Cultural Humility: A Framework for Creating Trans Inclusive Spaces

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People + Purpose + Power
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Training Overview

- Trans 101 recap
- Socio-Cultural Context
- Cultural Humility
- Unconscious Bias
- Microaggressions
Learning Objectives

➢ Discuss the social-cultural context of trans lives and its impact on the health and well-being of trans and gender expansive people.

➢ Identify barriers to care unique to trans and gender expansive people.

➢ Summarize strategies that address structural and cultural barriers impacting access to care among trans and gender expansive people.

➢ Examine best practices to provide culturally responsive care for trans and gender expansive people.
Community Agreements

- Confidentiality
- One person speaks at a time
- Take space, make space
- Throw glitter not shade
- Right to pass
- Take care of yourself
Who’s In the Room?

- I feel confident that I have the skills to support trans clients/co-workers/communities.
- One word that describes your experience working with transgender people.
- One word that describes how to be an effective ally to trans clients/co-workers/communities.
Trans 101

- Names and Pronouns
- Trans Terminology
- 4 Core Concepts of Identity
Activity: Story About My First Name

In 30 seconds, please share your:

- Name
- Story about your first name
- Pronoun
Names & Pronouns

- Why are **names** important?
  - Legal name
  - Chosen name

- Why are **pronouns** important?
  - I don’t know which pronoun to use?!
ACTIVITY: Terminology Review
Common Terms

Androgynous
FTM
Trans man
Crossdresser
Non-binary
Woman
Grrl
Trans woman
Transsexual
Two-Spirit
Man
Gender Non-conforming
Femme
Gender Fluid
MTF
Boi
Genderqueer
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Transgender

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

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

1. Male
2. Female
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

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Socio-Cultural Context of Trans Lives and Health

- Data Challenges
- Health Disparities
- Barriers to Care

- 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
### Data Challenges

- 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
Health Disparities

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

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Health Disparities (cont.)

- In the U.S. where HIV prevalence is 0.4%, prevalence among trans women is estimated to be 21% ¹

- 40% have attempted suicide in their lifetime ²

- Over a quarter of respondents reported misusing drugs or alcohol to cope with gender-based discrimination ²

- 33% of those who saw a health care provider in the past year reported having at least one negative experience related to being transgender ²

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Barriers to Care

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


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Impact on Transgender Health

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

Cultural Humility
What’s Culture Got To Do With It?
What is Culture?
Characteristics of Culture

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

“Cultural humility is a lifelong process of self-reflection and self-critique whereby the individual not only learns about another's culture, but one starts with an examination of her/his own beliefs and cultural identities.”

Dimensions of Cultural Humility

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

A cultural competence framework calls for expert knowledge about and familiarity with cultural differences.

A cultural humility perspective challenges us to learn from the people with whom we interact, reserve judgment, and actively bridge the cultural divide between our perspectives.
"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences."

~ Audre Lorde
Unconscious Bias
What is unconscious bias?

Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner
Unconscious bias cont.

- 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 influences a provider’s
  - Attitudes
  - Diagnoses
  - Treatment decisions
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.
Challenging Unconscious Bias

- Difficult to change
- Identify actions and techniques to minimize impact on thoughts and behaviors
- Individual and institutional strategies must be employed
Individual Level

- Education and training
- Increase self awareness
- Have open discussions with others with different background/culture
- Engage in facilitated training sessions that promote bias literacy
- Understanding the nature of bias
Institutional Level

▪ Require bias literacy
▪ Make explicit what might be implicit to address the bias process
▪ Provide workshops/trainings to increase bias literacy
▪ Decision makers should be held accountable and required to document efforts and outcomes to address biases
Microaggressions
“The are 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.
They are **intentional** or **unintentional** and communicate hostile, derogatory, or negative slights toward racial, gender, and sexual minorities.

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I love your people!

My best friend is Black

You speak such good English

It was just a joke

You’re not like the others

Trans Specific Microaggressions

Group Activity: Instructions

▪ What is the underlying message of the statement?
▪ Why is it problematic?
▪ Restate in a way that will affirm a trans person.
Common Trans Specific Microaggressions

Activity: Your Action Step

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