



CARING FOR TRANS AND GENDER DIVERSE PATIENTS

T Leeper (they/them/theirs)



GUIDELINES

- Ask questions as needed
- Focus on what you can practice and incremental changes
- Share what you learn, not who said what
- Be in community together



CONSIDERATIONS FOR OUR SPACE

- Some suggestions you may be doing
- Some changes are out of our control
- We all have some ability to be more inclusive
 - We need to act where we can
- We are here to name experience, not blame or shame



LET'S TALK ENVIRONMENTS

Who is in the room with us today:

- What is your environment, what do you do, and what can you do

What does a new patient experience?

On a scale of 1-5, with 1 being “not at all” and 5 being “completely”

- How prepared do you currently feel to provide care to gender diverse patients?
- Why?

INHERENT BIASES TO RECOGNIZE

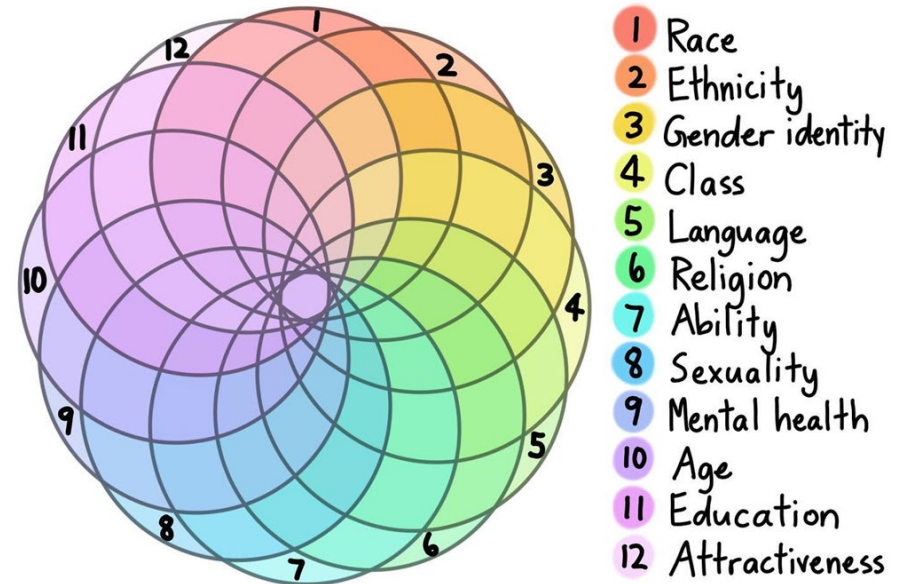
Racism (anti-blackness)

Sizeism (fatphobia)

Ageism (middle-aged bias)

Sexism (hetero-genderism)

INTERSECTIONALITY



Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -



GENDER VS. SEXUALITY

We should always be specific with whom we are talking about

Gender \neq Sexuality

We often hold the false assumption that gender and sexuality are linked

male \neq man \neq attraction to women

female \neq woman \neq attraction to men

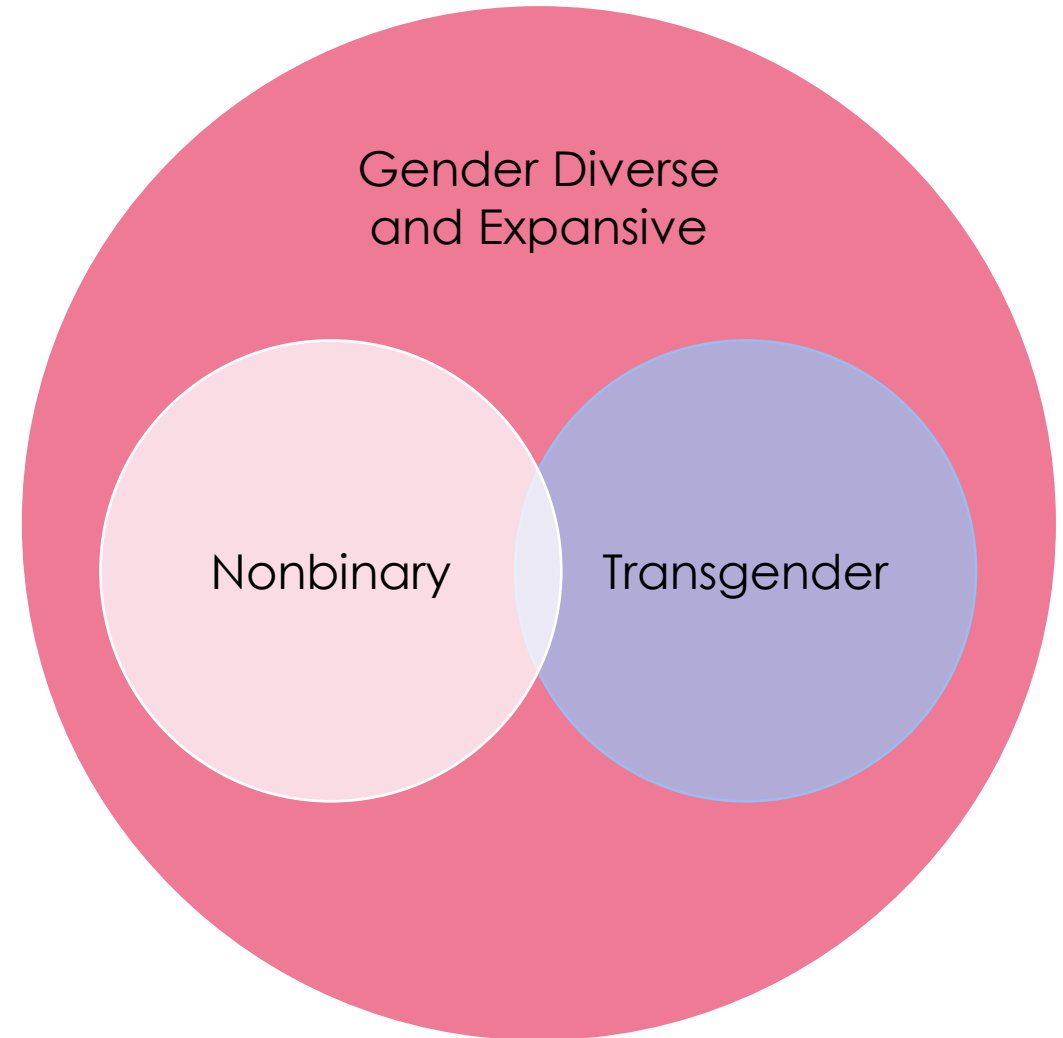


EXPERIENCES OF GENDER

- Cisgender - describes a person who does not experience dissonance between their gender identity and their assigned sex and ascribed gender
- Transgender - describes a person whose gender identity does not align – or does not exclusively align – with their assigned sex and ascribed gender
- Nonbinary - describes a person whose gender identity exists outside of, or beyond, the westernized gender binary of male/man and female/woman

TERMS AND COMMUNITIES

- Assigned female/male at birth (AFAB, AMAB)
- Transgender
- Trans-feminine
- Trans-masculine
- Nonbinary
- Gender Non-Conforming
- Genderfluid



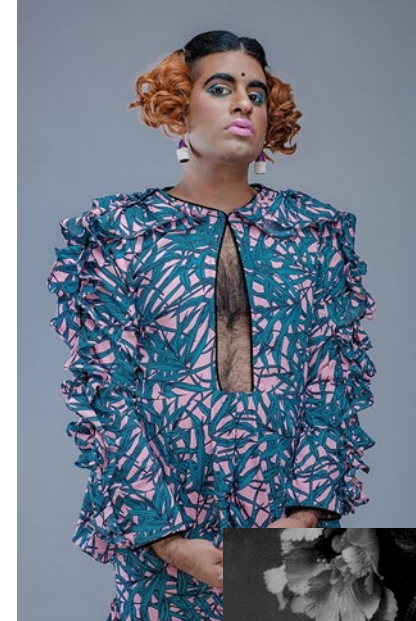


CHALLENGES

- Being pathologized instead of supported
- Unaware of resources or where to go
- Compartmentalization of what is shared and with whom
- Assumptions made about a person and what is right for them

REMEDIES

- Ask if the patient would be comfortable sharing more of their experience
- Be with someone on their journey
 - Use proper names and pronouns
- Have open conversation with gender diverse patients
 - Explore care that is right for them
- Be upfront about services provided
 - Challenges are often due to not knowing what to expect



WAYS OF SUPPORTING GENDER DIVERSE PATIENTS

- Work toward competency at all levels
- Collect information from everyone (re: identity)
 - Sharing your name and pronouns, and asking for the patient's
 - Establishing “check-in” questions and sharing why
- Recognize that trans bodies are still bodies that need healthcare
 - Health care goes beyond gender dysphoria
 - Ex. Trans person experiencing depression is not necessarily because of their trans identity



THINGS TO AVOID

- Outing trans identity for the sake of others
- Deadnaming or use of legal name
 - This experience can have negative consequences and be potentially harmful
- Pressures to conform gender expression and gender identity
- Denying or shaming a person and their experience



INTENT VS. IMPACT

- Intent – what you mean to happen; what you intend to do
- Impact – how an action is felt; what the actual result is
- Even when we have great intentions, our impact might not be the best
- If we make a mistake, the important thing to do is to acknowledge the impact and work to do better



MOVING FORWARD

- Work to undo assumptions around gender, experience, and needs
 - Ex. being on PrEP
- Be honest with other staff about personal barriers/unawareness
 - Ask others for their support when needed
- Know what referrals to make and when to do so
 - Be aware of what services are in your area
 - Whenever possible, know and communicate what to expect