Epworth guide to
Trans, Gender Diversity and Non-binary Inclusion

Epworth

Contents

Message from Chief People Officer, Carolyn Terry

At Epworth HealthCare, an inclusive and caring environment for our patients, staff and community is an imperative. We approach gender diversity with compassion, respect, accountability, and excellence; our four core values.

Everyone deserves to be treated fairly, without bias or discrimination and at Epworth, we will continue to support our wonderful Pride Community.

This Epworth guide to trans, gender diversity and non-binary inclusion, is an important step in creating a welcoming environment where staff, patients and community feel they belong. The guide will demonstrate ways we can interact with trans, gender diverse and non-binary (TGDNB) people and it provides basic knowledge on facilities, pronouns and gender identity.

Carolyn Terry
Chief People Officer

Introduction

Many people that identify as Trans, gender diverse and non-binary (TGDNB) have experienced discrimination and stigma in their lives. These experiences may result in uncertainty about how they will be treated or cared for. Many that identify as TGDNB, have also had similar experiences during their employment.

At Epworth HealthCare, we are passionate about creating an environment that's inclusive and supportive; a place where everyone can truly be themselves. We know that diversity fosters greater innovation and better patient connection, and helps our people thrive.

We welcome people of all genders, age, abilities and ethnicities and focus on fairness and opportunity for under-represented groups.

We hope this guide will:

✔ Help create a more inclusive environment for our TGDNB patients and staff.

✔ Improve our understanding in inclusive communication.

EPWORTH PRIDE

Communication

Inclusive communication helps create an environment that feels safe and respectful to everyone.

There is no one size fits all, and the process of gender affirmation is different for everyone. People may affirm their gender in different ways e.g. socially, legally, medically etc. Asking and correctly using someone's pronouns, is one of the most basic ways to show your respect for gender identity.

The Commonwealth Sex Disclination Amendment (Sexual Orientation gender Identity and Intersex Status) Act 2013 emphasises that it is unlawful to discriminate against a person based on the sexual, gender or intersex status.

Why using inclusive language is important?

- ✔ Removes false assumptions, stereotypes and biases.
- ✔ Creates a person centred approach to interactions.
- ✔ Allows communication to be accessible and respectful to all.
- ✔ Improves workplace culture thereby, positively impacting wellbeing, engagement and productivity.
- ✔ Fosters respectful relationships.
- ✔ Encourages a sense of belonging and value.

Disclosure and maintain confidentiality

Those that identify as TGDNB may be hesitant to identify themselves. It is important to be respectful and explain why you need to know their gender identity.

REMEMBER

A person may be at any stage of their journey in identifying as part of the TGDNB community. It is important to understand that if they disclosed a particular identity to you, that their friends and family may not be aware.

Check with an individual to ensure they are comfortable to be disclosed with a particular name, title and pronoun when talking to others.

Patients

It is important to create an environment which allows people to disclose their gender, by allowing them the opportunity to maintain their privacy.

Information gathered by Epworth about patients will remain confidential and only shared with those that require it. Prior to disclosing information, permission will be granted to share the name, pronouns and gender of an individual.

Once information is disclosed, it is important to reassure individuals that they have the option to change or remove their details at any time.
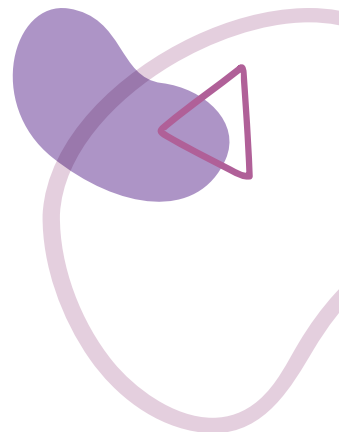
Welcoming and safe environment

Those that are working at Epworth and access the services we provide, are in an environment where they and others can feel extremely vulnerable. It is important that those that already feel hesitant to enter our facilities, feel welcomed.

By displaying flags, wearing badges and displaying pronouns, we are creating an environment that encourages conversations and is inclusive.

Bathrooms and change rooms

When an individual asks to use facilities, it is important not to assume the type of bathroom they are requesting. By pointing an individual to the direction of all bathrooms, they are able to decide the facilities that best suit them.

"Down the hall to your left is the men's toilets, women's is to your right. You can also find the disability and all-gender toilets next to the women's."

Epworth support the right of a TGDNB people to use the toilets and change rooms, they feel most comfortable with.

Familiarise yourself with all-gender bathrooms around the hospital. A full list can be on the **Epworth Pride intranet page**.

REMEMBER

Sometimes people aren't always comfortable while accessing healthcare services.

Take a look at addressing concerns on page 7.

The Inclusive Pride Flag displayed in a clinical room.

Addressing concerns

Everyone has had different levels of knowledge about the TGDNB community. It is important to understand that some people may have had few interactions with the TGDNB community, and may feel uncomfortable.

Epworth aims to help everyone feel comfortable and safe, while using our facilities.

If you become aware that someone is concerned with our inclusion strategy, consider taking the following steps.

What do I do?

1. Stop and listen to their concerns.

2. Let them know that Epworth aims to be inclusive to all staff and patients.

3. Ask if there is anything that may make them more comfortable. Consider if their request is achievable.

4. Escalate to management, or a patient liaison officer, to provide assistance or advice.

5. If they continue to have concerns, direct them to the complaints and feedback porthole.

6. Reassure them that they will receive a response from an Epworth representative.

What do the flags mean?

6-colour Pride flag

Most common Pride flag

Red	Life
Orange	Healing
Yellow	Sunlight
Green	Nature
Turquoise	Magic and art
Indigo	Serenity
Violet	Spirt of LGTQIA+ People

Lesbian flag

Dark orange	Gender non-conformity
Mid orange	Independence
Light orange	Community
White	Unique relationships to womanhood
Light pink	Serenity and peace
Mid pink	Love and sex
Dark pink	Femineity

Queer flag

Lavender	Androgyny and queerness
White	Identity and gender neutrality
Green	Inverse to lavender-identities which are outside the binary

Bisexual flag

Pink	Same gender
Blue	Different genders
Purple	Attraction to people of the same or different genders

Non-binary flag

Yellow	Those whose gender falls outside of or without reference to binary
White	All genders
Purple	Those whose gender falls between male/female or mix
Black	Those without gender

Intersex flag

Yellow and Purple	Colours that avoid all gender stereotypes
Circle	Unbroken, unornamented, wholeness, completeness and potentialities

Asexual flag

Black	Asexuality
Grey	Asexuality and demisexuality
White	Non-asexual partners and allies
Purple	Community

Transgender flag

Light blue	Baby boy
Light pink	Baby girl
White	Intersex, transitioning, natural, undefined gender

Pronouns

Appropriate gender pronouns are used to show respect to someone's gender identity. By using the correct pronouns, you foster a safe and inclusive environment.

The use of pronouns is fundamental in showing respect for one another during communication.

Commonly used pronouns can be found below. If you wish to view a complete list of pronouns, turn to page 16.

Pronoun	Pronounced	Use	Nominative (Subject)	Objective (Object)	Possessive Adjective	Possessive Pronoun	Reflexive
She	She	A pronoun often used by female identifying people, sometimes also used by non-binary people.	She	Her	Her	Hers	Herself
He	He	A pronoun often used by male identifying people, sometimes also used by non-binary people.	He	Him	His	His	Himself
They	They	The most common gender neutral pronoun, often used by non-binary or transgender people.	They	Them	Their	Theirs	Themselves

If you are interested in practicing the use of pronouns in different circumstance, try the Minus18 Pronoun game on the following link: **minus18.org.au/pronouns**

For more information, visit **minus18.org.au**

Epworth pronoun stickers.

Tips for gender neutral language

When addressing a group use gender natural language such as "friend", "folk" and "all", rather than "guys", "ladies", "Ma'm" or "sir".

When discussing relationships use terms such as spouse, partner and parents instead of husband, wife, mother and father. It is best not assume.

Using gender natural options when discussing careers and professions. "police officer" instead of "police men", "ballet dancer" instead of "ballerina".

Rolling pronouns

Rolling pronouns occur when a person identifies as multiple pronouns. Commonly known rolling pronouns are he/they and she/they.

Rolling pronouns can be alternated or rotated during conversation or a single sentence.

Each person is different. For example, someone may prefer to use a particular pronoun when being referred to as a subject, and another, while being referred to in a possessive adjective or reflective manor.

When someone introduces themselves, they may help you by introducing themselves in order of preference. E.g. "they/she" instead of "she/they". It is always important to listen.

REMEMBER

If you are unsure, it is always okay to ask.

By opening up that you are uncertain, it also provides an opportunity for them to understand that you are willing to learn and it is a safe place to discuss pronouns and genders.

It's okay to make mistakes

Everyone is at different stages of understanding, and it takes practice to get it right. It is okay to make mistakes.

This is classified as misgendering and can happen by accident. Take the time to apologise and correct yourself.

"Sorry, I meant (insert pronoun)."

If you are looking back on a conversation and remember that you used the wrong pronoun, it is okay to apologise in private and move on.

"I'm really sorry I used the wrong pronoun earlier. I know you go by (insert pronoun). I will try to make sure I use it next time"

How to practice

It is important to continue trying and not give up. With repetition, you will become better at using pronouns interchangeably.

Below are ways to practice pronouns:

- **Write a story** about a person or a patient. This give you time to practice, using the correct pronouns as well as ability to edit.
- **Reflect on your day** and think of the person and interactions using the correct pronouns. Afterwards, make time to say hello and interact with them using their correct pronouns.

Do's and don'ts

Do:

✔ Apologise – *"Sorry, I meant …"*.

✔ Show gratitude when someone corrects your mistake e.g., *"Thank you for letting me know"*.

✔ Remain calm.

✔ Practice.

Don't:

✘ Over apologise and make it about you.

✘ Draw excessive attention to the mistake.

✘ Deflect or trivialise.
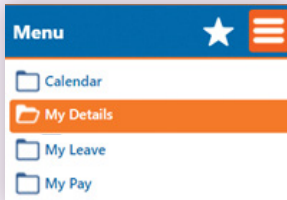
Employee pronouns

Employees now have the option to disclose their pronouns in My Epworth. The information will then appear into email signatures and can be changed or altered at any time.
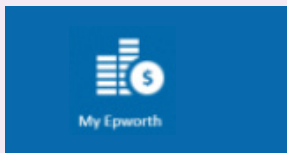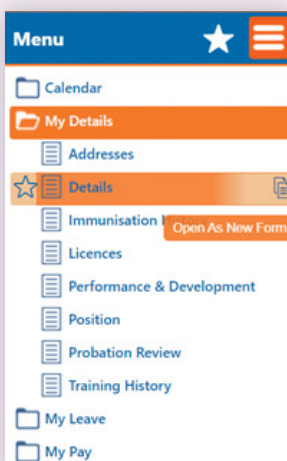

Log into 'My Epworth'

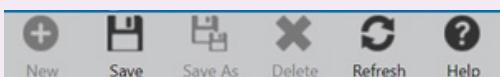Click on the three dots in the top left corner

Click 'My Details'

Click 'Details'

Click the drop down option next to 'Pronouns' and select the option that you identify as

Then click 'Save'

Terminology

Asexual / Ace
Someone who has little or no sexual attraction to other people.

Brotherboy and Sistergirl
Terms used by some Aboriginal and Torres Strait Islander communities to describe trans people. Brotherboy typically refers to masculine spirit people, who may be assigned female at birth, Sistergirl typically refers to feminine spirit people, who may be assigned male at birth.

Bisexual
Described as an attraction to someone of the same gender and other genders. Everyone's experience is a little different, and bisexual/bi doesn't necessarily mean being attracted to only two genders.

Cisgender
Someone who is not transgender or gender diverse, and who identifies with the sex they were assigned by doctors at birth. Sometimes written as 'cis' for short, the term comes from Latin meaning 'on the same side as' and is used in contrast with 'trans' meaning 'on the other side of'.

Gay
Most commonly used to described someone, who is attracted to someone of the same identified gender.

Discrimination
Treating someone unfairly, or less than equal, because of something about their identity. For instance, a school not allowing you to wear the uniform that aligns with your gender identity. Discrimination due to sexuality or gender identity is illegal in Australia.

Gender Diverse
Describes a person who feels that their gender identity does not fit into the categories, associated with their assigned sex. For example, someone who is raised as a girl may feel as though the categories of female/feminine are restrictive or don't apply to them. Questioning how gender stereotypes relate to you is normal, and some people identify as genders other than male or female.

Heteronormativity & Cissexism
The assumption that everyone is straight and cisgender. It's pretty easy to do, especially when you don't know many same sex attracted or gender diverse people. It's also the assumption that you have to act a certain way, because of your gender.

Homosexual
This is an older word meaning attracted to the same gender. Nowadays, it's usually used as a bit of an insult, and shouldn't be used to describe someone, unless they use it to describe themselves first.

Homophobia
Used to describe a whole range of negative feelings or behaviours towards anyone who is attracted to people of the same gender, and people who are attracted to more than one gender. Homophobia can lead to discrimination or abuse, and can be as small or throwaway as using the phrase "that's so gay."

Intersectionality
The mixed nature of social factors such as race, class, and gender, as they apply to a given individual or group, often creating an overlap and susceptibility of discrimination or disadvantage.

Intersex

People are born with different kinds of bodies. People who are intersex are born with natural variations in their body, that differ from what we might expect to be 'typically' male/female. This can include (but is not limited to) variations in hormones, chromosomes, and sexual organs. A lot of us are taught that when you have high testosterone that you're male, but if you're a male that is born with low testosterone, you may describe yourself as intersex. There are heaps of ways, that you can be intersex!

Non-Binary

An umbrella term people use to describe gender that doesn't fit squarely into male or female. This can be a mix of both, fluid, or something else entirely.

Pansexual

Describes the sexual, romantic or emotional attraction towards people, regardless of their sex or gender identity.

PoC

Acronym standing for Person of Colour. Queer people of colour often use the acronym QTIPOC.

Queer

A common umbrella term used to mean anyone who is same gender attracted or gender diverse.

Questioning/Unsure

Most people will question their sexual or gender identity at some point throughout their life. It can be confusing stuff, but it's also pretty normal.

QTIPoC

Describes a Queer, Trans, Intersex Person of Colour.

Sexuality

Sexuality describes who you are attracted to physically and romantically. It's totally different to your gender identity, although sometimes people are confused about this.

Stereotyping

Generalising that all people belonging to a particular group have certain characteristics.

Transgender

Sometimes gender diverse people feel that their gender doesn't match the sex they were assigned at birth, i.e. someone born with a penis might identify as a girl, this is referred to as being transgender. Sometimes trans people change their name, their clothes, or even make change to their bodies. Sometimes, they don't.

Transphobia

Used to describe a whole range of negative feelings or behaviours towards anyone who is gender diverse or transgender people, their desires and/or behaviours, that can lead to discriminatory actions or abuse.

For more information, visit **minus18.org.au**

Complete list of pronouns

Pronoun	Pronounced	Use	Nominative (Subject)	Objective (Object)	Possessive Adjective	Possessive Pronoun	Reflexive
She	She	A pronoun often used by female identifying people, sometimes also used by non-binary people.	She	Her	Her	Hers	Herself
He	He	A pronoun often used by male identifying people, sometimes also used by non-binary people.	He	Him	His	His	Himself
They	They	The most common gender neutral pronoun, often used by non-binary or transgender people.	They	Them	Their	Theirs	Themselves
Ze	Zee/heer	A popular gender neutral pronoun, often used by non-binary or transgender people.	Ze	Hir	Hir	Hirs	Hirself
Ey	Aye/eh	A common gender neutral pronoun, often used by non-binary people.	Ey	Em	Eir	Eirs	Eirself
Xe	Zee	A popular gender neutral pronoun commonly used by non-binary or trans people.	Xe	Xem	Xyr	Xyrs	Xemself
Fae	Fay	A less common gender neutral pronoun sometimes used by non-binary people.	Fae	Faer	Faer	Faers	Fearself
Hu	Hyoom/hoom	A less common gender neutral pronoun sometimes used by non-binary people.	Hu	Hu	Hume	Humes	Humeself

For more information, visit **minus18.org.au**

Epworth values inclusion, as we believe a collaborative culture strengthens our organisation and contributes to successful patient outcomes.

Epworth celebrates and promotes diversity and inclusion and we are committed to creating a welcoming and supportive environment for everyone. All activities, celebrations, systems and programs promote inclusive practice, ensuring a place of equity for all employees, partners and consumers that reflects our values and is compliant to all regulations.