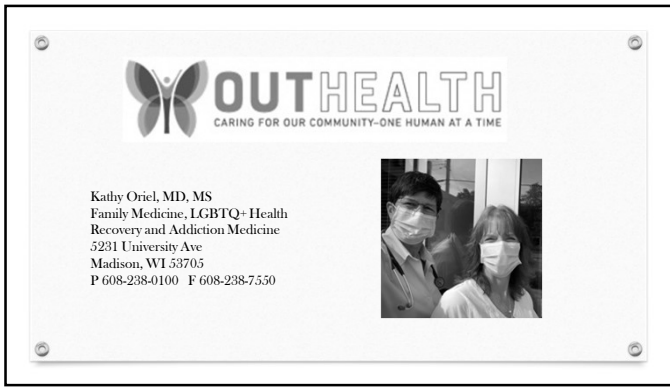
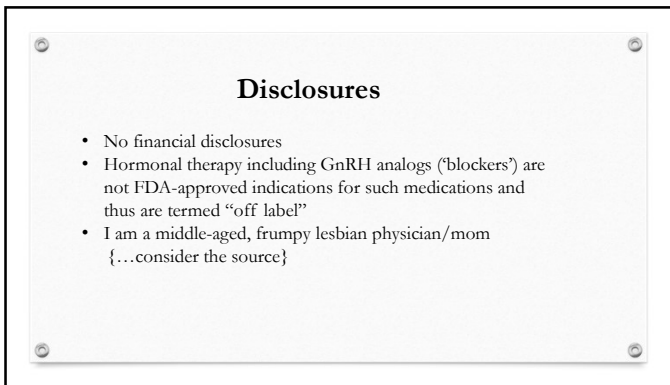


1



2



3

Objectives

- Better appreciate the complexities of trans and non-binary people as they seek treatment.
- Gain a better understanding of terminology/language used in discussions of gender and gender identity
- Learn simple tools that will improve your ability to provide sensitive, competent care to transgender people

4

Three things

1. Single stall restrooms should not be gendered
2. No 'sir' or 'ma'am'
3. Don't assume [lessons learned]
 - 3a) Don't assume
 - 3b) Don't assume...

5

Ground Rules

- Please participate! Ask questions, make comments, express confusion, etc.
- It is OK to be confused and make mistakes.
- This is the time to mess up terminology and lingo

6

Obsessive need to sort by gender

- Marker on identity documents, medical record
- Inpatient treatment settings (mental health, recovery specifically)
- Correctional settings
- Schools, gym class, lines
- Toys, clothing—still!

7

What it is is beautiful.

Total Lego Beings

■ Boys ■ Girls ■ Animals ■ Robots and Aliens

Category	Percentage
Boys	75%
Girls	12%
Animals	5%
Robots and Aliens	8%

<http://www.whatitisbeautiful.com>

Michele Hatchell and children of Shorewood Elementary, 2015

8

Why this work matters: Health Disparities

- Poverty rates 4 times higher than that of the general population
- Less likely to have health insurance
- Higher rates of HIV infection, smoking, alcohol and illicit substance use
- Attempted suicide rates of 41-64%
- HIV rates >4x general population
- 25% reported experiencing harassment or disrespect in a doctor's office or hospital

Grant, et al, National Transgender Survey, 2015

9

Definitions

- **Sex:** a person's biological status (at birth) typically categorized as male, female or intersex "assigned male at birth"
- **Gender:** attitudes, feelings, behaviors that a given culture associates with a person's sex
- **Gender identity:** One's sense of oneself as male, female, or transgender [gender, nonbinary]
- **Gender expression:** Ways in which a person acts to communicate gender within a given culture

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"Biologic"
"Biological"
Condescension

11

Gender Identity and Expression

Gender Snowperson

Brain
Gender Identity

Genitals
Sex

Clothes/Hair/Speech
Gender Expression

12

Transgender

- 2020: one who's gender identity is opposite their sex assigned at birth

cis
(a)

trans
(b)

worldofbiochemistry.blogspot.com

13

Non-binary

Historically: Anyone who *transcends* conventional binary of "man/male" and "woman/female"

2017: one who's gender identity is opposite their sex assigned at birth/biologic sex

www.gender.org

14

1995

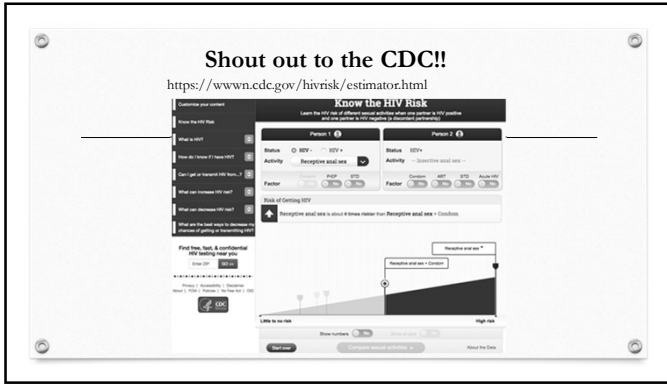
- "In the past, have you been sexual with men, women, both or neither?"

→

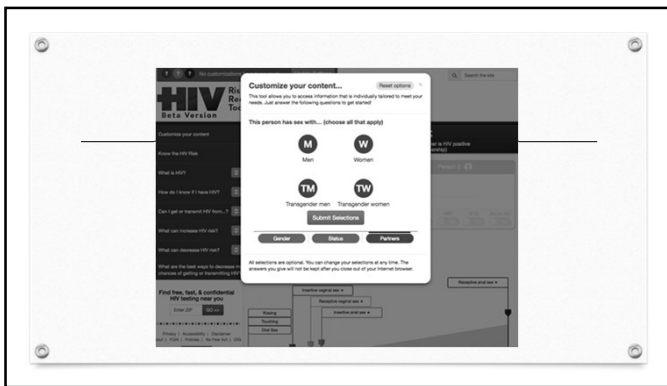
2020

- Are you sexual with anyone other than yourself?
- When you are, what parts go where?
- If you can tell me something I haven't heard before, it's a free gallon of ice cream on me!

15



16



17

KO's Keys to Success

- Don't be paralyzed by language or terms or being wrong. Patients will sense your intent and authenticity
- As clinicians, our patients are always teaching us. This is no different: without the patience of those I've cared for over many years, I wouldn't be 'the expert'
- Are you asking sensitive questions for you (curiosity or education) or for the patient?

Remember: the bar is SUPER low!!

18

**Transsexual
Gender Identity Disorder
Gender Dysphoria**

Changed in DSM V

- Marked difference between the individual's expressed/experienced gender and the gender others would assign to them
- Must continue for at least six months.
- Causes clinically significant distress or impairment in social, occupational, or other important areas of functioning

Diagnostic and Statistical Manual of Mental Disorders, 5th Edition: DSM-5

19

Gender Dysphoria (Continued)

- Strong desires to be treated as the other gender or to be rid of one's sex characteristics
- Strong conviction that one has feelings and reactions typical of the other gender

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"It is important to note that gender nonconformity is not in itself a mental disorder. The critical element of gender dysphoria is the presence of clinically significant distress associated with the condition."

Diagnostic and Statistical Manual of Mental Disorders, 5th Edition: DSM-5, Book by American Psychiatric Association, May 18, 2013

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Guidelines for Clinicians

- 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

22

Simple Steps for Success

1. Ask what name/pronouns to use
2. Use those words
3. Apologize if you make a mistake

23

The collage features several restroom signs:

- A large sign with icons of a man, a woman, a combined figure, and a wheelchair icon, with the text "ALL GENDER RESTROOM" and "Anyone can use this restroom, regardless of gender identity or expression."
- A sign with icons of a man and a woman, with the text "GENDER NEUTRAL RESTROOM" and "THIS BATHROOM IS FOR EVERYONE".
- A sign with a wheelchair icon and the text "GENDER NEUTRAL".
- A sign with a single human figure icon and the text "Whichever".
- A sign with a single human figure icon and the text "WE DON'T CARE".
- A sign with icons of a man, a woman, and a combined figure, with the text "ALL GENDER RESTROOM".

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My openers

- How can I be helpful today?
- I'm interested in how you ended up in my office today.
- Tell me about your gender journey.
- If I had a magic wand and we could change three things about your body, what would they be?

25

“Some kids feel all boy or all girl, a lot of us feel some parts boy and some parts girl, and some people don't think either of those words fits for them. How do you feel?”

#notintheICD-10
 #walnutidentities
 #WhyIlovebeingafamilydoc
 “Hashtag: Moms shouldn't use hashtags”

26

Gender Affirming Hormone Therapy

- Suppression (central or peripheral) of endogenous hormone production
- Use of exogenous agents to induce feminization/masculinization
- Variation in desirability of use
- Some may prefer maximum expression
- Follow up for desired effect and side effects

27

- Exhibit respect
- Provide care (or refer)
- Become knowledgeable
- Individualize treatment approach
- Facilitate access
- Seek **informed consent**
- Offer continuity of care
- Support and advocate for patients

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CLINICAL PRACTICE GUIDELINE

Endocrine Treatment of Gender-Dysphoric/ Gender-Incongruent Persons: An Endocrine Society* Clinical Practice Guideline

Wylie C. Hembree,¹ Peggy T. Cohen-Kettenis,² Louis Gooren,³ Sabine E. Harstema,⁴ Walter J. Meyer,⁵ M. Issam Mujawar,⁶ Stephen M. Rosenblatt,⁷ Joshua D. Siler,⁸ Vin Tangariccha,⁹ and Guy G. T'Sjoen,¹⁰

¹New York Presbyterian Hospital, Columbia University Medical Center, New York, New York 10032 (Hembree); ²VU University Medical Center, 1007 MB Amsterdam, Netherlands (Bened); ³VU University Medical Center, 1007 MB Amsterdam, Netherlands (Bened); ⁴Tufts University Medical Center, 2300 RC, Leiden, Netherlands; ⁵University of Texas Medical Branch, Galveston, Texas 77555; ⁶Trans Care Evidence-Based Practice Center, Rochester, Minnesota 55905; ⁷University of California San Francisco, Benioff Children's Hospital, San Francisco, California 94143; ⁸Truman University School of Medicine, Boone, Massachusetts 02118; ⁹Emory University School of Medicine and the Atlanta VA Medical Center, Atlanta, Georgia 30322; and ¹⁰Tilburg University Hospital, 5000 Ghent, Belgium

*Cooperating Associations: American Association of Clinical Endocrinologists, American Society of Andrology, European Society for Pediatric Endocrinology, European Society of Endocrinology, Pediatric Endocrine Society, and World Professional Association for Transgender Health.


Objective: To update the "Endocrine Treatment of Transsexual Persons: An Endocrine Society Clinical Practice Guideline," published by the Endocrine Society in 2009.

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Documentation

30

• Sinusitis while trans?
• Broken arm while non-binary?
• Syncopal episode while trans?
• Crushing chest pain while gay?



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Minimum Requirements

- Persistent, well-documented gender dysphoria
- Capacity to make an informed decision and give consent
- Age of majority
- Medical or mental concerns reasonably well controlled

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Testosterone

Timeline:

- 1-3 months: oily skin/acne, increased muscle mass, fat redistribution
- 1-6 (really 3) months: amenorrhea
- 3-6 months: voice cracking/deepening*
- 3 months-1yr: clitoral enlargement, cervical atrophy, decreased vaginal secretions, body hair changes
- 1-4 years: facial hair changes*, male pattern baldness*

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Initial therapy

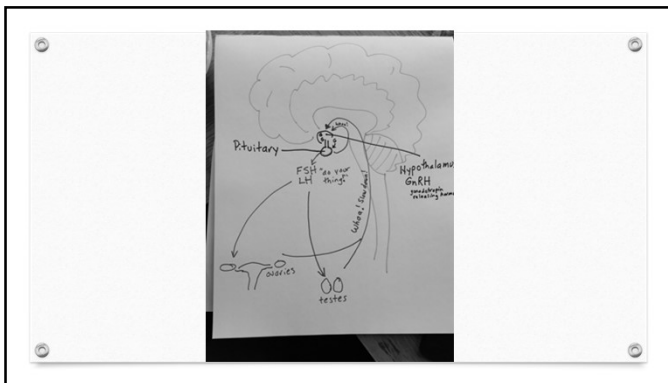
- Testosterone cypionate 200mg/ml
 - Start 100mg IM/SC every 2 weeks
 - Usual dosing 200mg q 14 days or 100mg weekly—[abuse potential, caution mama]
 - 1cc or 3 cc syringes
 - 18g, 1 inch needles to draw up
 - 23g, 1 inch to 1.5 inches to inject (may go 25g SC)

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“Blockers”

- GnRH analogues: Lueprolide acetate (Lupron), Histrelin, Vantus
- Tricks the part of the brain into thinking puberty has already happened
- Monthly, every 3 months, implant (like nexplanon) under skin in arm
- Mood: Oh yeah

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Treatment Options for Transgender Persons

- Physical Interventions
 - Fully reversible
 - GnRH agonists to suppress estrogen and/or testosterone
 - Medroxyprogesterone/spironolactone
 - Partially reversible
 - Hormonal intervention to feminize or masculinize the body
 - Irreversible
 - Surgical procedures

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Summary

- Almost all health issues the same
- Most unique issues related to societal pressures
- Don't assume
- Show patients through proper language you are safe
- People are grateful!

38

Objectives

- Brief overview of terminology and language used regarding gender and gender identity
- Ways to reflect on gender messaging
- Learn simple tools that will improve your ability to provide sensitive, competent care to transgender people
- Familiarity with advocacy organizations and resources

39

Ground Rules

- Please participate! Ask questions, make comments, share perspectives
- It is OK to be confused and make mistakes.
- This is the time to mess up terminology and lingo
- I may respectfully help you use terminology that people have chosen for themselves

40

Three things

1. Do not assume
2. Single stall restrooms should not be gendered
3. No 'sir' or 'ma'am'

3a) Do not assume
3b) Do not assume

41

Definitions

- **Sex:** a person's biological status (at birth) typically categorized as male, female or intersex "assigned male at birth"
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- **Gender identity:** One's sense of oneself as male, female, or transgender [agender, nonbinary]
- **Gender expression:** Ways in which a person acts to communicate gender within a given culture

42

Cass is a woman



43

Gender Dysphoria

- Strong desires to be treated as the other gender or to be rid of one's sex characteristics
- Strong conviction that one has feelings and reactions typical of the other gender

44


"It is important to note that gender nonconformity is not in itself a mental disorder. The critical element of gender dysphoria is the presence of clinically significant distress associated with the condition."

Diagnostic and Statistical Manual of Mental Disorders, 5th Edition: DSM-5, Book by American Psychiatric Association, May 18, 2013

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Stigma & Discrimination against Transgender People

- Transgender people experience very high rates of stigma and discrimination
- The National Transgender Discrimination Survey, 2015 (27,715 transgender respondents):
 - Lost a job due to bias (30% of those employed)
 - Harassed/bullied in school (54%)
 - Victim of physical assault (24%)
 - Victim of sexual assault (13%)
 - Delayed or did not access preventive care due to discrimination by health care providers (33%)



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Health Disparities

- Poverty rates 3x times higher than that of the general population
- Less likely to have health insurance
- Higher rates of HIV infection, smoking, alcohol and illicit substance use
- 40% attempted suicide in their lifetimes: 9 times greater than nat'l average
- HIV rates >4x general population
- 25% reported experiencing harassment or disrespect in a doctor's office or hospital

Grant, et al, National Transgender Survey, 2016

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Family Acceptance

<https://familyproject.sfsu.edu/>




Experience	% of respondents whose families were supportive	% of respondents whose families were unsupportive
Experienced harassment	27%	45%
Attempted suicide	27%	54%
Currently experiencing serious psychological distress	21%	50%

- One in ten (10%) respondents who were out to their immediate family reported that a family member was violent towards them because they were transgender.
- One in twelve (8%) respondents who were out to their immediate family were kicked out of the house, and one in ten (10%) ran away from home.
- Nineteen percent (19%) of respondents who had ever been part of a spiritual or religious community left due to rejection. Forty-two percent (42%) of those who left later found a welcoming spiritual or religious community.

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Simple Steps for Success

1. Ask what name/pronouns to use
2. Use those words/pronouns
3. Apologize if you make a mistake
4. Move on—it's not about you

49

KO's Keys to Success

- Don't be paralyzed by language or terms or being wrong.
Patients/clients/students will sense your intent and authenticity
- As clinicians and educators, our patients and students are always teaching us. This is no different: without the patience of those I've cared for over many years, I wouldn't be 'the expert'
- Self-awareness: are you asking sensitive questions for your own curiosity or education or to better advocate for your students or clients?

Remember: the bar is SUPER low!!

50

...and you're off!!

- Be kind
- Be yourself
- Be open when you do not know
- Listen to your clients, family, friends and customers' experiences

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Resources

- National Center for Transgender Equality: transequality.org
- The Centers for Disease Control and Prevention: www.cdc.gov/lgbthealth
- GSAFE: Creating Just Schools for LGBTQ+ Youth gsafevi.org
- Diverse and Resilient: www.diverseandresilient.org

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Resources

- www.gayhealth.org Gay Health is the first health and wellness website dedicated to lesbian, gay, bisexual and transgender men and women.
- www.LGBTHealth.org The Gay, Lesbian Bisexual, and Transgender Health Access Project from the Massachusetts Department of Public Health wants to foster the development of comprehensive, culturally appropriate health promotion policies and health care services for LGBTI people.
- www.metrokc.gov/health/GLBT Web pages which address the health concerns of the LGBTI community.

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Resources

- www.gender.org Gender Education and Advocacy is a national organization focused on the needs, issues, and concerns of gender variant people in human society.
- www.gpac.org The Gender Public Advocacy Coalition works to end discrimination and violence caused by gender stereotypes.
- www.isna.org The Intersex Society of North America is devoted to systemic change to end shame, secrecy, and unwanted genital surgeries for people born with an anatomy that someone decided is not standard for male or female.

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Resources

- www.mautnerproject.org The Mautner project is a national organization dedicated to lesbians with cancer, their partners, and caregivers.
- www.llego.org Llego is a national organization which addresses issues of concern to lesbian, gay, bisexual and transgender Latinas/os at local, state, regional, national and international levels.
- www.LGBTcenters.org The National Association of LGBT Community Centers has an online directory of LGBT community centers and programs across the country.
- www.LGBThealthchannel.com LGBT Health Channel is a Boston based lesbian, gay, bisexual, and transgender related consumer health care community
