

Transgender Affirming Care

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What to Expect



- The Head - Terminology/Concepts



- The Heart - Experiences of Trans People



- The Hand - Skills/Allyship

A stylized illustration of a human head in profile, facing left. The head is a solid brown color. Inside the head, there is a white, cloud-like shape representing a brain. The background is a solid light blue color.

Terminology / Concepts



WHAT PEOPLE
ASSUME GENDER IS



WHAT GENDER
ACTUALLY IS



FREEDRESSING CAMPAIGN
WWW.FREEDRESSING.ORG



Gender Roles

Socially defined roles with expected behaviors and appearances. These have changed over time and vary from culture to culture.

Discussion

Think of a time you felt limited by gender roles, expectations, or stereotypes.

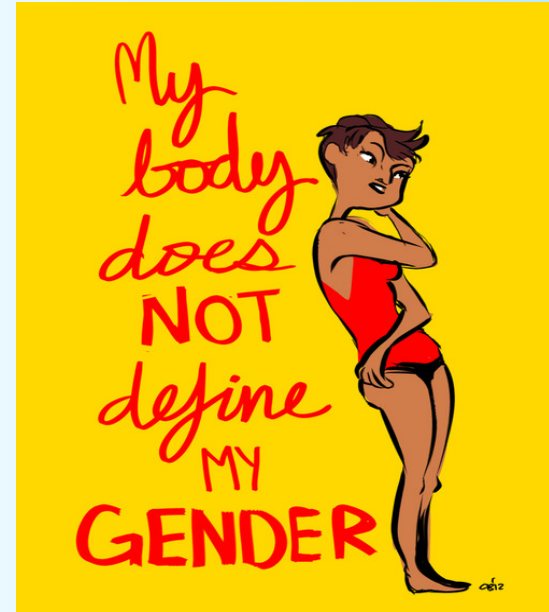
What happened? How did you feel? What did you do?





Sets of physical characteristics that tend to cluster together (e.g. chromosomes, hormones, genitalia)

Sex isn't a binary!



Intersex bodies can be found in other species



“Bilateral gynandromorphs”

Assigned Sex



Gender Identity



Woman

Non-Binary

Man

Gender Expression



Feminine

Androgynous

Masculine

Assigned Sex

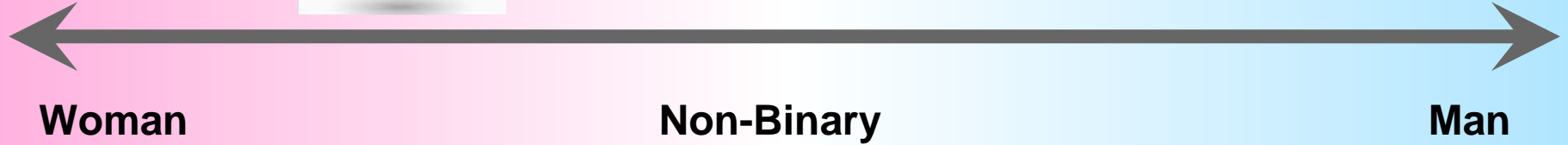


Sex assigned at birth based on sex characteristics, typically male or female.



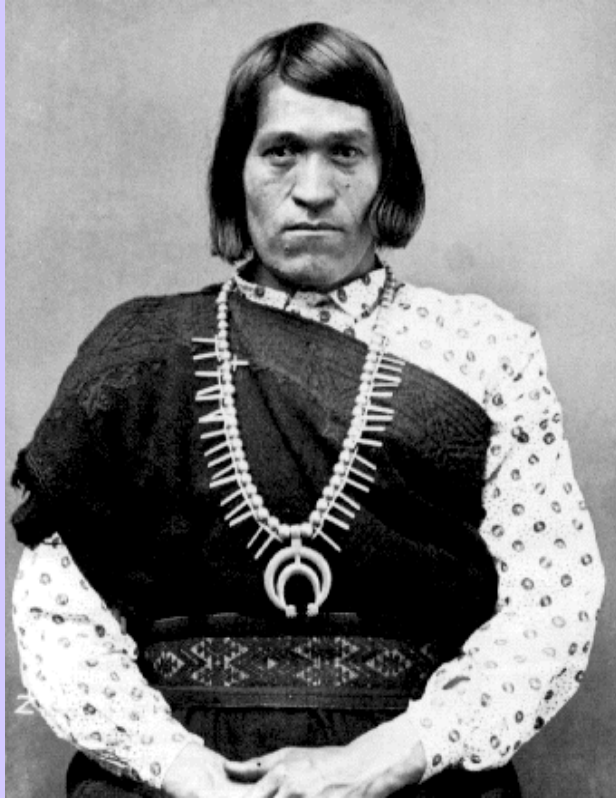


Gender Identity



- A person's internal sense of being a man, woman, neither, both or another gender entirely
- People often become aware of gender identity by around age 3-5
- Gender identity is self-defined!

Gender variance can be found in every culture!





Gender Expression

Feminine

Androgynous

Masculine

How you express your gender through...

- Clothing, fashion, style
- Hairstyle, makeup, grooming
- Personality, interests & activities
- Speech & body language



Transgender

trans- (prefix, from Latin): across or beyond

Examples: *translate*, *transcontinental*, *transcend*, *transport*, *transnational*

trans(gender) (adj): describes people whose gender identity is not the same as their gender assigned at birth.

Examples: *transgender person* / *woman* / *man*

(not: “*a transgender*” or “*transgendered*”)

Assigned Sex



Gender Identity



Non-Binary

Gender Expression



Androgynous

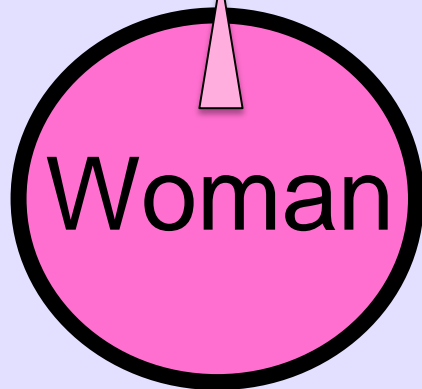
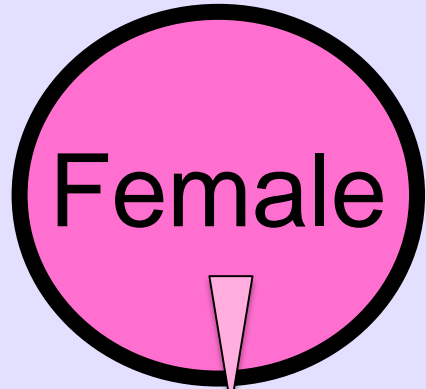
Cisgender

cis(gender) (adj): describes people whose gender identity is the same as their assigned gender; people who are NOT transgender.

Examples: *cis person / woman / man*

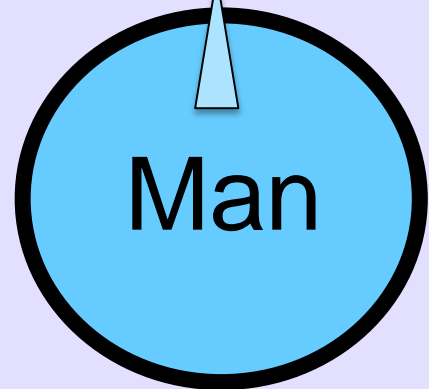
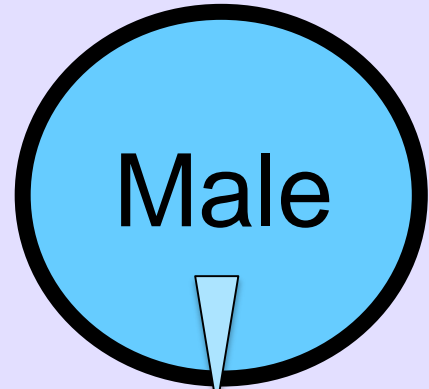


Cisgender identity



Assigned
gender

Gender
identity





Trans women

People assigned male at birth who are women.

Assigned sex:

Male

Gender identity:

Female

Gender expression:

ANY



Janet Mock (she/her)



Laverne Cox (she/her)



Trans men

People assigned female at birth who are men.

Assigned sex:

Female

Gender identity:

Male

Gender expression:

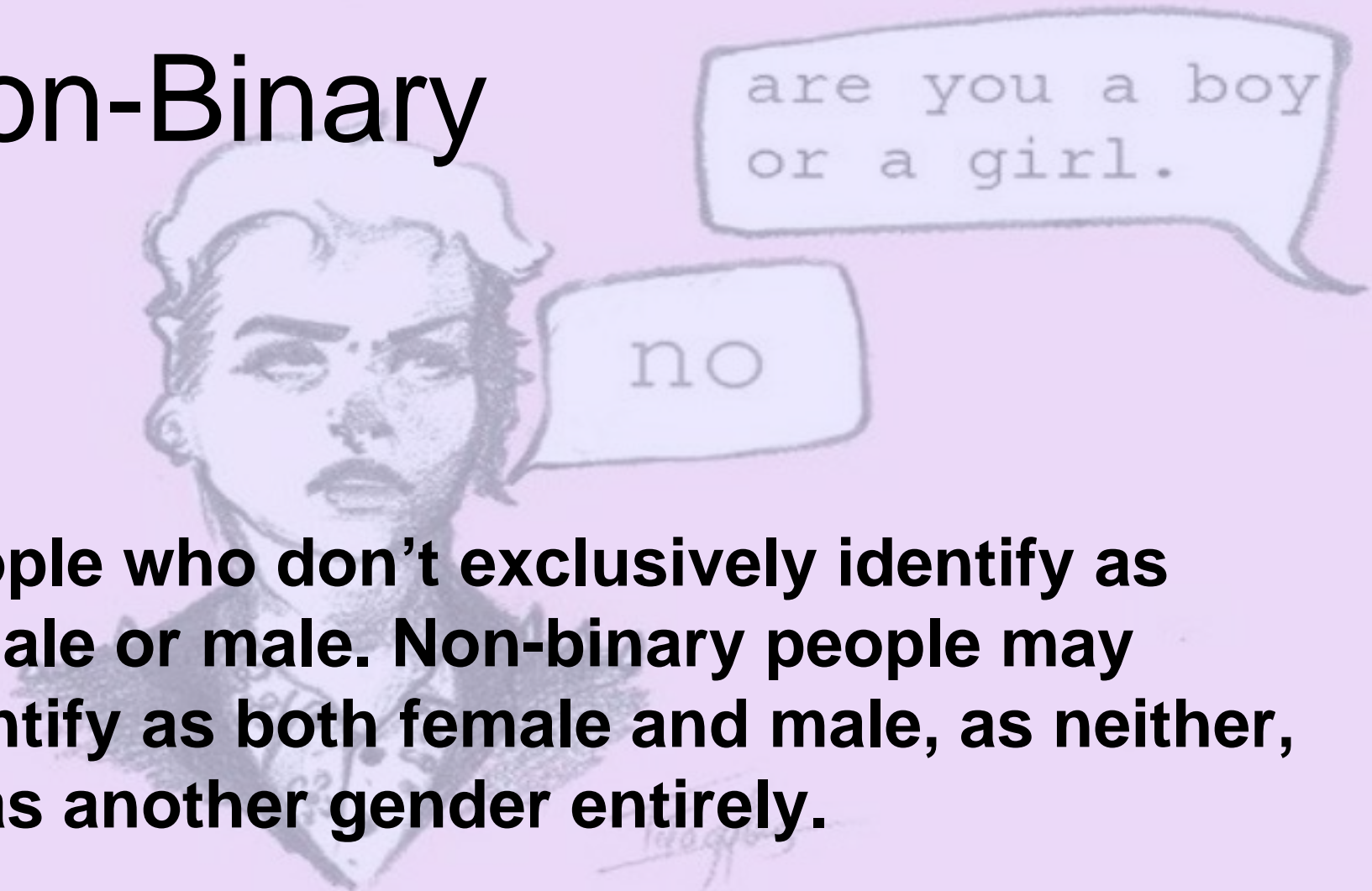
ANY

Kye Allums (he/him or they/them)



Chaz Bono (he/him)

Non-Binary



are you a boy
or a girl.

no

People who don't exclusively identify as female or male. Non-binary people may identify as both female and male, as neither, or as another gender entirely.



NON-BINARY

Bigender
Agender
Genderfluid
Genderqueer
Aggressive
Stud

- ☐ Male
- ☐ Female
- ☒ Neither



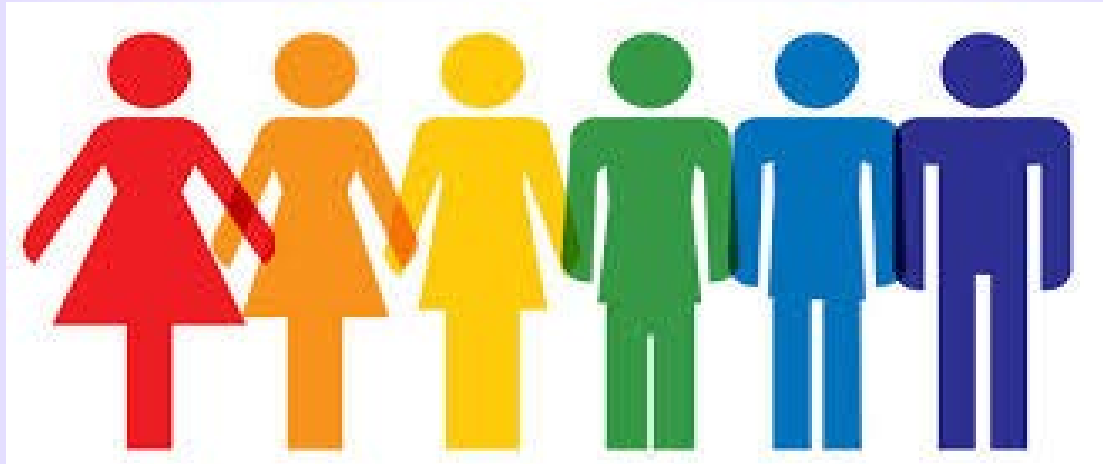
Angel Haze is agender (they/them)



Ruby Rose is genderfluid (she/her)

Gender Non-Conforming

Those with gender expressions that do not conform to the expectations for their gender identity (who may or may not identify as trans).



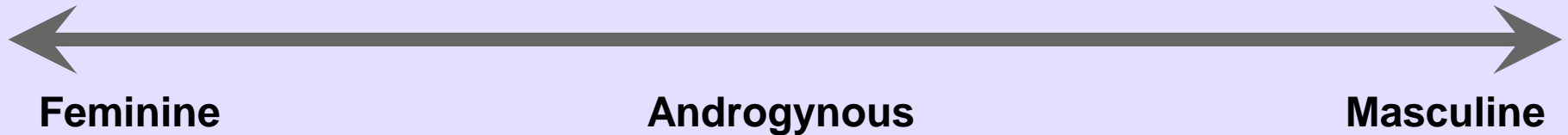
Assigned Sex

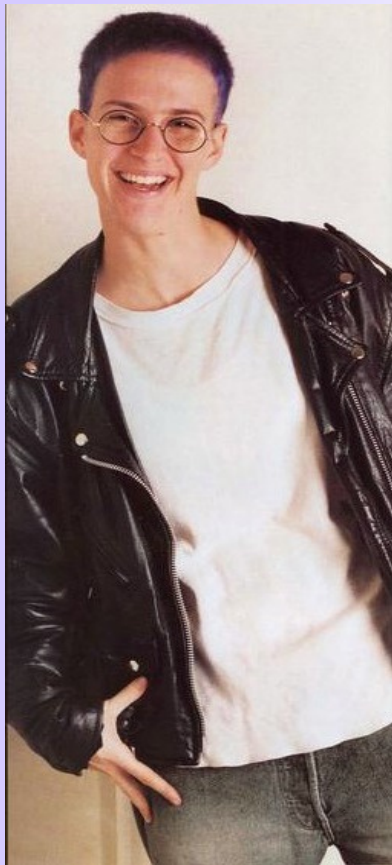


Gender Identity



Gender Expression





Rachel Maddow (she/her)

A diagram consisting of four white circles with thick black outlines, arranged in a 2x2 grid on a light purple background. Each circle contains a text label. The top-left circle contains 'Gender identity', the top-right contains 'Assigned sex', the bottom-left contains 'Gender expression', and the bottom-right contains 'Sexual orientation'.

Gender
identity

Assigned
sex

Gender
expression

Sexual
orientation

Gender identity:

Refers to you who you are.

Examples: cisgender woman, cisgender man, transgender woman, transgender man, non-binary, etc.



Sexual orientation:

Refers to who you love.

Examples: lesbian, gay, bisexual, heterosexual, pansexual, asexual, queer, etc.



Transgender is NOT a sexual orientation

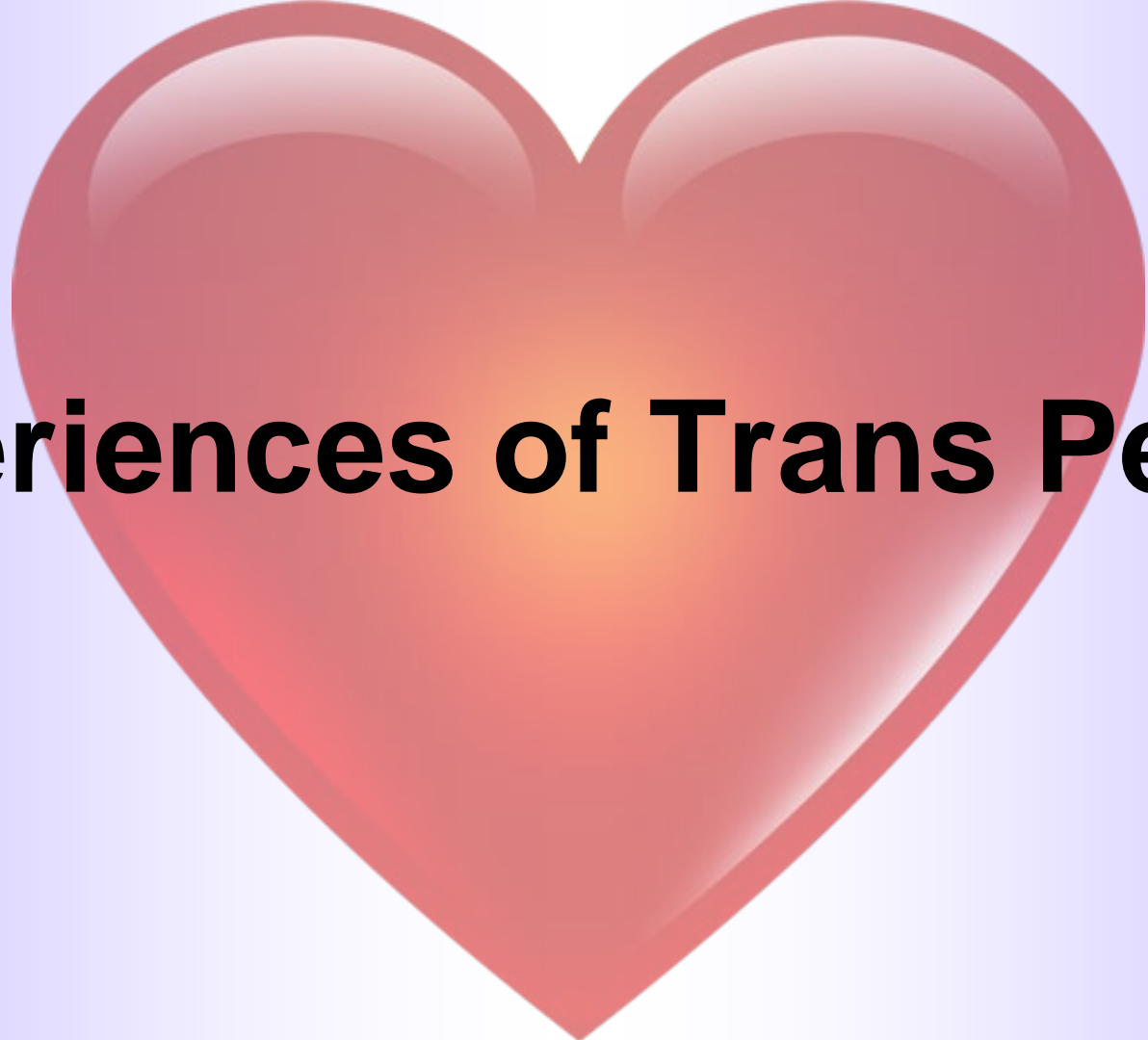
- Everyone has both a gender identity and a sexual orientation
- Trans people can be straight, gay, lesbian bisexual, etc. - just like everyone else!



How do you know a (trans) person's sexual orientation?

- Don't assume!
- Don't use assigned sex to define someone's sexual orientation.
- Let each person define their own sexuality.





Experiences of Trans People

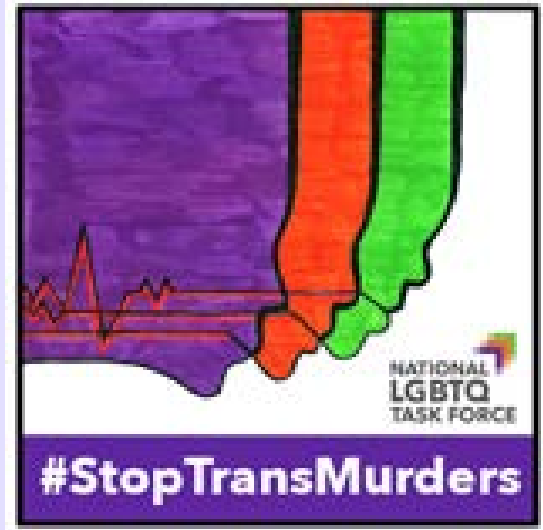


Community Experiences & Trends



- Visibility for transgender and non-binary people

The Backlash



Trump administration rolls back protections for transgender students

Safety

- Emotional and physical safety is a constant and real concern.
- Legislation affects perceptions of safety.
- Gendered bathrooms make TGNC people feel unsafe (this is often where violence occurs).





Restrooms are a Civil Rights Issue!

More than half (59%) of respondents **avoided using a public restroom** in the past year because they were afraid of confrontations or other problems they might experience.



Trans students

Trans students often experience:

- Verbal harassment (54%)
- Physical assault (24%)
- Sexual Assault (13%)
- 17% drop out as a direct result

Support drastically improves mental health and self-esteem.



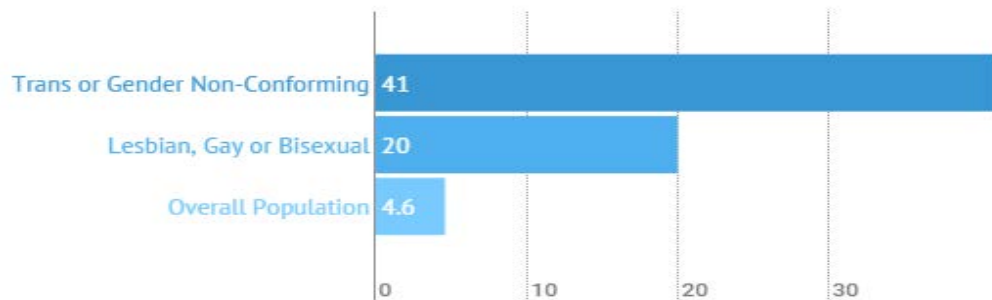
Epidemic levels of suicide

41% of trans people have attempted suicide

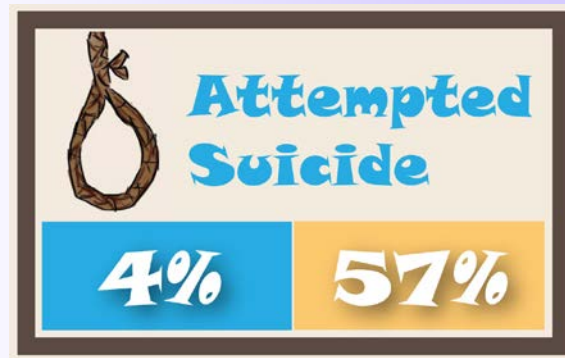
Support matters!

Among trans youth:

Rate of suicide attempts (%)



Data: The Williams Institute



WITH parental
support

NO parental
support



**TRANSPHOBIA
IS WHAT CAUSES
MENTAL HEALTH PROBLEM.
BEING TRANS
DOESN'T.**



 DAYAGAINSTHOMOPHOBIA.ORG

 FACEBOOK.COM/MAY017IDAHOT

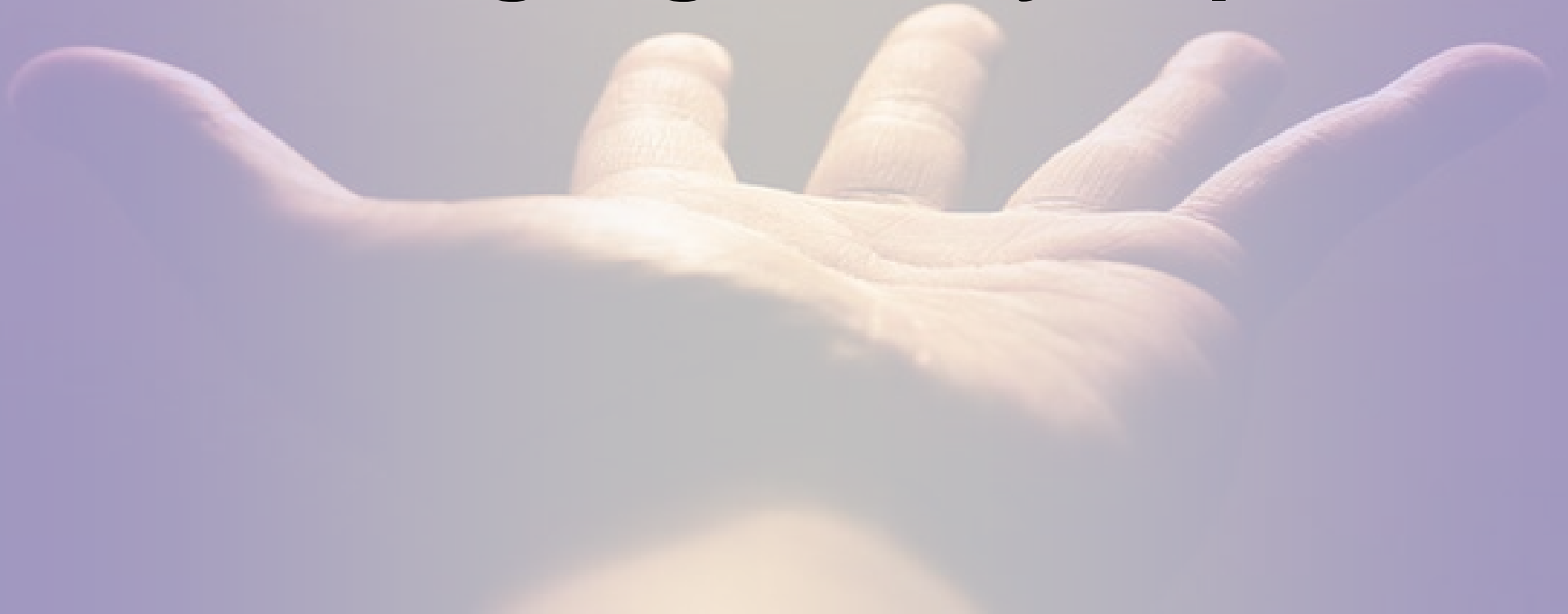
Being transgender is not a disorder

“The expression of gender characteristics, including identities, that are not stereotypically associated with one’s assigned sex at birth is a common and culturally diverse human phenomenon [that] should not be judged as inherently pathological or negative.”

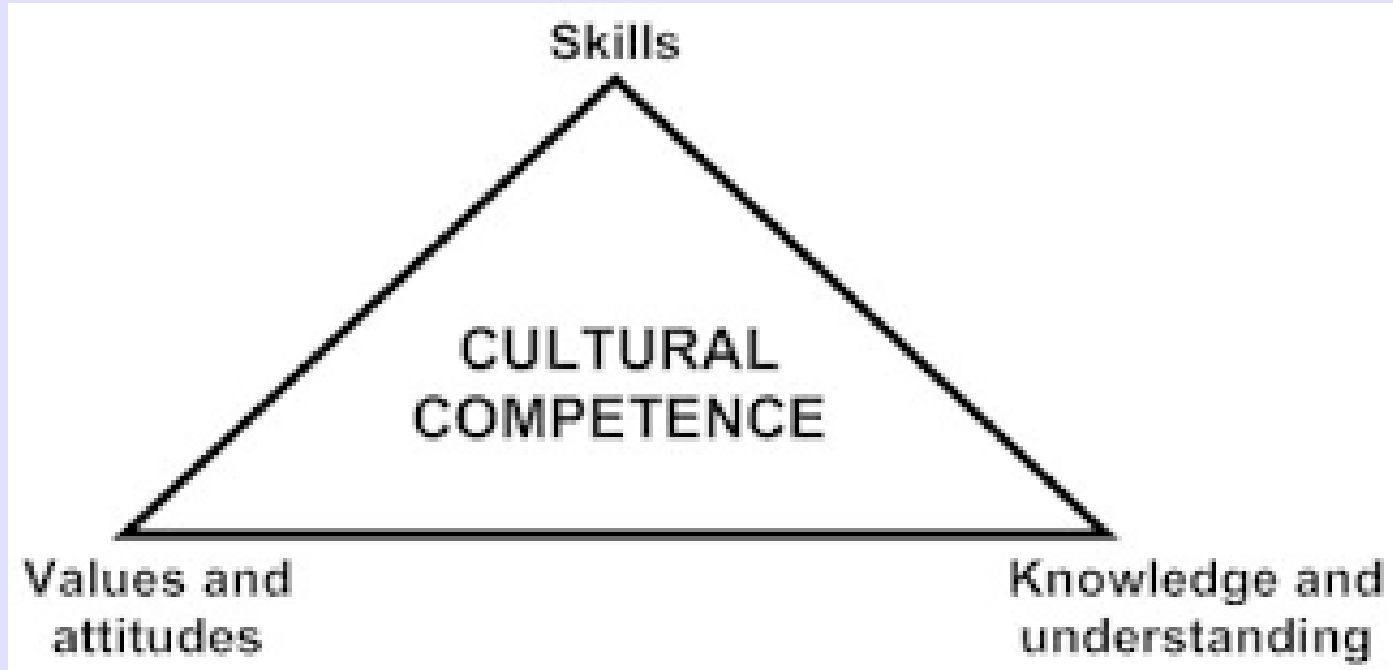
—WPATH SOC

SKILLS:


Language & Allyship



What is Trans Competent Care?



Values and Attitudes

- Check your own implicit attitudes about gender 
- What did you learn growing up about gender? About transgender people?
- Become aware of how your own attitudes about and knowledge of gender identity and gender expression affect the quality of care you provide to TGNC clients.

Watch out for assumptions!

- Common assumptions about gender:
 - Everyone is cisgender
 - People are either male or female
 - We can tell gender by appearance
 - Medical Model – Dominant transgender narrative
 - All transgender people are unhappy and have mental health issues

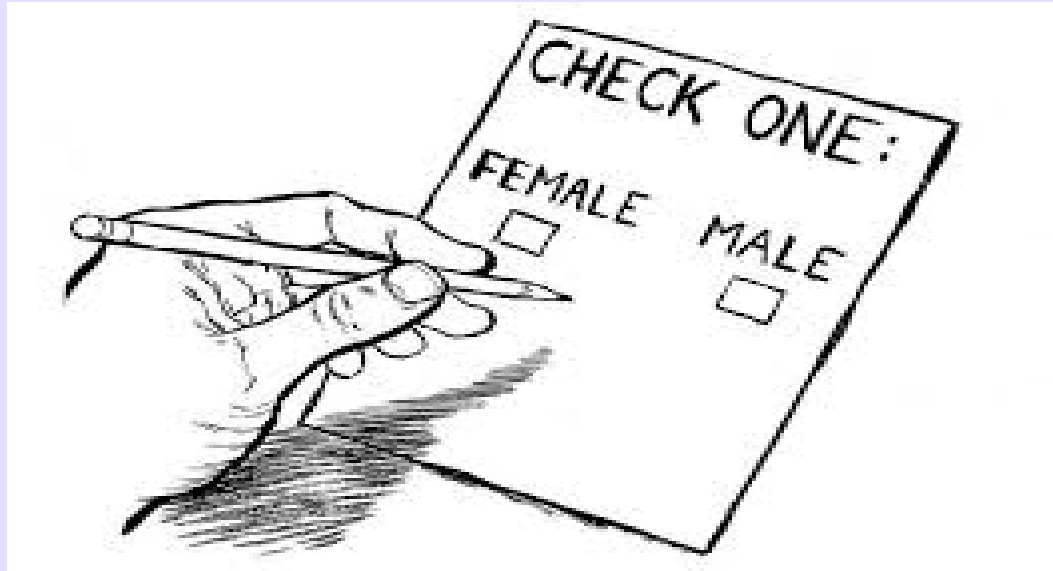


Knowledge and Understanding

- Educate yourself, but be open to the unique experience of each client.
- Practice humility!

Humility

CREATE DEMOGRAPHIC TOOLS THAT SERVE ALL PEOPLE



Legal Name: _____

Preferred name: _____

Date of Birth: ____/____/____

Sex Assigned at Birth: ☐ M ☐ F ☐ Intersex

Gender Identity (Circle One, or write): _____

Woman Man Nonbinary Transgender Man Transgender Woman

Pronouns:

☐ He/Him/His ☐ She/Her/Hers

☐ They/Their/Theirs

☐ Other _____

Identify Yourself as an Ally



PRACTICE USING GENDER NEUTRAL LANGUAGE

Avoid gendered speech:

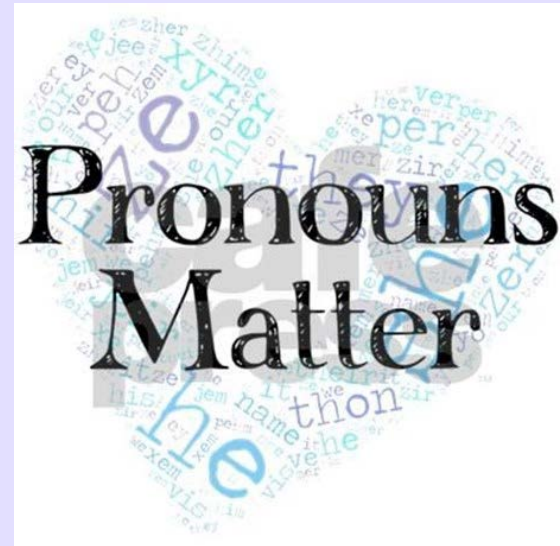
You guys
Sir/Ma'am
He/She

Practice gender neutral speech:

You all or Y'all
They/Them
Names



Practice asking for pronouns, use the correct pronouns, and apologize for mistakes.





You can't tell gender just by looking!

How do I know which pronouns to use?

There's only one way:

YOU GET TO ASK.



Ask for pronouns

“What (name and) pronouns do you use?”

“I’m [name] and I use [pronouns]. What about you?”

“How would you like to be referred to?”

Let’s practice!

At times, someone may be confused by the question. This provides an opportunity for you to educate them about pronouns.

Apologize for mistakes & move on

As you learn to use new names and pronouns, you will probably make mistakes. Some tips:

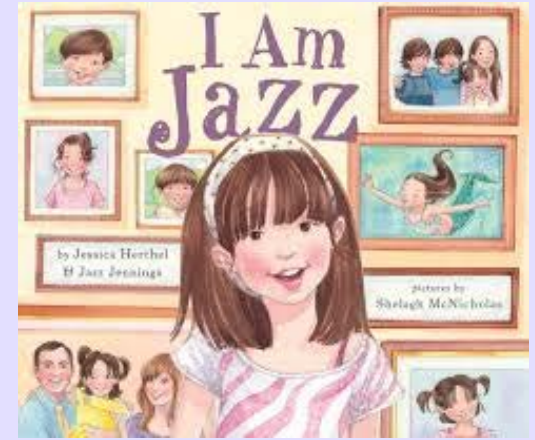
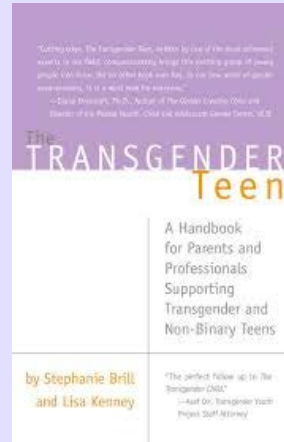
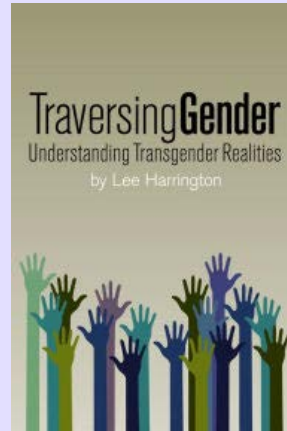
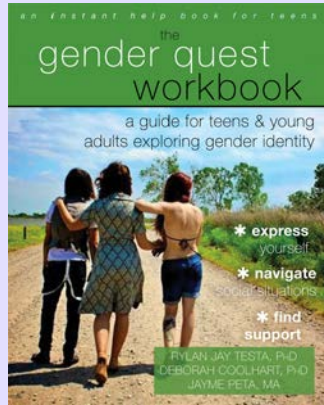
1. Ask people what they need.
2. Mess up.
3. Apologize.
4. Mess up again.
5. Apologize again.

SORRY BUT...



**APOLOGIES
DON'T MEAN
ANYTHING
IF YOU KEEP
DOING WHAT
YOU'RE
SORRY
FOR.**

Educate yourself, and advocate for your client.



- APA guidelines on practice with transgender and gender nonconforming clients
- WPATH – Standards of Care
- Non-Binary Fact Sheet



Emmie Matsuno