Cultural Humility: A Framework for Creating Transgender Inclusive Spaces

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

1. Male
2. Female
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
- Trans
- Transsexual
- FTM
- MTGrrl
- Boi
- Two-Spirit
- Non-binary
- Man/Male
- Gender Fluid
- Gender Non-conforming
- Crossdresser
- Androgyneous
- Woman/Female
- Transwoman
- Femme Queen
- Transman
- Grrl
- Transgender
## Key Terms

<table>
<thead>
<tr>
<th>Gender Identity:</th>
<th>Gender Expression:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal sense of gender.</td>
<td>Outward expression of gender through gestures, behaviors, dress, etc.</td>
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</tbody>
</table>
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
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.

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

Impact on Transgender Health

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

CA first state to ban trans-health exclusions (2012)

DSM-5 (2013)

ACA SEC 1557 (2016)
What’s Culture Got To Do With It?

Module 2
What is Culture?
Characteristics of Culture

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

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
"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
To show this poll

1. Install the app from pollev.com/app
2. Start the presentation

Still not working? Get help at pollev.com/app/help
or
Open poll in your web browser
To show this poll

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Open poll in your web browser
Unconscious bias

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

“You must have dated a lot of guys”

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

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 is Cisgender (Cis) Privilege?

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

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

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.
SAVETHE DATE!

NATIONAL
TRANS GENDER
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.ucsfcmecom/2019/MFC19005/info.html
Thanks!
center of excellence for transgender health

transhealth.ucsf.edu

www.facebook.com/transhealth