



Cultural Competency: Sexual and Gender Minorities

LLCI have no actual or potential conflict of interest in relation to this program/presentation

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A Different Kind of Different



Conflict of Interest Disclosure

- I am the Founder of and sole Consultant for *A Different Kind of Different, LLC*
- I do not represent any pharmaceutical company or otherwise and have no financial gain or potential conflict of interest in relation to this program/presentation

Before We Begin: Two Things to Remember



1. *The Bowie Rule*: Ch-ch-ch-change is constant.

- Don't be afraid to say what you know
- Be open to learning new things and to asking questions



2. *The Aretha Rule*: R-E-S-P-E-C-T. Always.

- Be cautious with your language
- Remember that what does not offend you may offend another
- Acknowledge your privilege



Sex 101...



- **Sex:** the *assignment* of people as male or female based on perception of physical anatomy at birth (in the United States)
- **Sex Binary:** the *classification* of sex and gender into two distinct categories of male and female
- **Intersex:** general term for a person who doesn't *typically* fit the Western definition of male or female (sex binary)
- **Transition:** the complex process of leaving behind one's designated sex at birth; not necessarily physical or medical

Gender 101...



- **Gender:** one's actual sense of being male or female, neither, both, etc.; given to yourself
- **Gender Binary:** the classification of gender into two distinct categories of masculine and feminine
- **Transgender:** an umbrella term for people whose gender identity differs from the sex/gender they were assigned at birth
- **Cisgender:** an umbrella term for people who are not transgender
- **Non-Binary (enby):** is a spectrum of gender identities outside the gender binary

Gender 201...



- **Gender Presentation/Expression:** the physical/outward manifestation of one's gender through clothing, hairstyle, voice, body shape, etc.
- **Gender Non-Conforming (GNC):** refers to people who do not follow ideas or stereotypes about how they should look, or act, based on the sex they were designated at birth
- **Gender Attribution:** process by which a society assigns gender and/or sex onto a person without actually knowing their sex and/or gender
- **Gender Dysphoria:** condition wherein an individual experiences distress because of a disconnect between their assigned sex and their gender

Each Identity Matters!



● **Sexual Orientation:** a person's enduring physical, romantic, emotional and/or spiritual attraction to others; not one's gender

● **Intersectionality:** coined by civil rights lawyer and founder of Critical Race Theory, Kimberlé Williams Crenshaw, is the study of *"the relationships among multiple dimensions and modalities of social relationships and subject formations"*

Various biological, social and cultural categories such as gender, race, class, ability, and other axes of identity interact on multiple/simultaneous levels and contribute to social inequality

Mental Health Disparities Among Trans and Enby Youth



- The risk of developing a mental health condition was 3-13x higher
- Risk for ADD was 3-7x greater
 - 15% of transfeminine and 16% of transmasculine youth were diagnosed with ADD
- Risk for depression was 4-7x greater
 - Depression was diagnosed among 49% of transfeminine and 62% of transmasculine youth
- Many transgender and GNC individuals are subject to prejudice and discrimination
 - 24% of trans people report having attempted suicide compared to 1.1% of the general population and 48% reported ideation

Journal of The American Academy of Pediatrics , 2018

-Psychology Today; The Lancet



27,715 transgender individuals in the U.S. participated in this survey

Key Findings:

- 8% of sample reported being refused care due to transgender/gender non-conforming status
- 23% of survey participants reported postponing medical care when sick or injured due to discrimination
 - Transgender Men are the most likely to avoid care out of fear of discrimination (31%)
- 11% of respondents were subjected to verbal harassment in medical settings and 4% were victims of violence in doctor's offices
- 24% of sample reported having to teach their medical providers about transgender care

Health Disparities: HIV



HIV Among All Populations of Transgender/GNC Experience

- 29% reported misuse of illicit drugs to cope with discrimination faced due to their gender identity or expression, compared to 10%
- Transgender and GNC youth experience high rates of sexual violence
 - Trans Women and GNC Persons of Color most affected = higher risk
- 2017 CDC-funded study found that transgender women and men are disproportionately affected by HIV
 - Overall HIV prevalence of 9.2% as compared to less than 0.5%
 - Trans Women of Color most affected

Communication: Words Are IMPORTANT



Inclusive Language

- Problematic: sex change, pre-op, post-op, non-op, female-bodied, male-bodied
 - Instead: do not reduce trans people to their body parts
- Problematic: MtF, FtM, transgenders, a transgender, a transsexual, a trans, transgendered
 - Instead: trans people, transgender people, trans women, trans men, women, men
- Unacceptable: tr*nny, she-male, he-she, it, hermaphrodite
- Problematic: real, biological, genetic, natural, born
 - Instead: cis, cisgender

microAGGRESSIONS...



The everyday verbal, nonverbal, and environmental snubs, slights, or insults which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership – can be with or without malintent

- **Invalidate** the group identity or experiential reality of target persons
- **DemEAN** them on a personal or group level
- **Communicate** that they are *lesser* human beings
- Suggest that *they do not belong* with the majority group
- **Threaten** and **intimidate**
- Relegate them to **inferior status and treatment**

Transgender Microaggressions...



What do these microaggressions “look” like?

- Use of transphobic terminology
- Dismissed as a mental illness
- Being “invisible” on paperwork
- Being told to “act/dress/talk more masculine/feminine”
- Being told they “don’t look transgender”
- Being misgendered intentionally using incorrect pronouns; being dead-named
- Being told that your gender is “unnatural”

Providing Welcoming & Affirming Care



Some Tips:

- Ensure your interactions with your clients are genuine and respectful
 - Include pronouns in introductions
 - Use the name they give you and not their “legal name”
 - Always use a client’s proper name and pronouns when speaking to/about them
- When asking about sex use a two-question model:
 - Sex Assigned/Designated at Birth
 - Current Gender Identity (please specify): _____
 - Allow client to self-identify
 - Recognize that your client’s gender ID may change, as gender is fluid
- Use inclusive language when discussing safer sex practices: