



REAL Conversations

Biopsychosocial Model: Gender Healthcare Equity

Additional Resources

Biopsychosocial Model

The biopsychosocial model is a framework for understanding the health and illness context of other factors at play. Developed by Drs. Engel and Romano decades ago, this model requires healthcare professionals in training to consider the biological, psychological, or social factors that contribute to the intricate dynamic between health, illness, and healthcare. At the foundation of this approach, healthcare providers must recognize that relationships are key to providing healthcare, remain self-reflective and cognizant in their healthcare delivery, acknowledge their patient's background in the context of their patient's life experiences, determine which domain of the biopsychosocial model (biological, psychological, or social) is best for ensuring good patient health, and offer multi-perspective to treatment.

[<https://www.urmc.rochester.edu/medialibraries/urmcmedia/education/md/documents/biopsychosocial-model-approach.pdf>]

Glossary – Shared by Brittan Hardgers, Founder of Next Generation Men of Transition

Ally: A person who does not necessarily identify with a group, but still advocates for that group's rights.

Agender: A person who does not identify themselves as having a particular gender.

Aromantic: In its broadest meaning, this umbrella term encompasses anyone who has a low or absent romantic attraction to others. Sexual relationships may be desired.

Asexual: In its broadest meaning, this umbrella term encompasses anyone who has a low or absent sexual attraction or interest in sexual activity. Intimate romantic/affectional relationships may be desired.

Biphobia: Negative feelings, attitudes, actions, or behaviors towards people who are, or are perceived to be, bisexual or pansexual. It may also be a fear of one's own bisexual or pansexual attractions.

BIPOC: Black or Indigenous People of Color

Bisexual: A person who has the potential to be sexually and/or romantically attracted to men and women.



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Cisgender: Often abbreviated as "cis", this term means that you are comfortable with the gender identity assigned to you at birth. This is the opposite of transgender.

Cissexism: Seen as a subtle form of discrimination, this is the assumption that all people are, or should be, cisgender. This creates a system of advantages bestowed upon those who are cisgender.

Closeted: A term often used for LGBTQ+ people who have not yet had the privilege to disclose their orientation or gender identity. This may be for safety, fear of rejection or other personal reasons.

Color Blindness: While often well-intentioned, this is a failure to acknowledge race-based differences and systematic racism which allows oneself to deny the lived experiences of people of color.

Crossdresser: A cisgender person who dresses in clothing deemed inappropriate by society for the gender assigned to them at birth.

Demisexual: A person who only experiences sexual attraction to people that they have developed an emotional connection with.

Drag King & Drag Queen: A person who cross-dresses as a means of performance or entertainment.

FTM: An abbreviated term Female-to-Male, this label is often adopted by people of trans experience who were assigned female at birth but know themselves to be male.

Gay: While most often associated with men, in its broadest meaning this is a person who is sexually and/or romantically attracted to people of the same gender.

Gender Binary: A classification system of gender into two distinct opposite forms of masculine and feminine whether by social system or cultural belief.

Gender Dysphoria: The deep discomfort a person who is transgender may experience with how their physical body aligns with their sense of self.

Gender Euphoria: The immense feeling of joy a person who is transgender may experience when their physical body aligns with their sense of self.



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Gender Expansive (or Diverse): A person whose gender expression and/or identity broadens or overflows our binary cultural and societal expectations for men and women. Some people prefer this term to “gender non-conforming.”

Gender Expression: The part of a person's identity that is about expressing masculinity or femininity as influenced by society, culture, and individual expectations.

Gender Fluid: A person who does not identify themselves as having a fixed gender.

Gender Identity: The part of a person's identity that is about their sense of self as male or female, neither or both.

Heterosexism: The systems of advantages bestowed on people who are heterosexual. It can also be the assumption that all people are or should be, heterosexual and gender-conforming.

Homophobia: Negative feelings, attitudes, actions, or behaviors against LGBTQ+ people or people perceived to be LGBTQ+. It may also be a fear of one's own same-sex attractions.

Homosexual: An outdated clinical term used to describe someone who is gay or lesbian. This is a dated term. Many prefer the terms: gay or lesbian.

Implicit Bias: refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection. The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

Intersectionality: The points of intersection between differing but equally valid identifying characteristics that together create the sum of a person. For example Black and Queer or Trans and Latinx



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Intersex: A person whose biological anatomy and/or genes vary from the expected male or female anatomy and/or genetics.

Latinx: This adjective relates to those of Latin American origin or descent and is the non-gendered alternative to "Latino" and "Latina".

Lesbian: A woman who is sexually and/or romantically attracted to other women.

LGBTQ+: Lesbian, Gay, Bisexual, Transgender, Queer, plus so much more!

Micro-Aggression: Indirect, subtle, or unintentional discrimination against members of a marginalized group.

MTF: An abbreviated term Male-To-Female, this label is often adopted by people of trans experience who were assigned male at birth but know themselves to be female.

Non-Binary: A person whose gender identity is not as a man or a woman. They may be both, neither, somewhere between, a different gender or no gender at all.

Omnigender: Treating all genders as one, without discriminating or distinguishing between them.

Pansexual: A person who is sexually and/or romantically attracted to people regardless of their gender identity, gender expression or biological sex. This term goes beyond a gender binary.

Polyamory: The practice of or desire for intimate relationships with more than one partner at a time. These relationships depend upon consent and knowledge of all involved.

QTPOC: Queer and/or Trans People of Color

Queer: A simple label to explain orientations, gender identities and/or gender expressions that do not conform to societal expectations. Some people view this as a term of empowerment and others strongly dislike this term.

Questioning: A person who is unsure about their orientation and/or gender identity.

Romantic Orientation: The part of our identity related to whom we are romantically attracted; also known as affectional orientation.



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Sexual Orientation: The part of our identity related to whom we are sexually attracted.
Transgender: In its broadest meaning, this umbrella term encompasses anyone whose gender identity does not correspond to the gender they were assigned at birth.

TGNC: Transgender and Gender Non-Conforming

Transgender: (Never “transgendered” or “a transgender”)- a person whose gender identity does not correspond with the sex they were assigned at birth. A person may seek medical or surgical intervention to correct or they may not, it’s based entirely on personal preference.

Transfeminine: Transfeminine is a term used to describe transgender people who were assigned male at birth, but identify with femininity to a greater extent than with masculinity.

Transmasculine: Transmasculine is a term used to describe transgender people who were assigned female at birth, but identify with masculinity to a greater extent than with femininity.

Transphobia: Negative feelings, attitudes, actions, or behaviors against transgender people or people perceived to be transgender. It may also be a fear of one’s own gender nonconformity.

Transsexual: A person whose gender identity is not congruent with the gender they were assigned at birth. Medical and surgical interventions that bring congruency are typically desired. This is a dated term. Many prefer the terms: transgender or trans.