



Gender Affirming Practices in Clinical Research: Tips for Study Staff

GENDER AFFIRMING PRACTICES

According to the NIH, gender refers to the “socially constructed roles, behaviors, expressions and identities of men, women, and gender diverse people”. We are all impacted by gender binary socialization and stereotyping, which extends to the healthcare and research space. For individuals who are transgender or non-binary, they have experienced discrimination, refusal of care, treated differently, and experience disproportionate rates of adverse events that impact their health and wellness. An important way to address these social determinants of health is by ensuring our environment of care and research includes gender affirming and trauma informed practices.

TIPS FOR RESEARCH STAFF

- When talking with participants, introduce yourself with your name and pronoun, this creates visibility and brings an open invitation for others to do the same
- Use affirmed names and pronouns
- When you make a mistake, briefly apologize, correct yourself, and move on
- Don't assume someone's gender based on what they look like or how their voice sounds
- Ask participants what terms/language they use for their bodies/anatomy, invite them to use the language that's most relevant and affirming for them, and use what they request
- Slow down! This will help you maintain mindfulness about reducing assumptions and language use
- Create safety by building trust and rapport
- Be as predictable and transparent as you can – explain what you are doing or asking for and why

CONCRETE AND IMMEDIATE ACTION STEPS

- Learn how to find/change affirmed name, sex, gender and pronouns in EMR
- Get a badge with your pronouns
- Examine all study documents for gendered language and update to neutral wording
- Update data collection tools to have more than the binary - ask sex assigned at birth and gender identity, have multiple options to select from, or leave these questions fill-in-the-blank so they can self-identify
- Ensure images used in study materials are inclusive and representative of more than the binary

RESOURCES

National LGBTQIA+ Health Education Center

<https://www.lgbtqihealtheducation.org/resources/type/learning-module/>

UCSF LGBT Resource Center: Education and Training

<https://lgbt.ucsf.edu/lgbtqi>

Trauma-Informed Care Implementation Resource Center

<https://www.traumainformedcare.chcs.org/>

NIH: Methods and Measurements in Sexual & Gender Minority Health Research

<https://dpcpsi.nih.gov/sgmro/measurement/questions>

NIH: How Sex and Gender Influence Health and Disease

https://orwh.od.nih.gov/sites/orwh/files/docs/SexGenderInfographic11x17_508_Final_2.pdf

The Gender Spectrum Collection (*stock photo library*)

<https://genderphotos.vice.com/>

For more information and additional resources:

Transgender Health Program

transhealth@ohsu.edu

www.ohsu.edu/transhealth

OCTRI Recruitment

octrirecruitment@ohsu.edu

www.ohsu.edu/octri