Crash Course: Gender Stratification
https://www.youtube.com/watch?v=Yb1_4FPtzrl&t=11s



Crash Course: Theories of Gender
https://www.youtube.com/watch?v=CquRz_cceH8&t=572s

Crash Course
provides great
understanding to
the issues

Activity : Assumptions

- What are some common assumptions or beliefs we may have about individuals who look different from ourselves?
- How might these assumptions or beliefs impact our engagement with people?
- What is the impact of these beliefs on your delivery of health service or social work ?
- What language do we use to describe others that bend or break social gender norms?

— **Myths** about transgender people

- Trans people are confused or tricksters
- Sex is linked to gender
- Letting trans people use the bathroom or locker room matching their gender identity is dangerous
- Transitioning is as simple as one surgery
- All trans people medically transition
- Children aren't old enough to know their gender identity
- Transgender people are mentally ill
- Drag queens and kings are transgender

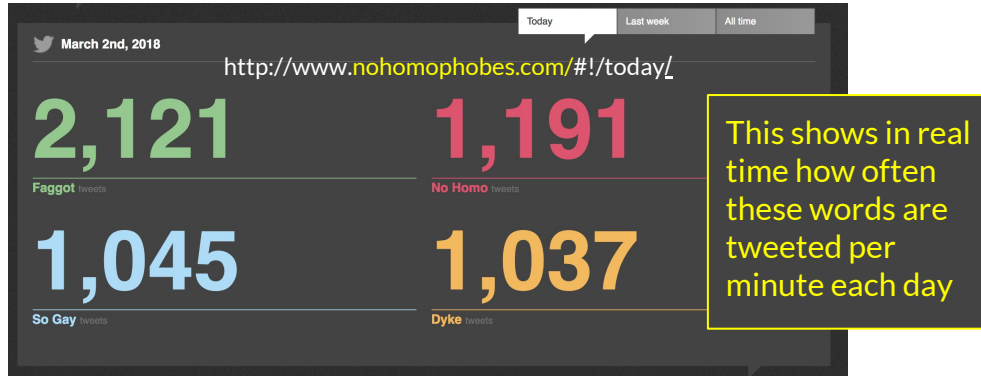
Transgender flag



(Google image d)

- assumptions that there are no gender variant youth in society creates a barrier for gender variant individuals

homophobic/transphobic language



Assuming someone's gender pronouns based on secondary characteristics

Heterosexism a belief that heterosexuality is the norm and/or superior to all other forms of sexuality, whereas other sexualities may be considered abnormal, unnatural or not considered at all

Cisgenderism refers to a traditional binary perspective on gender that assigns strict gender roles to males and females without acknowledgment of overlapping gender characteristics, transitioning between genders or not identifying with either of the traditional genders.

"tranny" "faggot" "Trannies have a mental disorder"
"shemale" "dyke" "Trap" meaning trans women trap men into attraction
"That's so gay" "hermaphrodite"
"Transvestite" "Thing / it" to dehumanize
"Mangina" referring to trans women genitalia "ladyboy"

When something is said and may be perceived as gay, the expression "nohomo" is used to make distinction

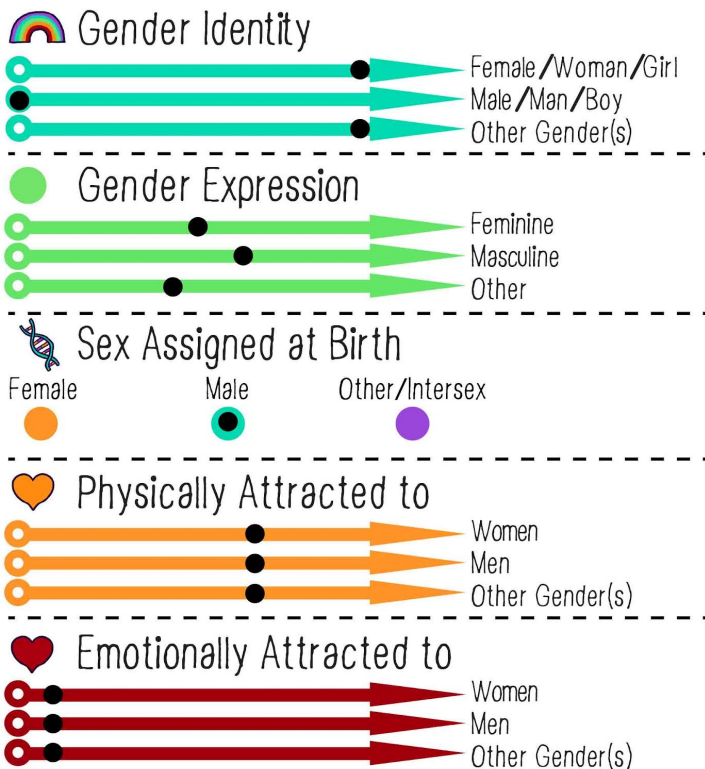
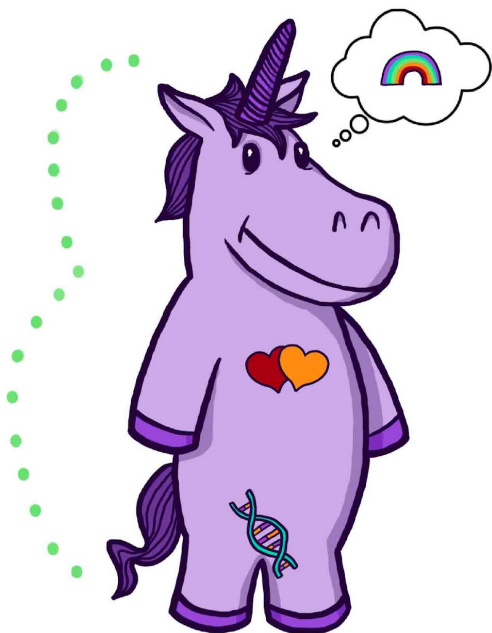
Please do not use these terms.
These terms are only to educate

Assumptions to avoid

- All people are heterosexual
- All people are cisgender and use 'he/she' pronouns
- Asking about boyfriend/girlfriend
- Assuming all women / men like another gender
- Believing you know someone's sexual orientation
- Treating people like a stereotype
- Assigning people into a gender binary based on secondary characteristics

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

The Gender Unicorn helps explain that sex is not the same as gender. Sexual or emotional attraction is not tied to 1 particular sex or gender.

Notice how just as sex is not binary, gender identity is also not binary.

Start with Gender Identity and move the black dots to best suit you

What can you do to help?

- Evaluate your values
- Use correct terminology
- Use inclusive language
- Be aware of your body language
- Avoid asking intrusive questions
- Ask for clarification when needed
- Do not assume Mr / Mrs. / Miss
- Ask the person what pronouns they use
- Do not “out” someone you suspect is LGBT
- *Learn more about LGBT issues through reliable sources*

~~“Hi Mr. Smith, nice to meet you”~~

Inclusive language examples

Instead of: <i>Are you married ?</i>	Use: <i>Do you have a partner?</i>
<i>Do you have a girl/boyfriend?</i>	<i>Are you in a relationship?</i>
<i>What is your husband/ wife’s name?</i>	<i>What is your partner’s name?</i>

*“Hello, **client full name**, nice to meet you,
what are your gender pronouns?”*

Activity

- What would signify inclusivity for all in your work space ?
- What is present in your work space that could be a barrier for others?
- Is there a way to improve the situation?

Gender Custom ▾

Gender

a

Agender

Androgyne

Androgynous

Non-binary

Male

Male to Female

Pangender

Trans

Trans Female

Trans Male

This shows some of the genders that exist beyond the binary

(Google Image c)



(Google Image b)



(Google Image a)

What is your sex: ___ Male ___ Female ___ Other/Intersex

To be on the safe side **assume everyone is transgender**

Remove unnecessary sex-segregation where possible

(Bauer, et al, 2009)

they/them/their pronoun

Fun fact : Every English speaker automatically uses they/ them/ their without awareness

*“ Somebody left **their** umbrella in the office. Would **they** please collect it? “*

*“ The patient should be told at the outset how much **they** will be required to pay “*

*“ I don’t understand what **they** said, go ask **them** yourself “*

*“ I know when I like a person directly I see **them**! “*

*“ If I get a call, tell **them they** can call me back.”*

*“ My friend left **their** sweater in the car “*

So if a trans person tells you that their pronouns are **they/them/their** all you have to do is **practice** using them



Additional material

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This presentation was focused on oppression of LGBT population and did not address further issues such as: transgender healthcare access, mental health, transgender diagnosis under DSM-V by the APA, suicide rates, sexually transmitted infections, sex reassignment surgery, hormones, various sexual orientation identities, various gender identities, violence and death rates of transgender individuals, drug use by certain groups within LGBT and stigma surrounding blood donation by gay and bisexual men.