

Understanding Transgender Individuals

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January 25, 2020

Welcome

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- ▶ Learning Objectives
- ▶ Separating Gender from Genitalia
- ▶ Terminology
- ▶ Stigma
- ▶ Office Behavior
- ▶ Psychosocial Issues
- ▶ Questions

Amirage Saling, MSSW, CSW



- Transgender
- First trans banner carrier
- Medical Case Manager
- Advocate
- Survivor of the 1990s

Pronouns: She, Her, Her's

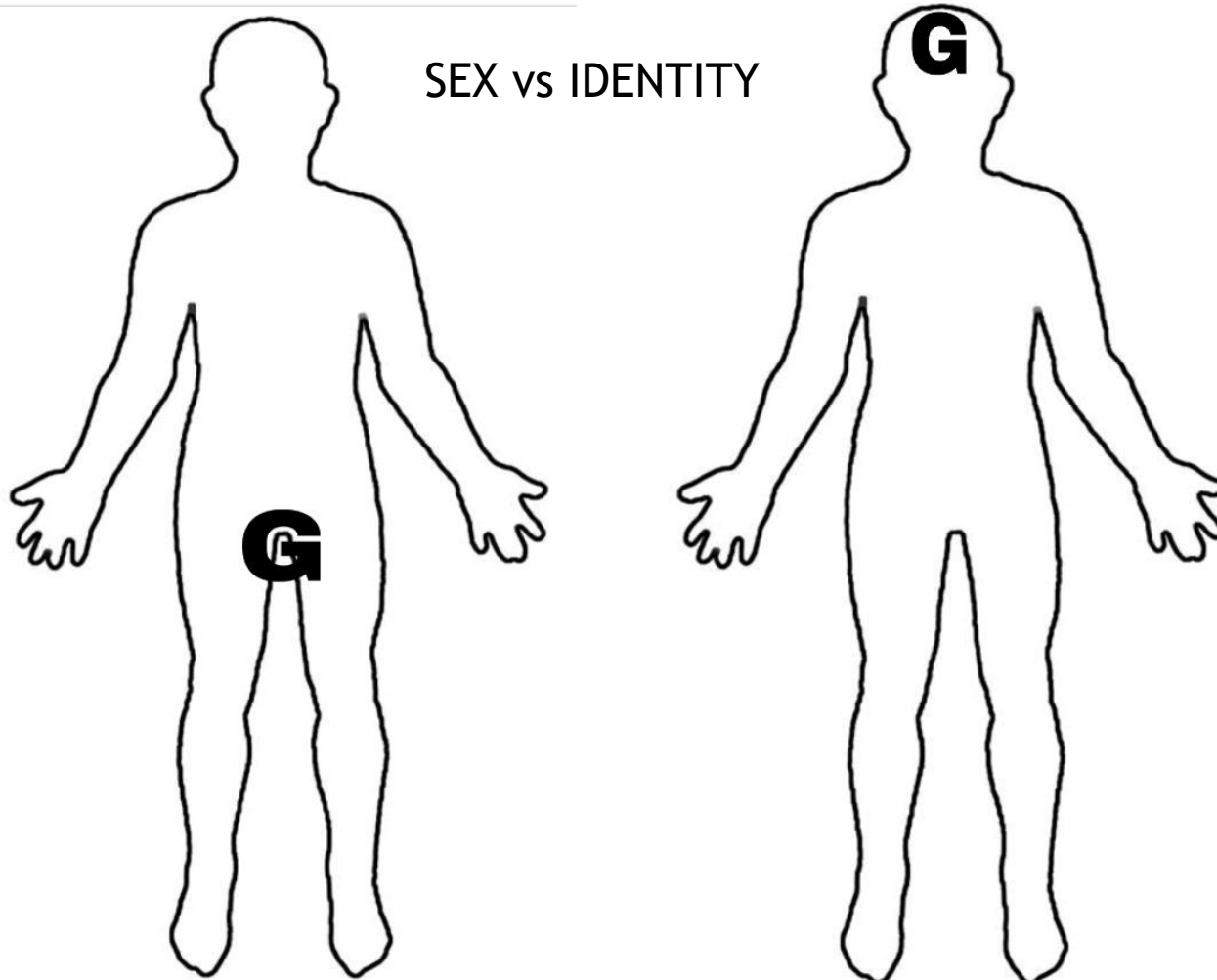
Female ← Transsexual ← Transgender

Learning objectives

1. Better understanding of gender vs genitalia
2. Understanding Stigma
3. Able to identify ways to make your business setting less hostile to transgender people

Genitalia vs Gender vs General Popul.

$$X(2) - (X+Y) = n$$



By definition

Transgender is an umbrella term for persons whose gender identity, gender expression or behavior does not conform to that typically associated with the sex to which they were assigned at birth.

Gender identity refers to a person's internal sense of being male, female or something else;

Gender expression refers to the way a person communicates gender identity to others through behavior, clothing, hairstyles, voice or body characteristics.

- American Psychological Association

transgender

adjective

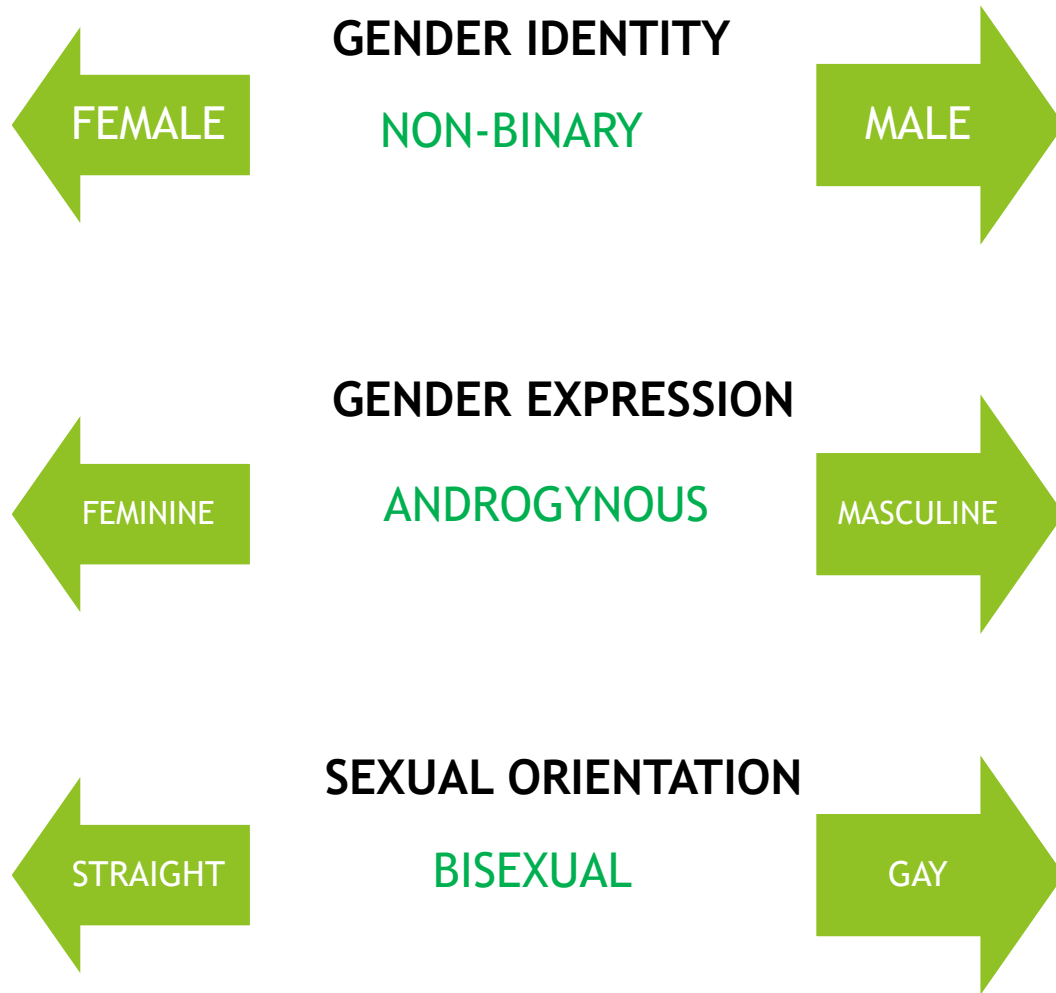
trans·gen·der | \ tran(t)s-'jen-dər, tranz-\ 

Definition of *transgender*

: of, relating to, or being a person whose gender identity differs from the sex the person had or was identified as having at birth

especially : of, relating to, or being a person whose gender identity is opposite the sex the person had or was identified as having at birth

Gender fluidity



Transgender terminology

Transgender:

- ▶ Transsexual
- ▶ Crossdressing
- ▶ Drag Queens/Kings
- ▶ Intersex
- ▶ Androgynous

Transsexual:

- ▶ Pre-operative
- ▶ Post-operative
- ▶ Non-operative
- ▶ Male-to-Female (M2F)
- ▶ Female-to-Male (F2M)

Correct pronoun use

**WHAT PRONOUN DO YOU USE FOR
A TRANSGENDER PERSON?**



Whatever they use for themselves.

And if you don't know, politely ask,
"Which pronoun would you like me to use?"

Vox

Stigma

“Stigma is the social process of labeling, stereotyping, and rejecting human difference as a form of social control” (Reisner, & Pachankis, 2015).

“Stigma and discrimination experienced by transgender people have been associated with increased risk for depression, suicide, and HIV... transgender stigma and discrimination experienced in health care influence transgender people's health care access and utilization” (Poteat, German, & Kerrigan, 2013).

“Discrimination rooted in transphobia, the irrational fear, anger, hatred, disgust, and/or discomfort for individuals who do not conform to society's gender expectations and genderism, an ideology that reinforces the negative evaluation of gender non-conformity, and the privileging of gender conformity...” (Austin & Goodman, 2017).

Stigma in the healthcare environment

In one study, in understanding stigma in a healthcare environment,

“Participants also described instances in which they were mocked, belittled, and otherwise verbally abused by health professionals. Name-calling, swearing, and making threats and insulting comments were among the offenses” (Kosenko, Rintamaki, Raney & Maness, 2013).

“Because transgender people are aware that most providers are not trained to meet their needs, they also approach the encounter with uncertainty about the provider's competence” (Poteat, German & Kerrigan, 2013).

“As a result of unaddressed biases and ignorance toward transgender clients, substance use disorder (SUD) counselors may unwittingly cause harm to clients rather than promote recovery” (Oberheim, DePue & Hagedorn, 2017).

Office awareness



The “NOT-SO-HAPPY-YOU-ARE-HERE”
receptionist



The “WHAT-THE-HELL-IS-THAT”
medical assistant



The “COME-LOOK-AT-THIS-EVERYONE”
group



The “LET’S-HUDDLE-IN-A-GROUP-AND-GIGGLE”
gang



The “I-AM-GOING-TO-KEEP-CALLING-YOU-BY-THE-WRONG-PRONOUN”
medical provider

How trans people communicate



When trans people receive treatment that is felt as unpleasant and disrespectful, we tell **EVERYONE!**



When trans people receive treatment that is felt as pleasant and respectful, we tell **EVERYONE!**



Psychosocial issues

- ▶ Bathrooms
- ▶ Misgendering
- ▶ Bullying/harassment (physical and verbal)
- ▶ Suicide
- ▶ Murder
- ▶ HIV



DAILY BEAST

OPINION

IN THE COLD

And the Next Trans Bathroom Bill Just Turned Up in... Alaska

SAMANTHA ALLEN

03.06.18 5:24 PM ET



PinkNews

Transgender woman who was shot in her car died while people drove around her

JOSH JACKMAN

4 APR 2018

Psychosocial issues continued

Transgender woman sexually assaulted in North Carolina bathroom

ASSOCIATED PRESS
Updated 4:53 a.m. EST Jan. 9, 2019



Supreme Court allows transgender military ban to go into effect

By Ariane de Vogue and Zachary Cohen, CNN
Updated 11:17 AM EST, Tue January 22, 2019



The New York Times



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Alabama Woman Becomes First Known Transgender Person Killed This Year in U.S.

By [Christina Caron](#)

Jan. 11, 2019



Tips for an inclusive environment

- Be aware of facial expressions and body language (the poker face)
- Smiling is infectious and welcoming
- Do not stare, Do not stare, (PLEASE!) Do not stare
- Provide gender neutral bathrooms
- Use correct pronouns (not sure, ask)
- Be knowledgeable about trans people
- Hire trans people



In conclusion

“An equality study showed that the more than 6,450 transgender and gender-nonconforming respondents reported very **high levels of postponing medical care when sick or injured** due to discrimination (28%) or inability to afford care (48%) The study also found that 19% of survey participants were refused medical treatment outright.”

Grant, J. M., Mottet, L., Tanis, J. E., Herman, J., Harrison, J., & Keisling, M. (2010). *National transgender discrimination survey report on health and health care: Findings of a study by the National Center for Transgender Equality and the National Gay and Lesbian Task Force*. National Center for Transgender Equality.

In conclusion continued

“Overall, 41.8 percent of FTM participants ($N = 1,711$) reported **verbal harassment, physical assault, or denial of equal treatment** in a doctor's office or hospital.”

Shires, D. A., & Jaffee, K. (2015). Factors associated with health care discrimination experiences among a national sample of female-to-male transgender individuals. *Health & social work, 40*(2), 134-141.

Questions?

- ▶ As a group
- ▶ One-on-one
- ▶ Email

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Resources

- ▶ Austin, A., & Goodman, R. (2017). The impact of social connectedness and internalized transphobic stigma on self-esteem among transgender and gender non-conforming adults. *Journal of Homosexuality*, 64(6), 825-841.
- ▶ Kosenko, K., Rintamaki, L., Raney, S., & Maness, K. (2013). Transgender patient perceptions of stigma in health care contexts. *Medical Care*, 51(9), 819-22.
- ▶ Oberheim, S., DePue, M., & Hagedorn, W. (2017). Substance use disorders (suds) in transgender communities: The need for trans-competent sud counselors and facilities. *Journal of Addictions & Offender Counseling*, 38(1), 33-47.
- ▶ Poteat, T., German, D., & Kerrigan, D. (2013). Managing uncertainty: A grounded theory of stigma in transgender health care encounters. *Social Science & Medicine* (1982), 84, 22-9.
- ▶ White, H., Reisner, S., & Pachankis, J. (2015). Transgender stigma and health: A critical review of stigma determinants, mechanisms, and interventions. *Social Science & Medicine* (1982), 147, 222-31.