

GENDER EQUITY IN MEDICINE

GLOSSARY OF TERMS AND CONCEPTS

TERM	DEFINITION	ADAPTED FROM/ REFERENCE
Binary (gender binary)	The classification of gender into two distinct, opposite forms of masculine and feminine, whether by social system or cultural belief.	Lorber, Judith; Moore, Lisa Jean (2007). Gendered bodies : feminist perspectives. Los Angeles, Calif.: Roxbury Pub. Co. p. 2. ISBN 978-1933220413. OCLC 64453299
Cisgender	A person whose gender identity corresponds with their chromosomal karyotype and/or the gender they were assigned to at birth.	Merriam-Webster Dictionary
Discrimination (gender discrimination)	<p>Gender identity discrimination is “when a person is treated less favourably than another person in a similar situation because of that person’s gender-related identity, appearance, mannerisms or other gender-related characteristics of the person.”</p> <p>Intersex status discrimination is “when a person is treated less favourably than another person in a similar situation because that person has physical, hormonal or genetic features that are:</p> <ul style="list-style-type: none"> • neither wholly female nor wholly male • a combination of female and male, or • neither female nor male.” 	Australian Human Rights Commission

TERM	DEFINITION	ADAPTED FROM/ REFERENCE
Diversity	Differences in the values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, gender identity, skills, knowledge, and life experiences of each individual in any group of people.	European Institute for Gender Equality
Gender	<p>A social and cultural construct recognising and distinguishing the different attributes of individuals, including their norms, behaviours, roles, and responsibilities, as well as their relationships with each other.</p> <p>Gender may not necessarily be objectively identifiable and as a social construct, gender, gender-based roles, and other attributes can change over time and vary with different cultural contexts.</p>	<p>Monash Centre for Health Research and Implementation (MCHRI)</p> <p>World Health Organization</p> <p>UNICEF Glossary of Terms and Concepts</p> <p>Chetkovich, C 2019, 'How non-binary gender definitions confound (already complex) thinking about gender and public policy', Journal of Public Affairs Education, vol. 25, no. 2</p>
Gender accommodating/sensitivity	Being aware of not only gender differences but also respectfully and sensitively adjusting and adapting to these differences.	UNICEF Glossary of Terms and Concepts
Gender balance	This is a human resource issue calling for equal participation of genders in all areas of work (including at senior positions) and in initiatives that organisations lead or support.	UNICEF Glossary of Terms and Concepts
Gender-based constraints	Constraints that individuals face that are a result of their assigned gender at birth or their chosen gender identity.	UNICEF Glossary of Terms and Concepts

TERM	DEFINITION	ADAPTED FROM/ REFERENCE
Gender bias	Making decisions based on gender that result in favouring one gender over the other.	UNICEF Glossary of Terms and Concepts
Gender disparities	Statistical differences (often referred to as “gaps”) between genders, often between men and women, or boys and girls, that reflect an inequality in some quantity.	UNICEF Glossary of Terms and Concepts
Gender equality	<p>The concept that all genders have equal conditions, treatment, and opportunities for realising their full potential, human rights, and dignity, and for contributing to (and benefitting from) economic, social, cultural, and political development.</p> <p>Gender equality is the equal valuing by society of the similarities and the differences of all genders, and the roles they play. It is based on individuals, regardless of gender, being full partners in the home, community, and society. Equality does not mean that each gender will become the same but that an individual’s rights, responsibilities, and opportunities will not depend on their assigned or chosen gender. Gender equality implies that gender dependent interests, needs, and priorities of individuals are taken into consideration, recognising diversity and accepting that human beings should be free to develop their personal abilities and make choices without the limitations set by gender-based stereotypes and prejudices.</p>	UNICEF Glossary of Terms and Concepts

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Gender equity	<p>The process of being fair to all genders accommodating for adjustments to opportunity needs and importantly the equality of outcomes and results.</p> <p>Gender equity may involve the use of temporary special measures to compensate for historical or systemic bias, discrimination or lack of similar opportunities across all genders. It refers to differential treatment that is fair and positively addresses a bias or disadvantage that is due to gender roles or norms or differences between genders. It is about the fair and just treatment of all genders that considers their different needs, cultural barriers and (past) discrimination of the specific group.</p>	UNICEF Glossary of Terms and Concepts
Gender expression	How someone expresses their sense of masculinity and/or femininity externally.	Human Rights Commission New Zealand/Te Kāhui Tika Tangata
Gender fluid (diverse)	A change over time in a person's gender expression or gender identity, or both.	Harvard Medical School
Gender gap	Disproportionate differences between genders, particularly as reflected in attainment of development goals, access to resources and levels of participation. A gender gap indicates gender inequity.	UNICEF Glossary of Terms and Concepts
Gender identity	<p>An individual's internal sense of belonging to a gender they identify with at a certain time point.</p> <p>Gender identity can also be broadly defined as meaning 'the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth.'</p>	Statistics New Zealand/Tatauranga Aotearoa Australian Human Rights Commission Sex Discrimination Act 1984

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Gender inequity	<p>Legal, social, and cultural situation in which gender determines different rights for individuals, reflected in their unequal access to or enjoyment of rights, as well as the assumption of stereotyped social and cultural roles.</p> <p>These affect their status in all areas of life in society, whether public or private, in the family or the labour market, in economic or political life, in power and decision-making, as well as in social gender relations.</p>	European Institute for Gender Equality
Gender neutral	Anything – a concept, an entity, a style of language, behaviour – that is not associated with any gender.	UNICEF Glossary of Terms and Concepts
Gender norms	Accepted attributes and characteristics of gendered identity for a specific society or community. They are the standards and expectations to which gender identity generally conforms.	European Institute for Gender Equality UNICEF Glossary of Terms and Concepts
Gender parity	A numerical concept concerning relative equality in terms of numbers and proportions of different genders.	European Institute for Gender Equality
Gender questioning	An individual that is not yet able to identify their gender due to either being unsure, still exploring, or concerned about applying a social label to themselves for various reasons.	Cambridge Dictionary
Gender roles	Social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to different genders.	European Institute for Gender Equality UNICEF Glossary of Terms and Concepts

TERM	DEFINITION	ADAPTED FROM/ REFERENCE
Gender stereotyping	<p>Ascribing certain attributes, characteristics and roles to people or individuals based on their gender.</p> <p>Gender stereotyping becomes harmful when it limits a person's life choices, such as training and professional path, and life plans.</p>	UNICEF Glossary of Terms and Concepts
Intersectionality	Intersectionality refers to overlapping social identities and the possible experiences of oppression, domination, and/or discrimination.	UNICEF Glossary of Terms and Concepts
Intersex	Differences in sex development or 'intersex' encompasses a broad range of congenital variations in the development of sex characteristics. Intersex denotes a number of different variations in a person's physical, hormonal or genetic characteristics that do not match strict medical definitions of female or male sex.	European Institute for Gender Equality
Masculinities / Femininities	These are dynamic socio-cultural behavioural categories used in everyday language that refer to certain behaviours and practices recognised within a culture as being "feminine" (stereotypically carried out by women) or "masculine" (stereotypically carried out by men). They change with culture, religion, class, over time and with individuals and other factors. The values placed on femininities and masculinities vary with culture also. Any person may engage in forms of femininity and masculinity. As an example, a man can engage in what are often stereotyped as "feminine" activities, such as caring for a sick parent or staying home to raise children.	UNICEF Glossary of Terms and Concepts
Non-binary	An umbrella term for gender identities that are outside the binaries of wholly man or woman, or wholly boy or girl.	<p>Medical News</p> <p>Bergman, S. Bear; Barker, Meg-John (2017). Genderqueer and Non-Binary Genders. New York City: Palgrave Macmillan. p. 43.</p>

TERM	DEFINITION	ADAPTED FROM/ REFERENCE
Sex	Refers to the biological and physiological reality of being males or females, according to physical, hormonal, or genetic features utilised by strict medical definitions.	UNICEF Glossary of Terms and Concepts
Sexual orientation	A person's capacity for profound emotional, affectional, and sexual attraction to, and intimate and sexual relations with, individuals of a different gender, the same gender or more than one gender.	European Institute for Gender Equality
Structural discrimination	A form of discrimination resulting from policies, despite apparently being neutral, that have disproportionately negative effects on certain societal groups.	UNICEF Glossary of Terms and Concepts
Transgender	A person who has a gender identity different to their chromosomal karyotype and/or sex assigned at birth.	European Institute for Gender Equality
Transphobia	Transphobia is a form of oppression, discrimination and fear against those who identify as transgender. Transphobia can be other or self-directed.	Medical News Today University of California San Francisco