**PPNO List Serve Query for**

Murphy Susan Quinte Health Care smurphy@qhc.on.ca

Last Name First Name Institution Info email

Contact for further information:

June 30th, 2020

Date of Summary:

Abbreviated Question: I am wondering if people would be willing to share any policies they have developed in relation to gender

identification, and the use of pronouns.

Policy/Procedure  Practice  Program Info  Committee Structure info  Role  Students

Model/Structure  Care Delivery  Collaboration  Regulation/Legislation  Pt. Safety

Quality/Outcome/Indicator  PP Culture/Leadership  Other:

Keyword(s)

Check 1 or 2

Required

for website

archiving

Responses: Please cut and paste responses from emails into the table, save and send summary table to PPNO List Serv. Allow 3 weeks for responses to filter in before sending final version.

| **Responder Info** | **Responses to query** | **Attachment(s)\*** |
| --- | --- | --- |
| Mikyla Lennard  Pronouns She/Her  Clinical Manager of Inpatient Services  Winchester District Memorial Hospital  613-774-2420  ext 6326 | We are hoping to review once we go back to "normal" after COVID. |  |
| **Sandra Parsons**  **DOCUMENT MANAGEMENT SPECIALIST**  **PROFESSIONAL PRACTICE**  596 Davis Drive, Newmarket, ON, L3Y 2P9 **T:** (905) 895-4521 ext. 2435  **Email:** [sparsons@southlakeregional.org](mailto:sparsons@southlakeregional.org)    [cid:image001.jpg@01D53598.3843B480](http://www.southlake.ca/) | Hi Susan – at one time we started to work on a policy but then decided that it is really an organizational culture issue that needs to flow into all aspects of practice, so it’s challenging to write a comprehensive policy since it’s up to each department to figure out how to incorporate gender identification processes into their daily practices, and these practices may vary from dept to dept. Then if you just go with a simple policy statement, it seems to lack substance. I think this is why you will find many organizations do not have policies. If a policy is really needed, I feel it would be best to write a policy after a hospital has journeyed far into its gender identification processes, so they know what’s been accomplished and can write about it.  We are currently in the process of revamping our whiteboards and have given some thought to perhaps adding a space where the patient can check off/write their preferred pronoun, although there is concern that if the pronoun concept changes over time, the whiteboards will be outdated. |  |
| Ash Aylwin, CHE. MHSc (Health Admin), RN CNCC(C)  Professional Practice Leader, Nursing | Department of Professional Practice, Education, & Risk  Rm. 2906, Mackenzie Health, 10 Trench Street, Richmond Hill, ON L4C 4Z3  **T: (905) 883-1212 ext. 7251** // [Ash.Aylwin@MackenzieHealth.ca](mailto:Ash.Aylwin@MackenzieHealth.ca) | Please see response from our diversity team below, we don’t anything specific to gender pronouns outside of our code of conduct and cultural competence elearning module. We do address in clinical orientation “What matters to me” and when I presented I show a screenshot of the module and teach that this is where you can enter a patient’s preferred name, pronouns, etc. There have been some revisions to content since I left for MLOA so I am not sure if that is still presented.  I have attached our code of conduct. Unfortunately I don’t have access to the elearning module, but if it is something that would benefit you, you can contact Bianca directly and she may be able to support further |  |
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\*Imbedding Attachments: When in a document, with the cursor in the place where you wish to insert another document as an icon, Go to Insert, choose "Object" (not 'file') choose "Create from File" browse for the file name from your directory, once found, check off "Display as Icon" select "OK” The document Icon now appears in this document where your cursor was positioned. Save the document you are working in and the imbedded icon with the document they relate to attached will also be saved to this document.