

DEI-MAC CE

Respectful use of pronouns: Why, what, when and how?

Dr. Marita R. Inglehart & Dr. Todd V. Ester

Tuesday, March 29, 2022

Noon to 1:00 p.m.

On ZOOM

Please register

- if you want to receive
 - CE credit or
 - extra credit for Dent 534
 - https://umich.qualtrics.com/jfe/form/SV_6gRBG9TjghrgG7Y

M I C H I G A N

Dr. Ester

Welcome

D E N T I S T R Y

Outline

Introduction - Pronouns: definitions & history

Part 1: Why?

Part 2: What?

Part 3: When?

Part 4: How?

Questions?

Definition - Pronoun

According to © 2022 Merriam-Webster, Incorporated

- pro·noun | \ 'prō-,naɪn \
- Plural: pronouns
- Any of a small set of words (such as I, she, he, you, it, we, or they) in a language that are used as substitutes for nouns or noun phrases and whose referents are named or understood in the context
- the third person personal pronouns (such as he/him, she/her, and they/them) that a person goes by
- **What are your pronouns?**
- "I'm Jo, my pronouns are she/her." or
- "I'm Jade, my pronouns are they/them."

Definition - Traditional pronouns

ENGLISH PRONOUNS					
	Subject Pronouns	Object Pronouns	Possessive Adjectives	Possessive Pronouns	Reflexive Pronouns
					
1st person	I	me	my	mine	myself
2nd person	you	you	your	yours	yourself
3rd person (male)	he	him	his	his	himself
3rd person (female)	she	her	her	hers	herself
3rd thing	it	it	its	(not used)	itself
1st person (Plural)	we	us	our	ours	ourselves
2nd person (Plural)	you	you	your	yours	yourselves
3rd person and thing (Plural)	they	them	their	theirs	themselves

Gender - neutral pronouns

<https://www.them.us/story/gender-neutral-pronouns-101-they-them-xe-xem>

- Examples: “they/them”, “ze/zim”, “sie/hir,” and others
- Since the mid-1800s, dozens of gender-neutral pronouns were proposed, advocated for, adopted, and fallen out of favor.
- Discussions about the use of and need for gender-neutral pronouns date back to the late 18th century when local newspapers and periodicals started in 1789 to discuss the use of gender neutral pronouns.

History of gender neutral pronouns

see [Dennis Baron: What's Your Pronoun? Beyond He or She. 2020](#)

- 'They' is a natural way to use a pronoun to refer to someone whose gender is unknown or irrelevant or was used to conceal the gender of the person they were talking about because they were gossiping or because revealing the person's identity could put them in danger.
- Charles Dickens used "they" to anonymize gender in *The Pickwick Papers*.
- The singular "they" was common until the Victorian era, when gender-neutral pronouns defaulted to "he" as encompassing both the masculine and feminine.
- People recognized the limits of "he" and argued that it was insufficient. Anyone who read "he" would immediately think of men, and not women.

History continued:

- The pronoun ‘hir’ was coined in 1920 by a newspaper in California, The Sacramento Bee. They used that from the 1920s through the 1940s.”
- In 1864: “Ze” was created by a writer identified as J. W. L
- In 1858: an American composer named Charles Crozat Converse invented the pronoun “thon” (short for “that one”), which even made it into well-regarded dictionaries such as Webster’s Second New International Dictionary in 1934
- Later to be more inclusive of a wide spectrum of genders. Persons who identify as trans and nonbinary use these pronouns or created new ones because they do not assume a gender for the person or persons being discussed.
- They can be validating for anyone who lives beyond the gender binary.

Cultural considerations of pronouns

- In some languages such as German and French, every thing is either male or female or neutral:
- Examples:
 - The moon =
 - Male in German “der Mond”
 - Female in French “la lune”

Cultural considerations II

- Plus in some languages, there are formal and informal pronouns:
- “Sie”
- “Du”
- Has implications concerning how you address the patient!!!

Part 1: Why do we talk about it?

- Because gender identities, the way persons see themselves, go increasingly more beyond the binary male/female categories to a gender continuum.
- Plus: Transitioning means a change of pronouns and health care providers should be aware of that.

LGBTQ+ Definitions

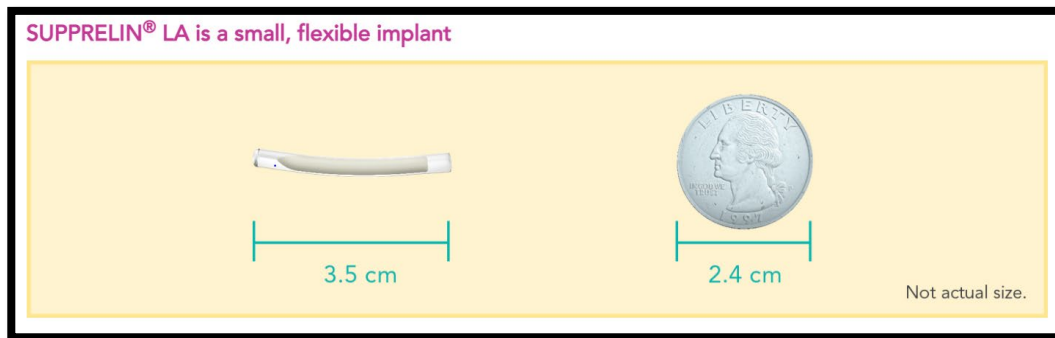
- L - Lesbian = Sexual orientation
- G - Gay = Sexual orientation
- B - Bisexual = Sexual orientation
- + 24 more....

- T - Transgender = Gender identity
Gender diverse, Gender non conforming
- Q - Queer or questioning

■ +

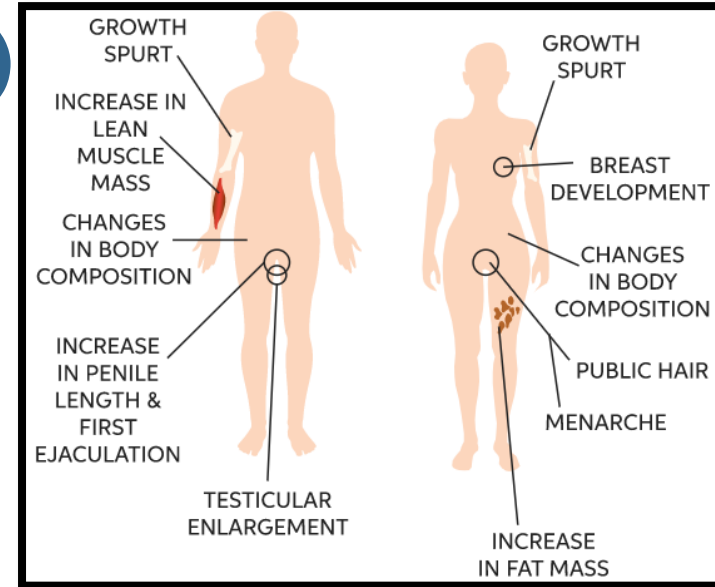
What are “Puberty Blockers”?

- **Gonadotropin Releasing Hormone (GnRH analogues)**
 - **Leuprolide** (injection works for 1, 3 or 4 months)
 - **Histrelin** (flexible rod - 1 year)
 - **Anti-androgens**



Puberty Blockers

- **Gonadotropin Releasing Hormone (GnRH analogues)**
- **Prevent the development of secondary sexual characteristics**
- **Completely reversible**



Hembree WC, Cohen-Kettenis PT, Gooren L, et al. Endocrine treatment of gender-dysphoric/genderincongruent persons: an Endocrine Society clinical practice guideline. *J Clin Endocrinol Metab* 2017; 102(11):3869-903.

Coleman E, Bockting W, Botzer M, et al. Standards of care for the health of transsexual, transgender, and gender-nonconforming people, version 7. *Int J Transgenderism* 2012;13(4):165-232.

Are pronouns an issue? Do we have patients, students, staff and faculty members who use gender neutral pronouns?

Adults:

- Gallup survey showed in January 2022 that LGBT identification = 7.1%; up from 5.6% in 2020
- One in five Gen Z (1997 to 2012) adults identified as LGBT

Pediatric patients:

- 2016 study by the CDC: 8% of high school students self-identified as LGB
- 2017: CDC Prevention's Youth Risk Behavior Survey (YRBS) showed that **1.8% identified as transgender**

<https://news.gallup.com/poll/389792/lgbt-identification-ticks-up.aspx>

PREVALENCE:

382 pediatric dentists reported in 2020:

Do you have pediatric patients:	YES	NO
- from LGB backgrounds? If yes: how many?	Yes: 330 86.8% Mean: 5.9	No: 49
- who are transgender? How many?	Yes: 250 65.8% Mean: 2.05	No: 128
- who are on puberty blockers? How many?	Yes: 91 23.9% Mean: 0.6	No: 287

Part 2: What?

What are we doing?

- Are patients from LGBTQ+ backgrounds well served?
 - Increasing access to dental care for patients from underserved backgrounds is important.
 - Once in dental office, do we offer affirmative care?

BACKGROUND:

Oral Health Care Services Utilization

- **Ohio:** 10% of self reported LGBT adults reported regular dental visits, citing barriers such as cost and fear; 8% of subjects had experienced **discrimination**.
- **Colorado:** LBG^T individuals who went to an LGBT friendly provider were more likely to have seen a dentist in the past six months (61%).
- **Hawaii:** 1 in 3 LGB adults had not visited a dentist in the past year.
- **Wisconsin:** LGB adults were more likely to have not visited a dentist within the past year.

Jacobson, 2014; One Colorado Education Fund, 2011;
Hawaii Dept of Health, 2017; Wisconsin Dept of Health BRFS:2008-2011

Risk factors for poorer oral health

- We saw: Health care utilization is lower
- Substance use is higher:
 - 20-30% abuse substances,
 - 25% abuse alcohol,
 - 25-30% use tobacco.
- Mental Health:
 - 3x more likely to experience depression, anxiety, or other mental health condition.
- Suicide:
 - 3x higher suicide rate;
 - 9x higher for trans and gender nonconforming people;
 - LGBT youth 2-3x more likely to attempt/complete suicide

*Ward et. al. (2013). Sexual Orientation and Health Among U.S. Adults: National Health Interview Survey, 2013. <http://www.cdc.gov/nchs/data/nhsr/nhsr077.pdf>

Consequences of Homophobia and Transphobia on Health Outcomes

- Refusal of care: 8% of LGB, and 27% of transgender individuals reported being refused medical care.
- Negative Interactions:
 - 10% of LGB and 21% of trans respondents reported harsh language used toward them;
 - 11% of LGB and 15% of trans respondents reported that health professionals refused to touch them or used excessive precautions;
 - 12% percent of LGB and 20% of trans respondents reported being blamed for their health status.
- Under-informed doctors:
 - 50% of trans individuals reported having to teach their medical providers the very basics about transgender care.
- Postponed care:
 - Respondents reported when they were sick or injured,
 - many postponed medical care due to discrimination (28%) or inability to afford it (48%).

How about oral health?

- 2000 first ever US Surgeon General Report on Oral Health - 332 pages:
 - Six times mentioned
- 2021 Oral Health in America Report by NIDCR it was over 10x in 790 pages

What do pediatric dentists' know about puberty blockers?

Knowledge concerning puberty blockers:	Disagree strongly	2	3	4	Agree strongly
I understand the indication for puberty blockers.	21.2%	17.5%	20.4%	20.1%	20.9%
I am well-educated about puberty blockers.	25.9%	25.4%	25.7%	16.4%	6.6%

How about affirmative care?

- **Collection of additional information?**
 - Our dental school history form does not
- **Accommodations?**
 - Which?

Collecting additional information: Professional behavior related to history taking

I collect additional information in the health history form for patients:	1 ¹	2	3	4	5	Mean
- with different sexual orientations	35.6%	26.2%	22.5%	11.2%	4.5%	2.23
- who are transgender	32.2%	25.5%	23.3%	12.9%	6.2%	2.35
- who are on puberty blockers	30.9%	22.4%	23.9%	14.5%	8.3%	2.47

Legend:

1¹ Answers ranged from 1 = disagree strongly, 2 = disagree, 3 = neutral, 4 = agree to 5 = agree strongly.

Do we ask about risk factors?

- Substance Use and Abuse
 - Elevated levels of cigarette, marijuana, and alcohol use
 - ~10x more likely to use methamphetamines
 - ~3x more likely to misuse opioids - **3rd molars!**
- Sexual Behavior
 - 3x more likely first intercourse before 13
 - 2x more likely to have more than 4 sexual partners
- Disordered eating

Special accommodations: Staff training and environment

My staff is comfortable treating patients with:	1¹	2	3	4	5	Mean
- With different sexual orientations.	3%	3%	19%	30%	45%	4.12
- who are gender diverse/transgender.	3%	4%	22%	29%	42%	4.01
- who are on puberty blockers.	9%	10%	35%	17%	29%	3.49
I ensure that my staff members receive adequate training concerning treating patients from LGBTQ+ backgrounds.	12%	19%	40%	20%	10%	2.97

Questions concerning LGBTQ+ accommodations

Does your website communicate that you are accepting of:	%
- gender diverse / trans patients/families?	13.4%
- patients / families from LGB backgrounds?	13.9%
Do your patients have access to gender neutral bathrooms?	79.5%

Part 3: When?

Will patients share pronouns?

- And when do you use these gender neutral pronouns?
- If in doubt: ask!

Part 4: HOW to communicate pronouns?

What can we do personally?
What can the dental school do
institutionally?

How to add pronouns to your email

- Thank you very much to *Melanie LaPointe* for explaining how to add / edit your email signature in Gmail to include your pronouns.
 - Login to your Gmail
 - In the top right, click Settings
 - Then click "See all settings"
 - Scroll down to the "Signature" section (near the bottom), then add (or edit) your signature text in the box.
 - Click if you want it only to new emails or to all emails you send
 - At the bottom of the page, click "Save Changes".

Melanie La Pointe's zoom suggestion

How to add pronouns to your ZOOM profile:

- Log into Zoom (<https://umich.zoom.us/>)
- In the navigation panel, click "Profile".
- On the right side of your name, click Edit.
- In the Pronouns field, enter your pronouns.
- In the How would you like to share your pronouns? drop-down field, choose from the following options:
 - **Sharing?**
 - Always share in meetings and webinars: Your pronouns will appear next to your display name automatically in any meetings that you host or join, and any webinars that you're the host or panelist for.
 - Ask me every time after joining meetings and webinars: You will be asked if you want your pronouns to appear next to your display name in every meeting that you host or join, and any webinars that you're the host or panelist for.
 - Do not share in meetings and webinars: Your pronouns will not appear next to your display name in any meetings or webinars. You will have to manually choose to share your pronouns.
- Click Save.

Questions for pediatric dentists concerning LGBTQ+ information

Does your dental/medical history form:	Yes
- ask for the patient's sex assigned at birth?	53.4%
- ask for the patient's gender identity?	33.3%
- ask for pronouns the patient wants to have used?	23.2%
- provides space to write in a chosen name?	79.9%

FENWAY  HEALTH

Client Registration

The information in your medical record is confidential and is protected under Massachusetts General Laws Ch. 111, Sec 70. Your written consent will be required for release of information except in the case of a court order.

Medical Record #
(For office use only)

Legal Name Last First Middle Initial		
Preferred name:		Preferred pronouns:
Legal Sex (please check one)* <input type="checkbox"/> Female <input type="checkbox"/> Male <small>*While Fenway recognizes a number of genders / sexes, many insurance companies and legal entities unfortunately do not. Please be aware that your legal name and sex you have listed on your insurance must be used on documents pertaining to insurance, billing and correspondence. If your preferred name and pronouns are different from these, please let us know.</small>		
Date of Birth Month Day Year / /	Social Security #	State ID # or License #

What is your Child's Gender Identity:
(Please check as many as apply)

- Male
- Female
- Transgender Male (FTM)
- Transgender Female (MTF)
- Gender queer or Gender fluid
- Agender
- Questioning
- Decline to Answer

Child's sex assigned at birth (check one) :

- Male Intersex
- Female Decline to Answer

Child's Race/Ethnicity:
(Please check as many as apply)

- American Indian or Alaskan Hispanic
- Black, not of Hispanic origin Asian
- White, not of Hispanic origin Pacific Islander
- Decline to Answer Native Hawaiian

In summary:

- Gender neutral pronouns have a long history
- **Why?** With increasing numbers of persons who self identify beyond the binary, it is crucial to find ways to get information and use affirmatively.
- **What?** But using them correctly depends on the availability of ways to share the information
 - Only sound education leads to optimal patient care. The better educated - the more likely to treat and be comfortable.
- **When?** When permitted...
- **How?** Personal and institutional communication

M I C H I G A N

Questions?

D E N T I S T R Y