Transgender and non-binary affirming care: An interdisciplinary primer

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Pair & Share!

- Pair with someone near you who you don’t know
  - Introduce yourselves
  - Discuss:
    - Why did you come?
    - What are you most excited about learning?
    - What are you more nervous about?
- Share with the group
Learning Objectives

1. Define and understand terminology such as sex, gender, transgender, cisgender, and sexual orientation.

2. Describe the similarities and differences in the experiences of binary and non-binary transgender people.

3. Understand the current state of transgender health and mental health, including transgender people's positive and negative experiences with health care.

4. Demonstrate an understanding of cultural competence and humility as it applies to transgender and non-binary individuals.
Goals & Expectations

- Okay to make mistakes - We’re all learning : )
- Oops! Ouch! (Intent vs. Impact)
- What’s said here stays here, What’s learned here leaves here.
- Step up, step back
Laying the foundation
Imagine...
Types of Providers

**Trans-Friendly** - beginner who wants to be supportive but might not know a lot about TGNC topics

**Trans-Aware** - intermediate provider who knows more about TGNC clients experience but likely needs to consult with a trans-knowledgeable provider

**Trans-Knowledgeable** - expert who has attended multiple trainings, studied trans book/resources, is engaged in trans-related issues, and has engaged in self-reflection about gender identity and our society
Guidance Exists
Terminology & Language

Gender Binary: The categorization of gender into two distinct, opposite sexes.

Trans/Transgender: An umbrella term applied to those whose gender identity is not the same as the sex they were assigned at birth.

Cisgender: Someone who identifies exclusively as their sex assigned at birth.

Genderqueer: A term applied to individuals who do not identify within the gender binary.

Transition: The process of changing one's gender expression to match their gender identity.
Sex & Gender

**Sex:** “biological category”
- Assigned Female at Birth (AFAB)
- Assigned Male at Birth (AMAB)
- Intersex

**Gender:** psychological category
- Woman/Girl
- Man/Boy
- Non-binary (i.e., both, neither)
  - Genderqueer, agender, bigender, gender fluid, etc.
The Gender Unicorn

Gender Identity
- Female / Woman / Girl
- Male / Man / Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other / Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
Everybody experiences gender identity. Some have the privilege of never thinking about it… others don’t. Not all people experience gender the same way. Our society places emphasis on gender binary. Either male or female. Unnecessary categorizing by gender.
- **Passing** - when you are perceived as your desired gender identity
  - This is the goal for SOME, but not all TGNC clients
  - Passing can be a safety issue
- **Stealth** - presenting only as true gender identity and not disclosing trans status
- **Misgendered** - when someone is ascribed a gender that is incongruent with their gender identity
Pronouns

- Pronouns (not just preferred...)
  - He, him, his
  - She, her, hers
  - They, them, their
  - And many more!

- Inclusive Intake forms & Introductions

- Mistakes: acknowledge and move on
Gendered Language

Avoid compliments based on stereotypes about how men and women "should" be:

- "You look like a real woman! I never would have known that you're trans."
- "You would look less trans if you just got a wig/shaved better/wore more makeup/etc."
- "No real man would wear clothing like that. You should change if you don't want people to know you're transgender."
- "I'd date him, even though he's transgender."
Stigma, Discrimination, & Barriers to Care

THE COST OF GENDER

50% of transgender/gender-fluid Americans reported having to teach their medical providers about transgender care.

19% have been refused medical care because of their gender identity.

*Data provided by the National Transgender Discrimination Survey
Stigma & Discrimination

A Growing Issue

Findings from the 2011 NCAVP Hate Violence Report

22
30
27

Highest Ever

AN UPWARD TREND

2009 2010 2011

Anti-LGBTQH Murders

87% of anti-LGBTQH murder victims in 2011 were people of color

45% of reported hate murder victims were transgender women

41% have attempted suicide

90% have experienced discrimination at work

46% feel uncomfortable seeking help from police

Transgender people face shockingly high rates of verbal and physical abuse in bathrooms

18% of transgender people report being denied access to a bathroom

66% of transgender people report being verbally assaulted in a bathroom

9% of transgender people report being physically assaulted in a bathroom

SOURCE: “Gendered Bathrooms and Minority Stress: The Public Regulation of Gender and Its Impact on Transgender People’s Lives” (Judy L. Herman, UCLA, 2013)
Current State of Trans Physical & Mental Health

The Facts

- 41% have attempted suicide
- 62% have experienced depression

COST OF REASSIGNMENT SURGERY

- Male to Female: $50,000
- Female to Male: $7,000
  - $24,000

28% delayed seeking health care because of fear of bias
41% delayed seeking health care because of inability to pay

42% reported health conditions worsened because they postponed care

26% Transgender Law Center
Making Authentic Lives Possible
More than **70 percent** of transgender people nationwide say they have experienced serious discrimination in health care.

- Lambda Legal, 2010
Experiences with providers

- 50% reported that their health care providers could not provide care for their unique health needs.
- 1 in 10 have been sexually assaulted in a healthcare setting.
- Nearly 1 in 5 of those who discussed their gender identity with a professional reported that the professional tried to stop them from being transgender.

**U.S. TRANSGENDER SURVEY 2015**

**OPINIONS ABOUT TRANSGENDER HEALTH BARRIERS**

- 82% NO, 18% YES: The provider will use the correct gender pronouns
- 85% NO, 15% YES: Forms and paperwork reflect my gender identity
- 79% NO, 21% YES: There are assessable bathrooms at my facility
- 63% NO, 37% YES: There is access to a provider knowledgeable about transgender health

*Sources: University of Minnesota MPH Candidate E. Shor*
Affirming Care

When trans people get the care they need:

- **Overall mental health improves**: 78% of trans people had improved psychological functioning after receiving gender-confirming treatment.
- **Suicide rates drop drastically**: From a range of 29% to 19% before gender-confirming treatment, to a range of 0% to 0.8% after treatment.
- **Medicaid money is saved**: Trans people who receive gender-confirming treatment have fewer mental health and substance abuse costs, with higher rates of employment.
Resilience

- TGNC people are fiercely resilient!
- Helping trans people bounce back from adversity & THRIVE...
- Using a strengths-based approach:
  - Not just what is going wrong (bias, prejudice, stigma, oppression).
  - What is going well? How are you coping? Help people see their own resilience.
- Supportive allies
- Finding community
- Role models
“It isn’t about ”becoming” another person - I already am who I am - I just want my body to reflect that. It’s not like I’m suddenly changing from the person you’ve always known - this is more about your willingness to see who I’ve always been.”

Cooper Lee Bombardier

transquotes.tumblr.com/