

Transgender Inclusion

Identify the scope of transgender identity

Address systems of exclusion

Identify ways to create inclusive and safe spaces in research and healthcare settings





Transgender Inclusion

For the purpose of today's discussion, the term transgender is being used to describe someone whose gender identity is different than the gender assigned at birth

For the purpose of today's discussion, the term transexual/transsexual is being used to describe someone who has made changes to their body to more accurately reflect their gender identity



Transgender Inclusion

- ✓ Identify the scope of transgender identity



Transgender Inclusion

Transgender - [trans 'jendər, tranz 'jendər]

ADJECTIVE

transgendered (adjective)

denoting or relating to a person whose sense of personal identity does not correspond with the gender assigned to them at birth

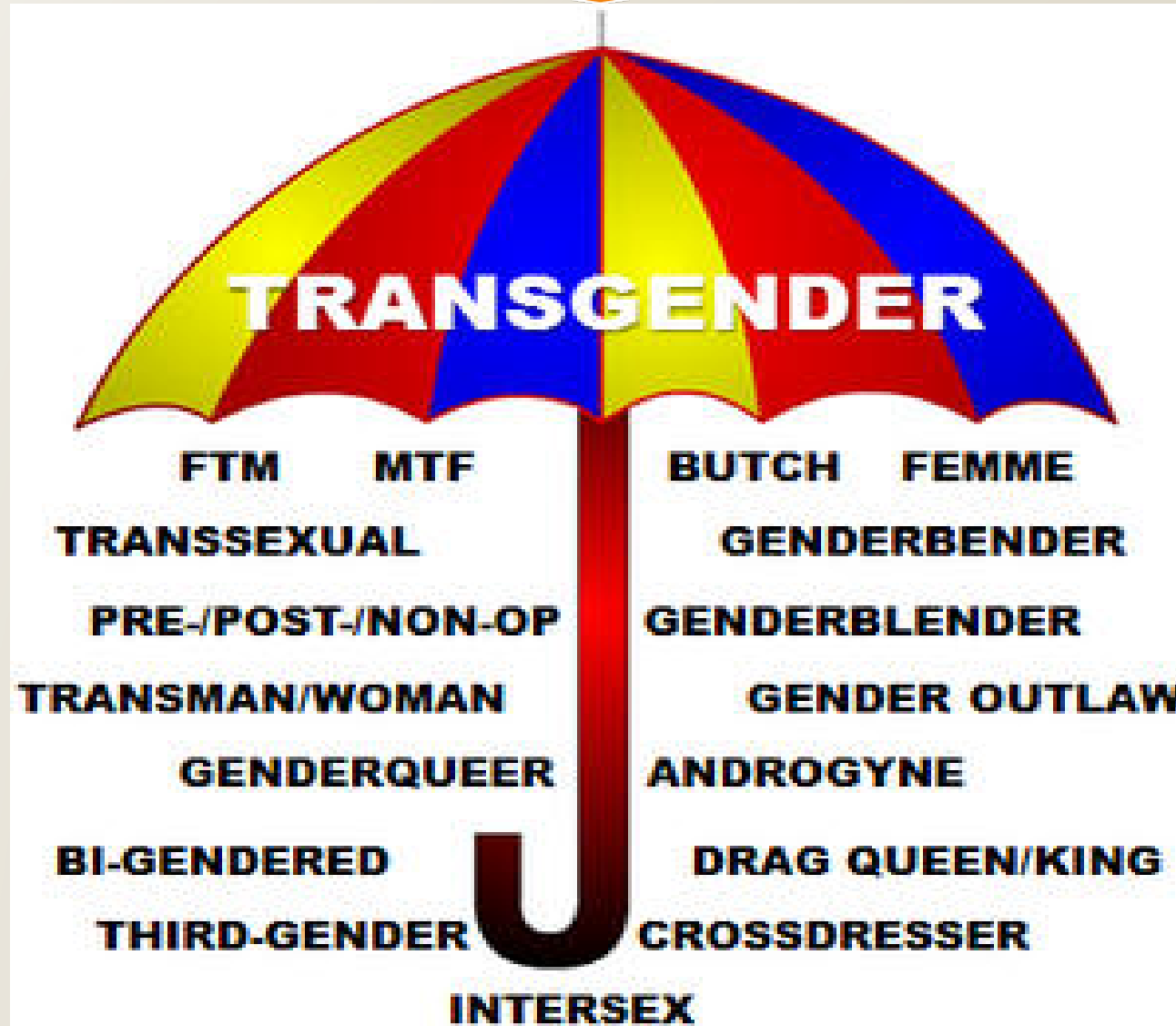
Inclusion - in·clu·sion

[in 'kloʊZHən]

NOUN

the action or state of including or of being included within a group or structure

Transgender Inclusion





Transgender Inclusion

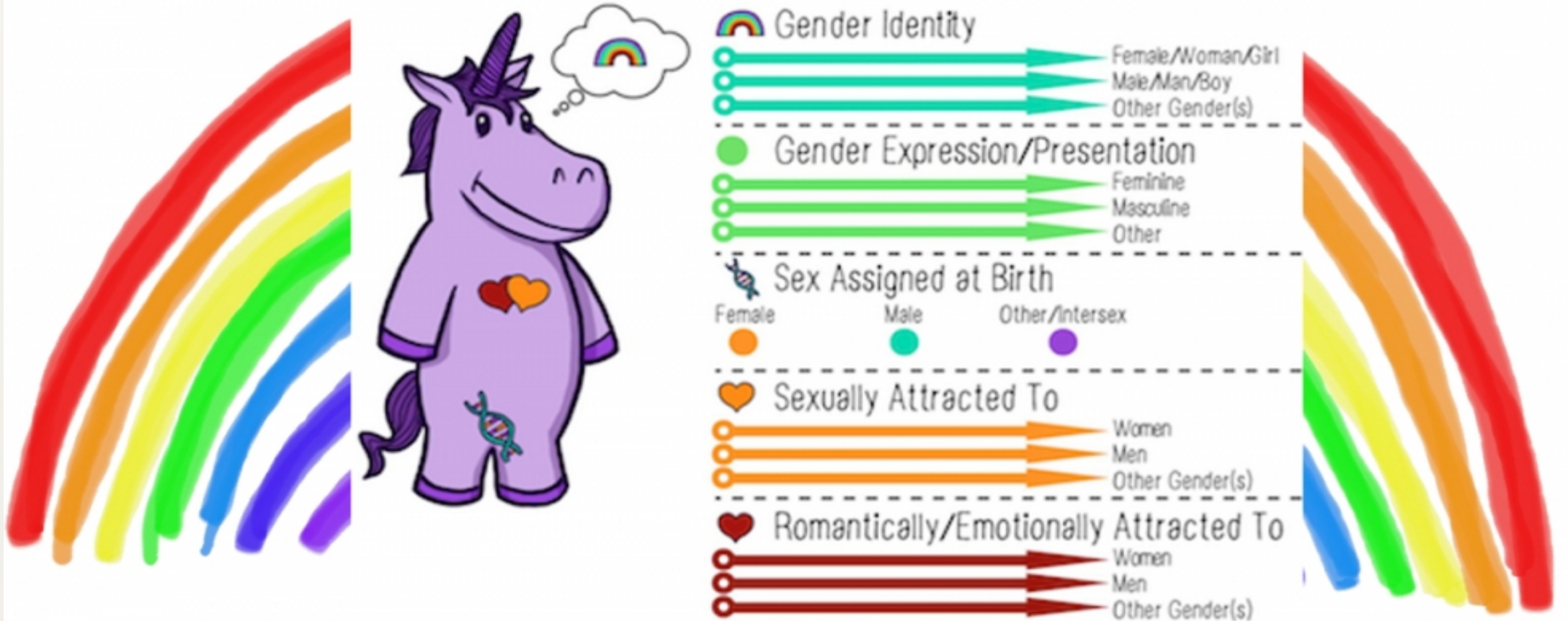
About 1.4 million adults in the United States identify as transgender, double a widely used previous estimate, according to an analysis based on new federal and state data

This equates to roughly 1 out of every 300 people

https://www.nytimes.com/2016/07/01/health/transgender-population.html?_r=0

Transgender Inclusion

The Gender Unicorn





Transgender Inclusion

Transfeminine Identities

Transexual/Transsexual

Transwoman

Drag Queen

Crossdresser

Sex Change

Pre-Op

Post-Op

Woman

Transvestite

Female Figure

Female Illusion

Cunt

Fish/Tuna

Transmasculine Identities

Transexual/Transsexual

Transman

Drag King

Butch

Stud

Dyke

Male Figure

Male Illusion

Dude

Terminology is regional

This is NOT a complete list

Transgender Inclusion

Transgender Woman



Transgender Inclusion

Transgender Man



Getty/SplashNewsOnline.com



Transgender Inclusion

- Intersex

ADJECTIVE

Relating to or denoting a person or animal that has both male and female sex organs or other sexual characteristics

An intersex human is one possessing any of several variations in sex characteristics including chromosomes, gonads, sex hormones, or genitals that, according to the UN Office of the High Commissioner for Human Rights, "do not fit the typical definitions for male or female bodies".

Such variations may involve genital ambiguity, and combinations of chromosomal genotype and sexual phenotype other than XY-male and XX-female



Transgender Inclusion

Additional Terminology

- Gender Nonconforming
- Queer
- Agender
- Bigender
- Neutrois
- Pangender
- Genderqueer
- Questioning
- Androgyne/Androgynous
- Gender Fluid
- Non-binary
- Trans



Transgender Inclusion

Human Family

*Poem by Dr. Maya Angelou
Read at the dedication of the Disney Millennium Village*

I note the obvious differences
in the human family.
Some of us are serious,
some thrive on comedy.

Some declare their lives are lived
as true profundity,
and others claim they really live
the real reality.

The variety of our skin tones
can confuse, bemuse, delight,
brown and pink and beige and purple,
tan and blue and white.

I've sailed upon the seven seas
and stopped in every land.
I've seen the wonders of the world,
not yet one common man.

I know ten thousand women
called Jane and Mary Jane,
but I've not seen any two
who really were the same.

Mirror twins are different
although their features jibe,
and lovers think quite different thoughts
while lying side by side.

We love and lose in China,
we weep on England's moors,
and laugh and moan in Guinea,
and thrive on Spanish shores.

We seek success in Finland,
are born and die in Maine.
In minor ways we differ,
in major we're the same.

I note the obvious differences
between each sort and type,
but we are more alike, my friends
than we are unlike.

We are more alike, my friends,
than we are unlike.

We are more alike, my friends,
than we are unlike.



Transgender Inclusion

- Ultimately, each person has the right to choose how they wish to be addressed/identified
- It is NOT your privilege or responsibility to assign gender
- When someone tells you who they are, believe them
 - Allow people to self-disclose
 - Follow the '**Golden Rule**'
- When in doubt, talk it out ***When it is relevant***



Transgender Inclusion

- ✓ Identify the scope of transgender identity
 - ✓ Address systems of exclusion



Transgender Inclusion

Here is the section where we as clinicians, providers and healthcare professionals have to own our “stuff”.

We must acknowledge that we do not know it all.

To truly understand INCLUSION, we must identify and address how we exclude people

We also must acknowledge that we are sometimes the rock in the road to physical and emotional well-being for the people that we serve.



Transgender Inclusion

- Racism – Discrimination based on race or ethnicity
- Disenfranchisement – Being deprived of certain rights or privilege (voting)
- Privilege – One of the oldest and most entrenched systems. Often those with the most privilege do not realize it
- Ethnocentrism – Judging someone based on your own personal culture & belief system



Transgender Inclusion

- Social Exclusion – The process where people are systematically blocked from (or denied full access to) rights, opportunities & resources available to members of different groups (housing, healthcare, employment)
- Gender Stereotypes – Cultural expectations on gender roles
 - Cultural Incompetence/Cultural Ignorance – These terms speak for themselves



Transgender Inclusion

- Classism – The Haves vs. the Have Nots
- Ableism – Treating the disabled to a lower standard than abled bodied persons
- Sexism, Heterosexism, Cisgenderism
- Lack of compassion & empathy – There but for the grace of God go I
- PC Overload – Post-Obama fatigue & such
- God Complex – I know more than you & I can't possibly be wrong



Transgender Inclusion

This is by no means an exhaustive list of systems that are designed to alienate, oppress and exclude.

This is merely a list of some of the things that are perpetrated by us and sometimes towards us.



Transgender Inclusion

- ✓ Identify the scope of transgender identity
 - ✓ Address systems of exclusion
- ✓ Identify ways to create inclusive and safe spaces in research and healthcare settings



Transgender Inclusion

Cultural humility: Concept where one recognizes that one's own experiences or identities may not project onto the experiences or identities of others.

Each patient should be approached as an individual with no preconceptions. Meet patients "where they are" without judgment or editorializing

Staff training: In addition to healthcare providers, front desk, nursing staff, lab & domestics, etc. are often on the front lines of patient care.

Training on transgender health issues should be provided to all staff, and should be integrated into the hiring process for all employees



Transgender Inclusion

Waiting areas: should include transgender-themed posters, artwork, pamphlets, magazines, etc. to indicate a commitment to serving the transgender community

TARGET MARKETING101

Trans Images
Women of Color
Greater Than
Empowered
Field of Dreams

Bathroom: policies should either define all bathrooms as gender-neutral, or specifically state that patients may choose either the women's or men's rooms based on their own preference. In this latter case, making at least one gender-neutral bathroom available



Transgender Inclusion

Gender identity data: includes chosen name, chosen pronouns, current gender identity, and sex listed on original birth certificate

Failure to collect and use gender identity data has several important repercussions:

- Invisibility of gender and sexual minority populations to policy makers & researchers
- Difficulties in tracking the preventive health needs of transgender people
- Reduced patient satisfaction due to a failure to use chosen names and pronouns

<http://www.transhealth.ucsf.edu/trans?page=guidelines-clinic-environment>



Transgender Inclusion

Know the community

Know the important things

Know the client in front of you

Fluency of terminology:
Providers should be aware of basic terminology used by the trans community

<http://www.transhealth.ucsf.edu/trans?page=guidelines-clinic-environment>



Transgender Inclusion

In closing, every client that comes through our doors deserves to receive the absolute best care.

C.A.R.E. can be defined as:

Compassionate
Across-the-board
Respectful
Empowering

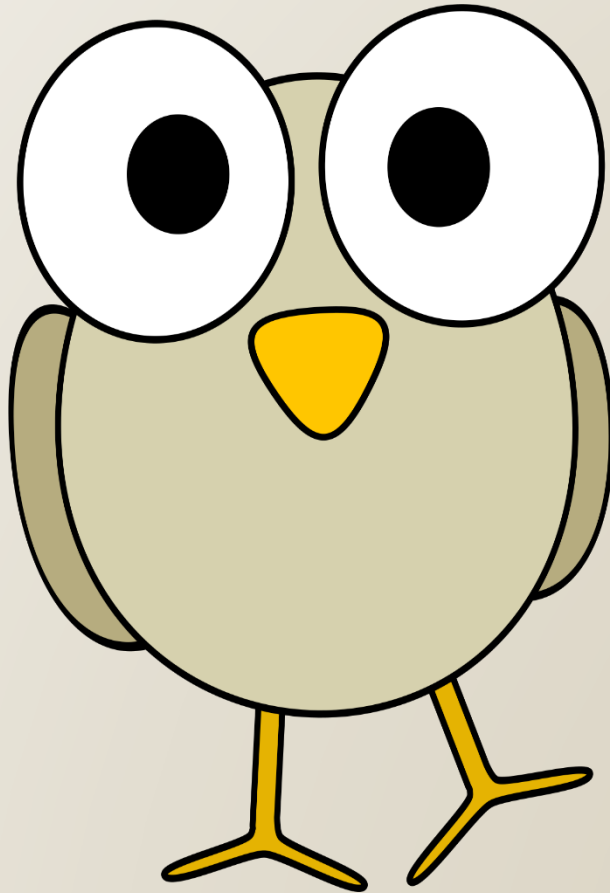


Transgender Inclusion

It is my pleasure and my task to provide my professional and personal experience as a transgender woman of color. There are some of us who are gifted with words, but today's presentation is dedicated to those who have not yet found their own voices.

In light of the staggeringly high rate of HIV in Trans communities of color & the number of murders of Transwomen of color in 2017 so far, we **MUST** do what is necessary to provide safe respites in the interest of healing and humanity.

Lastly, I maintain that I am AN expert, but I am not THE expert.



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