



Cultural Humility: A Framework for Creating Transgender Inclusive Spaces

Shawn Demmons, MPH
2019 Ryan White Provider Summit
Las Vegas, Nevada
January 30, 2019

Welcome and Introductions

»» Module 1



Our mission is to increase access to comprehensive, effective, and affirming healthcare services for transgender and gender non-binary communities



CoE Capacity Building Assistance Program

- ▶ High-Impact HIV Prevention with CBOs
- ▶ Transgender health content expert
- ▶ Partnerships
 - UCSF Center for AIDS Prevention Studies (CAPS)
 - UCSF Alliance Health Project



Isabella Ventura, RN



Shawn Demmons, MPH



Greg Rebchook, PhD.

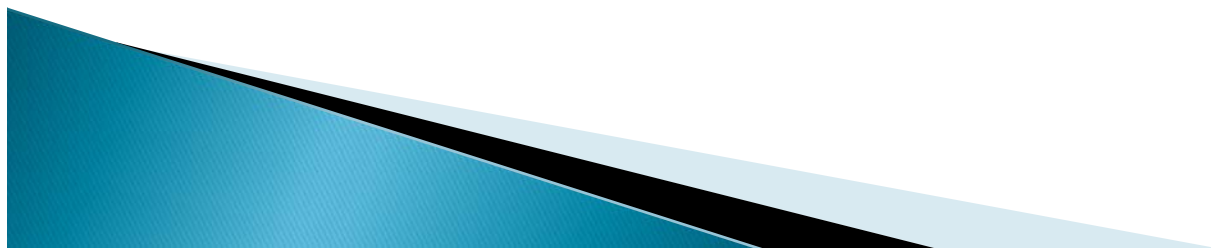
Learning Objectives

- ▶ List and describe the principles of cultural humility
- ▶ Understand the socio-cultural framework for transgender health and its impact on health disparities among transgender and gender non-binary people
- ▶ List and describe 2–3 strategies to address the structural and cultural barriers that impact access to health care for transgender and gender non-binary people



Training Overview

- ▶ Trans 101
- ▶ Cultural Humility Framework
- ▶ Microaggressions, Unconscious Bias, & Cisgender Privilege
- ▶ Every Action Can Save a Life!



Test your knowledge!

We're going to use **Poll Everywhere** during this training.

- ▶ Text **SHAWNDEMMONS739** to **22333** to join!
- ▶ Don't worry, your answers are anonymous 😊



Community Agreements

1. Confidentiality
2. One person speaks at a time
3. Assume good intentions
4. Cell phone off or silent
5. Throw glitter not shade
6. Right to pass
7. Take care of yourself
8. Have fun!

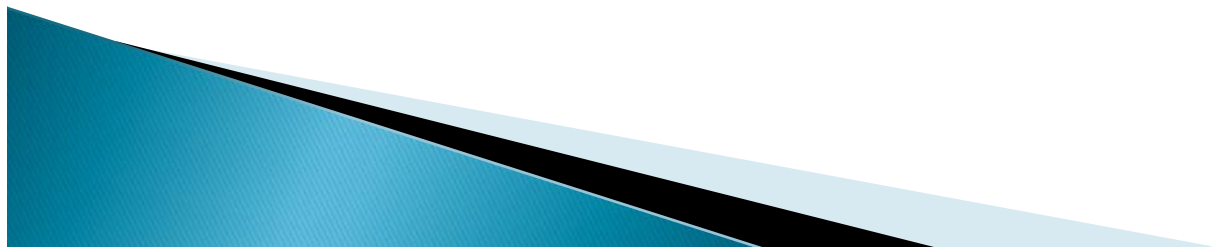


Icebreaker

Participant Introductions

In 30 seconds, please share with your partner:

- Name
- Pronoun
- Story about your first name



Names & Pronouns

- ▶ Why are names important?
 - Legal name
 - Chosen name
- ▶ Why are pronouns important?
 - I don't know which pronoun to use?!



Trans 101: The Basics



Trans 101: Recap

- ▶ 4 core concepts of identity
- ▶ Socio-cultural context of trans life & health
- ▶ Toward health equity
- ▶ Barriers to care



Terminology Quiz

Match the 14 descriptive terms on the right to the most appropriate category on the left on the handout provided.



Sex Assigned at Birth

People are assigned one of two sexes at birth (or shortly after birth)

1. Male
2. Female

TYPE/PRINT
IN
PERMANENT
BLACK INK
FOR
INSTRUCTIONS
SEE
HANDBOOK

U.S. STANDARD
CERTIFICATE OF LIVE BIRTH

LOCAL FILE NUMBER

BIRTH NUMBER

1. CHILD'S NAME (First,Middle,Last)		2. DATE OF BIRTH (Month,Day,Year)	3. TIME OF BIRTH
4. SEX	5. CITY, TOWN, OR LOCATION OF BIRTH		6. COUNTY OF BIRTH
7. PLACE OF BIRTH: <input type="checkbox"/> Hospital <input type="checkbox"/> Freestanding Birthing Center <input type="checkbox"/> Clinic/Doctor's Office <input type="checkbox"/> Residence <input type="checkbox"/> Other (Specify) _____		8. FACILITY NAME (If not institution, give street and number)	

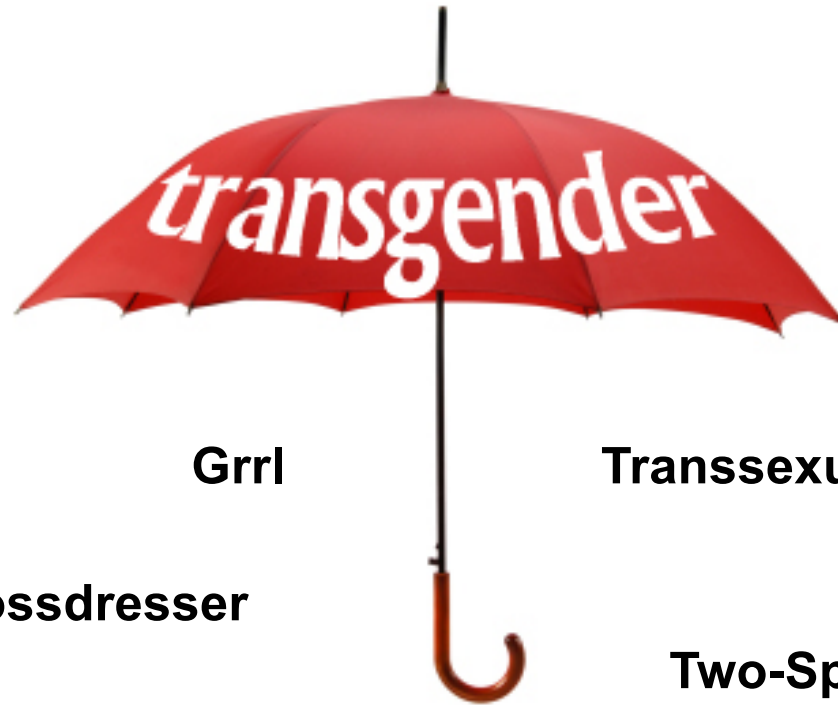
CHILD

Transgender



An umbrella term used to describe people whose gender or gender expression is different than the sex they were assigned at birth.

Common Terms



Genderqueer

Grrl

Transsexual

MTF

Crossdresser

Transman

Two-Spirit

Non-binary

Androgynous

FTM

Boi

Man/Male

Gender Fluid

Woman/Female

Gender Non-conforming

Transwoman

Femme Queen



Genderqueer

Trans

Transwoman

Two-spirit

Woman/Female

Gender Variant

Man/Male

Transsexual

Androgynous

Non-binary

Boi

Transman

Gender Fluid

FTM

MTF

Gender Non-Conforming

Crossdresser

Grrl

Femme Queen

Gender Galaxy

Key Terms

Gender Identity:

Internal sense of gender.

Gender Expression:

Outward expression of gender through gestures, behaviors, dress, etc.



Sexual Orientation



Includes:

- ▶ Romantic
- ▶ Emotional
- ▶ Physical attraction

Does **NOT** include gender identity or gender expression

Core Concepts Review

**sex
assigned
at birth**

**gender
identity**

**gender
expression**

**sexual
orientation**

The Socio-Cultural Context of Trans Life and Health



Challenges in data collection in transgender communities

Population-based studies not yet conducted

Lack of gender variance variables in health surveys

Social stigma

Post-transition stealth existence

Trans female centric

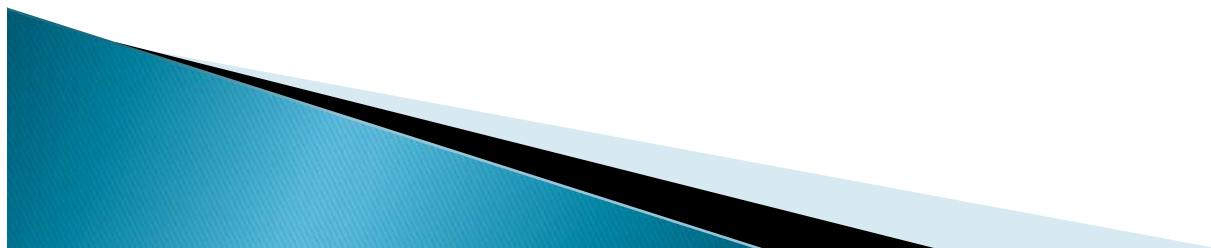
Trans male invisibility

Pathology based

Statistics: 2015 U.S. Transgender Survey

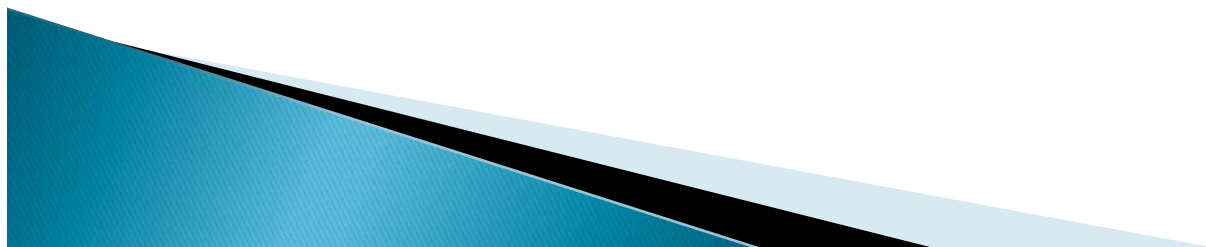
- ▶ Transgender people are four times more likely to live in poverty
- ▶ 30% of respondents have experienced homelessness in their lifetime
- ▶ Nearly half (46%) were verbally harassed in the past year because of being transgender

James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). The 2015 U.S. Transgender Survey. Washington, DC: National Center for Transgender Equality.



Transgender people are disproportionately affected by...

- ▶ *HIV/AIDS*
- ▶ *Discrimination in health care*
- ▶ *Suicide*
- ▶ *Unemployment*
- ▶ *Violence and harassment* (verbal and physical)



Health Disparities

- ❑ HIV
- ❑ Mental Health
- ❑ Substance Use
- ❑ Access to Care

Barriers to Care

- Cost
- Insurance
- Transition-related exclusions
- Medical workforce ill-prepared
- Shortage of knowledgeable providers



James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). The 2015 U.S. Transgender Survey. Washington, DC: National Center for Transgender Equality.

Impact on Transgender Health

- ▶ Denial of care via explicit/implicit bias
- ▶ Forego care
- ▶ Increased substance use
- ▶ Increased suicide-related behaviors
- ▶ Death



James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). The 2015 U.S. Transgender Survey. Washington, DC: National Center for Transgender Equality.

Toward Health Equity

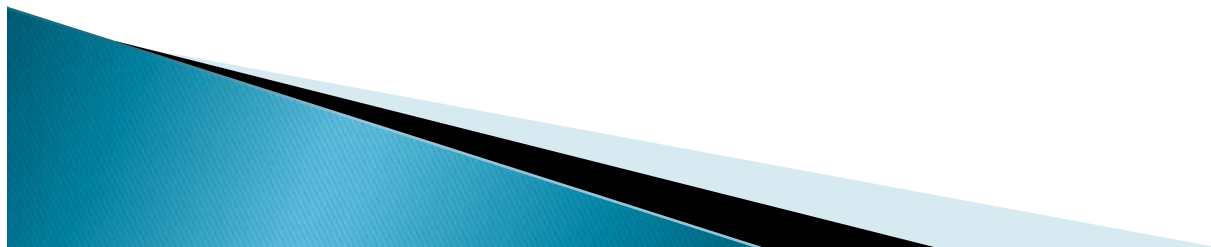
- ▶ CA first state to ban trans-health exclusions (2012)
- ▶ DSM-5 (2013)
- ▶ ACA SEC 1557 (2016)



Our Legal and Policy Work. Retrieved on September 28, 2017
from <https://transgenderlawcenter.org/legal/health>

What's Culture Got To Do With It?

»» Module 2



What is Culture?

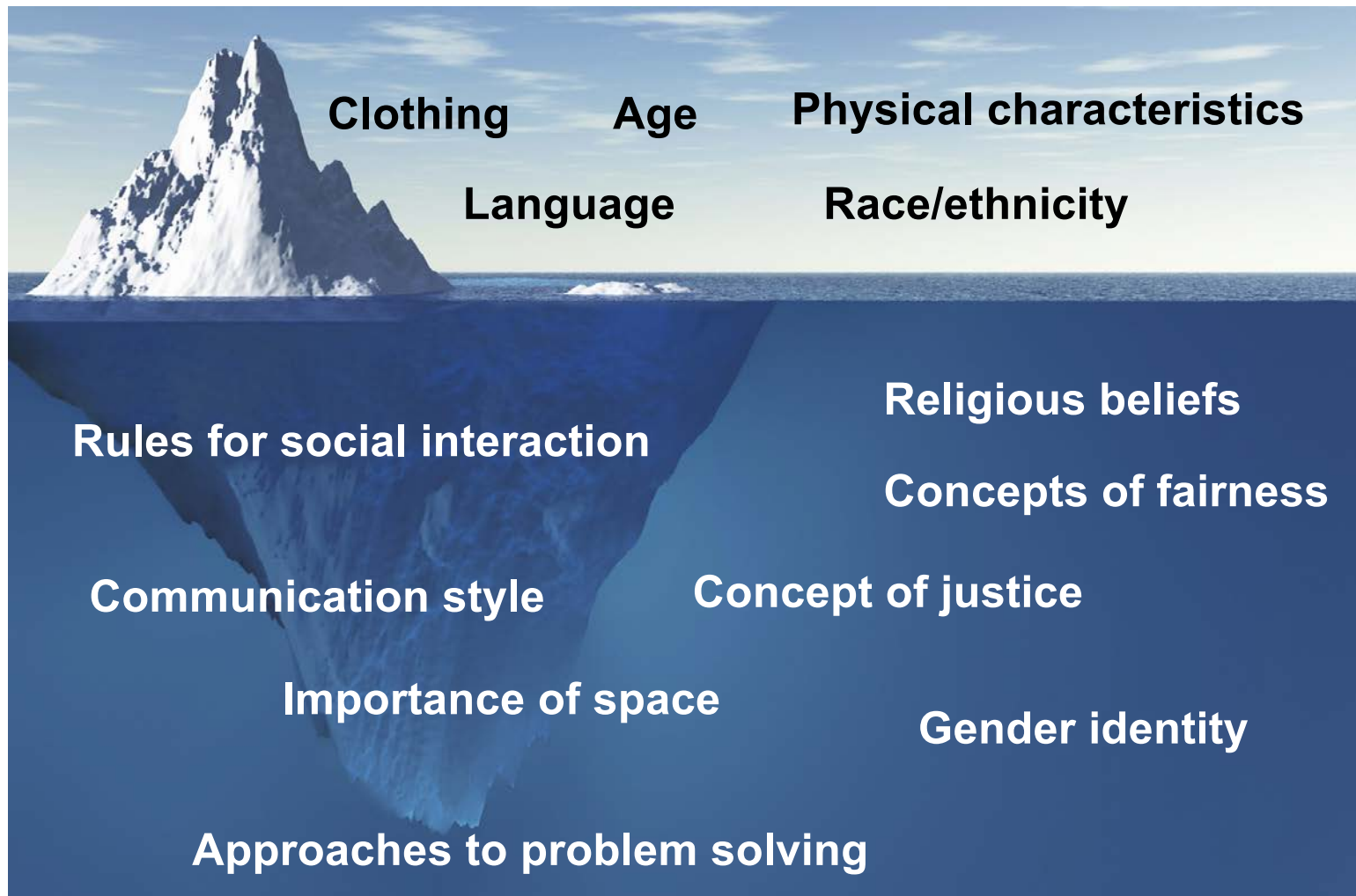


Characteristics of Culture

- ▶ Learned
- ▶ Shared
- ▶ Based on symbols
- ▶ Integrated
- ▶ Dynamic

Characteristics of Culture Retrieved September 28, 2017 from
<http://agriinfo.in/default.aspx?page=topic&superid=7&topicid=571>

Visible vs. Invisible



Differences and Meaning



Cultural Humility



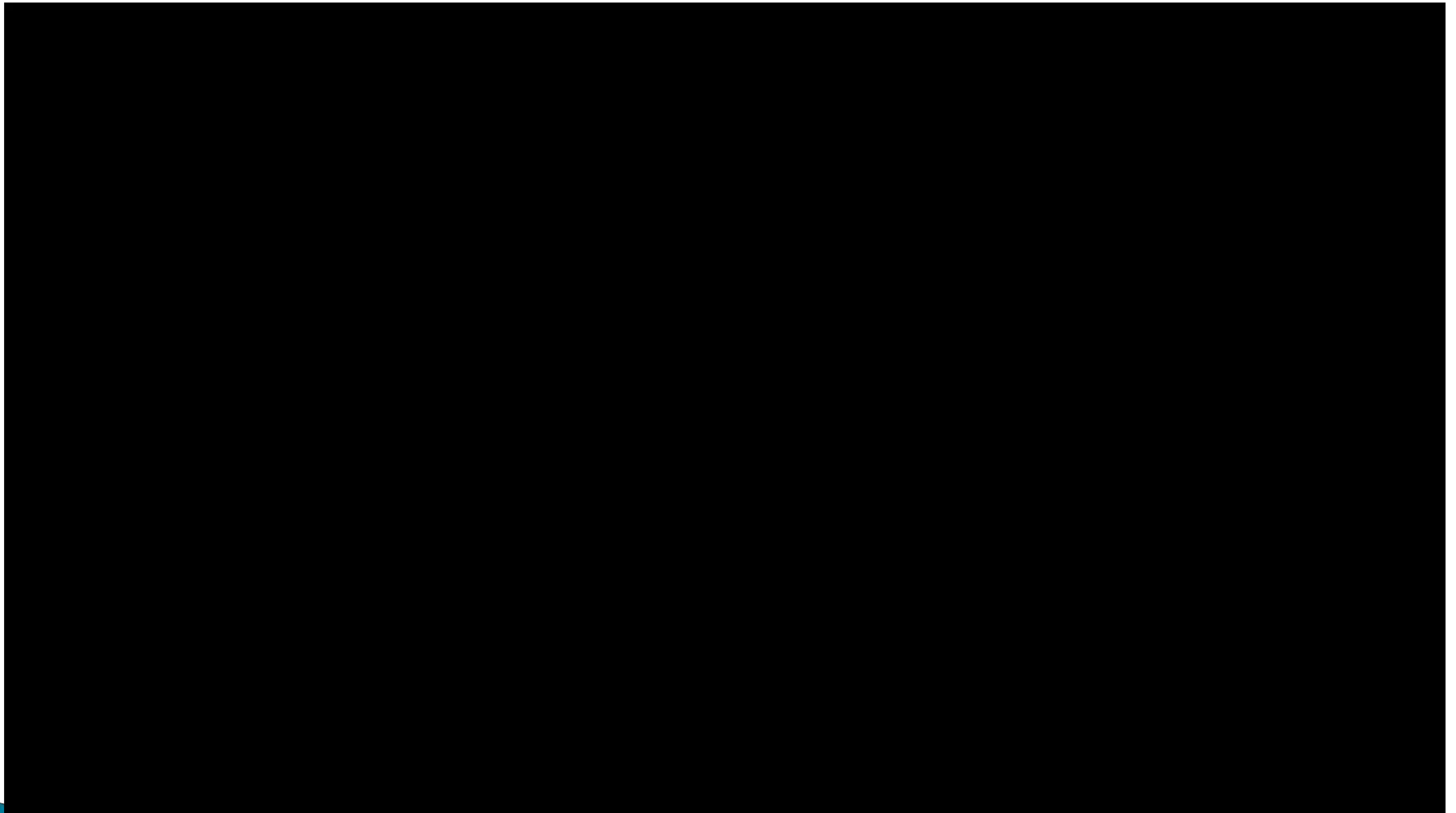
Cultural Humility: a Paradigm for Inclusion

Cultural humility...

*...incorporates a lifelong commitment to: **self-evaluation and critique**, to **redressing the power imbalances** in [relationships], and to developing **mutually beneficial and non-paternalistic partnerships** with communities on behalf of individuals and defined populations.*

-Adapted from Telvalon and Murray-Garcia (1998)

Cultural Humility: People, Principles and Practices – Pt 1



Dimensions of Cultural Humility

- ❑ Lifelong learning
- ❑ Recognize and challenge power imbalances
- ❑ Institutional accountability

A graphic featuring two hands, one light blue and one light green, holding each other. Overlaid on the hands is the text "be humble, be teachable and always keep learning" in a black, handwritten-style font.

be humble,
be teachable
and always
keep learning

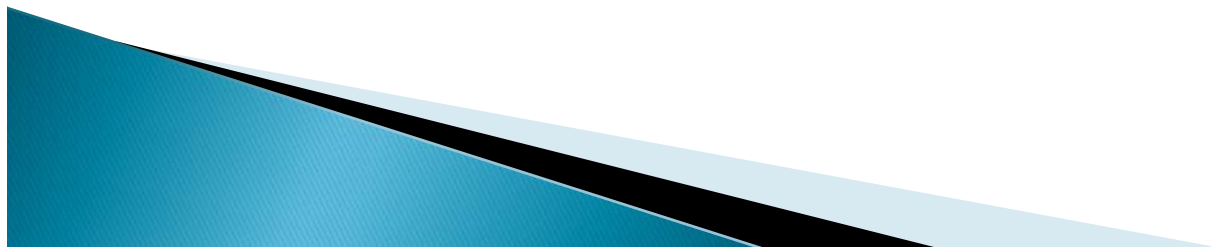
"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences." ~ Audre Lorde



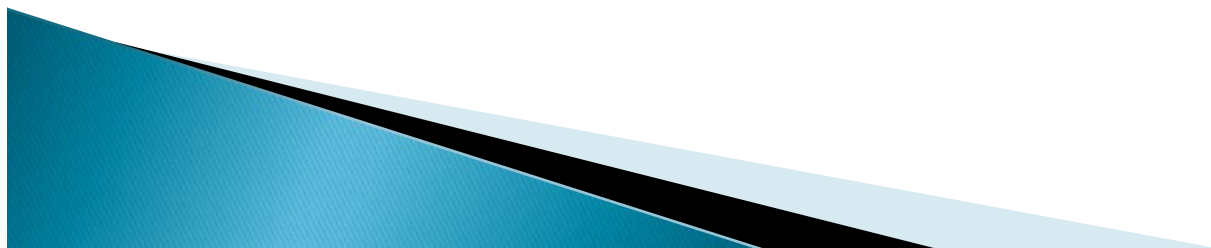
Unconscious Bias, Microaggressions, and Privilege



Module 3

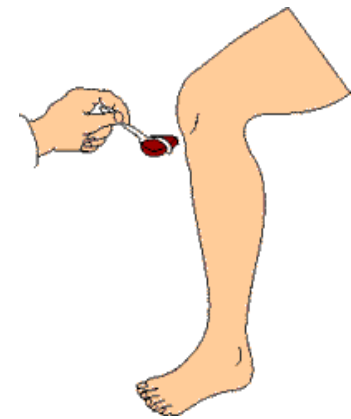


Unconscious Bias



What is unconscious bias?

Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner





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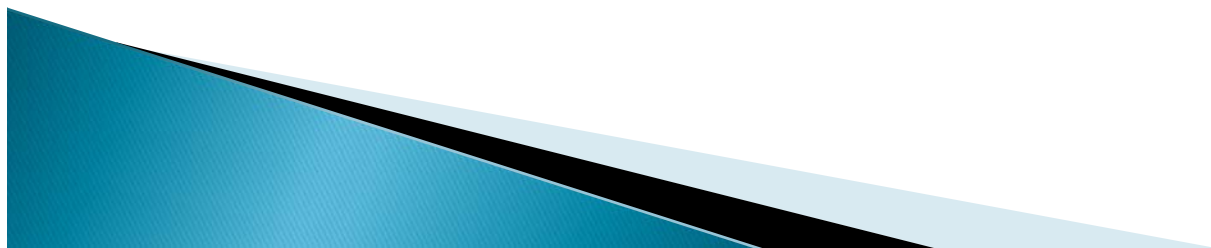
Unconscious bias

- ▶ Develops early in life
- ▶ Based on learned stereotypes
- ▶ Automatic or subconscious
- ▶ Predicts behavior
- ▶ Pervasive



Health Impact

- ▶ Positive relationship between implicit bias and poor health outcomes and health disparities
- ▶ Negatively influence provider's
 - Attitude
 - Diagnoses
 - Treatment decisions
 - Provider is often unaware of their implicit biases



What should providers do?

Providers must increase awareness to negative evaluations based on the person's membership to a particular group or a particular characteristic



Microaggressions



“The everyday slights, indignities, put-downs, insults that people of color, women, LGBT populations or those who are marginalized experience in their day to day interactions with people.”

~ Derald Wing Sue, Ph.D.



Trans Specific Microaggressions



Heffernan, D. (2015, November 14). GLAAD launches trans microaggressions photo project #transwk. Retrieved from <https://www.glaad.org/blog/glaad-launches-trans-microaggressions-photo-project-transwk>.



Heffernan, D. (2015, November 14). GLAAD launches trans microaggressions photo project #transwk. Retrieved from <https://www.glaad.org/blog/glaad-launches-trans-microaggressions-photo-project-transwk>.



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Microaggressions are intentional or unintentional and communicate hostile, derogatory, or negative slights toward racial, gender, and sexual minorities



Weber A, Collins SA, Robinson-Wood T, Zeko-Underwood E, Poindexter B. (2017) "Subtle and Severe: Microaggression Among Racially Diverse Sexual Minorities." *Journal of Homosexuality* (16) 1-20.

Privilege



“I was taught to see racism only in individual acts of meanness, not in invisible systems conferring dominance on my group” ~ Peggy McIntosh



“What’s the matter?
It’s the same distance!”

What is Cisgender (Cis) Privilege?

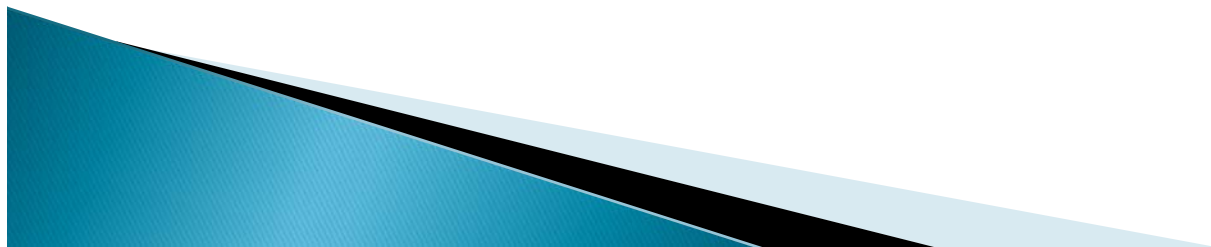


Denoting or relating to a person whose sense of personal identity and gender corresponds with their sex assigned at birth.

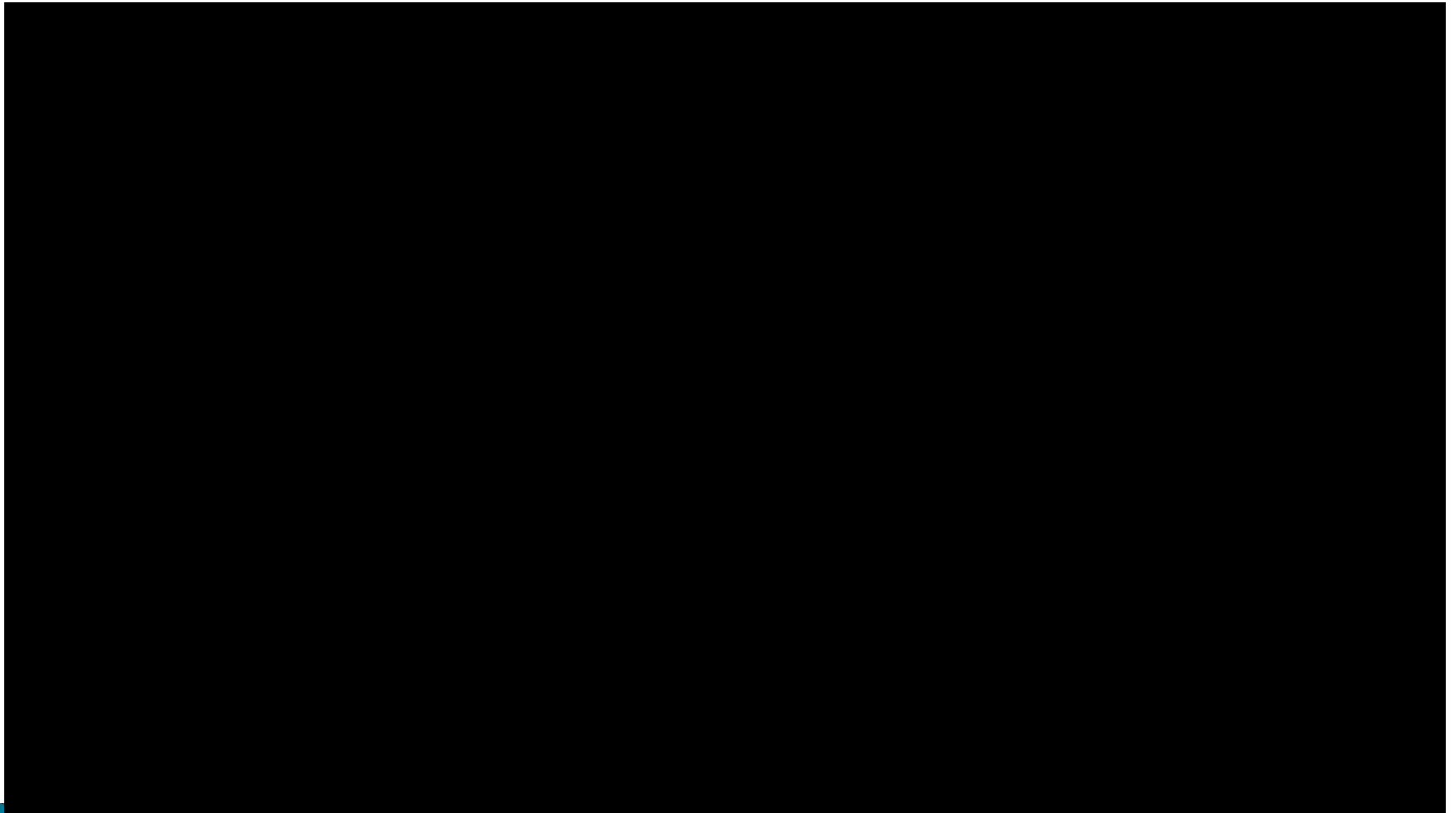
Set of unearned advantages that individuals who identify as the gender they were assigned at birth accrue solely due to having a **cisgender** identity.

If you don't
have to think about it,
it's a privilege.

Assessment of Cis Privilege Activity



Janet Mock Flips the Script



Every Action Can Save a LIFE

»» Module 5



Activity: Your Action Step Handout

- ▶ Please write why it is important to create inclusive spaces for trans people in your organization.
- ▶ Please write one specific action step that you will personally do within the next 2 months to incorporate the principles of cultural humility in your work with trans communities.



SAVE THE DATE!

**NATIONAL
OF TRANSGENDER
HEALTH SUMMIT
APRIL 13-14**

**April 12th Pre-Summit Conference:
Transgender Medicine, Surgery, and Mental
Health Care Clinician Training Institute**

**OAKLAND MARRIOTT CITY CENTER
1001 BROADWAY, OAKLAND CA 94607**

Register here: <http://www.ucsfcmc.com/2019/MFC19005/info.html>





Thanks!





transhealth.ucsf.edu



www.facebook.com/transhealth