



# Building Trans\* Awareness and Responsiveness

OHSU Transgender Health Program



# Session Objectives

- Learn trans\* related terminology
- Better understand gender identity/expression
- Become familiar with common risk and protective factors for the trans\* community
- Consider trans\* issues across the lifespan
- Better understand gender transition
- Learn how to be a trans\* ally
- Learn about the OHSU Transgender Health Program and other resources.

# Why Now?



Jazz Jennings



Kye Allums



Laverne Cox



Aydin Dowling



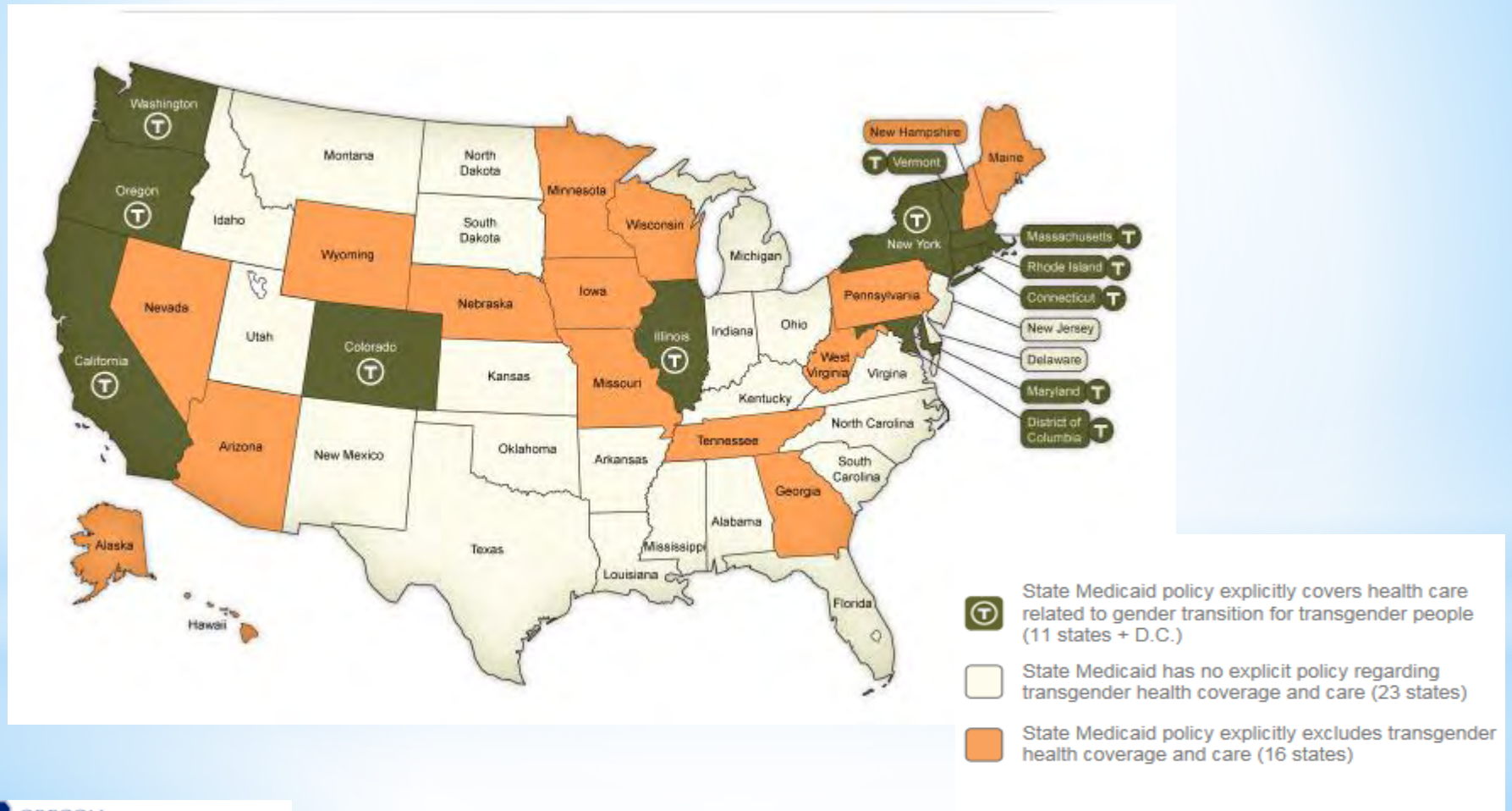
Raffi Freedman Gurspan



Caitlyn Jenner

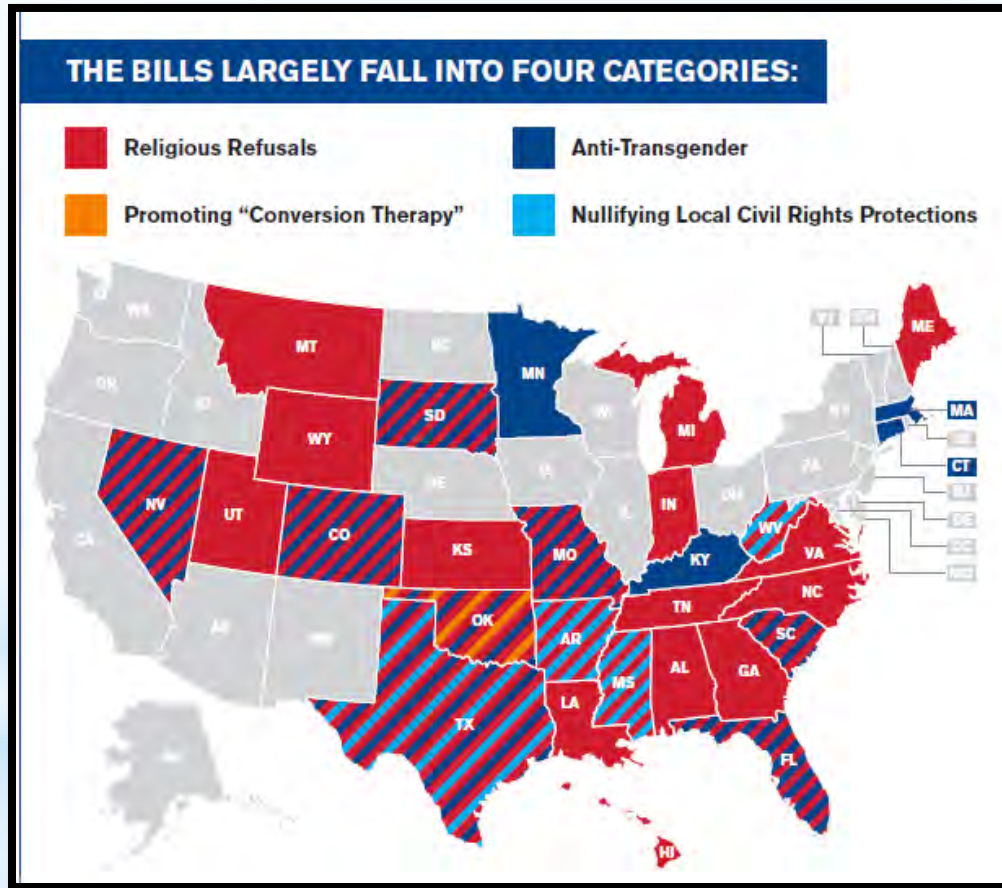


# The health care environment



# The 2015 legislative environment

## Anti- LGBT legislation



100  
Bills  
  
in  
  
29  
state  
legislatures

# Understanding Gender Identity

# Trans\*

## What does this term mean?

The “**Trans\***” term is an umbrella term for a variety of self described identities.

Terms are often open to interpretation and evolve over time.

A person’s self identification is always the best terminology.



# Careful with Assumptions!



- No two people are the same in their experiences. Expect Diversity.
- Not all people who identify as trans\* pursue gender transition.



# Terminology Matters

## Gender

Refers to the attitudes, feelings, and behaviors that a given culture associates with a person's biological sex.

Behavior that is compatible with cultural expectations is referred to as **GENDER NORMATIVE**.

Behavior that is not compatible with cultural expectations is referred to as **GENDER NON CONFORMING**.

## Sex

Refers to a person's biological status, typically categorized as:

- male
- female
- intersex - *atypical combinations of features that usually distinguish male from female*

There are a number of indicators of biological sex, including:

- sex chromosomes
- gonads
- internal reproductive organs
- external genitalia

# Gender and Sex

are not synonymous terms.

Gender is not determined by  
one's assigned sex at birth.

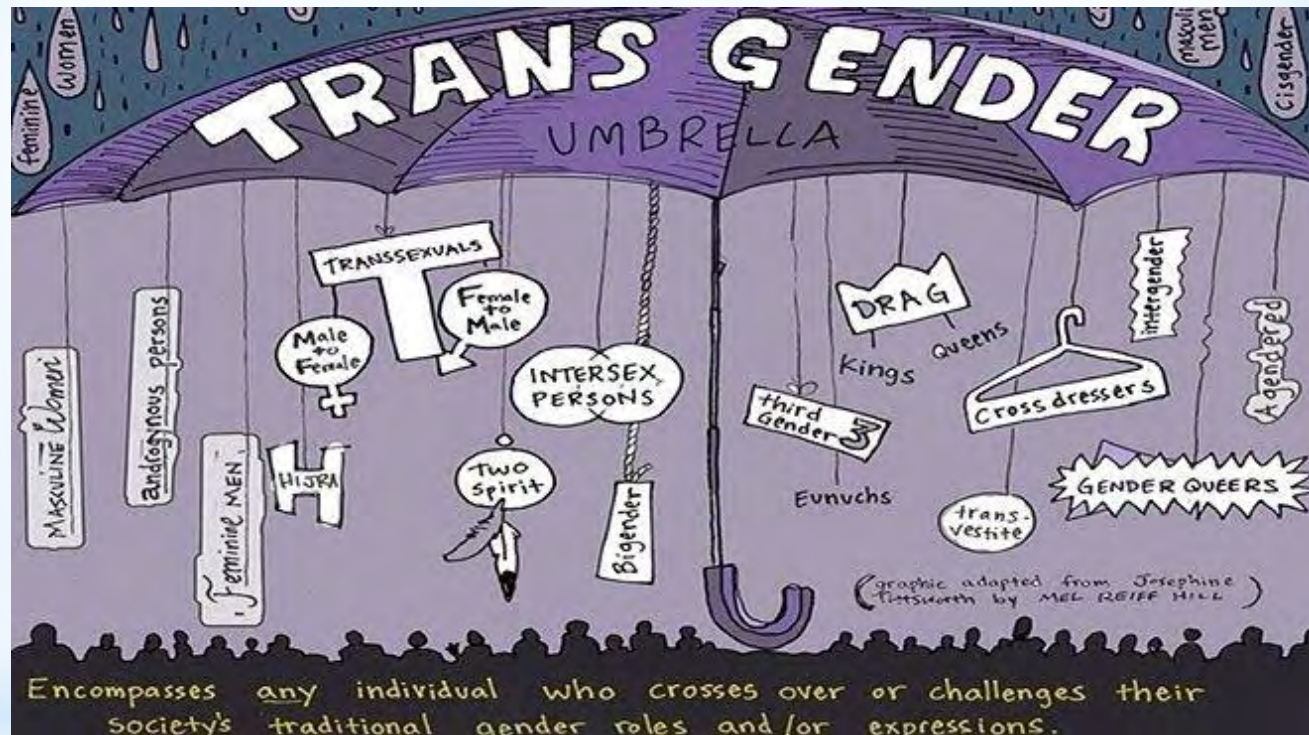
It is determined by a person's sense, belief,  
and ultimate expression of self.

# Gender Identity and LGBTQ labels

- For many, the acronym LGBT (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning) reflects a community of individuals who, in some way, are attracted to members of the same sex. This refers to sexual orientation.
- Many people fail to realize that the “T” in the acronym does not relate to sexual attraction at all; rather, it refers to a person’s sense of gender (referred to as gender identity).



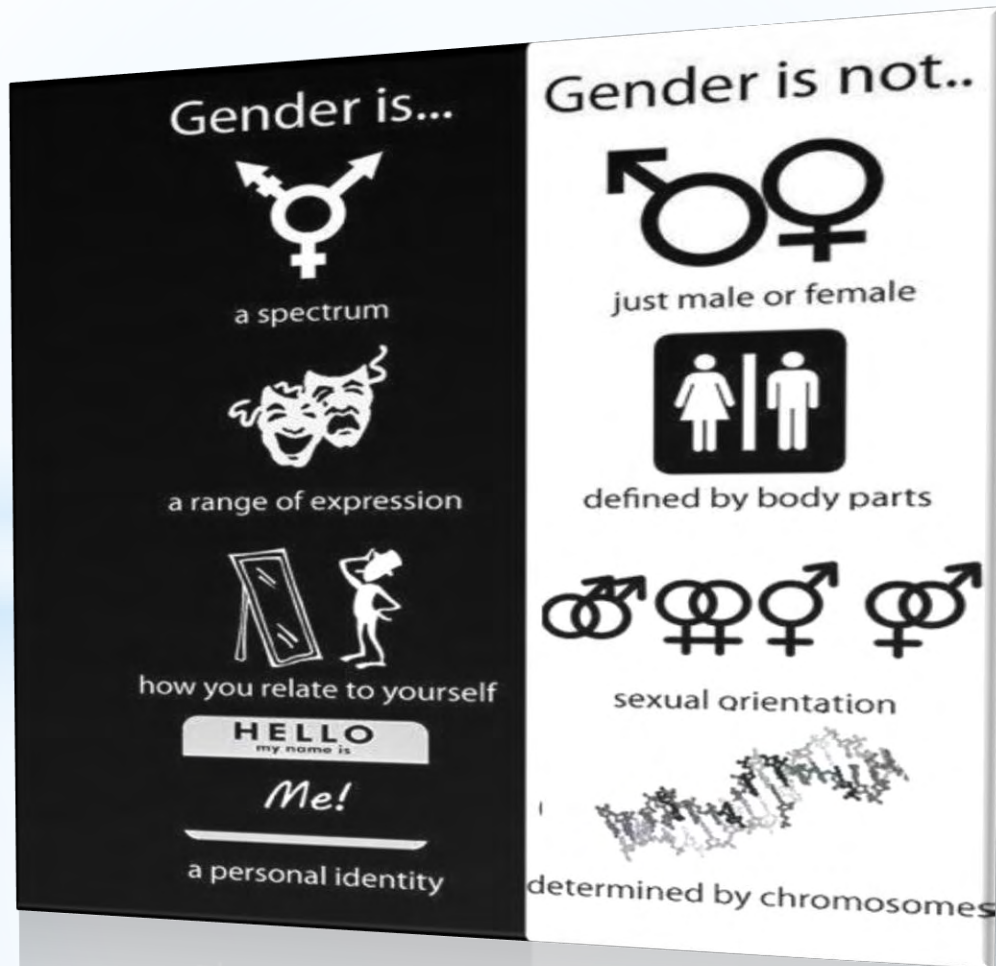
# Gender Identity



The “Trans\*” term is an umbrella term to encompass a variety of self described identities.



# Gender Identity



# Trans\* terminology

- **Trans\***: An umbrella term for individuals whose lived sex, gender identity and/or expression differ from cultural norms or societal expectations based on their sex assigned at birth.
- **Transgender**: An umbrella term for individuals whose gender identity and/or gender expression does not align with the gender they were assigned at birth
- **Cisgender**: A person whose gender identity aligns with the gender they were assigned at birth (Contrast to transgender)
- **M2F or MTF**: Male to female; trans\* people assigned male at birth who identify as female.
- **F2M or FTM**: Female to male; trans\* people assigned female at birth who identify as male.

# Trans\* terminology

- **Gender Identity:** How an individual experiences and conceptualizes their gender, regardless of one's assigned sex. This is what a person feels or knows about their gender on the inside.
- **Genderqueer:** People who do not necessarily identify as either man or woman, but rather something outside of the binary gender system.
- **Gender non-conforming/gender diverse:** An individual whose gender expression differs from or does not conform to societal expectations of their gender.
- **Two-Spirit:** Term coined by Native American and Canadian First Nations communities to describe and honor individuals who manifest a dynamic balance of both masculine and feminine.

# Trans\* terminology

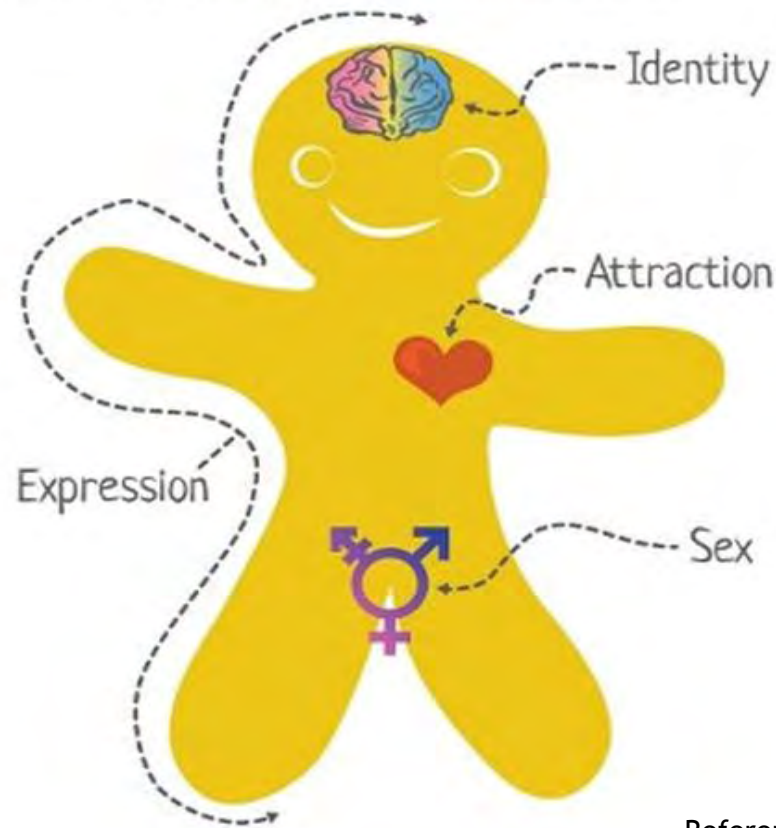
- **TRANSSEXUAL**: *An older term to represent a person whose gender identity and/or gender expression does not align with their sex at birth and who may desire physical transition, which may include, but is not limited to hormones or gender confirmation surgeries. To some this term can be offensive.*
- **TRANVESTITE**: *An older term used for people who enjoy dressing as the opposite gender but do not identify with that gender. More commonly used terms now include: Drag King, Drag Queen, Cross Dresser. To some, this term can be offensive.*



# The Gender Spectrum

## The Genderbread Person v3.1

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



# Limitations of the Gender Binary

The	Binary
Male ♂	Female ♀
Man	Woman
Masculine	Feminine
Attracted to Women	Attracted to Men

I am:

**Select Sex:**

Female

Male

# Beyond the gender binary



Gender Custom ▾

Gender Friends ▾

M

- Cis Male
- Cis Man
- Cisgender Male
- Cisgender Man
- FTM
- MTF
- Trans Male
- Trans Man
- Trans\* Male
- Trans\* Man

Interested In ☐ Women ☐ Men

# Scenario

You are in the lobby waiting for an elevator and you are approached by someone whose gender isn't obvious to you. They ask you where the closest restroom is. What do you do?

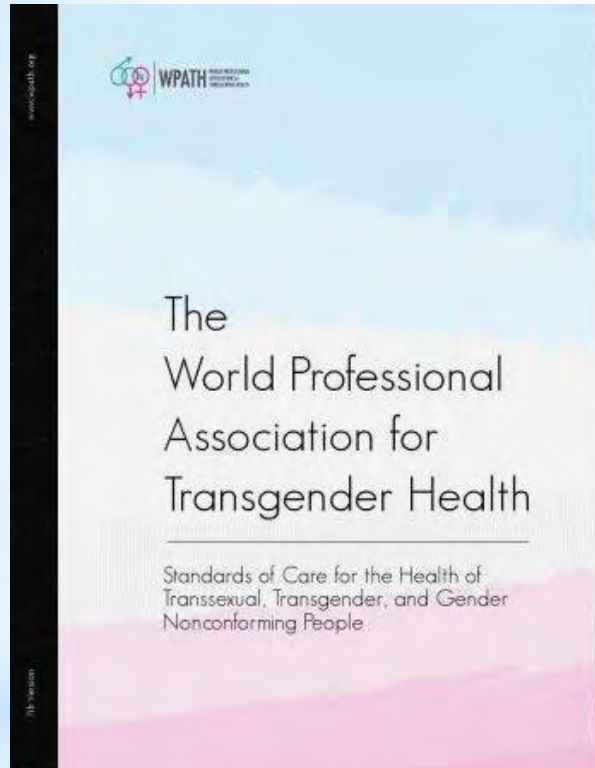
**ANSWER** Offer multiple options: inform them of the closest single use gender neutral restroom as well as the gendered multi use restrooms. If you don't know where they are, if possible, direct them to someone who might know.





# Gender Transition

# WPATH Standards



[www.wpath.org](http://www.wpath.org)

Promotes standards of care for trans\* individuals that reflect best available science and expert professional consensus.

Allows for flexible clinical guidelines and offers professional discretion and exception to standards of care for anatomical, psychological or social reasons.

Recognizes and values of harm reduction strategies.



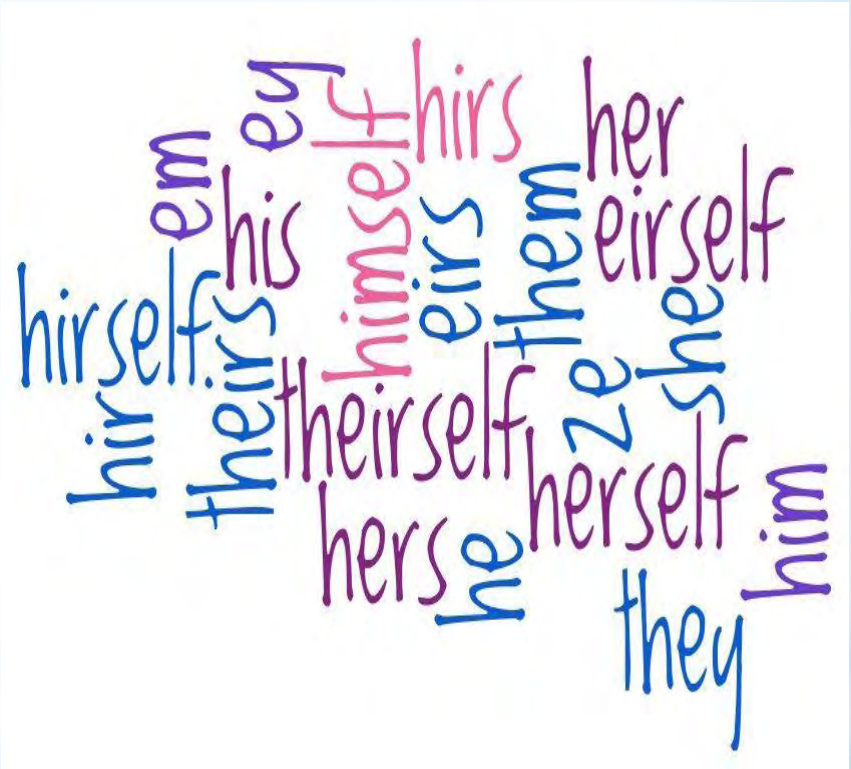
# Gender transition

- Transition is the process of changing one's external appearance and expression to better represent one's internal gender identity.
- One can have a **SOCIAL TRANSITION, PHYSICAL TRANSITION** or a **MEDICAL TRANSITION** or a combination.
- An individual who has transitioned may not identify as transgender, but rather as their affirmed gender only.



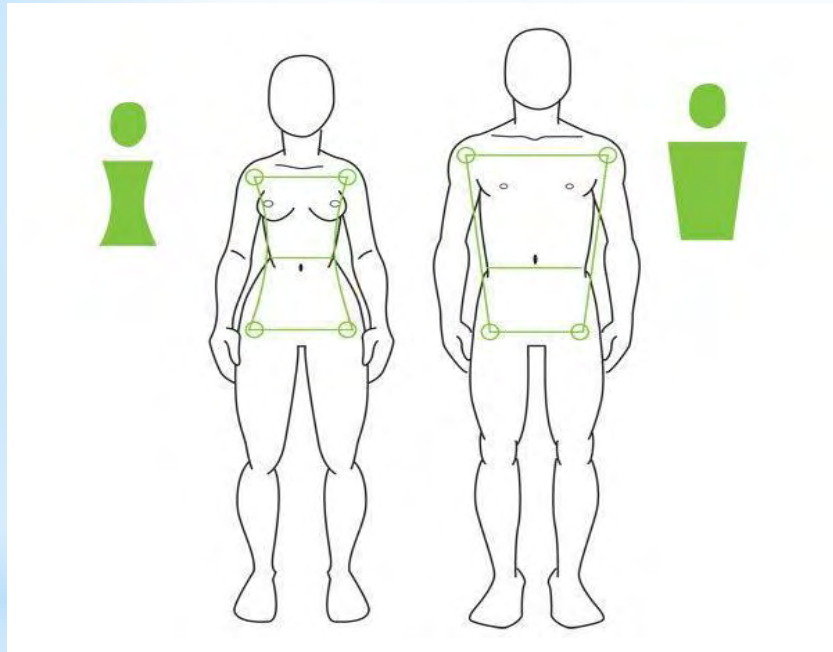
# Social Transition

- Gender Pronouns
- Name Change
- Restrooms
- Disclosure



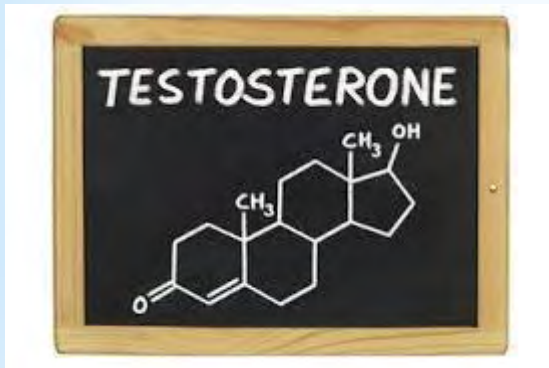


# Physical Transition

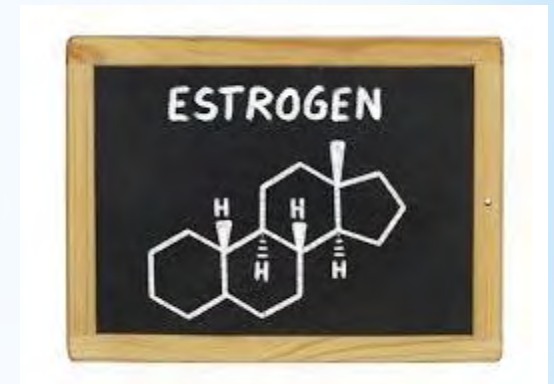


- Clothing
- Hair
- Make up
- Binding, breast forms
- packing, tucking

# Medical Transition - Hormones



- Pubertal Suppression
- Testosterone
- Anti Androgens
- Estrogen



# Medical Transition - Surgery

Sexual Reassignment Surgery (SRS) is commonly used in medical vernacular but is more appropriately referred to as:

- genital reconstruction surgery
- bottom surgery / top surgery
- gender affirmation surgery



# Clinical Services at OHSU

Pubertal suppression  
Hormone therapy  
Laser hair removal  
Chest surgery (FTM and MTF)  
Facial feminization surgery  
Oophorectomy/hysterectomy  
Orchiectomy  
Vaginoplasty  
Metoidioplasty (spring 2016)  
Phalloplasty (summer/fall 2016)



# Risk and Resilience

# Risk Factors



Positive Transgender visibility is increasing but risks remain high.

- Housing
- Education
- Employment
- Barriers to health care
- Poverty
- Violence



# Risk Factors

- 28% of transgender people have postponed necessary medical care when sick or injured
- 33% have delayed or not sought preventative care because of experiences of health care discrimination
- 52% believe they'll be refused care
- 73% believe they'll be treated “differently”

# Risk Factors

What does being treated differently mean?

**70%** of transgender patients reported at least one of these health experiences, based on transgender status:

- Being blamed for their health condition
- Refusal to touch or excessive precautions
- Harsh language
- Physical roughness

**\*\*Numbers were much higher for racial/ethnic minorities and low-income transgender people**



# Health Barriers

## OPINIONS ABOUT TRANSGENDER HEALTH BARRIERS

82% NO YES 18%



85% NO YES 15%



79% NO YES 21%



63% NO YES 37%



SOURCES: UNIVERSITY OF MINNESOTA MPH CANDIDATE E.SHOR

# Protective Factors

- Transgender Visibility and celebration
- Inclusive Language
- Family Support
- Social Support
- Early Intervention
- Community resources
- Educated health care providers
- Access to health care and insurance inclusion



# The Mental Health Professional

# Global Education Initiative



## Duties of mental health professionals include:

Assessment

Supportive psychotherapy

Family therapy or support for family members

Treat co-occurring mental health concerns

Refer for medical interventions

Educate and advocate on behalf of clients



# Developmental Considerations

## Child/Adolescent

- Gender identity and expression is generally established long before onset of puberty
- Early intervention is key (counseling, family support, pubertal suppression)
- Social and school support needs.

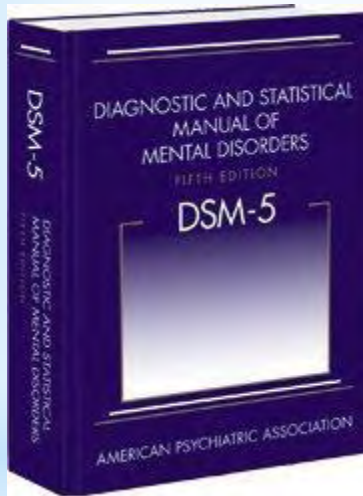
## Adolescent/Adult

- Gender identity, gender expression, and how they intersect with sexuality
- Fertility, family planning, and parenting
- Implications for school/housing/employment



# Gender Dysphoria in Adolescents and Adults (302.85)

A marked incongruence between one's experienced/expressed gender and assigned gender, of at least 6 months' duration, as manifested by at least two of the following



- A marked incongruence between one's experienced/expressed gender and primary and/or secondary sex characteristics (or in young adolescents, the anticipated secondary sex characteristics).
- A strong desire to be rid of one's primary and/or secondary sex characteristics because of a marked incongruence with one's experienced/expressed gender (or in young adolescents, a desire to prevent the development of the anticipated secondary sex characteristics).
- A strong desire for the primary and/or secondary sex characteristics of the other gender.
- A strong desire to be the other gender (or some alternative gender different from the assigned gender).
- A strong desire to be treated as the other gender (or some alternative gender different from one's assigned gender).
- A strong conviction that one has the typical feelings and reactions of the other gender (or some alternative gender different from one's assigned gender).

The condition is associated with clinically significant distress or impairment in social, occupational, or other important areas of functioning.

# Confounding Mental Health Issues

- Obsessive Compulsive Disorder with obsession about body part/gender identity
  - Delusions about gender identity
- Gender confusion, i.e. young gay male who is not accepting of his homosexuality and sees gender reassignment as the resolution
  - Aversion toward sexuality/sexual body parts
  - Transvestic Fetishism (cross-dressing for erotic purposes, but no gender dysphoria)
- ASD, i.e. Is this part of rigid worldview or is it parallel to ASD?
- Severe personality disorder with lack of consolidated identity





# Challenges with Expanding Access to Surgery

- Co-occurring mental health and substance use disorders
- History of trauma, societal discrimination, negative experiences in medical and mental health care settings may interfere with engagement in care
- Unstable living situations and lack of social support
- Lack of resources in health care and mental health care settings



Credit:  
Dan Karasic, MD  
Clinical Professor of Psychiatry, UCSF  
LBGT Health Education Center



# What Psychiatrists and Other Mental Health Practitioners Can Contribute



- Providing care to stabilize co-occurring mental health and substance abuse disorders with transition and across the lifespan.
- Principles of cultural humility and patient centered care.
- Emphasis on psychosocial functioning and support.

# Assessment for Gender Affirming Surgery

- Basic eligibility
- **Decision making (planning, managing expectations, providing informed consent)**
- Gender identity and dysphoria
- Sexual and relationship history
- Medical history
- Mental health history
- Substance use - current/past
- **Stability, supports, and aftercare**
- Recommendation and Plan



# What about Regret?

- 2012 Trans Mental Health Study - England, Scotland, Wales, Ireland
- 1054 adult participants
- Looks at how transitioning impacts mental health and well being
- Regret not associated with medical interventions
- 5% reported regret due to:
  - ✓ Lack of appropriate support
  - ✓ Losing family and loved ones
  - ✓ Employment, cultural, and environmental issues
  - ✓ Still not feeling accepted in affirmed gender



Credit:  
McNeil, Bailey, Ellis, Morton, & Regan  
Equality Network 2012

# Environment of Inclusion



# Create Safe Space

- Inclusive intake forms
- Restroom signage
- Educated employees
- Inclusive language
- Respectful care



# Gender Diversity

The screenshot shows the Epic EMR interface. The top navigation bar includes links for Schedule, Patient Lists, Patient Station, In Basket, Chart, Tel Enc, Refill Enc, Meds List, House Census for MD's, and MyChart Results. The patient information section displays: PCP: MD, Language: English, Allergies: No Known Allergies, MyChart: Inactive, and My Sticky Note. Below this, it shows MRN: [redacted], Preferred Name: Rosie, Ref: None, POLST: NO, Adv Dir: No [2], Primary Ins: N/A, Gender Identity: FTM (highlighted with a red box), FYI: FYI, and Research: None. The OHSU Snapshot section at the bottom contains tabs for OHSU Snapshot, Kardex, MAR, MD Index, Order Review, Cardiology Snapshot, Profile, and ED Encounter Summary.

The screenshot shows the OHSU Transgender Identity Form. The form is titled "Ohsu Transgender Identity Form" and has a green header bar with the text "Gender Identity". Below the header, there are two sections: "Gender Identity" and "Sex Assigned at Birth". The "Gender Identity" section has a label "Gender Identity:" followed by a row of buttons: M, F, FTM, MTF, TG, and GQ. The "Sex Assigned at Birth" section has a label "Sex Assigned at Birth:" followed by a row of buttons: Male, Female, and Intersex. Below these sections is a green header bar with the text "Transition Summary". The "Transition Summary" section has a label "Organ Inventory:" followed by a list of checkboxes: Penis, Testes, Prostate, Breasts, Vagina, Cervix, Uterus, and Ovaries. Below this is a label "Treatments and Procedures:" followed by a list of checkboxes: Cross-sex hormone therapy, current user; Cross-sex hormone therapy, past user; Vaginoplasty, penile inversion; Vaginoplasty, colon graft; Phalloplasty, free flap; Metoidioplasty; Scrotoplasty; Urethroplasty; Scalp advancement; Forehead reconstruction; Reduction thyrochondorplasty; Laryngeal feminization surgery; Soft tissue filler injections; Bilateral total reduction mammoplasty; Voice surgery; and Other unlisted surgical procedure. At the bottom of the form is a label "Future Plans:" followed by a text input field.

# Respecting Names and Pronouns

Always use a person's affirmed name and pronoun...always.

- Even if they are pre-transition
- Even if you feel silly or uncomfortable
- Even if they use gender neutral pronouns that are hard to remember
- Even if they aren't close enough to hear you, or are not in your presence.

If you are unsure of a person's gender or pronoun use...

- Listen for cues in introduction or in the conversation.
- Ask politely and privately "What pronouns do you use?"
- Use neutral pronouns until you know what they use.
- Avoid referring to pronoun "preference" as this suggests it is optional.

# Misgendering Mishaps

If you make a mistake with someone's name or pronoun:

- don't dwell
- own it
- correct it
- learn from it
- and
- move on!



# Asking Questions



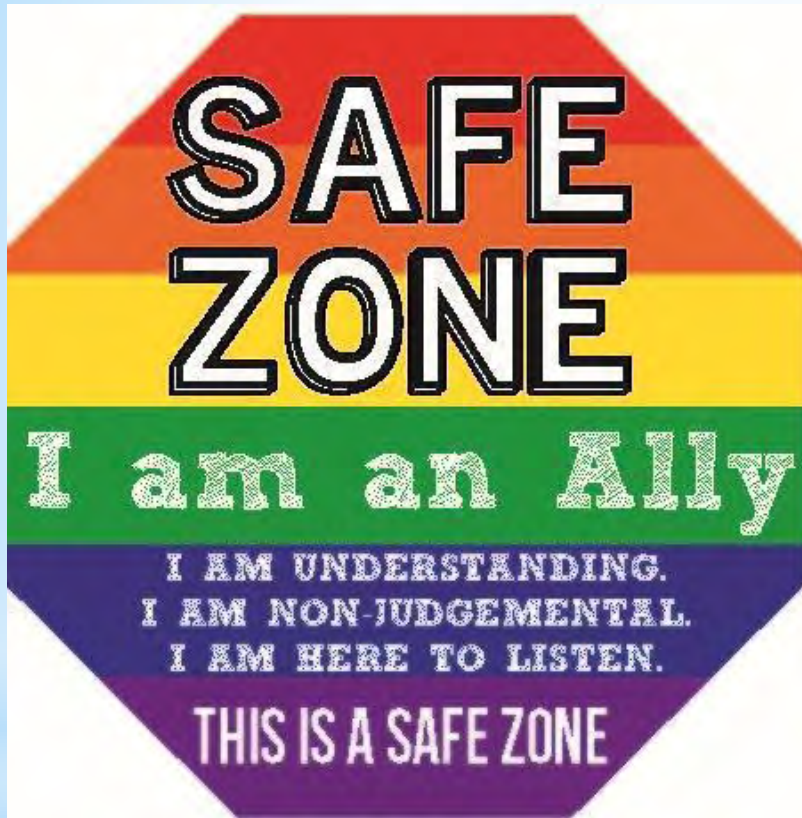
**Answer:  
None!**

Which of these questions are ok to ask?

- "What did you look like before?"
- "What was your real / other / girl name?"
- "Are you going to have all the surgeries?"
- "How do you have sex / pee / etc.?"



# What can you do?



- Become aware and knowledgeable
- Educate others
- Advocate for change
- Hold others accountable
- Be aware of your biases, beliefs, behaviors
- Be genuine
- Be an ALLY!

# Community Voice

Instead of saying that all gender is this or all gender is that, let's recognize that the word gender has scores of meaning built into it. It's an amalgamation of bodies, identities, and life experiences, subconscious urges, sensations, and behaviors, some of which develop organically, and others which are shaped by language and culture. Instead of saying that gender is any one single thing, let's start describing it as a holistic experience.”

Kate Bornstein  
Gender Outlaws: The Next Generation



# Questions?



# OHSU's Transgender Health Program

- Education and training for the OHSU community regarding issues of relevance to the transgender community to support an inclusive and affirming environment.
- Clinical consultation, information, and referrals for OHSU providers serving transgender and gender non-conforming patients and their families/visitors.
- Patient navigation and referral for resources (including but not limited to medical, legal, behavioral and other social services).



# OHSU's Transgender Health Program

- Coaching and support for transgender employees, their colleagues, and/or supervisors who are navigating gender transition in the workplace.
- Policy review and development to support a transgender inclusive environment.
- Advocacy within OHSU and the greater community for transgender patients in all realms of their care.



# Resources



- <http://www.jointcommission.org/assets/1/18/LGBTFieldGuide.pdf>

# Community Resources

TransActive Gender Center(Portland)

<http://www.transactiveonline.org/index.php>

Sexual Minority Youth Resource Center (SMYRC)

<http://www.smyrc.org>

Portland Q Center

<http://pdxqcenter.org>

World Professional Association of Transgender Health

<http://www.wpath.org/>

National Center for Transgender Equality

<http://www.transequality.org>

UCSF Center of Excellence for Transgender Health

<http://www.transhealth.ucsf.edu>

# Recommended Reading

- The Transgender Child by Stephanie Brill and Rachel Pepper
- Helping Your Transgender Teen: A Guide for Parents by Irwin Krieger
- Trans Bodies, Trans Selves Edited by Laura Erickson-Schroth
- Transgender Explained for those who are not by Joanne Herman
- I AM: Trans People Speak <http://www.transpeoplespeak.org>

# Recommended Reading

- Of what am I afraid? JAMA. 2012; 307(4) 371-372  
<http://jama.jamanetwork.com/article.aspx?articleid=1104906>
- Transgender and Gender Identity Issues, NASW policy statement  
<https://www.socialworkers.org/da/da2008/finalvoting/documents/Transgender%202nd%20round%20-%20Clean.pdf>
- Transgender-Competent Health Care  
[http://socialworktoday.com/archive/exc\\_060614.shtml](http://socialworktoday.com/archive/exc_060614.shtml)
- Social Services with Transgender Youth, Edited by Gerald P. Mallon



# OHSU's Transgender Health Program

For more information please contact:

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