



# Gender & Sex Matters

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*DISRUPTING THE PARAMEDIC WORK ENVIRONMENT WITH GENDER  
BASED ANALYSIS.*



# Gender-based Analysis Plus

Using GBA+ means taking a gender- and diversity-sensitive approach to our work. It is an analytical process designed to help us ask questions, challenge assumptions and identify potential impacts, taking into account the diversity of Canadians.

*Shifting your thinking enables you to apply gender based analysis to improve your practice.*

GBA+ enables a more articulate picture of health needs, health status and workforce health.

GBA+ contributes to “evidence based” decision making, because it broadens the scope of “evidence” used in the decisions.

GBA+ is an organized way in analyzing all aspects of health, and all parts of the health care system, because sex and gender affects all aspects of the lives of people and paramedics.



*Where sex and gender are often thought to be interchangeable, they are not, one is a social construct with cultural meanings, and one is a biological difference that can matter.*

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## SEX

***Sex** refers to the biological differences between females and males. The health sector has focused largely on reproductive differences, particularly maternity care, but physical distinctions between females and males shape a much broader range of health issues.*

## GENDER

***Gender** refers to the array of socially constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to the two sexes on a differential basis.*



# Social Location

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## INTERSECTIONALITY

*The idea that patients are situated in frameworks of multiple, interacting forms of oppression and privilege through socially constructed categories such as gender and race, ethnicity, socioeconomic status, and religion.*

## PRIVILEGE

*A special right granted to some but not others.*

Within the paramedic-patient relationship, every little action and word cause the experience of providing care and receiving care to occur in a particular way.

In this way we act, often unknowingly, based on our own intersections of gender, race, power, and *privilege*.

*An individual's **social location** is defined as the combination of factors including gender, race, **social class**, age, ability, religion, sexual orientation, and geographic **location**.*

# Storying GBA+

*Why do you treat me this way...*



Paramedic Connie *“I find it so frustrating that I didn’t recognize that patient presentation as cardiac, why don’t they tell us that in school”*



# Further Reading

Consider completing the Gender-based Analysis Course available at:

<https://women-gender-equality.canada.ca/en/gender-based-analysis-plus.html>

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