



EQUALITY, DIVERSITY AND INCLUSION RESOURCE BANK

Gender Identity

About

The [Equality Act 2010](#) legally protects individuals from discrimination within and outside of the workplace.

The Equality Act outlines the following “protected characteristics”:

- age
- gender reassignment
- being married or in a civil partnership
- [being pregnant](#) or on maternity leave
- [Disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation.

This document consists of various external links, tools and guidance relating to **GENDER IDENTITY**. The tools here have been collated to help the reader learn more about this area. Please refer to the [Psychological Professions Network South East \(PPN SE\) website](#) for further Equality, Diversity and Inclusion resources.



Disclaimer

The information provided by this resource bank is for general informational purposes only. All resources presented here are provided in good faith, however, the Psychological Professions Network cannot take responsibility for the accuracy and validity of the information provided within these resources. The Psychological Professions Network cannot endorse any paid services provided by these resources.

The resources have been credited where possible.

This resource bank is also by no means exhaustive. Feel free to suggest any additional resource by contacting Psychological Professions Network South East:

Email: spnt.ppnse@nhs.net

Twitter: [@se_ppn](https://twitter.com/se_ppn)



Gender Identity

Gender in Psychological fields is heavily imbalanced, with 80% of Psychological Professionals being women. Despite the higher proportion of women in psychology, under-representation occurs in senior positions (Reynolds, 2021).

The gender imbalance creates problems for all people involved as males who do go into the field often feel misplaced (Johnson et al., 2020).

It is also important to create affirming spaces for Non-Binary and Transgender individuals, who consistently face marginalisation within training environments (Knutson et al., 2021).



Gender

[jen-dər] • noun

The attitudes, behaviors, norms, and roles that a society or culture associates with an individual's sex, thus the social differences between female and male; the meanings attached to being feminine or masculine.

Source: https://sociologydictionary.org/gender/#definition_of_gender

Online Resources: Gender



Microaggressions

A webinar looking at Sexual orientation and gender identity microaggressions in clinical settings



Tackling gender imbalance in psychology

Judith Johnson, Anna Madill, Gina Z. Koutsopoulou, Charity Brown and Richard Harris:
Article discussing the gender imbalance in Psychology, including key issues



Is psychology feminine?

Emily Reynolds:
Article exploring research into how psychology is viewed and how this impacts males and females in the field.



Mental Health in future Clinical Psychologists

Hobaica et al. (2021):
Research looking at the mental health difficulties experienced by clinical psychology students.



A Guide to Gender Identity Terms

Laurel Wamsley: A glossary on Gender Identity Terms and understanding pronouns.

Online Resources: Gender



[Trans: A practical guide for the NHS](#)

Guide to supporting and providing better service and career development for Trans individuals



[Critical issues in CBT with gender and sexual minorities](#)

Carvalho et al. (2021): Journal article on gender and sexual minorities and clinical practice



[Nonbinary 101 for Allies](#)

Nonbinary Wiki(Text), @trianglart Tumblr (Illustration): Leaflet on nonbinary terms and information for allies



[“Sometimes you just feel a bit like a guinea pig”](#)

Zyra Evangelista, Aisha Walker, Eve Moore: Feature article on increasing Trans awareness in Clinical Psychology



[Myths and Misconceptions about Trans people](#)

QnA on common questions and misconceptions about Trans individuals

Online Resources: Gender



[Resources for Professionals](#)

Gendered Intelligence: Resources on Trans Inclusion



[Experiences of trans and gender diverse young people](#)

Healthtalk: Videos and resources of trans and gender diverse people's lived experiences



[UK Workplace Equality Index](#)

Stonewall: Tool for employers to assess gay, bi, lesbian and trans inclusion



[Trans+ Mental Health Toolkit](#)

Mind Solent: Booklet created in collaboration with Trans staff and Mind Solent Trans & Non-Binary Peer Support group members

Prompts for having meaningful conversations (Sensoy & DiAngelo, 2014):

- I'm really nervous/scared/uncomfortable to say [X], but . . .
- From my experience/perspective as [identity], . . .
- I'm afraid I may offend someone, and please let me know if I do, but . . .
- It feels risky to say [X], but . . .
- I'm not sure if this will make any sense, but . . .
- I just felt something shift in the room. I'm wondering if anyone else did . . .
- It seems like some people may have had a reaction to that. Can you help me understand why?
- Can you help me understand whether what I'm thinking right now might be problematic?
- This is what I understand you to be saying: . . . Is that accurate?
- I've been wondering about how we are using [term] in this discussion . . .
- I have always heard that [X]. What are your thoughts on that?
- The author is arguing that only [e.g., men can be sexist]. Can you help me understand that?
- Is [X] a good example of what the author was saying?
- How would you respond to [X] from a social justice framework?
- I am having a "yeah, but" moment. Can you help me work through it?
- Given the reality of inequitable power, would it be better if . . . ?
- How does [X] effect relationships between [Y] and [Z]?
- What is another example of [X]?
- This perspective is new to me, but I'm wondering if it is accurate to say that . . . ?

Key References/Articles

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