

SELF-REFLECTION: GENDER INCLUSIVITY

Please take a moment to reflect on your gender inclusivity. Responses are not intended to be an end point but rather to provide consideration on how to be inclusive. Self-reflection and learning are ongoing components of cultural and clinical competence.

- I share my pronouns.
- I periodically ask my clients/patients/students to share their name and pronouns in order to allow for changes.
- I ensure that the materials my clients/patients/students use correctly reflect their name and pronouns.
- I use inclusive case forms that allow for self-disclosure and identification.
- I use gender-neutral terms to talk about families and people.
- I model acceptance and normalize name changes—for example, when individuals use nicknames and when individuals change their name after getting married.
- I ask my client/patient/student to disclose who I may share their name and pronouns with so that I don't share their information without their permission.
- In my physical space, I hang a flag, picture, and/or other signs that reflect diversity and inclusivity.
- I am aware of my employer's policy for gender inclusivity.
- My materials reflect diverse families, including diverse family structures with individuals across the gender spectrum.
- I am prepared for a client/patient/student to share their questioning with me.
- I know where bathrooms are located, including single-stall bathrooms if that is what my client/patient/student wants to use.
- I know how to handle microaggressions in my safe space.
- My augmentative and alternative communication (AAC), both low-tech and high-tech, allow my clients/patients/students to talk about who they and their loved ones are.
- I teach the use of gender-inclusive language, including non-binary pronouns.

REFERENCE THIS MATERIAL AS FOLLOWS:

American Speech-Language-Hearing Association. (2021). Self-reflection: Gender inclusivity. <https://www.asha.org/siteassets/uploadedfiles/multicultural/gender-inclusivity-self-reflection.pdf>