

Transgender and non-binary affirming care: An interdisciplinary primer

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PSYCHOLOGY & CHILD DEVELOPMENT

CAL POLY, SAN LUIS OBISPO



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



**WE ALL MAKE MISTAKES.
IT'S HOW WE COME BACK
FROM THE MISTAKES
THAT MATTERS.**

WWW.LIVELIFEHAPPY.COM

- ▶ 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

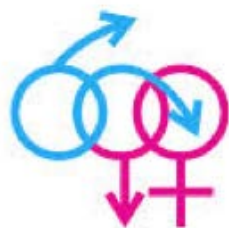


Trans-Friendly - beginner who wants to be supportive but might not know a lot about TGNC topics

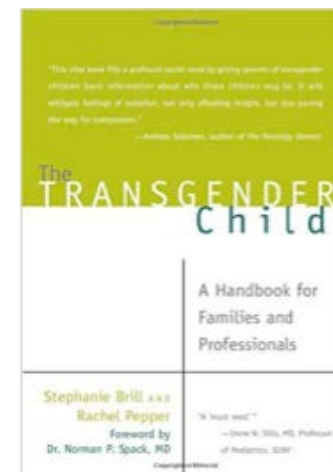
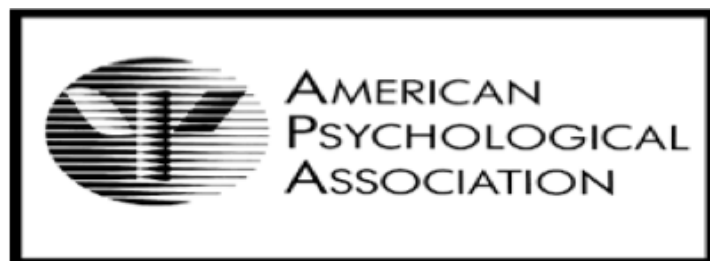
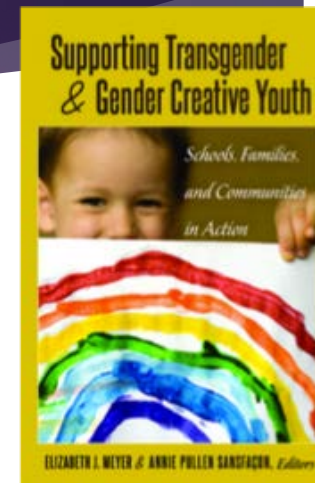
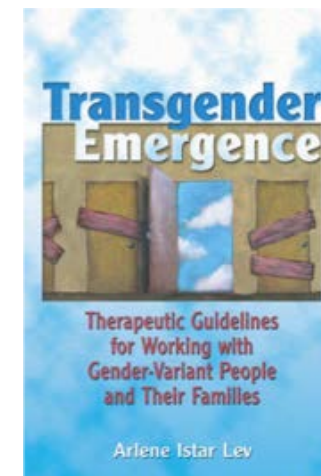
Trans-Aware - intermediate provider who knows more about TGNC clients experience but likely needs to consult with a trans-knowledgeable provider

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



WPATH WORLD PROFESSIONAL
ASSOCIATION for
TRANSGENDER HEALTH



Terminology & Language

Gender 101

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.



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For more information,
go to transstudent.org/graphics

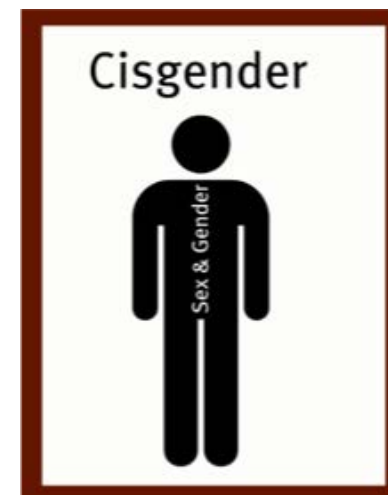
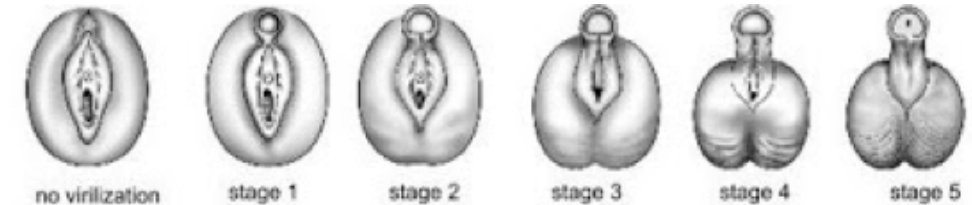
TSER
Trans Student Educational Resources

Design by Landyn Pan

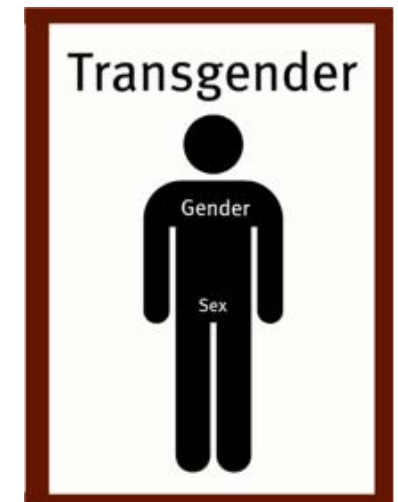
Sex & Gender

Sex: “biological category”

- Assigned Female at Birth (AFAB)
- Assigned Male at Birth (AMAB)
- Intersex



Cis: On the same side



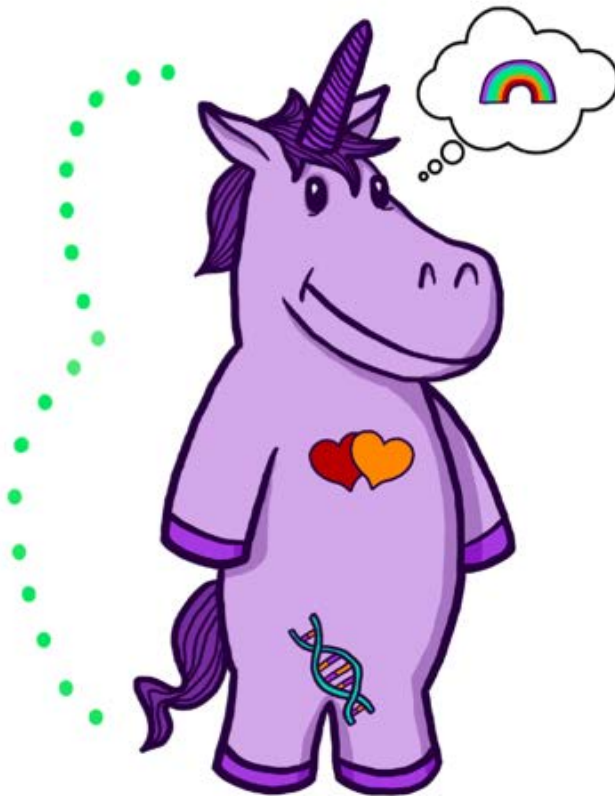
Trans: Moving across

Gender: psychological category

- Woman/Girl
- Man/Boy
- Non-binary (i.e., both, neither)
 - Genderqueer, agender, bigender, gender fluid, etc.

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



 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

Binary and Non-binary Identities



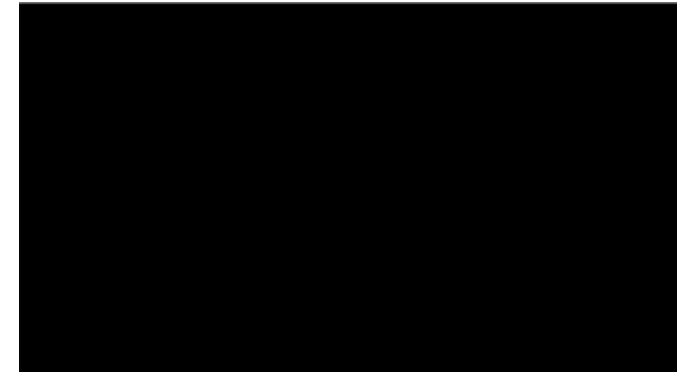
- ▶ Everybody experiences gender identity
- ▶ Some have the **privilege** of never thinking about it... others don't
- ▶ Not all people experience gender the same way
- ▶ Our society places emphasis on gender binary
 - ▶ Either male or female
 - ▶ Unnecessary categorizing by gender



Terms



- ▶ **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."

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?**"

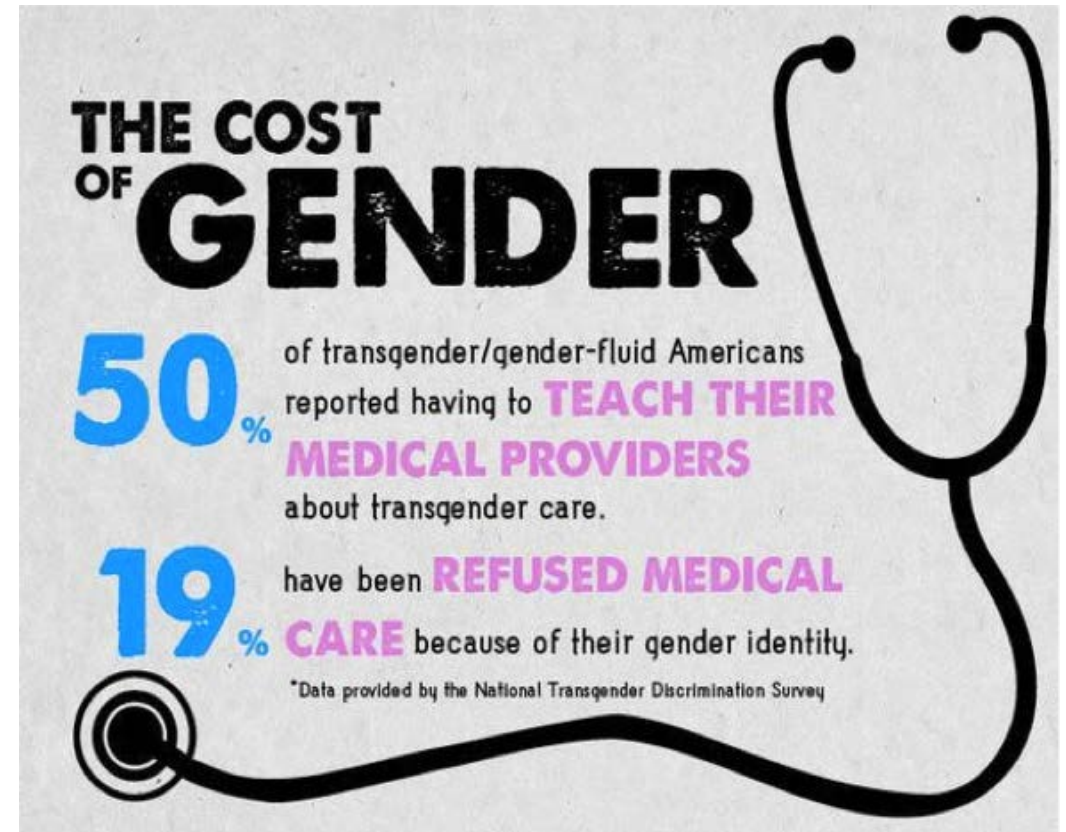
"Can I get
you **all**
something?"

Why?

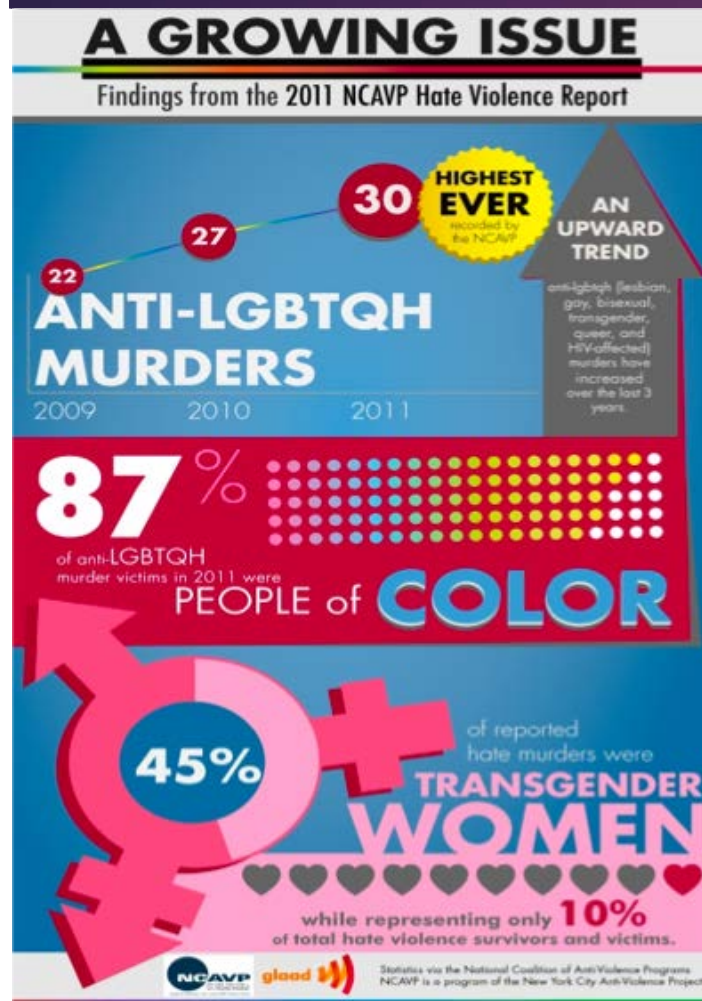
Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Be mindful of language

Stigma, Discrimination, & Barriers to Care



Stigma & Discrimination



AMONG
TRANSGENDER
PEOPLE:

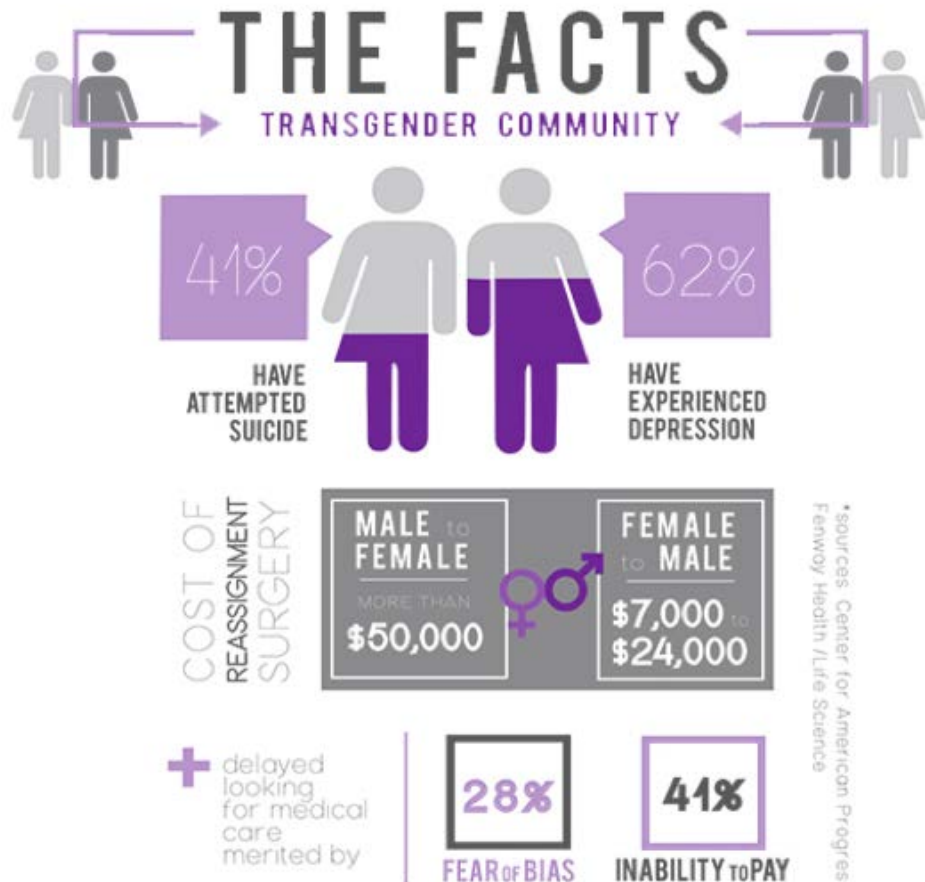
41%
HAVE ATTEMPTED
SUICIDE

46%
FEEL UNCOMFORTABLE
SEEKING HELP
FROM POLICE

90%
HAVE EXPERIENCED
DISCRIMINATION
AT WORK



Current State of Trans Physical & Mental Health



Trans voices: Experiences with healthcare

More than **70 percent** of transgender people nationwide say they have experienced serious discrimination in health care.

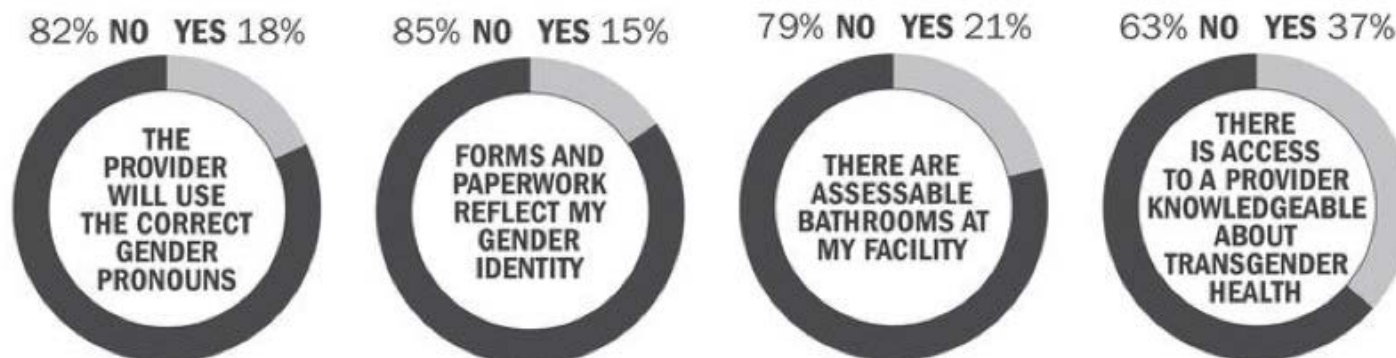
- Lambda Legal, 2010

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

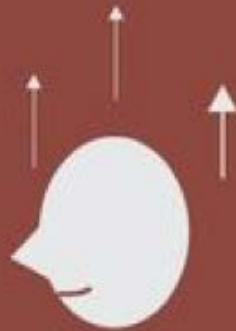


OPINIONS ABOUT TRANSGENDER HEALTH BARRIERS



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
6% TO .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/

