

Med EDI



Faculté de médecine
Faculty of Medicine



Welcome to the **second edition** of “*Med EDI*”. Our goal is to raise awareness of the importance of working in an environment that is Equitable, Diverse and Inclusive and giving each of us the opportunity to understand the benefits from both professional and personal points of view. Through our own growth the Faculty grows too. In this quarterly edition, we place the spotlight on Gender Diversity in the Workplace to help you understand how to create a culture of respect for a gender diverse workplace.

We look forward to hearing from you so don't hesitate to contact us at amessage@uottawa.ca as we develop this new platform.

What does Equity, Diversity and Inclusion mean?

Equity refers to the fair and respectful treatment of all people. This means that we do everything we can to identify and eliminate unfair biases, stereotypes or barriers.

Diversity in the workplace is having representation across our teams of people with a variety of thoughts, skills, world views, and experiences. **Inclusion** is making sure people are accepted as they are, appreciated for what they bring to the table and their differences are recognized as an advantage. Diversity without inclusion is worthless. You may have the most diverse workforce but lack the policies and/or practices to allow everyone to be included or lack the paths for all employees to grow to all levels of the organization.



Gender Diversity in the Workplace: Vocabulary

When in doubt, don't guess! Use the right term when you know for certain, but don't randomly apply a term that may be incorrect. If the employee isn't sure about their gender, leave them time and space to decide. Note that language is constantly evolving - what is included here may have new variations as definitions evolve.

GENDER IDENTITY: Each person's experience of gender is internal and individual. It is their sense of being a woman, a man, both, or anywhere along the gender spectrum, regardless of their birth-assigned sex.

GENDER EXPRESSION: How a person publicly presents their gender. This can include a chosen name, a pronoun, a behavior or an outward appearance such as dress, hair, make-up, body language and voice.

GENDER NON-CONFORMING: An individual who does not follow traditional stereotypes about how they should look or act based on their birth-assigned sex (also called Gender Variance).

CISGENDER: A term for people whose gender identity matches the sex they were assigned at birth.

LGBTQ2S+: Abbreviation for Lesbian, Gay, Bisexual, Transgender, Queer, Questioning and 2-Spirit.

“Don't tolerate me as different. Accept me as part of the spectrum of normalcy” *Ann Northrop*



Gender Diversity in the Workplace: Vocabulary

TRANSITION: The process (also referred to as gender reassignment) in which a person changes their appearance and body to match their gender identity, while living in their preferred gender.

GENDER AFFIRMATION SURGERY: A surgical procedure (or procedures) by which a transgender person's physical appearance and function of their existing sexual characteristics are altered to resemble their identified gender.

TWO SPIRIT: A specific cultural word used by Indigenous peoples who have both a male and female spirit.

GENDER DYSPHORIA: A conflict between a person's birth-assigned sex and the gender with which they identify.

PANSEXUAL: A person who is sexually or romantically attracted to people regardless of their sex or gender identity. Also referred to as "gender-blind".

INTERSEX: A condition in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

OUTING: Revealing someone's gender or that they are transgender, without their permission or their consent.

"It is never too late to give up your prejudices" *Henry David Thoreau*



Gender Diversity in the Workplace: Practical Applications

- ✓ A person may name the pronoun that they want to be referred to, or they may ask for the use of them / they / their.
- ✓ A person may say “no pronouns please”, and ask for the use of their name.
- ✓ There is some movement toward the use of the pronoun “Ze” which is neither male or female; it’s considered neutral.
- ✓ The honorific Mx. Is considered a possible replacement for Mr., Mrs., and Ms. when a person prefers to be gender neutral.

Instead of	Say
He is a writer	They are a writer
I like her ideas	I like Jan’s ideas
He went to a client meeting	Ze went to a client meeting
Welcome ladies and gentlemen	Welcome everyone
That man in a blue shirt	The person in a blue shirt

“We are all different which is great because we are all unique. Without diversity life will be very boring.”

Unknown



Gender Diversity in the Workplace: Facts and Figures

- 2021: The Census will have a third non-binary gender option
- Nov 2017: Julie Lemieux became the first transgender mayor elected in Canada, in Très-Saint-Rédempteur, Quebec.
- Nov 2017: Canada's first Trans Workforce Job Fair occurred in Toronto.
- Aug 2017: Canadians were given the option to choose X on their passports which means unspecified, instead of M or F.
- Sep 2016: Hockey Canada added transgender inclusive policies to amateur hockey, including that players will have access to a dressing room that corresponds with their gender identity.
- According to the Trans People in Ontario report (2015), 59% of people surveyed knew that their gender did not match their body before the age of 10, and 80% had this knowledge by the age of 14.
- That same study states that 1 in 5 trans people do not identify as male or female, or even as primarily masculine or feminine.
- According to the Angus Reid Institute (Sept 2016), 70% of Canadians believe that adopting a more gender fluid concept would be a good thing.

“No culture can live if it attempts to be exclusive”

Mahatma Gandhi



Med EDI



Game: Gender Diversity in the Workplace

This quarter, we will test your attention to detail. Answer the following questions correctly to enter a draw to win a EDI prize. Your answers must be email to amessage@uottawa.ca before **March 30 2020** – Good luck!

1. **What does the acronym EDI means?**
2. **What is Gender Disphoria?**
3. **Which pronoun could you use to describe a person that does not identify as a male nor female?**
4. **What could be a possible replacement for Mr., Mrs., and Ms. when a person prefers to be gender neutral?**
5. **When will take place our next Gender Diversity in the Workplace training call “Eliminating Gender Based Barriers in the Workplace and Affirming Trans Clients and Co-workers”?**
6. **Name the first transgender mayor elected in Canada and its location.**
7. **What will be a way to show an email recipient that you are an advocate of Gender Diversity in the Workplace (hint: check any email sent from amessage@uottawa.ca)?**

Previous edition game winner: Congratulations to Evin Sezer-Hepcanli who won the first edition of “Med EDI” game. Evin received a copy of the book “Lean In” by Sheryl Sandberg



Upcoming Observances: February 2020

BLACK HISTORY MONTH:

Festivities and events that honour the legacy of black Canadians, past and present.

February 8: Lantern Festival – China, Taiwan, South Korea

Marks the last day of the Chinese New Year; a legend speaks of a village where every person lit a lantern to cover the tracks of a young girl trying to escape life as a concubine.

February 14: Valentine's Day

Legend says that a priest named Valentine was martyred on this day for secretly marrying couples in 269 A.D.

February 15: National Flag Day – Canada

The flag symbolizes to Canadians what is best about Canada; the Maple Leaf flag was first raised in 1965.

February 15: Heritage Day – Canada

This is a time for Canadians to explore and celebrate their own personal heritage.

February 17: Family Day

This holiday celebrates the importance of families and family life for people and their communities. Family Day is observed in the provinces of Alberta, Ontario and Saskatchewan.

February 17: Louis Riel Day – Canadian Indigenous Peoples

Until 1885; Riel was the political leader of the Métis. He led a rebellion against the Canadian authorities and was charged with high treason, found guilty and sentenced to death. His name is a symbol for Native independence.

February 17: Presidents Day – United States

A day to honour George Washington, Abraham Lincoln, and all past Presidents of the United States.

February 21: International Mother Language Day – United Nations

Aims at promoting linguistic diversity and multilingual education as well as raising awareness of linguistic and cultural traditions.

February 26: Ash Wednesday

The first day of Lent and the period when Christians begin their 40 days of fasting and penitence leading up to Easter Sunday.

February 29: Alá/The Bahá'í Fast – Bahá'í

Begins at previous sundown; a 19-day fast begins, marking the final month in the Bahá'í calendar and in preparation for the New Year.

Upcoming Observances: March 2020

March 2: Clean Monday – Eastern Orthodox

Lent begins according to the Julian calendar; also called the Great Fast; it is a period of preparation for the Holy Week and Pascha (Easter).

March 8: International Women's Day – International

This day provides an opportunity to reflect on the progress made to advance women's equality rights and status.

March 9: Purim – Judaism

Celebration of the deliverance of the Jewish minority in Persia from genocide; celebrated by fancy-dress costumes and specific cakes called hamantaschen.

March 9: Holi – Hinduism/Sikhism

Spring Festival also known as the festival of colours. It is celebrated with fun and games and people spray coloured water on each other.

March 17: St. Patrick's Day – Ireland, Newfoundland and Labrador

St Patrick is known for converting "pagan" Ireland of the 5th century to Christianity.

March 19: Ostara – Wicca

Spring Equinox, and the welcoming of spring and the goddess-as-maiden.

March 19: Naw Ruz – Bahá'í, Zoroastrianism,

New Year; observance of spring equinox symbolizing spiritual growth and renewal.

March 21: International Day for the Elimination of Racial Discrimination – United Nations

On March 21, in 1960, police opened fire and killed 69 people at a peaceful demonstration in Sharpeville, South Africa, against the apartheid "pass laws". The day was proclaimed in 1966.

March 25: Annunciation – Eastern Orthodox

Archangel Gabriel announced to Mary that she would be Mother of the Son of God.



Upcoming Observances: April 2020

April 2: Ram Navami – Hinduism

Hindu celebration of the birth of Lord Rama, hero of the religious epic poem, The Ramayana.

April 7: World Health Day – World Health Organization

Since 1995 each year the WHO selects a different focus for the celebrations.

April 8: Lailat al Bara'ah – Islam

A night of prayer to God for forgiveness of the dead and preparation for Ramadan through intense prayer.

April 9: Passover – Judaism

Begins at sundown; eight-day celebration of the deliverance of the Jews from slavery in Egypt.

April 10: Good Friday – Christianity

Christian remembrance of the crucifixion of Jesus and the events, which led to it.

April 12: Easter Sunday – Christianity

Celebrating the resurrection of Jesus Christ, whose death was observed on Good Friday.

April 13: Easter Monday – Christianity

The Monday following Easter, observed as a holiday in some countries.

April 13: Baisakhi – Hinduism, Sikhism, Bangladesh, Canada

Marks the spring harvest; greetings to wish one a good life are exchanged.

April 17: Equality Day – Canada

Marks the date when one of the equality provisions (Section 15) was included and enforced in the Canadian Charter of Rights and Freedoms.

April 19: Pascha/Easter – Eastern Orthodox

Celebrating the resurrection of Christ per the Julian calendar.

April 20: Yom Ha Shoah

Jewish Holocaust Day; observed by many non-Jews as well

April 22: Earth Day – International

Earth Day is celebrated as the birth of the environmental movement.

April 23: Ramadan begins– Islam

One of the Pillars of Islam begins and lasts until May 23. This is the holiest time of the Islamic Year. Muslims fast between dawn and sunset for the entire month. It is a time of abstinence and contemplation.

April 28: National Day of Mourning – Canada

Observed annually on April 28th, the National Day of Mourning commemorates workers who have been injured, killed or suffer illness because of occupational accidents and hazards.