LGBTQ+ REFERENCE GUIDE: INCLUSIVE ACTION STEPS FOR OT PRACTITIONERS

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This Action Gives You.

- The importance of occupational justice as it relates to the LGBTQ population

- Brief background information about barriers to care for this population

- LGBTQ+ terminology

- Evaluation and intervention planning tips

In collaboration with:

OOTA
OHIO OCCUPATIONAL THERAPY ASSOCIATION

Table of Contents

DEFINING OCCUPATIONAL JUSTICE: EMPOWER YOUR PRACTICE!

Occupational Justice - Humans are inherently occupational beings use occupation to promote health, well-being, and social inclusion. *Occupational Justice* shares many of the same core elements of social justice. *Occupational Justice* focuses on the being's right to experience occupation that is meaningful and enriching, the right to develop through participation in occupations, the right to choose meaningful and enriching occupations, and the right to benefit from the privileges associated with participation in enriching occupations (Townsend & Wilcock, 2004).

What is Occupational Injustice?

Occupational Alienation	Occupational Deprivation	Occupational Marginalization	Occupational Imbalance
Prolonged instances of disconnection, isolation, or lack of sense of identity. This injustice is generally found to occur on to social level and may include a refugee client who cannot participate in cultural practices in their new home or a client who speaks Swahili and is unable to connect with others in the community due to language barriers.	Is the exclusion from occupations for a prolonged period of time that stand outside of the control of the individual. Individuals who are forced to work more than one low-wage job may find zero to little time for other meaningful occupations.	Describes the loss of decision-making power for an individual to choose how and when to engage in occupations. Loss of accessibility or lack of opportunities for occupations for disabled clients is the primary example of marginalization.	This injustice occurs when clients are experiencing occupations that take up disproportionate amounts of time or energy. Being a student is a prime example of occupational imbalance. However, this can also occur to at-risk culturally diverse groups who may have to work more than one job, take care of additional family, or are underemployed.

(Townsend & Wilcock, 2004).

3

Ohio Occupational Therapy Association Mission Statement: The mission of the Ohio Occupational Therapy Association, Inc. is to promote the profession of occupational therapy, address professional issues in occupational therapy practice and advance the practice of occupational therapy in the state of Ohio. Our primary goals are to serve the members of the association by providing continuing education, support, and resources, and to _meet the needs of consumers of occupational therapy_ in the state of Ohio through _advocacy_ and encouraging the delivery of professional and _evidence-based practice._

AOTA Vision 2025: As an _inclusive_ profession, occupational therapy **maximizes** _health_, _well-being_, and _quality of life_ for **all** _people_, _populations_, and _communities_ through effective solutions that facilitate participation in everyday living.

Our Purpose: The purpose of this action guide is to provide occupational therapists, occupational therapy assistants, students, and educators with information on how to work with LGBTQ+ clients and peers. Occupational therapy practitioners need to be prepared to address the unique needs of the LGBTQ+ population by using **cultural humility**, **cultural sensitivity,** and **clinical competence** to guide their practice. An occupational therapy professional's goal is to support **meaningful life participation** and **holistic wellness** and many LGBTQ+ individuals experience occupational injustice which affects their participation in occupations. As occupational therapy practitioners, it is essential to have the **education** and **cultural awareness** to _meet the needs_ of occupational therapy consumers and maximizing the health, well-being, and quality of life for those we serve.

DEFINING DIVERSITY, INCLUSION AND EQUITY

Diversity is defined as the unique attributes, values, and beliefs that belong to an individual. These factors can include socioeconomic status, race, sex, ethnicity, age, disability, sexual orientation, gender identity, and religious beliefs (Taff & Blash, 2017).

Equity is defined as an approach that ensures there is an equal opportunity to access resources while seeking to balance the disparities that exist due to a system of oppression and privilege (World Health Organization {WHO), 2019).

Photo Credit: Robert Wood Johnson Foundation
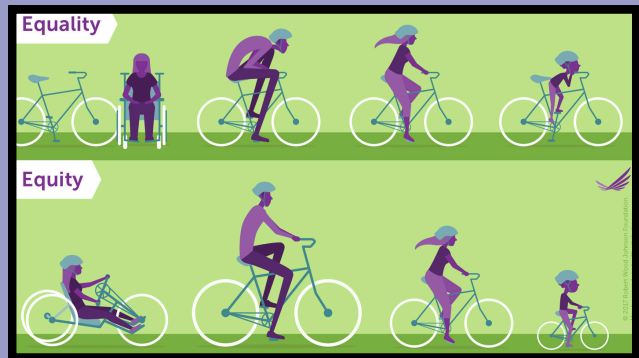
Inclusion is defined as embracing the value of all individuals and welcoming diversity to foster acceptance, respect, belonging, and value for everyone (Taff & Blash, 2017).
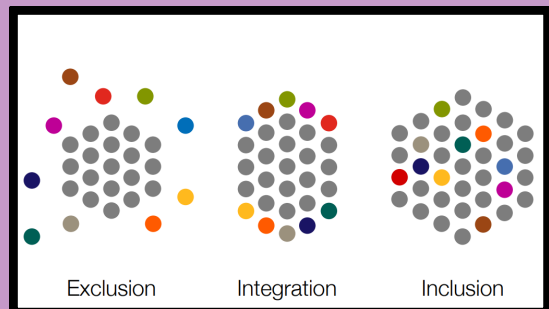

Exclusion   Integration   Inclusion

Photo Credit: Simon Duffy. Publisher www.cforwr.org

LGBTQ+ HEALTH DISPARITIES: BARRIERS TO OCCUPATIONAL JUSTICE

LGBTQ+ Disparities: Social Determinants of Health

The World Health Organization defines <u>social determinants of health</u> as the conditions in which people are born, grow, live, work, and age and can account for up to 80% of an individual's health outcomes. SDOH are typically categorized into five domains which include:

Economic Stability

Education Access and Quality

Health Care Access and Quality

Neighborhood and Built Environment

Social and Community Context

The LGBTQ+ population generally experiences higher levels of **homelessness** (especially among the transgender population), **unemployment**, and **discrimination** that impacts their access to health care. Additionally, a majority of the LGBTQ+ population has reported experiencing some form of discrimination at some point. The most commonly reported experiences included **slurs**, **microaggressions**, **violence**, **threats**, and **both sexual and nonsexual harassment**. This discrimination impacts **occupational participation** and contributes to the health disparities that exist in this population.

(World Health Organization, 2019).

LGBTQ+ Disparities: Health Outcomes

There is a significant disparity between the LGBTQ+ population and the cisgender population when it comes to health outcomes. These include:

1 Increased risk of **cardiovascular** diseases, **respiratory** diseases, **cancer**, and **chronic conditions** such as **obesity** and **diabetes**.

2 **Mental health challenges** include increased rates of **suicidal ideation**, **depression**, **trauma**, **social isolation**, and **anxiety**.

3 There are higher rates of **substance abuse** among the LGBTQ+ community that include **tobacco**, **alcohol**, and **drug abuse**.

(Webb Hooper & Pérez-Stable, 2023).

LGBTQ+ HEALTH DISPARITIES: BARRIERS TO OCCUPATIONAL JUSTICE

LGBTQ+ Disparities: Access to Care

Research has shown that the LGBTQ+ population, especially gender diverse individuals, experiences _less competent health care_ and will _avoid getting healthcare_ due to a poor prior experience. Discriminatory treatment the LGBTQ+ population face has a significant effect on the ability to get _access to quality healthcare_ and the _rates of health issues_. Obstacles to the LGBTQ+ population accessing healthcare include:

The perception that healthcare providers do not possess the knowledge to deal with LGBTQ+ issues

High visit and treatment costs

Exposure to discriminatory attitudes and behaviors, including social stigma, discrimination, derogatory reactions, verbal abuse, refusal of treatment, and lack of privacy while in healthcare institutions

Physical limitations

Transportation barriers

(Webb Hooper & Pérez-Stable, 2023).

THE OCCUPATIONAL THERAPY PRACTITIONER'S ROLE IN LGBTQ+ CARE

Client Centered

Provide client-centered, gender-affirming, and inclusive care using _cultural humility_; increase participation in meaningful occupations that align their body with their minds to allow for authentic self-expression.

Context – environmental and personal factors specific to each client that influence engagement and participation in occupations
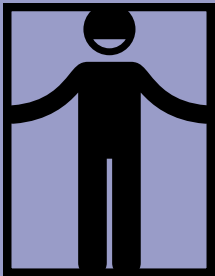
Personal factors

Internal influences affecting functioning and disability that reflect the essence of the person (who they are) Such as, sexual orientation, gender identity, race, ethnicity, cultural identification, attitudes, social background, social status, socioeconomic status, upbringing, life experiences, unique character traits, coping styles, education, profession, professional identity,habits, lifestyle, health conditions, and fitness status.

Environmental Factors

Natural environment; human-made changes to the environment; products and technology; attitudes; services, systems, and policies.

THE OCCUPATIONAL THERAPY PRACTITIONER'S ROLE IN LGBTQ+ CARE

Model of Occupational Empowerment

This model emphasizes that "living in a disempowering environment can lead to a person's maladaptive habits, problematic factors, and unhealthy living, which can further lead to occupational deprivation."

This model demonstrates that occupational therapists can _empower_ clients through interventions using self-chosen meaningful occupations, which can result in _positive occupational identity_, _competence_, _self-efficacy_, and _healthy behaviors_.

Implications for OT

- Provide opportunities for self-direction and choice
- Establish trust and rapport through therapeutic use of self
- Demonstrate good listening and affirmation skills
- Encourage client participation in care-planning and goal-setting processes
- Facilitate successful client participation in self-chosen, meaningful occupations
- Provide a good support system, including recommendation of community support groups
- Demonstrate good motivational skills (empowerment)

EMPOWERMENT

(Photo Credit: Singh & Petit, 2024).

Disempowering Environment (Barriers)

↓

Occupational Deprivation (Loss of Identity)

↓

Reinforced Learned Helplessness (Unmet Needs)

↓

OT Involvement and Intervention (Empowering Services)

↓

Empowerment Through Occupation (Positive Identity)

↓

Promotes Positive Occupational Change

(Fisher & Hotchkiss, 2008).

ALLY V. ACCOMPLICE

Allyship: A general term that refers to any individual who supports LGBTQ+ folks and LGBTQ+ communities. Allies can be heterosexual and cisgender individuals who advocate for the LGBTQ community in partnership with the LGBTQ community and its leaders (Clemens, 2017).

Allyship DOs
DO: map out your privileges
DO: learn about the LGBTQ+ community's issues and struggles
DO: research the best ways to lend support
DO: take ownership of your mistakes (mistakes are common, especially when new to allyship)

Accomplice: An individual dedicated to dismantling structures and systems that oppress LGTBQ+ individuals. This is generally characterized by action steps that are recommended by the LGTBQ+ community and their leaders. While doing so this individual remains aware of the privileges they may have compared to LGBTQ+ members (Clemens, 2017).

Accomplice DOs
DO: Fully understand your privilege and reflect on your position within the client/provider relationship
DO: Challenge the status quo when it comes to stereotypes biases, and injustices
DO: Listen to LGBTQ+ community leaders
DO: Find ways to dismantle oppressive systems that oppress the LGBTQ+ community and embrace dismantling systems that oppress other marginalized communities

Please note: The authors of this guide want to recognize that typically, the term accomplice is used in conjunction with anti-racist advocacy for the black community. However, given the intersectionality of race and sexuality, we felt it appropriate to use here.

EVERY ACCOMPLICE IS AN ALLY, NOT EVERY ALLY IS AN ACCOMPLICE

OT ADVOCACY: STEPS TO BE AN ALLY

Being an **ally** is _not easy_ and _takes practice._ When those who are well-represented in society work in harmony with those from marginalized, discriminated, and underrepresented groups and find the courage to move past the fear and discomfort, there is real potential for _change._

Practicing the 7 allyship behaviors while working as an occupational therapy practitioner in addition to your daily interactions can help you develop into an effective, transformative ally for the LGTBQ+ community. These behaviors include:

Vulnerable Interactions: **Work with others to identify biases**

Empathetic Engagement: **Help people unpack their bias-driven behavior**

Humble Acknowledgment: **Admit that you do not and will not know and understand everything**

Courageous Responsibilities: **Include those who are not prevented from being seen and heard by society**

Authentic Conversations: **Be honest and open**

Honest Introspection: **Understand your own bias**

Be curious: **Explore the identities of those different from you**

(Luthra, 2023).

CALL TO ACTION: YOUR ROLE AS AN OT PRACTITIONER

What is Cultural Humility?
It is a continuous process of self-exploration and self-critique. It involves the practice of realizing that you will never achieve proficiency or mastery of another culture that is not your own (Agner, 2020).

Increase your Cultural Humility Skills
1. Openness to other cultural worldviews
2. Cultivating active listening skills
3. Building relationships with diverse cultural groups
4. Attend DEI training and or continuing education (this is now required for OT/OTA licensure)
5. Engage in productive self-reflection
6. Acknowledging the power of implicit and explicit bias

CALL TO ACTION: YOUR ROLE AS AN OT PRACTITIONER

What is therapeutic use of self?
A therapists' planned use of their own personality, insights, perceptions, and judgements as part of the therapeutic process

Make use of motivational interviewing

This is a client-centered method of interviewing future clients, which focuses on working collaboratively with the client versus talking to the client. Approach the client as a partner in the therapeutic relationship.

Familiarize yourself with LGBTQ+ terms; do not rely on the client to educate you (refer to appendix)

Be familiar with barriers that exist to LGBTQ+ clients and be aware of specific occupational challenges this group may encounter

Collaborate with the client during the evaluation and intervention planning process

Cultivate your empathetic skills

Participate in self-reflection

Example: Hone Active Listening Skills

- Give clients periods of silence during interview sessions
- They may need time to formulate a response
- Be fully present in the conversation
- Ask open-ended questions to encourage further responses
- Notice (and use) non-verbal cues

- Did you encounter unfamiliar terms?
- Were there any situations that made you feel uncomfortable?
- Did you receive pushback from the client?

- Start a journal
- Utilize audio/video recordings
- Meditate to reflect on your position within the therapeutic relationship

CALL TO ACTION: YOUR ROLE AS AN OT PRACTITIONER

What is Gender-Affirming Care?
An emerging, best practice model focused on resilience, coping, and wellness for trans* individuals. Trans* is an umbrella term that represents anyone who identifies as transgender, gender-diver, and gender non-conforming. This model aims to allow individuals to shape their body and expression to the gender they identify as.

Role of Clinicians:
- Listen to clients and family
- Understand patient needs about gender expression
- Facilitate safe gender exploration
- Reduce social isolation
- Ensure and enable each person's rights
- Advocate for your client's well-being and quality of life
- Enable self-choice in occupational participation and intervention
- Provide gender-affirming therapeutic environments
- Be open-minded about how the client expresses themselves
- Do not make assumptions about client factors
- Always ask questions if you do not know the answer
- Educate yourself in relevant public policies, cultural competency, and cultural humility

The main therapeutic goals for this model include:
- Facilitating an authentic gender self
- Alleviating gender stress or distress
- Building gender resilience
- Securing social support
- Decreasing moments of gender dysphoria
- Increasing moments of gender euphoria

LGBTQ+ individuals participate in many of the same occupations as non-LGBTQ+ individuals do. The ways in which these individuals participate in their meaningful occupations may vary depending on how the individual wants to portray themselves in terms of gender identity and gender expression. Occupations tend to change based on the person's gender identity, which can be expressed in a more feminine way, a more masculine way, a more androgenous way, or a more gender-non-confirming way.

AD/AE/DME:
- Breast forms
- Gaff
- Tape
- Binder
- Bandages
- Packer
- Stand-to-Pee Device

(Call, et al., 2021; Devereaux Advanced Behavioral Health, 2019; Leite & Lopes, 2022; Sharber, J., 2018; Phoenix & Ghul, 2016; & Rosol, et al., 2022).

CALL TO ACTION: YOUR ROLE AS AN OT PRACTITIONER

Gender-Affirming Care: Transition Services

Physical (Medical)		
Gender-Affirming Surgery (GAS)	Male-to-Female (MTF)	Female-to-Male (FTM)
Facial Surgery	• Facial Feminization • Laryngoplasty (vocal cord surgery) • Laryngeal Chondroplasty	• Facial Masculinization • Laryngoplasty (vocal cord surgery) • Laryngeal Chondroplasty
Top Surgery	• Breast Augmentation	• Mastectomy
Bottom Surgery	• Vaginoplasty • Orchiectomy	• Phalloplasty • Vaginectomy • Vulvectomy • Hysterectomy • Salpingo-Oophorectomy • Metoidioplasty • Scrotoplasty (Scrotal Reconstruction)
Gender-Affirming Hormone Therapy	• Hormone Replacement Therapy (HRT) • Hormone (Puberty) Blockers • Anti-Androgen Medications	
Other Medical Services	• Nullification • Voice Training • Laser Hair Removal (MTF) • Tracheal Shave (MTF)	

(Planned Parenthood, 2024; Steuer & Walker, 2023).

Gender-Affirming Care: Transition Services Continued

	Male-to-Female (MTF)	Female-to-Male (FTM)
Physical (Non-Medical)	• Stuffing • Tucking • Taping	• Binding • Packing • Taping • Stand-to-Pee Device
Social	• "Coming out" to friends and family • Asking people to use the name and pronouns that fit your gender identity • Publicly dressing/grooming in a way that expresses your authentic gender identity • Using your voice differently when talking with people	
Legal	Legally changing name and/or gender markers on formal records/documents: • Driver's License • State ID • Passport • Birth Certificate • Social Security Card • Immigration Documents • Permanent Resident Card • Naturalization Certificate • School/Employer Records • Doctor/Health Insurance Forms	
Internal	Internal sense of gender • Dressing differently in private • Using a different name privately • Practicing using a different voice privately	

CALL TO ACTION: YOUR ROLE AS AN OT PRACTITIONER

Creating a Safe Space

Client wishes should be respected regarding interdisciplinary communication and occupational performance

Advertising you are LGBTQ+ friendly

Be respectful of a persons' language and identity

Always introduce yourself: First impressions are important!

Example: "Hi, my name is …, my pronouns are …, and I am the occupational therapist on your care team."

Be aware of gender-based evaluations and assessments

Examples:
For pediatric assessments: Bruininks-Oseretsky Test of Motor Proficiency, 2nd Edition (BOT-2) v. Peabody Developmental Motor Scales, 2nd Edition (PDMS-2)
For adult assessments: Canadian Occupational Performance Measure (COPM) v. Box-and-Block Test (BBT)

Provide access to gender-neutral restrooms

Refer to safe space training info in our resources section
(Beagan, et al 2013; Munson & White, 2015).

Occupational Therapy Specific

> **Increasing Cultural Inclusivity Within Your Practice: DEI Toolkit for Occupational Therapy Practitioners**
> Capstone Project completed by Cleveland State University OTD student in partnership with the Ohio Occupational Therapy Association

> **DEI Advocacy Action Guide: Promoting Allyship in Occupational Therapy:**
> Collaboration Project Completed by OOTA OTD Capstone Students from Cleveland State University and Huntington University

> **DEIJAB Toolkit:** Transgender & Gender-Diverse Care Transgender and gender-diverse inclusive resources *For American Occupational Therapy Association Members:*

> **LGBTQ + OT:** This resource was created to conned OTPs, educators, and students to resources about LGBTQ+ health and cultural awareness. Articles and blog posts that cover a variety of topics under the LGBTQ+ umbrella.

> **Rainbow OT:** Online blog founded by a Non-Binary and Queer Occupational Therapist. Focuses on LGBTQIA+ advocacy; Sex, Gender, & Intimacy OT; Gender Affirming Care

Occupational Therapy Specific Continued

OT After Dark: An OT led podcast that features interviews with stakeholders from the LGBTQ+ community. Guests discuss the intersection of sexuality, function, and identity. *Available on most platforms that offer podcasts*

Gender Affirming and Transgender Specific

Gender Spectrum: Organization that provides educational resources and opportunities to make the world more gender-inclusive for youth

***The Transgender Issue* by Shon Faye:** A non-fiction book that gives insight into what it means to be trans in a transphobic society. Explores topics related to class, family, housing, healthcare, sex work, prison systems, feminism, and the LGBTQ+ community

Trans Student Educational Resources: Youth-led organization dedicated to transforming the educational environment for trans and gender non-conforming students through advocacy and empowerment
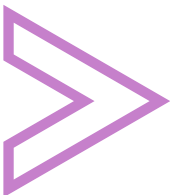
Pronouns.org: This resource outlines why pronouns and the correct use of another's pronouns matter, how to use the different pronouns correctly, and how to navigate mistakes when they happen

LGBTQ+ REFERENCE GUIDE: LINKS AND RESOURCES CONTINUED

More Educational DEI-Centered Resources and Organizations!

> **National LGBTQIA+ Health Education Center:** A resource hub for healthcare providers to find continuing education that fall under that the LGBTQIA+ umbrella

> **Change Cadet:** Dr. Akilah Cadet and their team have dedicated their mission to dismantling white supremacy and promoting diversity, equity, and inclusion for all. Here, you will find literature, workshops to implement DEI initiatives, and strategies for accomplices

> **The Safe Zone Project:** This resource provides detailed, up-to-date steps for creating a safe zone in your environment. Articles and blog posts that cover a variety of topics under the LGTBQ+ umbrella

> **The Trevor Project:** Suicide prevention and crisis intervention nonprofit organization for LGBTQ+ young people

> **Intersectionality Matters!:** Podcast hosted by Kimberlé Crenshaw, an American civil rights advocate and a leading scholar of critical race theory. Available on most platforms that offer podcasts

APPENDIX I: GLOSSARY OF TERMS

NOTE: This list is adapted from the PFLAG website and is by no means definitive. Terminology is ever-evolving and shifting. For a more expansive list please visit https://pflag.org/glossary/ (The PFLAG National Glossary, n.d.) Terms in **RED** should be avoided

Accomplice	An individual dedicated to dismantling structures and systems that oppress LGTBQ+ individuals. This is generally characterized by action steps that are recommended by the LGTBQ+ community and their leaders.
Affirmed Gender	An individual's true gender, as opposed to their gender assigned at birth. This term should replace terms like **new gender** or **chosen gender**, which imply that an individual chooses their gender.
Agender	Refers to a person who does not identify with or experience any gender. Agender is different from nonbinary because many nonbinary people do experience gender.
Ally	A term used to describe someone who is actively supportive of LGBTQ+ people. It encompasses straight and cisgender allies, as well as those within the LGBTQ+ community who support each other (e.g., a lesbian who is an ally to the bisexual community).
Aromantic	Sometimes abbreviated as **aro** (pronounced ā-row), the term refers to an individual who does not experience romantic attraction. Aromantic people exist on a spectrum of romantic attraction and can use terms such as gray aromantic or grayromantic to describe their place within that spectrum. Aromantic people can experience sexual attraction, although not all do.
Asexual	Often called **"ace"** for short, asexual refers to a complete or partial lack of sexual attraction or lack of interest in sexual activity with others. Asexuality exists on a spectrum, and asexual people may experience no, little or conditional sexual attraction.
Binding	The process of tightly wrapping one's chest in order to minimize the appearance of having breasts, often by using a binder. Note: One must bind themselves carefully, with appropriate materials, and for reasonable periods of time in order to avoid discomfort and potential negative health impacts.

Biphobia	The fear and hatred of, or discomfort with, people who love and are sexually attracted to more than one gender.
Bisexual	A person emotionally, romantically or sexually attracted to more than one gender, though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with pansexual.
Bisexual Erasure (bi-erasure)	Also called bisexual invisibility, is the tendency to ignore, remove, falsify, or re-explain evidence of bisexuality in history, academia, the news media, and other primary sources. Bisexual erasure may include the assertion all bisexual individuals are in a phase and will soon "choose a side", either heterosexual or homosexual. Another common variant of bisexual erasure involves accepting bisexuality in women while downplaying or rejecting the validity of bisexual identity in men.
Bottom Surgery	Surgery performed on an individual's reproductive system as a part of gender-affirming surgery. As with any other aspect of transition, trans people retain the right not to discuss their surgical history, and surgery does not define gender.
Cisgender (pronounced sis-gender)	A term used to refer to an individual whose gender identity aligns with the sex assigned to them at birth. People who are both cisgender and heterosexual are sometimes referred to as cishet (pronounced "sis-het") individuals. The term cisgender is not a slur. People who are not trans should avoid calling themselves **"normal"** and instead refer to themselves as cisgender or cis.
Closeted	Describes a person who is not open about their sexual orientation or gender identity. A closeted person may be referred to as being "in the closet." There are many degrees to being out/closeted; closeted individuals may be out to just themselves, close friends, or to their larger network.
Coming Out	For LGBTQ+ people, coming out is the process of self-identifying and self-acceptance that entails the sharing of their identity with others. Sometimes referred to as disclosing. Individuals often recognize a lesbian, gay, bisexual, transgender/gender-expansive, or queer identity within themselves first, and then might choose to reveal it to others. There are many different degrees of being out, and coming out is a lifelong process.

Consensual Non-Monogamy	Umbrella term for relationships in which all partners give explicit consent to engage in romantic, intimate, and/or sexual relationships with multiple people. Common in the LGBTQ community, but not exclusive to the LGBTQ+ community.
Deadnaming	Occurs when an individual, intentionally or not, refers to the name that a transgender or gender-expansive individual used at a different time in their life. Avoid this practice, as it can cause trauma, stress, embarrassment, and even danger. **Deadnaming should be avoided!**
Disclosure	A word that some people use to describe the act or process of revealing one's transgender or gender-expansive identity to another person in a specific instance.
Gay	A person who is emotionally, romantically, or sexually attracted to members of the same gender. Men, women, and non-binary people may use this term to describe themselves.
Gender	Broadly, gender is a set of socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate related to a person's assigned sex.
Genderqueer	Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.
Gender binary	A system in which gender is constructed into two strict categories of male or female. Gender identity is expected to align with the sex assigned at birth and gender expressions and roles fit traditional expectations.
Gender dysphoria	Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify.
Gender-expansive	A person with a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system. Often used as an umbrella term when referring to young people still exploring the possibilities of their gender expression and/or gender identity.

Gender Euphoria	A euphoric feeling often experienced when one's gender is recognized and respected by others, when one's body aligns with one's gender, or when one expresses themselves in accordance with their gender. Focusing on gender euphoria instead of gender dysphoria shifts focus towards the positive aspects of being transgender or gender expansive.
Gender-fluid	A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.
Gray Asexual	Also referred to as **Gray Ace**. Refers to an individual whose sexual orientation is somewhere between asexual and sexual. A gray-sexual person may experience sexual attraction but not very often. Or they may experience sexual attraction, but not desire sexual relationships.
Hermaphrodite	An offensive term for an individual who is intersex (see Intersex). The term has valid uses within academic circles relating to the study of non-human animals and plants but should not be used to describe humans.
Homophobia	The fear and hatred of or discomfort with people who are attracted to members of the same sex.
Hormone Blockers	Also referred to as **Puberty Blockers**, this is a form of gender-affirming medical care that allows young trans and gender-expansive people to prevent the potentially negative outcomes of going through a puberty that does not match their gender identity.
Hormone Replacement Therapy (HRT)	A type of gender-affirming treatment that allows trans and gender-expansive people to medically transition or feel more at home in their bodies. Those taking testosterone (masculinizing hormones) may grow more facial/body hair and notice their voices deepening. Those taking estrogen (feminizing hormones) may see some breast growth and decreased libido. Many intersex people take HRT to balance the naturally occurring levels of estrogen and testosterone in their bodies. Benefits of such therapy can include improved mental and physical wellness, and reduced anxiety and dysphoria, for those who experience it.

APPENDIX I: GLOSSARY OF TERMS

Intersectionality	Coined by Kimberlé Williams Crenshaw, this term refers to the overlap of social categorizations or identities such as race and ethnicity, sexuality, gender, disability, geography, and class which exist in an individual or group of people that can contribute to discrimination or disadvantage.
Intersex	Intersex people are born with a variety of differences in their sex traits and reproductive anatomy. There is a wide variety of differences among intersex variations, including differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.
Lesbian	A woman who is emotionally, romantically or sexually attracted to other women. Women and non-binary people may use this term to describe themselves.
LGBTQ+	An acronym for "lesbian, gay, bisexual, transgender and queer" with a "+" sign to recognize the limitless sexual orientations and gender identities used by members of our community.
Microaggression	A term used for commonplace verbal, behavioral or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups. "brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership". The persons making the comments may be otherwise well-intentioned and unaware of the potential impact of their words.
Misgender	To refer to an individual using a word, especially a pronoun or form of address, which does not correctly reflect their gender. Regardless of intent, misgendering has a harmful impact.
Non-binary	An adjective describing a person who does not identify exclusively as a man or a woman. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as **agender, bigender, genderqueer or gender-fluid.**

APPENDIX I: GLOSSARY OF TERMS

Outing	Exposing someone's lesbian, gay, bisexual transgender or gender non-binary identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations.
Pansexual	Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with bisexual.
Passing	With sexuality, the act of presenting as straight. With gender, the act of presenting as cisgender or gender-typical, which is generally accomplished through conforming to gender roles. People may try to pass in anti-LGBTQ+ environments to ensure their safety.
Polyamorous	A term used to describe people who have the desire for multiple consenting intimate relationships at the same time. Also referred to as "ethically non-monogamous," "polya" or "polyam." There is a movement away from shortening polyamorous to "poly" since poly already means Polynesian. Consent and transparency are key components of polyamorous relationships.
Pronouns	The words used to refer to a person other than their name. Common pronouns are they/them, he/him, and she/her. Neopronouns are pronouns created to be specifically gender-neutral, including xe/xem, ze/zir, and fae/faer. Pronouns are sometimes called Personal Gender Pronouns, or PGPs. For those who use pronouns--and not all people do-- they are not preferred, they are essential.
Queer	A term people often use to express a spectrum of identities and orientations that are counter to the mainstream. Queer is often used as a catch-all to include many people, including those who do not identify as exclusively straight and/or folks who have non-binary or gender-expansive identities. This term was previously used as a slur, but has been reclaimed by many parts of the LGBTQ+ movement.
Questioning	A term used to describe people who are in the process of exploring their sexual orientation or gender identity.

APPENDIX I: GLOSSARY OF TERMS

Same-gender Loving	A term some prefer to use instead of lesbian, gay or bisexual to express attraction to and love of people of the same gender.
Sapphic	Drawn from the Greek lesbian poet Sappho's name, a term used to refer to lesbian, bisexual, pansexual, or otherwise same-gender loving women.
Sex	Also referred to as Biological Sex. Refers to anatomical, physiological, genetic, or physical attributes that determine if a person is male, female, or intersex. These include both primary and secondary sex characteristics, including genitalia, gonads, hormone levels, hormone receptors, chromosomes, and genes. Often also referred to as "sex," "physical sex," "anatomical sex," or specifically as "sex assigned at birth." Biological sex is often conflated or interchanged with gender, which is more social than biological, and involves personal identity factors.
Sex Assigned at Birth	The sex, male, female or intersex, that a doctor or midwife uses to describe a child at birth based on their external anatomy.
Sexual Orientation	An inherent or immutable enduring emotional, romantic or sexual attraction to other people. Note: an individual's sexual orientation is independent of their gender identity.
Top Surgery	Surgery performed on an individual's chest/breasts as a part of gender-affirming surgery. Depending on the sex assigned at birth this can be a reduction of chest size or an increase in chest size.
Transgender	An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

APPENDIX I: GLOSSARY OF TERMS

Transsexual	A term which refers to people who consider or use medical interventions such as hormone therapy or gender-affirming surgeries, also called sex reassignment surgery (SRS) or pursue medical interventions as part of the process of expressing their gender. A less frequently used--and sometimes misunderstood--term (considered by some to be outdated or possibly offensive, and others to be uniquely applicable to them). **Some transsexual people do not identify as transgender and vice versa.** Like the term queer, due to its varying meanings, use this term only when self-identifying or quoting an individual who self-identifies as transsexual.
Transitioning	A series of processes that some transgender people may undergo in order to live more fully as their true gender. This typically includes social transition, such as changing name and pronouns, medical transition, which may include hormone therapy or gender-affirming surgeries, and legal transition, which may include changing legal name and sex on government identity documents. Transgender people may choose to undergo some, all or none of these processes.
Two-Spirit	According to the Northwest Portland Area Indian Health Board [NPAIHB], a term used within some American Indian (AI) and Alaska Native (AN) communities to refer to a person who identifies as having both a male and a female essence or spirit. The term--created in 1990 by a group of AI/AN activists at an annual Native LGBTQ conference--encompasses sexual, cultural, gender, and spiritual identities, and provides unifying, positive, and encouraging language that emphasizes reconnecting to tribal traditions. **Non-indigenous people should not use this term.**

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