

### What are your pronouns?

A way of referring to a person in the English language.

Example: He/She/They/Ze

Note: English-language pronouns are part of the forced assimilation of Indigenous people. Not all people use pronouns.

### What is your sex assigned at birth? OR Are you intersex?

The assignment of sex (male, female, or intersex) based on hormones, anatomy, or chromosomes.

Example: Male/Female/Intersex

## On intake forms and in office visits, we may ask the following questions:

### What is your gender identity?

Refers to a person's internal sense of being male, female, both, neither, or something else and the role(s) we play in society

Example: Cisgender, Transgender, Genderqueer, Genderfluid, Agender, Two Spirit

Two Spirit refers to someone who is Indigenous and expresses their gender identity, spiritual identity, or social role in Indigenous, non-Western ways.

Two Spirit people have held important roles in tribal communities since time immemorial.

### What is your sexual orientation?

Refers to the way one describes their emotional, romantic, or sexual attraction.

Example: Lesbian, Gay, Bisexual, Asexual, Pansexual, Queer, Questioning, Two Spirit



You cannot know someone's gender identity from their appearance. Identity changes over time.

**We ask all our patients.**

**We ask regularly.**

## WHY WE ASK ABOUT SEXUAL ORIENTATION AND GENDER IDENTITY?

Collecting information about a patient's sexual orientation and gender identity is key to providing competent care for Two Spirit and LGBTQ+ patients.

### Tips for accomplices and healthcare providers:

#### Use gender-neutral language

- Use a person's first name instead of Mr. or Mrs.

#### Reflect back the words people use to describe themselves

- If someone tells you they are gay, use gay, not homosexual.
- If a person introduces a woman as her wife, refer to that woman as her wife, not her friend.

#### If you make a mistake, apologize and move on

- "I'm sorry I used the wrong pronoun."

### Tips for 2SLGBTQ Self-Advocacy:

#### Only answer questions you feel safe answering.

- It's okay to redirect providers to the specific medical issue you're there for.

#### Don't feel pressured to educate your provider on any aspect of your identity.

- You could say, "I appreciate that you are interested in learning more, I hope you are able to research it soon."

#### If you feel uncomfortable with an interaction with a provider, ask to speak with the clinical floor supervisor.

- Speak directly to your experience, not to the provider's intention.



**Note:** Some clinics may have Electronic Health Records that don't easily capture and display this information. You may be asked these questions more than once. Some clinicians may use incorrect names or pronouns. We appreciate your patience with us and your willingness to correct us when we make a mistake, as we continue to move toward fully affirming clinical environments for all our patients.

**For more resources, text 2SLGBTQ to 97779 or visit [www.npaihb.org/2SLGBTQ](http://www.npaihb.org/2SLGBTQ).**