

# **GENDER-AFFIRMING PERMANENT MAKEUP CERTIFICATION**

## **Project Proposal Outline**

### **INSTRUCTIONAL PROBLEM**

Many people are unaware of the benefits permanent makeup and restorative paramedical tattoos can provide for those seeking gender-affirming procedures. Permanent makeup artists (PMUAs) should serve as advocates for their clients, and be well-educated in Permanent Makeup's ability to provide gender euphoria. PMUAs seeking to provide these services to their clientele should also be educated in the proper language and bedside manner when conducting these procedures to build trust and ensure the client is comfortable with the artist.

In addition, there are certain techniques that can be used when mapping out permanent makeup to make desired features more pronounced, less pronounced, or more masculine or feminine in nature. These techniques are not taught in traditional PMUA academies and PMUAs with LGBTQ+ clients should be aware of how to give the client their desired look in order to bring about gender euphoria.

### **TARGET AUDIENCE**

The target audience for this certification course is licensed/ certified Permanent Makeup Artists & restorative paramedical tattooers. These PMUAs should have prior interest in providing services to the LGBTQ+ community. The certification course is not seeking to teach new PMUAs the basics of Permanent makeup, but rather to reach already practicing PMUAs who are seeking to cater to a wider clientele, and create a safer and more inclusive space for marginalized communities seeking PMUA treatments.

### **GENERAL KNOWLEDGE DOMAIN**

The course will focus on both communication skills and Diversity Equity and Inclusion (DEI), and technical skills as well. The main focus will be on communication skills and DEI in order to address bedside manner and ensure PMUAs understand how to build trust by respecting each individual client's desires. Later on in the instruction, technique will be addressed as a way to provide clients technical skills and expertise to advise them on the best PMUA techniques to reflect their desired gender-affirming outcome.

### **LEARNING OUTCOMES**

Recognize the benefits and importance of gender-affirming permanent makeup

Exemplify aspects of a gender-inclusive space

Develop an awareness to proper terminology and conversational skills needed to improve bedside manner when working with LGBTQ+ Clients

Execute proper facial mapping techniques based on the desired gender-affirming outcome

Demonstrate knowledge of proper gender-inclusive terminology

## **CONSTRUCTIVIST-BASED PEDAGOGICAL MODEL**

The instruction will utilize both dialogic and supportive MOL models (Dabbagh & Bannan-Ritland, 2005). Dialogic techniques will be used in the form of reflection, and collaboration and social negotiation. Throughout the instruction, learners will be presented with reflective prompts relating to the module before the module has started to prime their minds to connect their personal experience to the lessons presented immediately thereafter. Collaboration and Social negotiation will come with the establishment of a Discord Server for the instruction, creating a community of practice. Learners will be given access to the server which will be organized into separate channels. Learners are then able to share their thoughts, opinions, and ask for help when struggling to understand concepts.

The supportive MOL model will be utilized in the form of modeling & explaining. In the instruction, there will be examples and simulations of proper and improper bedside manner, as well as modeling and explanation of facial mapping techniques. The instructor will explain their cognitive and mechanical processes in order for the learner to understand and later replicate what has been modeled.

## **LEARNING PROBLEM**

PMUAs service a number of clients and should try to reach out as best as they can to new clients seeking their services. By informing themselves on what Permanent and restorative makeup can do for the LGBTQIA+ community, they will have a broader reach, and will also instill trust in new clients that the PMUA is well informed, courteous, and sensitive to their needs and aspirations. In addition, PMUAs with the knowledge of gender-affirming procedures will foster a better connection with their community, and tap into a niche of permanent and restorative makeup that is often ignored. The instruction will highlight on the following aspects of this issue:

How can permanent makeup help individuals in the LGBTQ+ community?

How can PMUAs and restorative tattooers make their spaces more comfortable and inclusive for marginalized communities?

How can PMUAs modify their existing practices to cater to clients seeking Gender-affirming procedures?

## **LEARNING ACTIVITIES AND LEARNING TECHNOLOGIES**

In order to increase accessibility, this certification course will be offered online through an LMS platform in order to keep track of learner progress, and give the instructor the ability to easily add more courses in the future as they see fit. The learning will be broken up in to separate modules. Each module will contain either a reflection activity, a quiz, or a simulation-style video in order to help the learner construct their knowledge, and assess their understanding of the module.

In addition, learners will be encouraged to join the Discord server in order to work within a Community of practice. When they are having trouble understanding a concept, they will have the opportunity to interact with experts and peers to deepen their understanding or view it from a different lens.

The learning activities are outlined as follows:

Pre-assessment to gauge learner's current knowledge and personal learning goals

Learning modules, separated by learning goals followed by quizzes to assess understanding

Learning modules to include video simulations, reflection activities, and memory recall activities

Job aids accessible and unlockable after completion of related modules

Access to community of practice Discord server for further discussion/ clarification

Feedback post-completion in order to receive certification

## **ASSESSMENT STRATEGY**

Pre-assessment including multiple choice questions, likert scale, and short answer to assess the learner's prior knowledge, confidence levels, and reflect on personal learning goals.

Post-assessment will address the same/ similar questions in order to assess the success of the instruction overall.

Reflection activities, as well as quizzes will help the learner to reflect on their own experiences and construct knowledge based off of their personal experiences. Quizzes will help to reinforce the factual knowledge presented, and will provide feedback to incorrect answers so learners will be able to understand why their answer was incorrect. Learners may not move on to the next module until a score of 80% is achieved on each quiz to ensure the learner is actively learning the content.

Upon completion of all modules, the instructor will review each of the learner's pre and post assessments in order to provide feedback on their learning. The instructor will then present certificates of course completion, ensuring that learners have actually learned the course materials.

## REFERENCES

Dabbagh, D., & Bannan-Ritland, B. (2005). *Online learning: Concepts, strategies, and application*.