



GENDER INCLUSION IN FATALITY REVIEW

TELLING STORIES TO SAVE LIVES





KEY FUNDING PARTNER

Federal Acknowledgement

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HOUSEKEEPING

Before we get started

- This webinar is being recorded and will be available on the National Center's webpage (URL: www.ncfrp.org).
- Participants are muted. Use the question-and-answer box ask questions.
- Contact the National Center (email: info@ncfrp.org) for any tech problems.





EVALUATION

<https://www.surveymonkey.com/r/32BRMMX>

Diane Pilkey, RN, MPH (she/her)

Federal Welcome and Introductions

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HRSA'S VISION FOR THE NATIONAL CENTER

Improving Systems of Care and Outcomes for Mothers, Infants, Children, and Families

Assist state and community programs in:

- Understanding how CDR and FIMR reviews can be used to address issues related to adverse maternal, infant, child, and adolescent outcomes.
- Improving the quality and effectiveness of CDR and FIMR processes.
- Increasing the availability and use of data to inform prevention efforts and for national dissemination.

Agenda

At the end of this presentation, attendees will have increased knowledge about:



BACKGROUND



Define gender inclusion and describe updates made by the National Center.



WHY?



Discuss why gender inclusion is important in the context of fatality review.



TAKING ACTION



Provide action steps for implementing gender inclusion in fatality review.

Speakers

The speakers have no financial relationships or interests to disclose



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National Center



Prioritizing Personal Wellbeing

The content of today's meeting may include information about individual or aggregate fetal, infant, or child deaths. This may evoke strong feelings or other distress. Please prioritize your own wellbeing during this meeting, even if you need to step away from the meeting. Contact the Suicide & Crisis Lifeline at 988 via phone or text for additional support.



BACKGROUND

Setting the Stage



Gender Inclusion

What Is It?

- Creating an environment where people of all genders feel valued and respected
- Recognizing and celebrating the diversity of gender identities and expressions

Gender Inclusion

Updates to the National Fatality Review-Case Reporting System

- Changes took effect in version 6.0 (June 2022)
- The goal is to value, respect, and create space for people of all genders throughout the data collection process
- Overall, changes reflect the desire to avoid making assumptions about the gender of a child, parent, or caregiver
- Hopefully creates a ripple effect towards more gender inclusion across the review process



National Fatality Review-Case Reporting System

Examples of Gender Inclusive Updates Made in Version 6.0

Update	Version 5.0	Version 6.0
	Example	
Remove assumptive gender identity when referring to a child's biological parents	Section B: Each question referred to a female and male biological parent	Section B: Each question now refers to a childbearing biological parent and non-childbearing biological parent

National Fatality Review-Case Reporting System

Examples of Gender Inclusive Updates Made in Version 6.0

Update	Version 5.0	→	Version 6.0
	Example		
Utilize language that recognizes birthing people who may not identify as a mother	Section A3: “During pregnancy, did mother have any medical conditions/ complications?”		Section A3: “During pregnancy, did the childbearing parent have any medical conditions/ complications?”

National Fatality Review-Case Reporting System

Examples of Gender Inclusive Updates Made in Version 6.0

Update	Version 5.0	→	Version 6.0
	Example		
Remove pronouns that assume gender of the child, parent, or caregiver	Section A3: “Didn't think she was pregnant”		Section A3: “Didn't think they were pregnant”
	Data Dictionary, question I2i: “Answer “yes” if the child was intentionally wrapped or swaddled in a blanket prior to placing him/her to sleep.”		Data Dictionary, question I2i: “Answer “yes” if the child was intentionally wrapped or swaddled in a blanket prior to placing them to sleep.”



WHY?

Introducing Hadeis Safi



TAKING ACTION

For Gender Inclusion in Fatality Review

Action Steps

Incorporate Gender Inclusion Into Fatality Reviews



**Reflect on and
address implicit
biases**

- Use the seven steps to minimize implicit bias from the National Institute for Children's Health Quality:
 - 1) Acknowledge your bias, 2) Challenge your bias, 3) Empathize, 4) See differences, 5) Be an ally, 6) Recognize discomfort, 7) Engage in dialogue
- Take 5-10 minutes after each review meeting to acknowledge biases and assumptions that may have shown up in the review.
 - Reflect internally.
 - Allow space for members to share.

Action Steps

Incorporate Gender Inclusion Into Fatality Reviews



**Become
knowledgeable
about language**

- The words we choose when communicating are crucial. Be aware of what and how you say things. Consider:
 - Developing a shared terminology with the team around sexual orientation and gender.
 - Using gender neutral words when appropriate during reviews, presentations, and in written communications.
 - Childbearing Biological Parent (CBP), non-CBP, and other non-gendered terms (e.g., police officer, firefighter, spouse).
 - They/them/their pronouns.
- When you know a child's gender identity and/or pronouns, use and respect them throughout the review process.

Inclusive Language Best Practices

Examples

Avoid saying	Instead say	Why?	Example
“A transgender” or “Transgendered”	“A transgender person”	Transgender is an adjective used to describe a person	“The child was transgender.”
“Both genders,” “opposite genders”	“All genders”	“Both” implies there are only two genders; “opposite” reinforces antagonism amongst genders	“People of all genders should have access to health care.” “Single stall restrooms can be used by folks of all genders.”
“Born female” or “born male”	“Assigned female at birth” or “assigned male at birth”	“Assigned” language more accurately depicts the process that occurs at birth	“Jess was assigned female at birth, then transitioned in middle school.”
“Ladies and gentlemen,” “men and women,” “guys”	“Everyone,” “folks,” “you all”	Moving away from binary language is more inclusive of people of all genders	“Good morning, folks. We’ll get started with the meeting in a minute.”

Action Steps

Incorporate Gender Inclusion Into Fatality Reviews



**Embrace the
unlearning
process**

- For as much learning is required to support an inclusive culture, we must also unlearn things.
- Strive to unlearn discriminatory and offensive sayings and expressions.
- Practicing using gender-inclusive language will help with the unlearning process of potential non-inclusive language habits.

Action Steps

Incorporate Gender Inclusion Into Fatality Reviews



Do not make assumptions

- People often make assumptions about the gender of another person based on their appearance or name.
- Assuming (even if correct) sends a harmful message.
- When talking directly to someone, we can ask how they identify and how they'd like to be referred to, but we often are not able to do that during fatality review, and we don't want to make assumptions.
- When appropriate, use gender neutral words and pronouns during reviews, presentations, and in written communications.

Action Steps

Incorporate Gender Inclusion Into Fatality Reviews



**Include LGBTQ+
folks at the
table**

- Widening disparities in child health signals the urgent need to bring more diverse voices to the table.
 - Fatality review teams are more effective when team members with lived experiences and who represent the diversity in the community are present at the review.
 - Including community voice brings families' lived experiences to the surface and leads to understanding of the social and environmental determinants of child deaths.
- Don't tokenize: Lived experience and personal stories are a form of expertise and should be treated as such.

Action Steps

Incorporate Gender Inclusion Into Fatality Reviews



**Consider
environmental
and community
context**

- Use additional tools and resources that may not be specific to the child or family but inform us about the environment and community more broadly.
- Available tools include (not exhaustive):
 - [Health Workforce Shortage Areas](#) (HRSA)
 - [Youth Risk Behavior Survey](#) (CDC)
 - [School Health Profiles](#) (CDC)
 - [LGBTQ School Climate Survey](#) (GLSEN)

Action Steps

Incorporate Gender Inclusion Into Fatality Reviews



**Consider
inequities when
making
recommendations**

- Gender-diverse children experience worse health outcomes when compared to cisgender peers, largely due to transphobia in families, schools, communities, and policies.
- When developing and prioritizing recommendations, it is critical to consider the inequities impacting children.
- Examples of recommendations include:
 - Training and education for the improved collection of gender identity information during the death investigation.
 - Supporting communities and agencies/organizations that are welcoming, supportive, inclusive, and affirming.

Action Steps

Incorporate Gender Inclusion Into Fatality Reviews



**Takeaway:
Be an ally**

- You are not expected to be an expert about the LGBTQ+ community, but you can take the initiative to learn.
 - Thank you for attending this webinar! Continue to seek opportunities to learn (e.g., about the history of the LGBTQ+ community).
- If you make a mistake in language, simply acknowledge, apologize, and move on.
- Know that each LGBTQ+ person's experience is different; start with curiosity and don't make assumptions.

Action Steps

Combine multiple action steps for a comprehensive approach

**Reflect on and
address implicit
biases**

**Become
knowledgeable
about language**

**Embrace the
unlearning process**

**Do not make
assumptions**

**Include LGBTQ+
folks at the table**

**Consider
environmental and
community
context**

**Consider
inequities when
making prevention
recommendations**

**Takeaway:
Be an ally**

Resources

CONTINUE LEARNING AND TAKE ACTION



NICHQ's IMPLICIT BIAS RESOURCE GUIDE

A guide for recognizing and addressing our implicit bias, including 7 steps, Q&A with experts, and stories:

www.nichq.org/resource/implicit-bias-resource-guide



HARVARD IMPLICIT ASSOCIATION TESTS

Tools to reveal implicit biases for several categories, including age, sexuality, and race. Try a few and reflect on the results:

<https://implicit.harvard.edu/implicit/takeatest.html>

Resources

CONTINUE LEARNING AND TAKE ACTION



AMERICAN ACADEMY OF PEDIATRICS (AAP)

Words Matter: AAP Guidance on Inclusive, Anti-biased Language: <https://www.aap.org/en/about-the-aap/american-academy-of-pediatrics-equity-and-inclusion-efforts/words-matter-aap-guidance-on-inclusive-anti-biased-language/>



NATIONAL INSTITUTES OF HEALTH (NIH)

NIH Style Guide: Inclusive and Gender-Neutral Language: <https://www.nih.gov/nih-style-guide/inclusive-gender-neutral-language>

EQUITY IN FATALITY REVIEW: CHILD AND YOUTH SUICIDE

New Guidance Report

The goal of this guidance is to highlight disparities in suicide and suicidality alongside the associated social determinants. This understanding directs how Child Death Review (CDR) teams approach the reviews of suicide deaths and our subsequent prevention efforts.

Find the report at <https://ncfrp.org/center-resources/written-products/>



November 2023



Equity in Fatality Review: Child and Youth Suicide

National Center Guidance Report

QUESTIONS

What Additional Information Would Be Helpful?



USE THE QUESTION-AND-ANSWER BOX

The box is located at the bottom of the screen.



UNANSWERED QUESTIONS

All unanswered questions will be answered and posted on the National Center's website (URL: www.ncfrp.org).



EVALUATION

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