

## ONLINE PANEL DISCUSSION

# Breaking the code

## Navigating gender, sexuality, and ethnocultural identities in public safety occupations

First responders and other public safety personnel (PSP) who are women, 2SLGBTQIA+, and/or ethnoculturally underrepresented do their jobs within established norms and expectations about what it means to be a police officer, a firefighter, a paramedic, a correctional officer. These norms are largely heteronormative and hypermasculine in orientation and create challenging occupational cultures for underrepresented PSP. Discriminatory practices around hiring and promotions, tokenism, sexual harassment, practices that disadvantage childbearing, and negative assumptions around 'fitness for duty' are just some of the ways PSP are impacted by occupational cultures that idealize hypermasculine ways of being as occupational standards.

This discussion will explore the ways that occupational stressors specific to gender and other intersectional identities are experienced by women, those who identify as 2SLGBTQIA+, and other underrepresented groups, and how these experiences might interact with or contribute to the known impacts of occupational stress and trauma experienced by public safety personnel.

### WITH PANELISTS

#### **Andréanne Angehrn**

Clinician, Montreal Police Service  
PhD candidate, Département de Psychologie  
Université du Québec à Trois-Rivière

#### **Dr. José Luís (Joe) Couto**

Director, Government Relations and Communications  
Ontario Association of Chiefs of Police  
Associate Faculty, School of Communication and Culture/  
School of Humanitarian Studies, Royal Roads University

#### **Dr. Lynne Gouliquer**

Associate Professor, School of Social Sciences,  
Laurentian University  
Adjunct Professor, Department of Psychology,  
University of New Brunswick,  
President, Métis Nation of Ontario Women's Council,  
Métis Nation of Ontario

#### **Dr. Carmen Poulin**

Associate Dean, Faculty of Arts  
Professor, Psychology, Gender and Women Studies  
University of New Brunswick

### MODERATED BY

#### **Dr. Leslie-Anne Keown**

Executive Director, CIPSRT  
Adjunct Graduate Research Professor,  
Department of Justice Studies, University of Regina

REGISTER



### DATE | TIME

Thursday, December 5, 2024  
3:00 pm – 4:30 pm EST

[www.cipsrt-icrtsp.ca/en/panel-discussion-intersections-public-safety](http://www.cipsrt-icrtsp.ca/en/panel-discussion-intersections-public-safety)