IMPROVING HEALTH OUTCOMES IN THE TRANSGENDER COMMUNITY

Strategies for Healthcare Professionals
Disclaimer

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MATEC has a strong commitment to fair, respectful and unbiased representation of humankind. We strive to be anti-racist, gender affirming and honor all people in an authentic way. This is our goal in all of our work, including this presentation.

Our commitment to you is that we take this stance seriously and invite you to do the same. We ask that if you find something offensive, off-putting, or inaccurate to please let us know.

We continue to grow and evolve and welcome you on our journey.

“When we know better we do better.”
–Dr. Maya Angelou
Presenter
Kipp Ellis RN-BSN
they/them/theirs
Background: transgender health, pediatrics, reproductive healthcare, education, and community organizing
Presentation Objectives

The goal of this presentation is to provide a better understanding of:

1. Language and cultural concepts related to the transgender community
2. Issues currently facing the transgender community, including HIV-related stigma and discrimination
3. How you can directly improve health outcomes of transgender persons
Back to Basics
A Review of Transgender Terms and Concepts

**Sex/Assigned Sex:** Assigned by health care provider. Listed on legal documents.

**Gender:** Social concept used to categorize people based on their characteristics.

**Gender Identity:** Inner perception of how a person relates to assigned sex and gender. Common gender identity labels include man, woman, and non-binary.

**Transgender:** Identity label for people whose gender does not match their sex assigned at birth.

**Transitioning:** Process of aligning external traits with your gender identity. Can be social, medical, or both.
# Language Etiquette

## A Grammar Review

<table>
<thead>
<tr>
<th>Incorrect</th>
<th>Correct</th>
<th>Why?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jane is transgendered.</td>
<td>Jane is transgender.</td>
<td>Person-first language centers the individual over identity.</td>
</tr>
<tr>
<td>Jane is a transgender.</td>
<td>Jane is a transgender person.</td>
<td></td>
</tr>
<tr>
<td>Jane became a female in 2022.</td>
<td>Jane began transitioning in 2022.</td>
<td>Transition does not determine how trans someone is. Jane was always a woman.</td>
</tr>
<tr>
<td>Jane is fully a woman now.</td>
<td>Jane has undergone bottom surgery/GAHT/etc.</td>
<td></td>
</tr>
<tr>
<td>Jane was born male.</td>
<td>Jane was assigned male at birth.</td>
<td>Again, Jane was always a woman.</td>
</tr>
</tbody>
</table>

Additional etiquette notes:

**Do:** ALWAYS ask someone their preferred name and pronouns

**Don’t:** “Out” (reveal) someone as transgender unless you have their permission to do so
Jane has “Male” listed on her birth certificate. She identifies as a woman. This means that Jane is:

A. Transgendered
B. A transgender woman
C. A transgender man
D. Assigned female at birth
Legal Issues Facing Transgender Kansas Citizens

Missouri
- 43 Anti-trans bills introduced in 2023

Kansas
- 18 Anti-trans bills introduced in 2023
MO HB1157

Allows health care workers to refuse treatment to transgender people based on religious beliefs.

**Impact:** Transgender people may be denied emergency healthcare.

**How to Help:** Hospital policies, education, and public statements on non-discrimination.
MO HB419, HB463, HB540, HB916, SB164, SB236, 
SB281, SB598 *SB49; KS SB12, SB233, SB26

Creates legal penalties for health care workers who provide gender-affirming care for persons under 18 up to revoking of license. MoHealthNet will no longer pay for gender-affirming care.

**Impact:** Restricts access to affirming care.

**How to Help:** Refer minors for out-of-state care. Provide low-cost care for those on Medicare.
Related to transgender students in schools. Prohibits use of preferred pronouns, restricts restroom and locker room access, prohibits participating in gender-divided sports. Prohibits education about gender and sexuality.

**Impact:** Increased harassment of transgender students, increased suicide rates

**How to Help:** Increased mental health resources for transgender youth
MO HB1364, HB494, HB498, SB429, SB693, KS SB149, SB201

Related to drag performers, however, definition of drag performers includes trans people. Restricts public performances to adult sexual entertainment venues only.

**Impact:** Puts transgender performers at risk of criminal liability, increases harassment of non-passing transgender people.
KS *SB180
Legally defines gendered terms such as “male” and “female” as being related to “biological sex”.

Impact: Prohibits transgender people from being housed in prisons or domestic violence shelters that align with their gender identity. Puts transgender people at risk of violence in high-risk situations, especially trans women of color.

MO SB14
Prohibits transgender people from modifying their name and sex on their birth certificates.

Impact: Complicates legal proceedings for transgender people when their legal documents do not match.
Improving Trans Lives through Healthcare
Best practices for health care workers
Historical Context

- AIDS epidemic
- The Denver Principles
  - NAPWA
  - ACT UP
- Ward 5B

- San Diego Blood Sisters
- Current blood donation bans for gay & bisexual men
Experience of Discrimination
Half of all trans people reported negative experiences or mistreatment by mental health professionals.

Internalized Transphobia
Lower self esteem, increased rates of substance abuse, poor relationship quality, eating disorders, and suicide rates.

Concealment of Identity
46% of transgender youth reported concealing their identity from their HCP despite believing it was important.

Expectation of Rejection
1 in 3 transgender persons avoided or postponed necessary medical care due to discrimination and disrespect.

Minority Stress Theory and Trans Healthcare Access
Experience of Discrimination
- Misgendered by front desk staff.
- Birth sex only option on forms.
- Called back to room by deadname.

Internalized Transphobia
Increase in high-risk behavior due to thoughts of self harm.

Expectation of Rejection
- Determines it is not safe to come out, assumes provider will be discriminatory as well.
- Does not return for follow up.

Concealment of Identity
- Tells provider she has sex with women.
- Provider advises based on assumption of identity as straight man.

Sample Case Study: Daisy Velasquez
Sample Case Study: Daisy Velasquez

HIV among Trans Women
- 4 in 10 trans women are HIV positive.
- 1 in 3 hispanic trans women.
- 2 in 3 black trans women.

Intersection of Discrimination
- Solutions need to consider transphobia, racism, and socioeconomic disparities.
- Missouri is one of the CDC’s target jurisdictions for new HIV diagnoses.
Breaking the Cycle: Affirming, Trauma-Informed Care

1. Expectation of Rejection
2. Concealment of Identity
3. Internalized Transphobia
4. Experience of Discrimination
Breaking the Cycle: Affirming, Trauma-Informed Care

1. Non-Discrimination
2. Visible Acceptance
3. Healthy Processing (Concealment of Identity)
4. Reassurance of Safety (Experience of Discrimination and Internalized Transphobia, Expectation of Rejection)
Affirming Care Reduces Disparities

Feeling welcomed increases healthcare usage

Affirming healthcare practices promote engagement and retention in HIV care

Seeing signs of acceptance increases trust
  Rainbow flags, intake forms, depictions of LGBT people

Trust in providers increases preventative care
Best Practices for Healthcare Workers

“See me as I am, not as you want me to be”
Hi, I'm Skylar! I use he/him pronouns. What name and pronouns do you go by?

I go by Ace and I use they/them pronouns. Thanks so much for asking!
Best Practices for Healthcare Workers

Informed Consent Treatment Model

“regret” rates <1%-1%

“detransition” rates 8%
Best Practices for Healthcare Workers

Gender-Neutral and Gender-Affirming Language

- Focus on anatomy, conditions & symptoms instead of gender
- Become aware of gendered language, change one phrase at a time
- Let the patient be your guide on what language to use
Language Practice

“I recommend that as someone assigned female at birth, you should have a breast exam and vaginal exam at this visit.”

How can we make this sentence more welcoming for someone who is a transgender man and experiences body dysphoria?

Hint: Check worksheets for alternative phrasing

Put your answers in the chat
Language Practice

“Men your age should be screened for cancer of the pecs and internal genitals. Can I complete a physical exam of your upper body and pap test of your internal genitals while you are here today?”
Q & A

Time


MATEC Resources

Clinical Consultation Center
http://nccc.ucsf.edu/
- HIV Management
- Perinatal HIV
- HIV PrEP
- HIV PEP line
- HCV Management
- Substance Use Management

AETC National HIV Curriculum
https://aidsetc.org/nhc

AETC National HIV-HCV Curriculum
https://aidsetc.org/hivhcv

Hepatitis C Online
https://www.hepatitisc.uw.edu

AETC National Coordinating Resource Center
https://aidsetc.org/

Additional Trainings
https://matec.info
Interested in more? Clinician Scholars is for you!

- **Eligibility**
  - Minority and minority-serving Physicians, Physician Assistants, Advanced Practice Nurses and Clinical Pharmacists who are licensed to provide care in the Midwest and:
    - Provide direct clinical care services;
    - Understand HIV/AIDS fundamentals;
    - Seek to increase their capacity to diagnosis, manage and/or prevent HIV infection.

- **Program Requirements**
  - A minimum of 12 hours of clinical practicum in HIV care
  - A minimum of 40 hours of skill building training, including but not limited to: intensive two-day immersion institute; distance learning offerings; face-to-face meetings or trainings; and clinical consultation
  - Participation in the monthly Clinician Scholars Program Collaborative Learning Series
  - Presentation and review of Scholar cases

- **Ashley Johnson: MATEC-MO Program Coordinator**
  - ashleyj@kccare.org