Stanford Genetic Counseling
Diversity • Equity • Inclusion • Action • Outreach Committee

Suggestions for speakers about how to introduce their lens and points to consider if presenting on an identity that is not their own

This document is intended for presenters and includes suggestions about how a speaker should introduce themselves including their lens, experience, and bias. This document also includes some points to consider if a speaker is presenting on an identity that isn't their own. We validate that identity is a spectrum - Individuals may verbalize to the depth they are comfortable with.

Discuss your lens before you present on the topic (interests, identities, biases)
- Introduce yourself to audience
  - Share details about your personal/professional history
    - Validate that identity is a spectrum - you can choose to verbalize whatever complexity you feel is most appropriate considering the topic and audience
    - Disclose as you are comfortable
    - Example: "My background as a clinical genetic counselor who specializes within pediatrics…"
  - Experiences with projects worked on
    - If applicable, tie in personal identities with projects/professional experiences
    - Example: "My background as a white, cis-man…"
    - Example: "I've had experience working with these previous projects/talks…"
  - Give limitations to your perspective
    - Example: "I have only looked at this topic through an academic lens..."
    - Example: "I can not speak on all lived experiences, but mine has been…"
  - Disclose connection to topic
    - Level of personal investment
    - Example: "I have deeply invested myself in this topic through participation in these initiatives and/or projects…"
- Explain the goal for that presentation
  - Objectives
    - What key takeaways do you want the audience to take away from your talk?

- ○ Acknowledge limitations of the scope of the talk, that only a subset of a complex problem will be discussed
  - ■ Example: "I'll be talking about social determinants of health related to genetic testing. There are many other examples of social determinants of health outside of clinical genetics that we aren't discussing today including ___."
  - ■ Example: "An important limitation to our talk is that many of the references/resources we identified are limited to the gender binary (man vs woman), and do not represent the full gender spectrum."
- ● Be mindful of the tone of your presentation
  - ○ Be cautious to not stereotype yourself or others during the talk
    - ■ Humanize experiences and perceptions of discussion
    - ■ Example:
      - ● Instead of: "Latino men tend to... Asian women are.."
      - ● Try: "This community feels... Men who are Latino have been shown..."
    - ■ Consider how your statements about a community would be heard and received by a member of that community

Content of Presentation
- ● Acknowledgement of Content
  - ○ Include content/trigger warnings for context of subject discussed
  - ○ Define the topic and context with which you are discussing it
    - ■ Example: "We will be discussing Eugenics through the context of disability."
    - ■ Example: "This talk will acknowledge X social issue or graphic images related to X."
- ● Communicate Content Acknowledgment
  - ○ Can send advance notice via email and/or disclose at beginning of presentation
    - ■ Example: "To all those interested in or attending, please be aware that this talk will acknowledge *X social issue* or graphic images related to *X*.
  - ○ Acknowledge that the content could have different impact to different people
    - ■ Particularly important if you're presenting on a topic without personal lived experience
    - ■ Example: "Our conversation about medical racism may have varying impacts on people of different backgrounds and lived experiences."

Presenting
- ● When including lived experience that's not your own

- - We strongly suggest intentionally including sources and references from individuals with the lived identity you are presenting on
    - Must have proper acknowledgements/citations
      - Example: Having picture of individual(s), as well as referencing their history/background
      - Example: Include direct quotes from individuals with that lived identity
  - See Lecturer Guidelines for further detail on presentation and example selection and representation

Ending presentation
- Summary/Outline of Material
  - Reiterate personal perspectives/lens and limitations
  - Restate key takeaways and considerations
- Provide Resources
  - Emotional or social support
    - Organizations pertaining to cause, identities, or perspectives discussed
    - Support groups
    - Crisis resources
  - Where to learn more about topic discussed
    - Websites
    - Articles
    - Videos
- Resolutions, if applicable
  - Ways to engage further with topic or motives
    - Example: "If you are looking to get more involved or learn more about our conversation about barriers for insurance coverage, please look into this resource..."
  - How to integrate into personal/professional life
    - Example: "To better address gaps in patient knowledge about this kind of testing, you can ask…"