

Challenging heterosexist bias in evaluation practice

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Consultation and collaboration

Evaluation challenge

Consider/develop responses to this challenge

Presentation and discussion

SHORE & Whariki Research Centre

We are two multidisciplinary research groups working in a Treaty of Waitangi partnership model to produce excellent research with the aim of improving health and wellbeing in Aotearoa, New Zealand and globally.

SHORE

WHARIKI

Evaluation: *Get it On!*
(condom social
marketing
programme)

Condom (non) use
among gay/bi men

Evaluation: BroOnline
(health promotion &
dating website)

LGBT drinking
cultures

Needs assessment:
LGBT mental health

LGB and residential
age care

Chinese & Sth Asian
gay/bi men: health
promotion needs

Gay men's views
about health

Filipino gay/bi men:
health promotion
needs



The challenge

To encourage more inclusive evaluation practice

- gender
- sexuality / sexual identity
- ... and more

Assumptions

High quality evaluation practice will ensure the diverse identities and values of stakeholders are represented

Our profession values equity and social justice (Kirkhart, 2015)

Quick activity

Thinking about ...

The last survey you developed / took part in / viewed:

- How were questions about gender asked?
- Was sexual identity asked about?

A problem: Heterosexist bias

Heterosexism:

- system that oppresses nonheterosexually identified individuals
- stems from an assumption that heterosexuality is natural, universal, and therefore inevitable

Heterosexist bias

- sexualities and identities such as LGBTQ are assumed to not be natural, universal, or inevitable
- heterosexism ignores, rejects, and stigmatises nonheterosexual identities, behaviours and relationships (McClelland & Dutcher, 2016)

Heterosexist bias

Intentional – Unintentional

Issue for all evaluators: not just those doing LGBTQ-focused evaluation / social justice orientated

Impacts on all stages of design (topic / eval questions, sampling, analysis, dissemination)

All of this matters

Great advances ... but ...LGBTQ lives are not always easy

- Health and wellbeing disparities (Choi & Meyer, 2016)
- Marriage equality (Australia)
- Transgender in military ban (US)

Invisibility

Young lesbian and gay people are frequently invisible within the population, and within housing services.

Statistics on homeless young people do not record the sexuality of those concerned. Lesbian and gay young people have the same needs as other young people but face additional difficulties due to the homophobia of others. Many lesbian and gay young people are forced to leave home against their will, because their parents do not accept their sexuality. www.youthhomelessnessmatters.net

[In]visibility

Policy [in]action



All of this matters

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Good evaluators recognise

Diversity & complexity within LGBTQ

What they don't know

Their values

Benefits of consultation & community involvement



NZ Attitudes & Values Study 13/14

Describe your sexual orientation – 49 unique responses

- Heterosexual
- Lesbian/gay
- Bisexual
- Bicurious
- Pansexual/open
- Asexual

AGENDER ANDROGYNE ANDROGYNOUS BIGENDER
CIS CISGENDER CIS FEMALE CIS MALE CIS MAN CIS
CISGENDER FEMALE CIS MALE CISGENDER
CISGENDER WOMAN FEMALE TO MALE FT
GENDER FLUID GENDER NONFORMING GENDER
GENDER VARIANT GENDER INTERSEX MALE TO
MTF NEITHER NEUTRAL NON-BINARY OTHER
PANGENDER TRANS* TRANS* TRANS FEM
TRANS* FEMALE TRANS* MALE TRANS
TRANS* MAN TRANS* PERSON TRANS
GENDER MALE TRANS* TRANSGENDER TRANS
TRANSGENDER MALE TRANSGENDER MAN
TRANSGENDER PERSON TRANSGENDER WOMAN
TRANSSEXUAL FEMALE TRANSSEXUAL WO
TRANSSEXUAL MALE TRANSSEXUAL MA
TRANSSEXUAL PERSONAL PERSON
SEXUAL WOMAN TWO-SPIRIT



Statistics NZ gender standard

Classification of gender identity

1. Male
 - 11 Male / Tāne
2. Female
 - 21 Female / Wahine
3. Gender diverse
 - 30 Gender diverse not further defined / Ira tāngata kōwhiri kore
 - 31 Transgender male to female / Whakawahine
 - 32 Transgender female to male / Tangata ira tāne
 - 39 Gender diverse not elsewhere classified / Ira tāngata kōwhiri kore

We'll tell – just ask!

Original Investigation

June 2017

Emergency Department Query for Patient-Centered Approaches to Sexual Orientation and Gender Identity

The EQUALITY Study

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JAMA Intern Med. 2017;177(6):819-828. doi:10.1001/jamainternmed.2017.0906

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Activity: Small group discussion

1. Inclusive evaluation practice (sexuality & gender) –issue / non-issue?
2. Benefits of inclusive evaluation practice?
3. Challenges implementing more inclusive evaluation practice?
4. How can more inclusive evaluation practice be encouraged?

From here?

Leave your email

- Circulate ideas generated
- Develop resources or some other response

Contact: Jeff Adams



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t: @jeffrocowboy

Diversity

... if you don't understand ... ask respectfully

LGBTQI Glossary

There are many terms used to understand sex, gender, sexuality, and identity. Below is a definition list compiled by the University of California at Los Angeles that may be helpful as you seek to educate yourself.

A note about these definitions: Each of these definitions has been carefully researched and closely analyzed from theoretical and practical perspectives for cultural sensitivity, common usage, and general appropriateness. We have done our best to represent the most popular uses of the terms listed; however there may be some variation in definitions depending on individual context. Please note that each person who uses any a term does so in a unique way. If you do not understand the context in which a person is using a term, you can respectfully ask them.

- **Agendered:** Person is internally ungendered.
- **Ally:** Someone who confronts heterosexism, homophobia, biphobia, transphobia, heterosexual and genderstraight privilege in themselves and others; a concern for the well-being of lesbian, gay, bisexual, trans, and intersex people; and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.
- **Androgynous** - Person appearing and/or identifying as neither man nor woman, presenting a gender either mixed or neutral.
- **Asexual** - Person who is not sexually attracted to anyone or does not have a sexual orientation.
- **Bicurious** - A curiosity about having sexual relations with a same gender/sex person.
- **Bigendered** - A person whose gender identity is a combination of male/man and female/woman.
- **Bisexual** - A person emotionally, physically, and/or sexually attracted to males/men and females/women. This attraction does not have to be equally split between genders and there may be a preference for one gender over others.
- **Cisgender** - describes someone who feels comfortable with the gender identity and gender expression expectations assigned to them based on their physical sex.
- **Drag** - The performance of one or multiple genders theatrically.
- **Drag King** - A person who performs masculinity theatrically.
- **Drag Queen** - A person who performs femininity theatrically
- **Dyke** - Derogatory term referring to a masculine lesbian. Sometimes adopted affirmatively by lesbians (not necessarily masculine ones) to refer to themselves.
- **Gay** - 1. Term used in some cultural settings to represent males who are attracted to males in a romantic, erotic and/or emotional sense. Not all men who engage in "homosexual behavior" identify as gay, and as such this label should be used with caution. 2. Term used to refer to the LGBTQI community as a whole, or as an individual identity label for anyone who does not identify as heterosexual.
- **Gender Binary** - The idea that there are only two genders - male/female or man/woman and that a person must be strictly gendered as either/or.
- **Gender Expression** - How a person represents or expresses one's gender identity to others, often through behavior, clothing, hairstyles, etc.
- **Gender Identity** - A person's internal sense of being masculine, feminine, or other gendered, which may or may not be visible to others.
- **Gender Non-Conforming** - A person whose gender expression is different from societal expectations related to gender.
- **Genderqueer** - A person whose gender identity is neither male nor female, is between or beyond genders, or is some combination of genders.



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