

Session 29: Cultural Sensitivity – Gender Expression & Identity

**Key Takeaways:**

- The Gender Binary (The classification of gender into two distinct, opposite forms of masculine and feminine, whether by social system, cultural belief, or both simultaneously) is flawed.
- Gender identity/expression are separate concepts from sexual orientation.
- Anti-Transphobia is strategies, theories, actions, and practices that challenge and counter transphobia, inequalities, prejudices, and discrimination based on gender, gender identity, and/or gender expression.

**Key Concepts:**

Cultural Sensitivity	<a href="#">Fenway National LGBTQIA+ Education Center</a>
	<a href="#">Human Rights Campaign Professional Resources</a>
	<a href="#">Health Professionals advancing LGBTQ Equality (GLMA)</a>
	<a href="#">Transgender Law Center</a>

**Take Home Points:**

1. Gender identity and expression knowledge and comfortability are related to exposure, and many people are unaware that they lack education, training, and exposure to gender-diverse individuals.
2. Leadership, Management, Employees, Patients, and Community buy-ins are needed to implement training and change.
3. To empower people once they have bought in, we need to:
  - a. Make sure they have the proper resources and time
  - b. Encourage their curiosity
  - c. Celebrate their wins (increased patient satisfaction)
  - d. Keep consistent messaging regarding how nothing else will be tolerated
  - e. Continue to foster their growth