

Cultural Humility & Gender-Affirming Care 101

Presented by:

Jennifer Loughran (she/her/hers), LMSW



Agenda

- Agreements
- The Why
- Terms and Definitions
- Challenges Faced
- Positive Outcomes
- Best Practices
- NYS Laws
- Resources
- References



Agreements

- Allow yourself to be present
- Confidential
- Allow yourself to be vulnerable
- Get comfortable with the uncomfortable
- Ask questions
- Be respectful
- Be patient
- Be honest



Why Are We Here?

- Higher risk of health disparities linked to stigma and discrimination from the healthcare system
- Lack of knowledgeable providers is a barrier
- Rates of mental health disorders, substance use disorders, and suicide are higher
 - Risks are even higher within the BIPOC community
- With increased awareness and ongoing training, a more inclusive environment is possible
- Providing inclusive and quality care can increase overall well-being and health



What is Cultural Humility?

Cultural Competence

- Knowledge and training
- The idea that one can become “competent” in other cultures
- Based on academic knowledge
- Supports the myth that culture does not change

Cultural Humility

- Introspective and self-reflective
- Recognizes and challenges power imbalances
- Accountability
- Lifelong journey



What is Gender-Affirming Care?

- Includes social, behavioral, psychological, and medical interventions.
- Continuum of treatment ranging from counseling to hormone-related treatments.

Social/Behavioral/Psychological Care

Letting In Process

Speech Therapy

Hair Removal

Binding, padding, tucking

Practical and Psychological Preparedness

Medical Care

Puberty blockers

Hormone therapy

Surgical procedures



Language Matters

- Language shapes thought, self-identity, and expectations and understanding of others.
- Language is an essential tool for showing (or denying) respect.
- Language evolves.



Common Abbreviations

- **LGBTQIA+**

- Lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual
- + signifies a number of additional identities and orientations

- **SOGIE**

- Sexual orientation, gender identity, and gender expression

- **TGD**

- Transgender and gender-diverse

- **HRT**

- Hormone Replacement Therapy



SOGIE

- **Sexual Orientation:** A person's identity in relation to the people to whom they are attracted to.
- **Gender Identity:** The personal sense of one's own gender; it can correlate with sex assigned at birth (cis) or differ from it (trans).
- **Gender Expression:** A person's outward gender presentation, usually comprised of personal style, clothing, hairstyle, makeup, jewelry, vocal inflection, and body language.



Terms Related to Sexual Orientation

- **Asexual:** A person who does not experience sexual attraction towards other people.
- **Bisexual:** a person who is emotionally, romantically, sexually, affectionately, or relationally attracted to more than one gender.
- **Demisexual:** A person who only feels sexual attraction toward a person with whom they have already established a strong emotional bond.
- **Pansexual:** A person who is emotionally, romantically, sexually, affectionately, or relationally attracted to people regardless of their gender identity or sex assigned at birth.



Terms Related to Gender Identity

- **Cisgender:** A person whose gender identity corresponds with the sex the person was assigned at birth.
 - AFAB, AMAB
- **Transgender:** A person whose gender identity does *not* correspond with the sex the person was assigned at birth.
 - FTM, MTF



Terms Related to Gender Identity

- **Agender:** Often used as an identification for people who do not identify with or conform to any gender.
- **Gender Fluid:** A person whose gender identity is not fixed and can vary from one gender to another.
- **Gender Non-Conforming:** A person whose gender expression does not subscribe to gender expressions or roles expected of them by society.



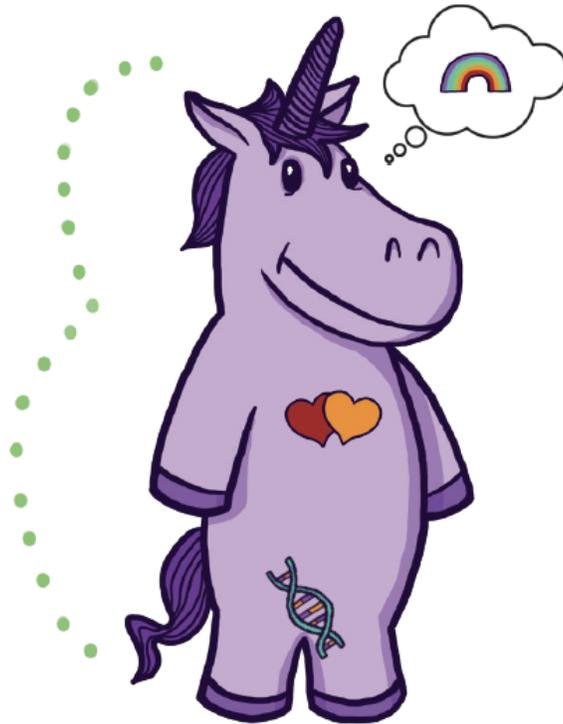
Terms Related to Gender Identity

- **Gender Queer:** Umbrella term for gender identities or presentations that do not fit the 'dominant trans narrative' of transitioning from one's gender assigned at birth in line with one's assigned sex, to the 'opposite' gender.
- **Non-Binary (Enby):** A term used to describe a person whose gender identity does not easily fit into the boxes of man or woman.
- **Two-Spirit:** An umbrella term referring to various indigenous gender identities in North America. This identity is also culturally-specific, meaning that it belongs to Indigenous communities and should not be used by non-Indigenous people.



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

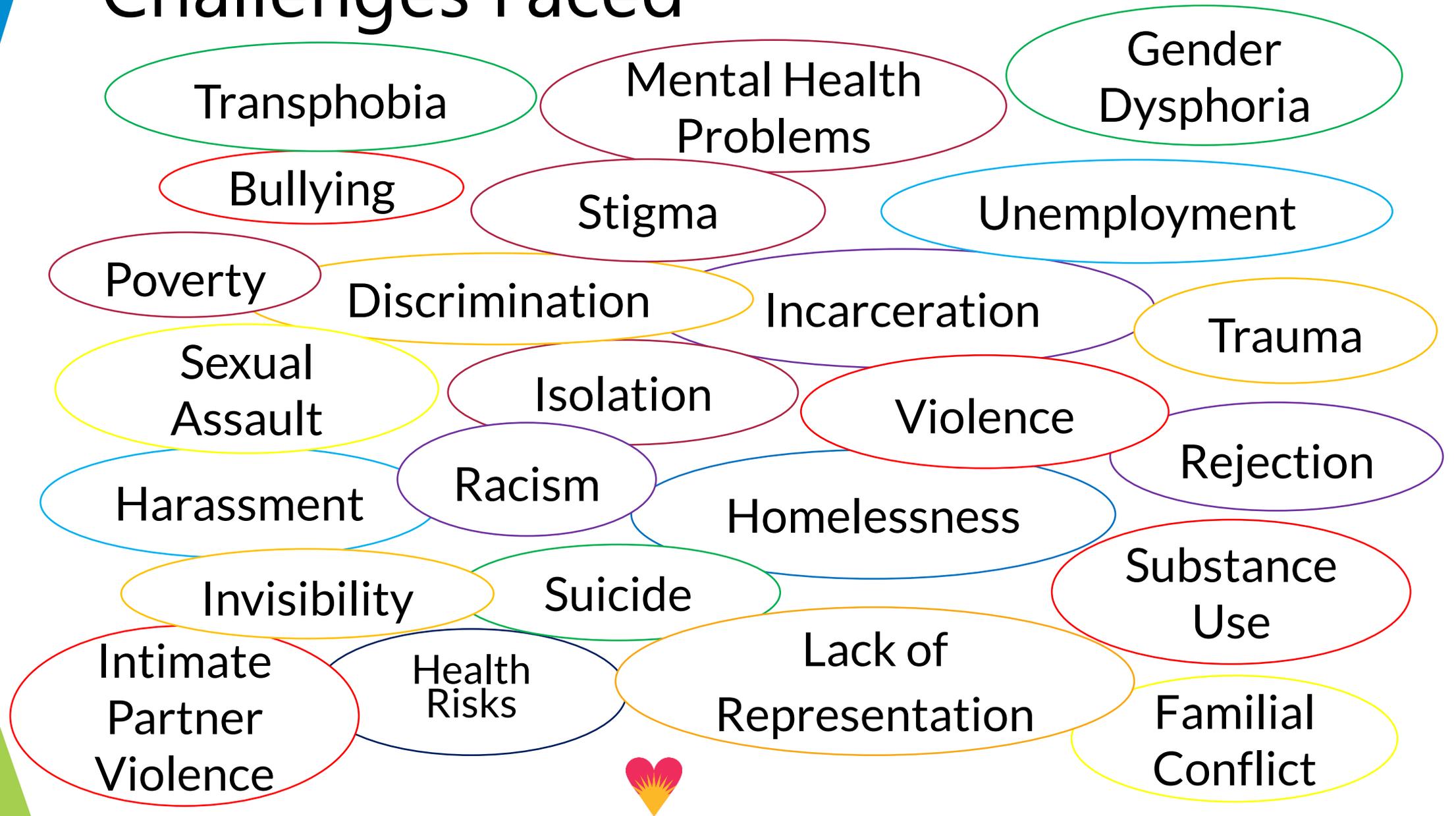


Barriers to Care

- Limited Access
 - Health insurance, services, treatment, records, ID, etc.
- Negative Experiences
 - Being misgendered; not referred to by correct pronouns
 - Forced choice on forms and documents
 - Lack of gender-neutral facilities (bathrooms, locker rooms, dormitories, etc.)
- Lack of providers who are knowledgeable in working with this population



Challenges Faced



Health Disparities in the TGD Population

- Mental Health Disorders
- Substance Use Disorders
- Suicide
- Tobacco Use
- Transphobia
- Cardiovascular Health
- HIV
- Cancer
- Mortality



Psychiatric Disorders in the TGD Population

- 4x as likely to experience a mental health and/or substance use disorder
- 58% of trans patients had at least one DSM-5 Dx
 - MDD – 31%
 - GAD – 12%
- Youth 2x as likely to experience depressive symptoms, seriously consider suicide, and attempt suicide
- 40% of trans adults have attempted suicide, compared to less than 5% of the general U.S. population
- 10% of trans adults had a history of a substance use disorder



Positive Health Outcomes

- Improvement of mental health and overall well-being, including:
 - Lower rates of suicide
 - Lower rates of depression and anxiety
 - Lower rates of self-harming behaviors
 - Decreased behavioral and emotional problems



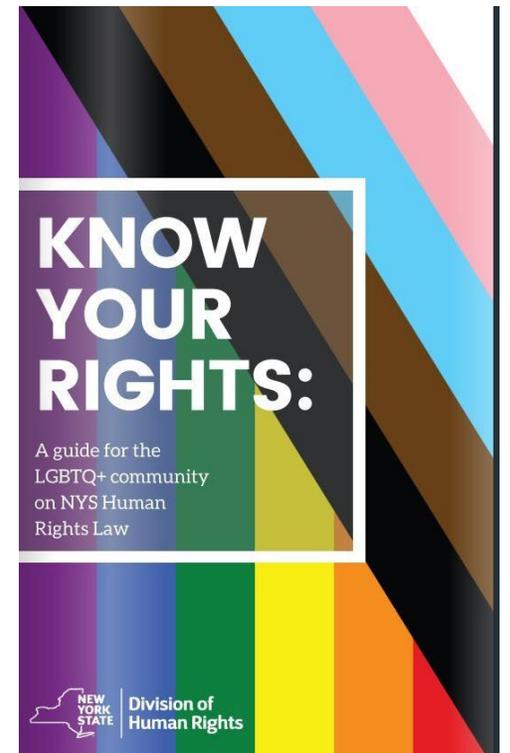
Gender-Affirming Practices

- Names and Pronouns
 - Ask routinely
 - Use correctly
 - Share with staff
- Apologize when a mistake is made
- Avoid asking unnecessary questions
- Avoid assumptions and stereotypes
- Help them feel ordinary
- Ongoing learning and education
- Create a safe space



NYS Division of Human Rights

- The DHR was created to enforce NYS' Human Rights Law.
- Human Rights Law Protections
 - SOGIE
 - Persons Living with HIV or AIDS
- Additional Protections for the LGBTQIA+ Community
 - Passing marriage equality
 - Banning conversion therapy
 - Banning “gay/trans panic” as a legal defense
 - Ending the HIV/AIDS epidemic
 - Enacting GENDA



HRC FOUNDATION



make decisions
together,



THANK YOU!

If you'd like to chat further and/or if you have any questions, I can be contacted at the following:

Email: Jloughran@horizon-health.org

Phone: 716-831-2700 ext. 1132

For more information about Horizon Health Alliance, please check out our website at www.horizon-health.org



Resources

Local WNY Organizations:

- Evergreen Health Services. <https://www.evergreenhs.org/medical-services/transgender-care/>
- GLYS Western New York, Inc. <https://www.glyswny.org/>
- The MOCHA Center: Support & services for LGBTQ people of color. <https://mochacenter.org/>
- The Pride Center of WNY: Our local advocacy and resource center. www.pridecenterwny.org/
- Niagara Pride, Inc.: <http://niagarapride.org/>

National Advocacy, Lobbying, and Educational Resources:

- National Center for Transgender Equality: Transgender advocacy. <https://transequality.org/>
- Human Rights Campaign: National advocacy and lobbying organization. www.hrc.org/
- GLAAD: Gay & Lesbian Alliance Against Defamation, media and education. www.glaad.org
- SAGE: Services & Advocacy for GLBT Elders. www.sageusa.org
- LGBT Foundation: Support and education for LGBTQ communities. <http://lgbt.foundation/>
- Center for American Progress LGBTQ: LGBTQ information and news from a national policy advocacy organization. www.americanprogress.org/issues/lgbt/view/
- GLSEN: Gay, Lesbian & Straight Education Network focuses LGBTQ youth and education. www.glsen.org



Resources

Health:

- SAMHSA: Federal Substance Abuse and Mental Health Services Administration LGBTQ resources. www.samhsa.gov/behavioral-health-equity/lgbt
- SAMHSA: A provider's introduction to substance abuse treatment for LGBT individuals. <https://store.samhsa.gov/shin/content//SMA12-4104/SMA12-4104.pdf>
- NAMI: National Alliance on Mental Illness LGBTQ resources: www.nami.org/find-support/lgbtq
- The Trevor Project: Crisis intervention and suicide prevention for LGBTQ youth. www.thetrevorproject.org/
- The Fenway Institute: Advocacy and education, and best practices for LGBTQ health. <https://fenwayhealth.org/the-fenway-institute/>
- World Professional Association for Transgender Health: Advocacy, education, and best practices for transgender health. www.wpath.org
- APA Guidelines for Practice with LGB Clients: www.apa.org/pi/lgbt/resources/guidelines.aspx



Resources

Legal:

- Division of Human Rights. <https://dhr.ny.gov/>
- Lambda Legal: LGBTQ legal, civil rights, and public policy organization. www.lambdalegal.org
- The Williams Institute: UCLA School of Law think tank on LGBTQ law and public policy. <https://williamsinstitute.law.ucla.edu/>

Families:

- PFLAG: Parents and Friends of Lesbians and Gays support and advocacy. www.pflag.org
- Evangelicals Concerned, Inc.: LGBTQ-affirming evangelical Christian community. www.ecinc.org.

Clinical Organizations:

- Association for Lesbian, Gay, Bisexual & Transgender Issues in Counseling. <http://www.algbtic.org/>
- Association of LGBTQ Psychiatrists. <http://www.aglp.org/>
- The Center for Psychosexual Health. www.cphpsych.com
- Sex and Love Addicts Anonymous. <https://slaafws.org/>
- Sexual Compulsives Anonymous. <https://sca-recovery.org/WP/>
- Pride Institute Treatment Center. <https://pride-institute.com/>



References

- The Fenway Institute
- Human Rights Campaign
- National Alliance on Mental Illness
- National LGBT Cancer Network
- National LGBT Health Education Center
- National Sexual Violence Resource Center
- NYS Division of Human Rights
- Trans Student Educational Resources
- The Trevor Project
- The U.S. Department of Veterans Affairs
- UNAIDS
- World Professional Association for Transgender Health (WPATH)



References

- Bhatt N, Cannella J, and Gentile, J. Gender-affirming Care for Transgender Patients. *ICNS*. 2022;19(46):23-32.
- Caceres BA, Streed CG, Corliss HL, et al. Assessing and addressing cardiovascular health in LGBTQ adults: a scientific statement from the American Heart Association. *Circulation*. 2020;142(19):e321–e332.
- Hughes LD, King WM, Gamberel KE, et al. US Black-White Differences In Mortality Risk Among Transgender and Cisgender People in Private Insurance. *AJPH*. 2022;111(10):1507-1514.
- Stroumsa D, Shires DA, Richardson CR, et al. Transphobia rather than education predicts provider knowledge of transgender health care. *Med Educ*. 2019;53(4):398–407.
- Tervalon M, Murray-Garcia, J. Cultural humility versus cultural competence: a critical distinction in defining physician training outcomes in multicultural education. *National Library of Medicine*. 1998; DOI: 10.1353/hpu.2010.0233
- Wanta JW, Niforatos JD, Durbak E, Viguera A, Altinay M (2019) Mental health diagnoses among transgender patients in the clinical setting: An all-payer electronic health record study, *Transgender Health* 4:1, 313–315, DOI: 10.1089/trgh.2019.0029

