

Providing Culturally Competent Services to Transgender Survivors of Violence


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The Transgender Training Institute

Your Trainer!

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Sean Lare, LCSW-C
Pronouns: He/Him/His



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About TTI

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The Transgender Training Institute (TTI) provides training and consulting services are informed/provided by transgender and non-binary people, for the benefit of transgender and non-binary individuals and communities.

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Learning Objectives

- ▶ Accurately explain the difference between sex assigned at birth, gender identity, gender expression and sexual orientation.
- ▶ Describe three examples of how transgender and non-binary people's experiences in accessing care may differ from their cisgender peers
- ▶ Name two actions that they can take to be a more affirming to people who are transgender or non-binary.

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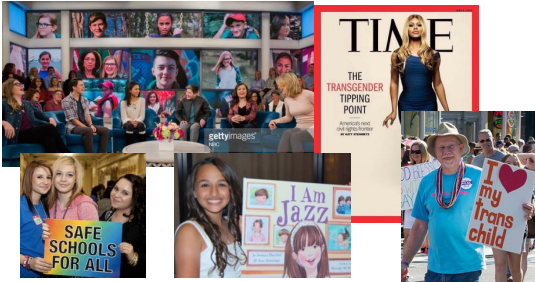
Why Are You Here?



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Key terms during this training

- ▶ Sex Assigned at Birth
- ▶ Gender Identity
- ▶ Transgender
- ▶ Non-Binary
- ▶ Gender Expression
- ▶ Transition

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Words Matter

Problem	Correction	Reason
"Transgender" (adjective)	transgender	Only adjectives that are derived from nouns and/or verbs (unlike transgender) end in "-er."
"Intersexed"	intersex	Only adjectives that are derived from nouns and/or verbs (unlike intersex) end in "-er."
"Transgendered" (verb)	transition	Only verbs can have "-er" added onto the end of the word to become a participle. Transgender is an adjective, not a verb. One does not "transgender." One transitions.
"A transgender," "transgenders"	a transgender person, transgender people	Transgender is not a noun. "A transgender" is not only grammatically incorrect, but can be offensive.
"Sex change," "sex reassignment surgery," "gender reassignment surgery," "gender reassignment surgery"	gender affirming surgery, gender reconstruction surgery, genital reassignment surgery	Surgery does not change one's sex or gender, only genitalia.

TSER

For more information, go to transgender.org/graphics

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Instead of Saying This:	Say This:
"Real" sex, "real" gender, genital sex	Sex assigned at birth
A transgender	Transgender person, or, Person who is transgender
Transgenders	Transgender people, or, People who are transgender
Transgendered	Transgender
FTM, used to be a woman, born a female	Transgender man, or, Transman
MTF, used to be a man, born a male	Transgender woman, or, Transwoman
Sex Change, The Surgery, Transgendering, pre-operative, post-operative	Medical transition
Hermaphrodite	Intersex person, Person who is intersex, or Person with differences of sex development
Sexual preference, homosexual	Sexual Orientation

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Landscape for Transgender & Non-Binary People

2015 U.S. Transgender Survey by the National Center for Transgender Equality

- ▶ One in ten (10%) of those who were out to their immediate family reported that a family member was violent towards them because they were transgender, and 8% were kicked out of the house because they were transgender.
- ▶ 30% of respondents who had a job reported being fired, denied a promotion, or experiencing some other form of mistreatment in the workplace due to their gender identity or expression, such as being verbally harassed or physically or sexually assaulted at work.
- ▶ 46% of respondents were verbally harassed and 9% were physically attacked because of being transgender.
- ▶ Nearly half (47%) were sexually assaulted at some point in their lifetime.

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Landscape for Transgender & Non-Binary People

2015 U.S. Transgender Survey by the National Center for Transgender Equality

- ▶ Nearly one-third (**29%**) of respondents were **living in poverty**, compared to 14% in the U.S. population.
- ▶ **15% unemployment rate**—three times higher than the unemployment rate in the U.S. population at the time of the survey (5%).
- ▶ One-third (**30%**) of respondents have **experienced homelessness at some point in their lifetime**
- ▶ **40%** of respondents **have attempted suicide in their lifetime**—nearly nine times the attempted suicide rate in the U.S. population (4.6%) (not much change from 2008-09 survey).

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Landscape for Transgender & Non-Binary People

2015 U.S. Transgender Survey by the National Center for Transgender Equality

- ▶ One-third (**33%**) of those **who saw a health care provider had at least one negative experience** related to being transgender, such as being verbally harassed or refused treatment because of their gender identity
- ▶ Nearly one-quarter (**23%**) of respondents reported that they **did not seek the health care they needed** in the year prior to completing the survey due to fear of being mistreated as a transgender person, and 33% did not go to a health care provider when needed because they could not afford it.
- ▶ One in four (**25%**) respondents **experienced a problem in the past year with their insurance** related to being transgender, such as being denied coverage for care related to gender transition or being denied coverage for routine care because they were transgender.
- ▶ More than half (**55%**) of those who sought coverage for transition-related surgery in the past year were denied, and 25% of those who sought coverage for hormones in the past year were denied.

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Landscape for Transgender & Non-Binary People in VA

2015 U.S. Transgender Survey by the National Center for Transgender Equality

- ▶ **23%** of respondents experienced a problem in the past year with their insurance related to being transgender, such as being **denied coverage** for care related to gender transition or being denied coverage for routine care because they were transgender
- ▶ **31%** of those who saw a health care provider in the past year reported having at least one negative experience related to being transgender. This included being **refused treatment, verbally harassed, or physically or sexually assaulted, or having to teach the provider about transgender people in order to get appropriate care.**
- ▶ In the past year, **20%** of respondents **did not see a doctor** when they needed to because of fear of being mistreated as a transgender person, and **32% did not see a doctor when needed because they could not afford it.**

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Landscape for Transgender & Non-Binary People in VA

2015 U.S. Transgender Survey by the National Center for Transgender Equality

- ▶ **36%** of respondents experienced serious psychological distress in the month before completing the survey (based on the Kessler 6 Psychological Distress Scale)
- ▶ **12%** of respondents reported that a professional, such as a psychologist, counselor, or religious advisor, tried to stop them from being transgender.

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Challenges in accessing services

- Forms
- Phone intakes
- Gender marker on insurance
- Gender affirming medical benefits
- Insurance denials
- Social isolation
- Lack of affirming and experienced providers
- Cannot afford insurance
- Informing providers and peers (in program/at place of service)
- Bathroom/facility use, safety, and people's responses
- Being verbally, physically or sexually harassed or assaulted

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Internalized Negativity



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The Client's Journey to Accessing Services

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What You Can Do: Tips

When greeting others

Avoid: ladies gentlemen ma'am sir girls guys etc.

Consider using instead:

"Thanks, friends. Have a great night."

"Good morning, folks!"

"Hi, everyone!"

"And for you?"

"Can I get you all something?"

Why?

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Be mindful of language

Based on Toni Llabur's "Hello there" cards. Learn more at [amunilyca](#)

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What You Can Do: Administrative Tips

- ▶ Don't presume to know someone's orientation or gender identity; and don't assume heterosexuality or cisgender.
- ▶ Never "out" someone to others, including family and friends (i.e. a patient's visitors).
- ▶ Be respectful of differing sexual orientations and identities. Practice a diversity-centered approach to individual differences on a variety of issues.

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What You Can Do: Administrative Tips

- ▶ Recognize that the need to affirm one's gender identity can supersede other critical health concerns.
- ▶ Realize that many have had negative experiences in the past and may perceive "slights," even when not intended.
- ▶ Avoid asking questions out of curiosity; only ask what you need to know.

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What You Can Do: Clinical Tips to Incorporate into Practice

- ▶ "I see on your file that the legal name listed is _____, **what is the name that you'd like me to use?**"
- ▶ "What pronoun would you like me to **use?**"
- ▶ "Are you dating anyone?" Or "Do you have a partner(s)?"

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What You Can Do: Clinical Tips to Incorporate into Practice

- ▶ "It's important in my work as your doctor/nurse to ask medically-based questions about your body & how you feel. I'm going to use medical terms that are important for assessment. **Let me know terms you appreciate and how we can talk most openly about your body and health.**"

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What You Can Do: Strategies

- ▶ Use affirming names and pronouns
- ▶ Review Intake Forms & Procedures
- ▶ Consider Confidentiality
- ▶ Staff Training
- ▶ Resources & Referrals

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Questions / Comments




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