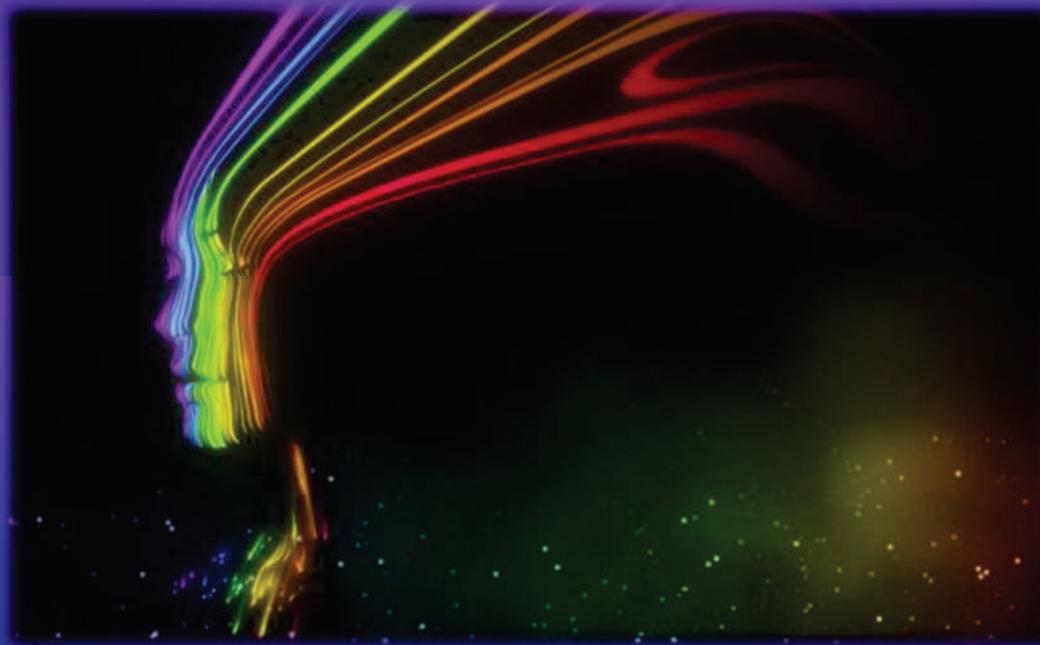


Working with Transgender & Genderqueer Clients: The Basics

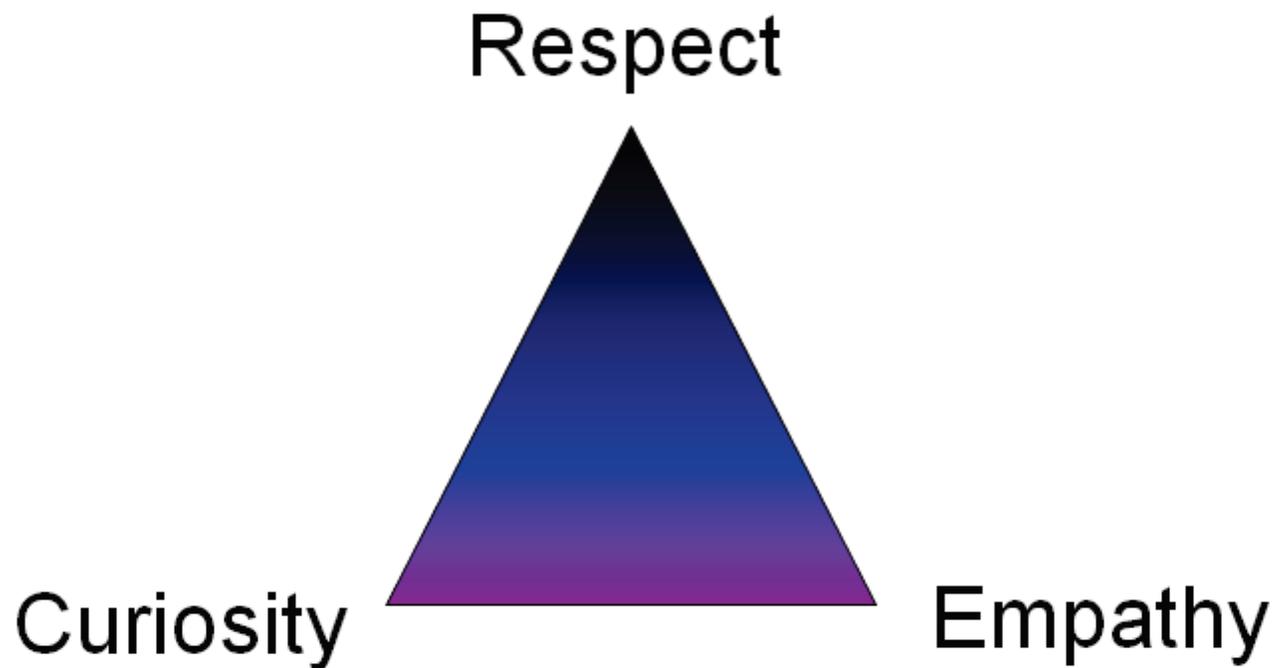


Tory Clark, DHS, LMFT

Special Thanks To:

- The Fenway Institute in Boston, MA for their contributions to this slide presentation.
www.fenwayhealth.org
- Mary Minten, PhD
- Brooke Maylath, President of local Transgender Allies Group (TAG)
- Livia D'Andrea, PhD

A Construct for Caring: Providing Cross-Cultural Care



Learning Objectives

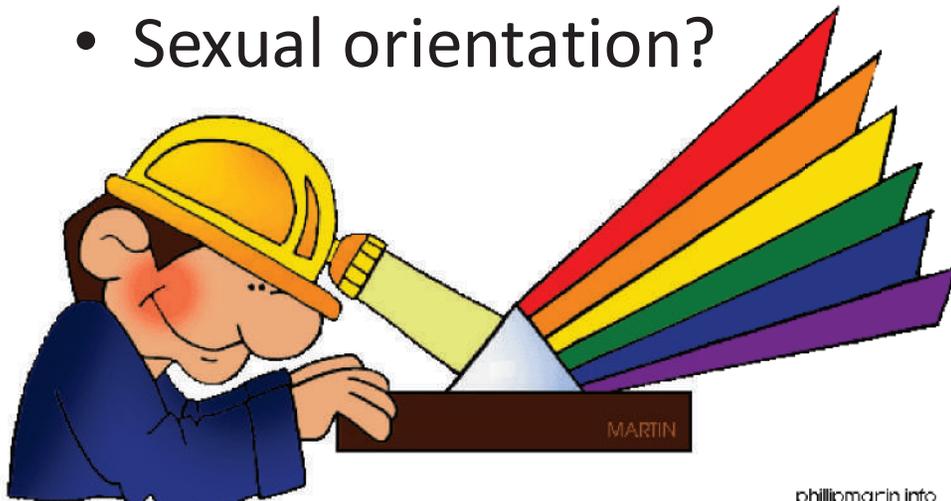
- Define transgender and gender non-conforming concepts, along with other key terms and concepts related to transgender people
- Discern difference between gender (biological sex, including intersex concerns, gender identity) and sexual orientation.
- Identify basics of transition options for gender affirmation process
- Identify discrimination and micro-aggressions against transgender people
- Understand the AFFIRMative approach to counseling transgender clients and their families
- Identify effective advocacy and resources

The following film has been approved for
all transgender people
by the trans picture association

	TRANSGENDER VIDEO
	THIS FILM CONTAINS TRANSEXUAL THEMES SUCH AS VANITY AND THE EFFECTS OF HRT

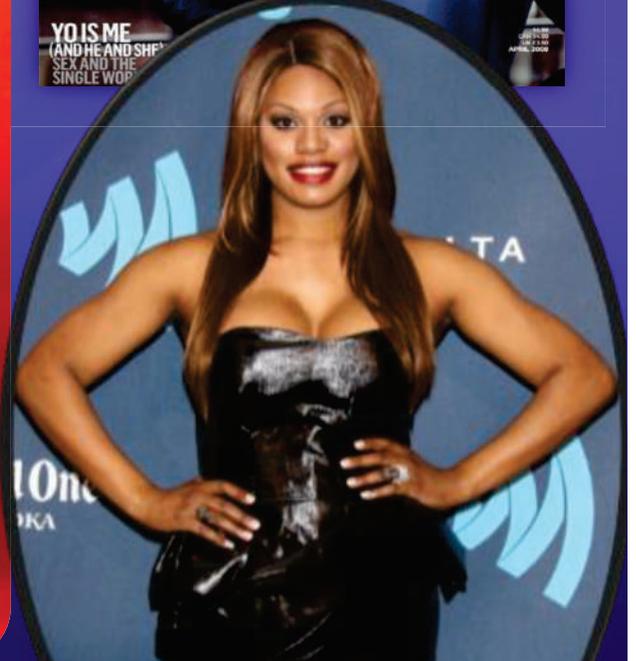
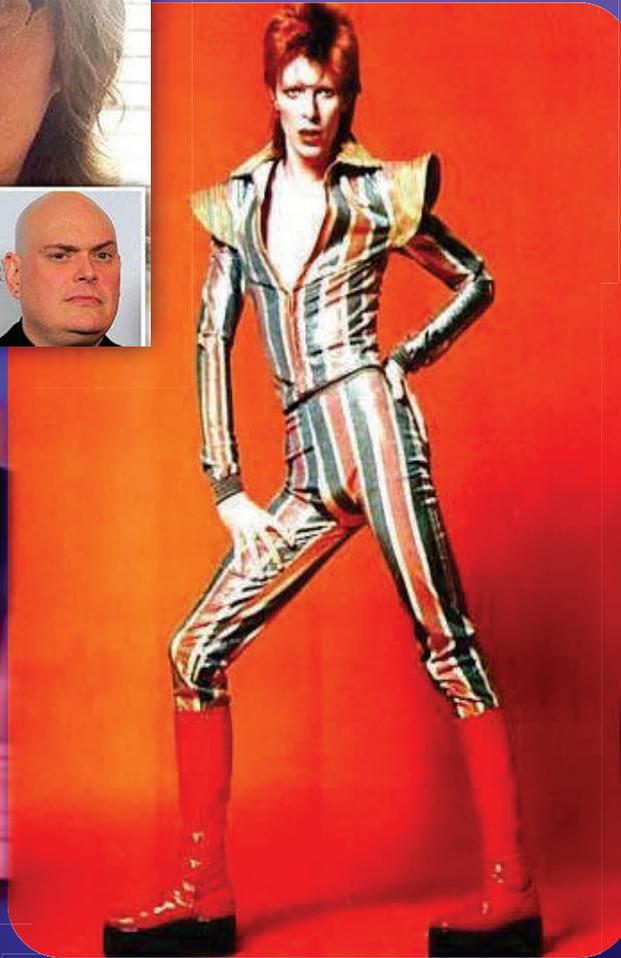
✧ What is this person's:

- Sex?
- Gender?
- Gender identity?
- Gender expression?
- Sexual orientation?



Gender Assumptions:

Assumptions about how people are likely to behave based on their maleness or femaleness

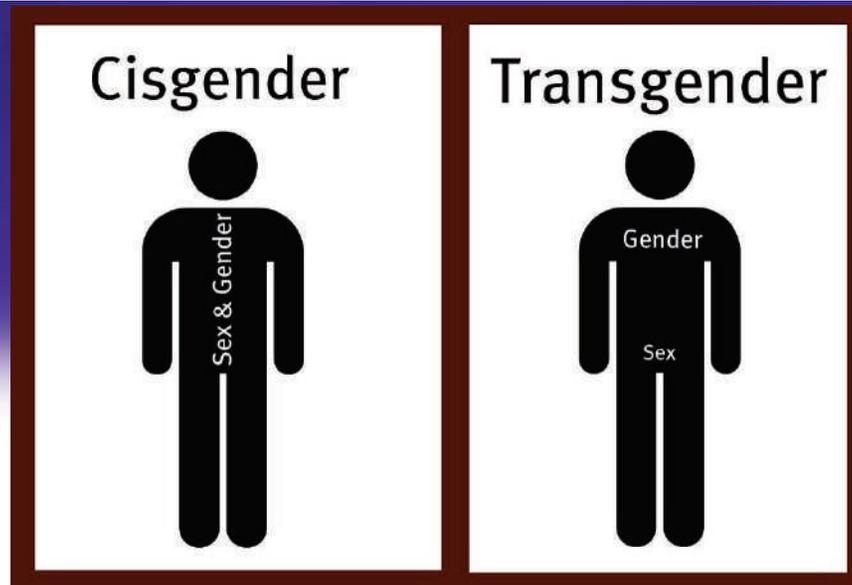


WHAT PEOPLE
ASSUME GENDER IS



WHAT GENDER
ACTUALLY IS





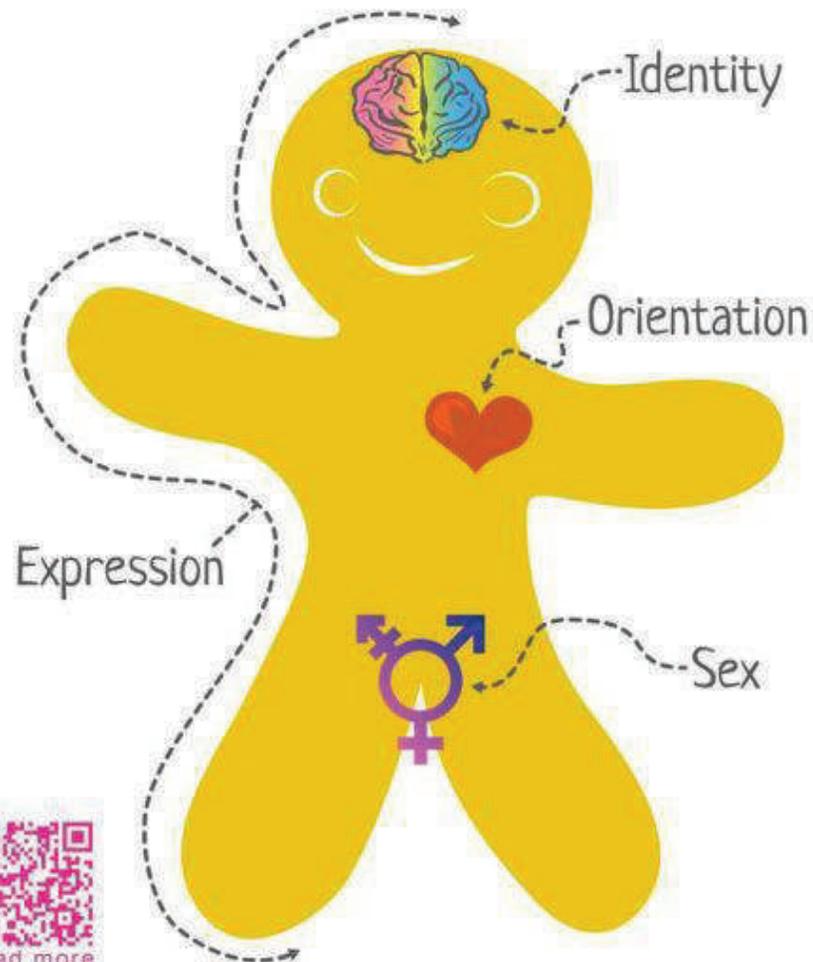
- People whose gender identity and gender expression align with their assigned sex at birth (i.e., the sex listed on their birth certificates).
- Cisgender is also commonly shortened to cis. The root "cis-" is derived from Latin meaning, "on the same side" or "on this side of", so when combined with gender it refers to the alignment of assigned gender and gender identity.

Alphabet Soup- LGBTQQIAAPD

- LGB - refer specifically to sexual orientation
- T – Transgender- an umbrella term for people whose gender identity and/or gender expression differs from their assigned sex at birth
- Q - Questioning or Queer is a gender non-conforming, gender fluid, non-label
- I - Intersex is specifically a physical variation
- A - Asexual, Androgynous
- P – Pansexual- attraction to people regardless of their gender
- D – Demisexual- attraction to someone after having a close emotional bond to them
- *One label DOES NOT fit all*

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender Identity

Woman Genderqueer Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression

Feminine Androgynous Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex

Female Intersex Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation

Heterosexual Bisexual Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

Sexual Orientation and Gender Identity are Not the Same

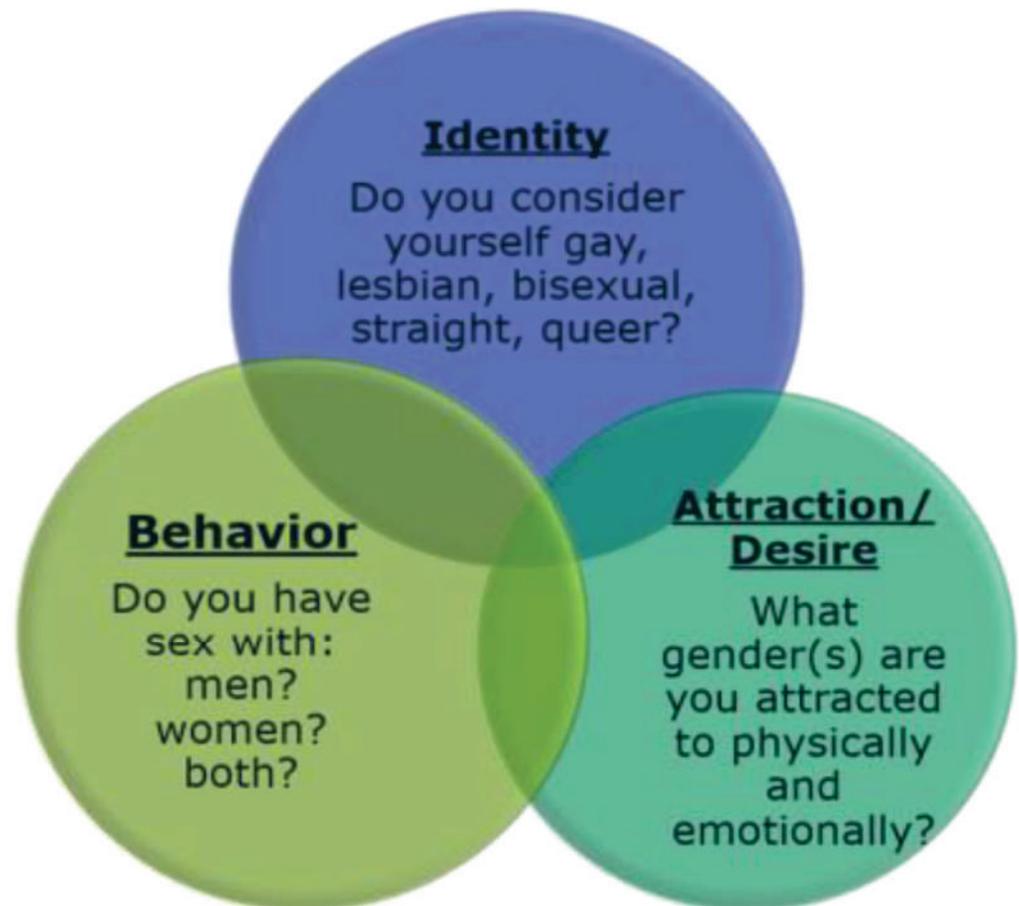
- All people have a sexual orientation and gender identity
 - How people identify can change
 - Terminology varies
- Gender Identity \neq Sexual Orientation



Sexual Orientation

- Sexual orientation: how a person identifies their physical and emotional attraction to others
- Desire
 - Same sex attraction
- Behavior:
 - Men who have sex with men-MSM (MSMW)
 - Women who have sex with women-WSW (WSWM)
- Identity:
 - Straight, gay, lesbian, bisexual, queer—other

Dimensions of Sexual Orientation:



Gender Identity and Gender Expression

- Gender identity
 - A person's internal sense of their gender (do I consider myself male, female, both, neither?)
 - All people have a gender identity
- Gender expression
 - How one presents themselves through their behavior, mannerisms, speech patterns, dress, and hairstyles
 - May be on a spectrum

Non-binary, Genderqueer

- Gender identity is increasingly described as being on a spectrum
- The term *genderqueer* was originally coined in the 1990s to describe those who “queered” gender by defying oppressive gender norms in the course of their binary-defying activism. Members of the genderqueer community differentiate themselves from people who are transgender (itself originally intended as an umbrella term), because that word has come to refer primarily to people who identify with the binary gender different from the one they were assigned in infancy.

Intersex



Caster Semenya Nike Ad

- A term applied to people who possess biological attributes of both sexes.
 - Hermaphrodite (outdated term): have both ovarian and testicular tissue. Genitals are a mixture of male & female – incidence of true hermaphroditism is about 1 in a million
- Intersex: 1 in 1500 to 1 in 2000 births
- Can occur from sex chromosome variations or prenatal hormone variations
- More than 70 variations of sex chromosomes
- Genital surgery sometimes performed on infants
 - Ideally, rather than surgery, should be up to the individual when they are old enough to make an informed decision

Transgender

- Gender identity not congruent with the assigned sex at birth
- Alternate terminology
 - Transgender woman, trans woman, male to female (MTF)
 - Transgender man, trans man, female to male (FTM)
 - Trans feminine, Trans masculine
- Transsexual? Transvestite?



Gender Dysphoria

- “*Gender dysphoria* refers to the distress that may accompany the incongruence between one’s experienced or expressed gender and one’s assigned gender” (DSM-5, p. 451).
- “The current term is more descriptive than the previous DSM-IV term *gender identity disorder* and focuses on dysphoria as the clinical problem, not identity per se” (DSM-5, p. 451).
 - The critical element of gender dysphoria is the presence of clinically significant distress associated with the condition.
- August 2015, APA released “*Guidelines for Psychological Practice with Transgender and Gender Nonconforming People*”
- 2008 AMA position paper affirms the medical necessity of surgical and hormonal interventions.

Please note...

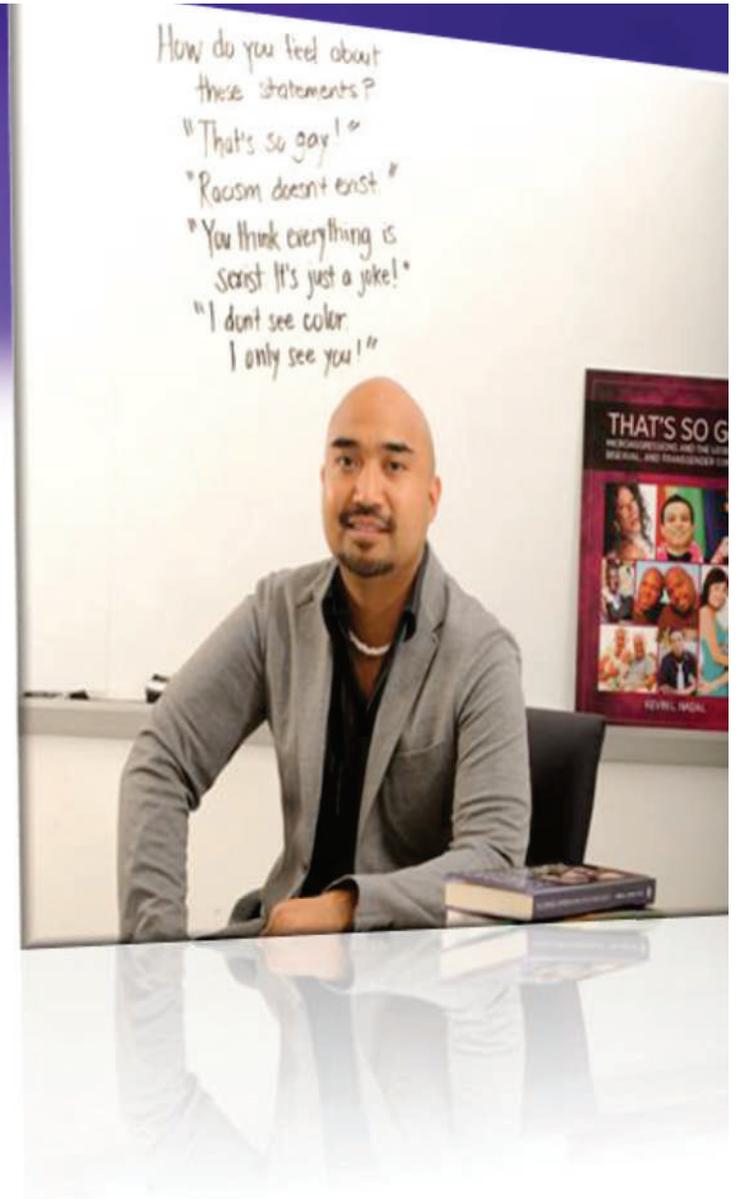
Being transgender is not a disorder; however, living in a culture that does not yet really understand, support, or outright rejects transgender people can lead to mental health issues. Note, however, that not all transgender individuals struggle with their gender identity.

Trans Statistics

- 0.3% of adults (~700,000 people in U.S.) identify as transexual (i.e., having had or will have genital reconstruction surgery)
 - Based on limited data (last updated 2011, Williams Institute)
- Definition of transgender is broader than just those individuals that desire surgical interventions.
- Population estimates likely underreport the true number of transgender people due to difficulties collecting data

Microaggressions

Brief, everyday exchanges that send denigrating messages to a target group such as people of color, women, and gays. These microaggressions are often subtle in nature and can be manifested in the verbal, nonverbal, visual, or behavioral realm. They are often enacted automatically and unconsciously, although the person who delivers the microaggression can do so intentionally or unintentionally (Sue, et al., 2007).



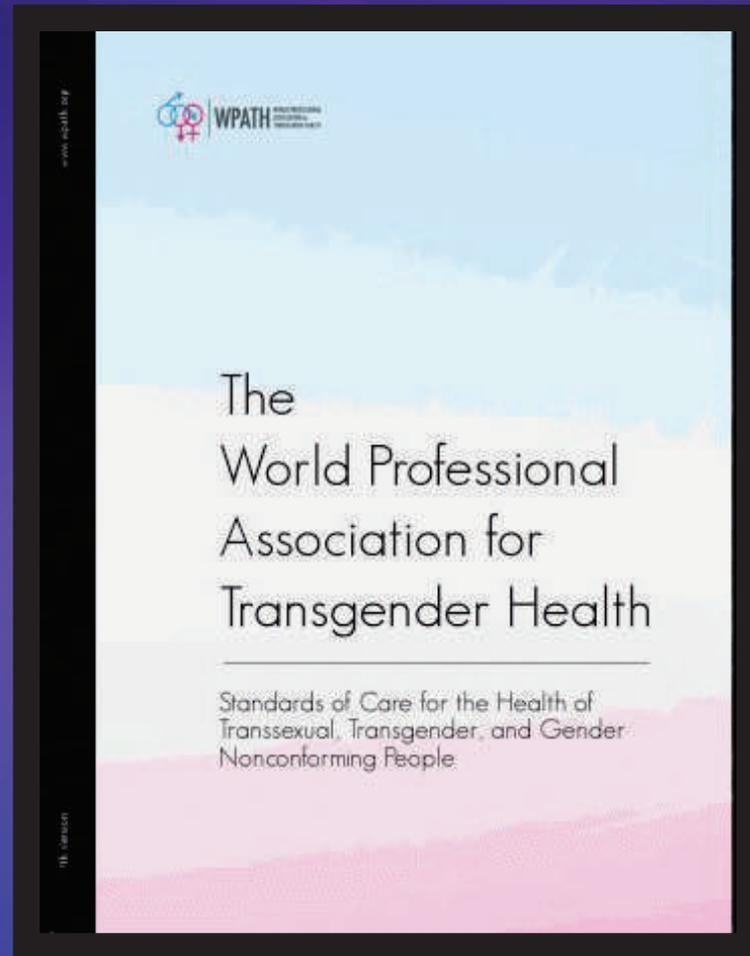
Examples of Microaggressions

1. Endorsement/insistence on gender conforming behavior
2. Assuming all trans people are the same
3. “Eroticizing” or tokenizing trans people
4. Disrespectful nonverbal behavior (staring, pointing, expressions of disgust)
5. Denial of societal transphobia (e.g., accusing person of being hypersensitive)
6. Over sexualizing transgender people and implying threat
7. Denial of personal transgender bias (“some of my best friends are...”)
8. Use of trans-derogatory terminology



[If Trans People Said The Stuff Cisgender People Say Video](#)

The Process of “Transition” or “Affirmation”



Download a free PDF version or order a copy here:
<https://www.wpath.org/publications/soc>

The Process of “Transition” or “Affirmation”

- Mental Health Assessment
- Real life experience (not required)
- Name change (if desired)
- Hormonal Therapy
- Surgical Treatment (if desired)
- Get on with life

The Process of “Transition” or “Affirmation”

- Does not necessarily include surgery or hormones
- Transgender identity transition can be similar to the LGB “coming out” process
- Many prefer the term “gender affirmation” or “gender confirmation” over “transition”
- Some transitions have milestones (living part-time, living full-time, etc.) and an endpoint, while others are continual processes
- Transitions happen on many levels: hormonal, linguistic, psychological, intellectual, spiritual, surgical, social, emotional, legal, etc.
- Gender affirmation can greatly improve a person’s mental and general well-being.
- There is no one way to affirm one’s gender.

Hormone Therapy

- Suppression or blocking of endogenous (internal) hormone production
- Use of exogenous (external) agents to induce feminization/masculinization
- Variation in desirability of use
 - ✦ Some may prefer maximum expression
 - ✦ Some may prefer more androgynous expression
- Initiation and maintenance
- Follow up for effect and side effects

Feminization Hormonal Therapy (MTF)

- Usually estrogen plus androgen antagonist (spironolactone/androcur)
- Many variations
- Androgen antagonists prevent male pattern hair loss
- Reduction in libido, erectile function
- Most changes are reversible
- Fertility may be permanently affected (sperm banking recommended)
- Although feminizing HRT appears to decrease risk of prostate cancer, PSA levels may be falsely low; digital rectal exams recommended

Masculinization Hormonal Therapy (FTM)

- Formulation of testosterone
- Direct stimulation of receptors
- Increase in libido
- Voice, hair changes not reversible
- Infertility may persist, but do not assume contraceptive effect when on testosterone
- Testosterone can adversely affect a developing fetus

Gender Affirming Surgery (GAS)

Sex Reassignment Surgery (SRS)

Genital Reconstruction Surgery (GRS)

- Surgery has proven to be an effective intervention for the patient with gender dysphoria
- Patient satisfaction following surgery is high (Lawrence 2003)
- As with any surgery, the quality of care provided before, during, and after surgery has a significant impact on patient outcomes
- Net for everyone! Is the patient ready?
- Insurance coverage often difficult to obtain

Surgery for Affirmed Women

- Facial feminization surgery
- Voice pitch elevating surgery
- Other feminizing surgery/ laser therapy
- Breast augmentation (mammoplasty)
- Vaginoplasty (several procedures)

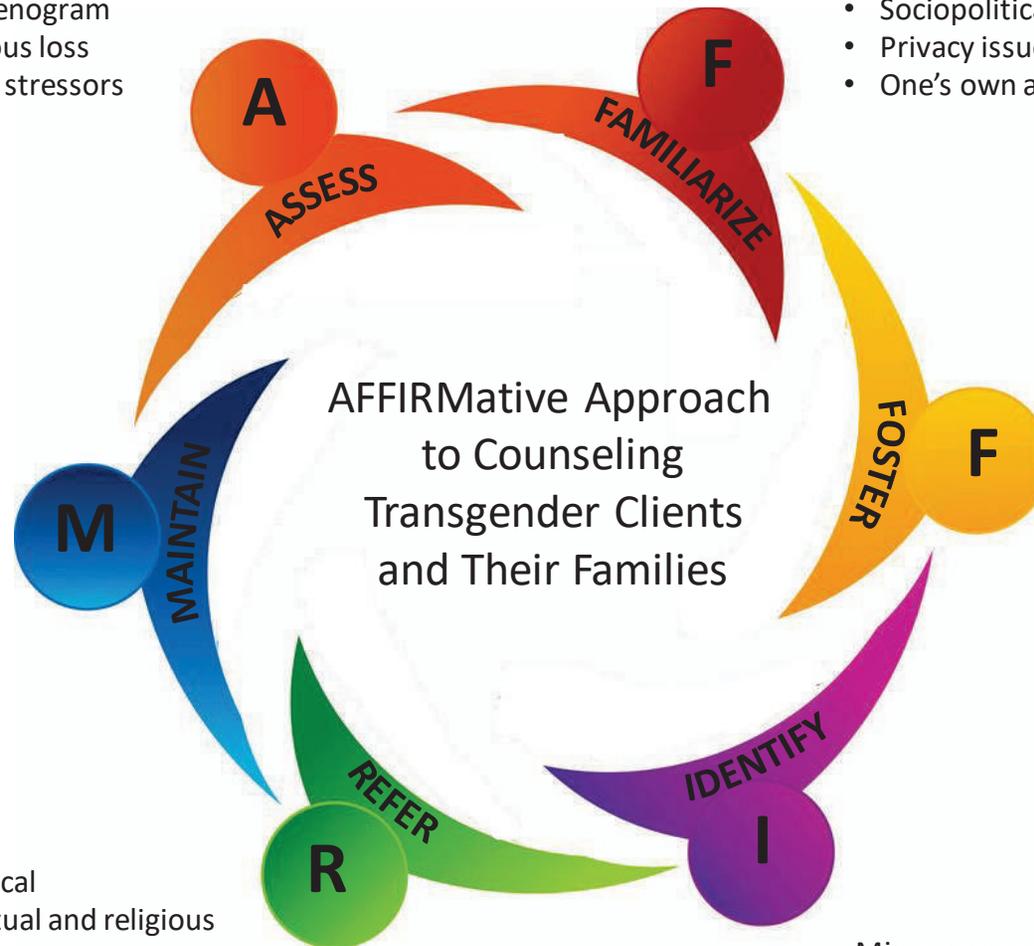
Surgery for Affirmed Men

- Mastectomy with masculine chest reconstruction
- Cosmetic surgery
- Hysterectomy and oophorectomy
- Genital reconstruction
 - Phalloplasty
 - Metoidioplasty

- Depression, suicide, anxiety
- Family rejection
- FAPrisk
- Sexual Genogram
- Ambiguous loss
- Financial stressors

- WPATH & SOC
- Office signs & intake forms
- Language & literature
- Sociopolitical climate
- Privacy issues
- One's own attitudes and sexuality

- Life-long process
- Attachment
- Secure base
- Safe place to return & continue change
- Evaluate effectiveness of therapy & referrals



- Invite conversation
- Past crises successes
- Identify most supportive family member(s)
- Foster openness and acceptance

- Medical
- Spiritual and religious
- Legal
- Additional therapy
- Human rights campaign
- Post care
- Financial aid resources

- Micro aggressions
- Areas off limits
- Positive behaviors
- Mixed messages
- Humor

Effective Advocacy

- Have a good understanding of gender and gender identity and be comfortable with your own.
- Educate yourself about issues facing transgender people.
- Be aware of the coming out process and realize that it is not a one-time event. The coming out process is unique to all LGBTIQ people and brings challenges that are not often understood.
- Remember that transgender people are a diverse group. Each person has unique needs and goals (don't assume that a person is on a path toward transition or that path will look a certain way if they are on it).
- Ask what names and pronouns to use if you are unsure; once you know, be consistent, and apologize if you forget.
- Offer knowledge, inspire hope, honor and lend courage.
- Acknowledge societal transphobia and internalized transphobia.

Effective Advocacy

- Understand the magnitude of the individuals courage.
- Listen, listen, ask questions, listen and respect confidentiality.
- Have humor.
- Reach out to transgender individuals when appropriate, and to their family, friends, partners, and loved ones.
- Promote a sense of community and assist with education and outreach or know where to send someone for referrals and help (N NV Transgender Resource Guide).
- Advocate, advocate, advocate!
 - Support right to be true gender (for a male-to-female to be female)
 - **If you are in a position to do so at work, healthcare, school, or other settings, supply gender neutral bathrooms, put up anti-discrimination policies that include gender identity, put out LGBTIQ materials**
 - For kids - stand up for right to get in their affirmed gender's line, attend activities, use bathroom according to their affirmed gender
 - Promote safety/anti-bullying

Local Changes

- Employment discrimination and housing discrimination based on gender identity now against the law in Nevada
- Nevada hate crime laws now include gender identity and expression language
- Referral list for therapists, doctors, salons, shopping, electrologists, and more has grown from one-page document Mary Minten created in 2006, to a multiple page booklet now printed and hosted online at NNHOPES and TAG
- NNHOPES - Now offers transgender care - medical, mental health, prescriptions and more. Transgender concerns are part of staff training and standards of care are utilized.
- UNR - Now has a working policy for transgender athletes, assisted by Dr. Carol Scott
- And more.... being done for awareness and education

Resources and National Organizations

- Reno: Transgender Allies Group
 - www.TransgenderAlliesGroup.org
- Services and Advocacy for Gay, Lesbian, Bisexual & Transgender Elder(SAGE)
 - www.sageusa.org
- Gay and Lesbian Medical Association
 - www.glma.org
- American Society on Aging
 - www.asaging.org
- National Lesbian and Gay Task Force
 - www.thetaskforce.org
- Fenway Community Health Center
 - www.fenwayhealth.org
- LGBT Aging Project
 - www.lgbtagingproect.org

Resources - National

- World Professional Association for Transgender Health:
<https://www.wpath.org/>
- ACLU – American Civil Liberties Union –assist with civil rights legislature – Aclunv.org
- Crisis Call Center – 24 hour hotline with LGBT training – 1-800-273-8255 or Crisiscallcenter.org
- Human Rights Campaign - hrc.org

Resources - Local

- Our Center – Northern Nevada’s only LGBTQ Community Center – ourcenterreno.org
- Northern Nevada HOPES – Non-profit community health center in downtown Reno for underserved populations – nnhopes.org
- PFLAG – Parents and Family/Friends of Lesbians and Gays – Reno Sparks Chapter – pflagrenosparks.org
- Spectrum – Non-profit LGBT social group “connecting people to the community” through social networks and events – spectrumnv.org

Resources - College

- Center for Cultural Diversity/Queer Student Union, University of Nevada, Reno - unr.edu/cultural-diversity
- The Compass Student Organization – TMCC Student Friends and Allies Club
- Friends and Allies for LGBTQ Issues Committee - ally.tmcc.edu
- Equity and Inclusion Office - (775) 673 - 7027
tmcc.edu/diversity
- TMCC Counseling Center – (775) 673-7060
tmcc.edu/counseling

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