

# Exploration of Gender-Sensitive Care in Vocational Rehabilitation Providers Working with Youth with Disabilities

## Objective

- The objective of our study was to co-develop an educational simulation and identify issues relevant to providing gender-sensitive care within the context of vocational rehabilitation for youth with disabilities

## Criteria

- Health care provider, practitioner, or trainee
- Experience in helping youth with disabilities find employment

## Participants

- 10 total
- 9 women, 1 man

## First Build Session

1. Participants discussed:
  - Research about gender-sensitive approaches
  - Self-reflection on gender in clinical practice
  - Lived experiences of youth with disabilities
2. Participants helped develop the scenario of the simulation

## Second Build Session

1. Simulated participants acted out the scenario from session #1
  - Health care provider participants gave feedback
2. Simulated participants acted out the disability disclosure scenario
  - Health care provider participants gave feedback
3. All feedback was incorporated into the final version of the simulation

## Findings

- Two main themes:

1.

### The Relevance of Gender within Clinical Practice



Some participants did not think that gender was relevant to their work while others either did not notice gender differences or had not considered gender within their practice before.



For some individuals, gender was sometimes acknowledged in their practice but rarely was it openly talked about



Some participants reported that they have noticed gender differences in their work, specifically related to parental safety concerns and career paths of youth with disabilities.

Participants talked about what was needed for gender-sensitive care to take place. This included:

2.

### Creating a Comfortable and Safe Space to Enable Gender-Sensitive Care

- Providing patient-centered care
- Maintaining effective communication and establishing trusting relationships
- Using appropriate language and pronouns
- Respecting gender identity
- Being aware of gender stereotypes and gender-diverse clients
- Acknowledging and fixing mistakes in communication

Sally Lindsay, Kendall Kolne, Donna J Barker, Angela Colantonio, Jennifer Stinson, Sandra Moll, Nicole Thomson (2021) Exploration of gender-sensitive care in vocational rehabilitation providers working with youth with disabilities: codevelopment of an educational simulation, JMR Formative Research, DOI: [10.2196/23568](https://doi.org/10.2196/23568)

Funded by:



Social Sciences and Humanities Research Council of Canada

Conseil de recherches en sciences humaines du Canada

Canada

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Kimel Family Opportunities Fund through the Holland Bloorview Kids Rehabilitation Hospital Foundation