



# The Power of Allyship: Affirming Trans and Non-Binary Patients

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she/her/hers

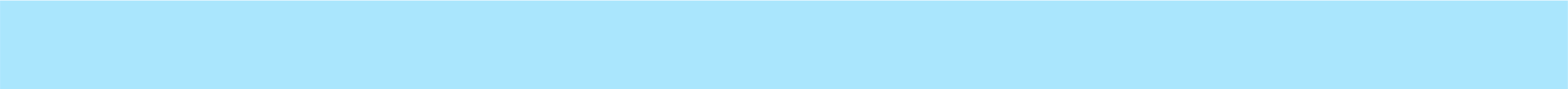


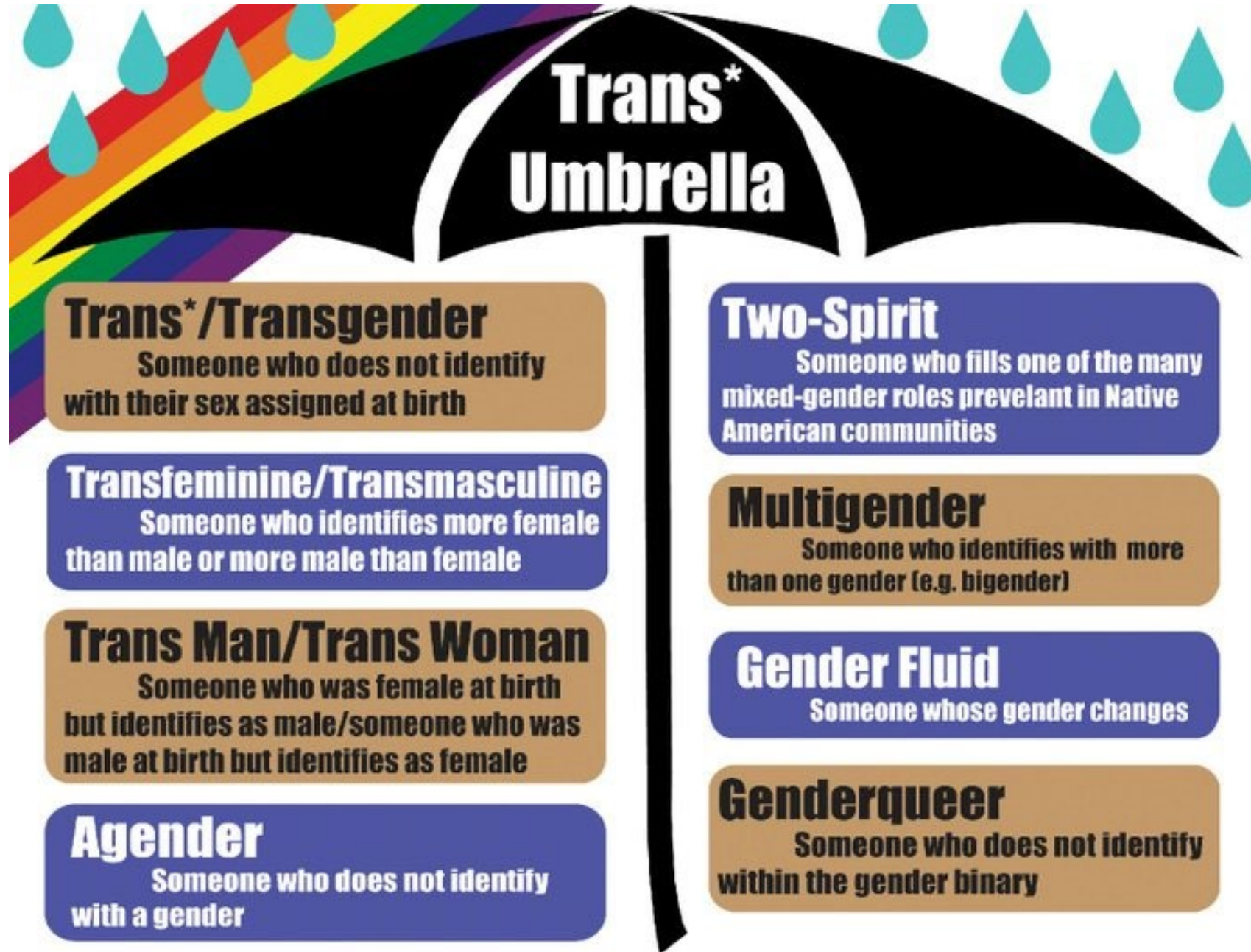
# Terminology

- Ally
  - Any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts that benefit people as a whole.
- Allyship
  - a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people.
  - not self-defined; your work and efforts must be recognized by those you are seeking to ally with.
  - an opportunity to grow and learn about ourselves, whilst building confidence in others.



# Terminology

- Transgender/Trans: an umbrella term for people whose gender identity differs from the sex they were assigned at birth.
  - Non-Binary: an umbrella used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. They may define their gender as falling somewhere in between man and woman, or they may define it as wholly different from these terms.
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**Trans\*/Transgender**  
Someone who does not identify with their sex assigned at birth

**Transfeminine/Transmasculine**  
Someone who identifies more female than male or more male than female

**Trans Man/Trans Woman**  
Someone who was female at birth but identifies as male/someone who was male at birth but identifies as female

**Agender**  
Someone who does not identify with a gender

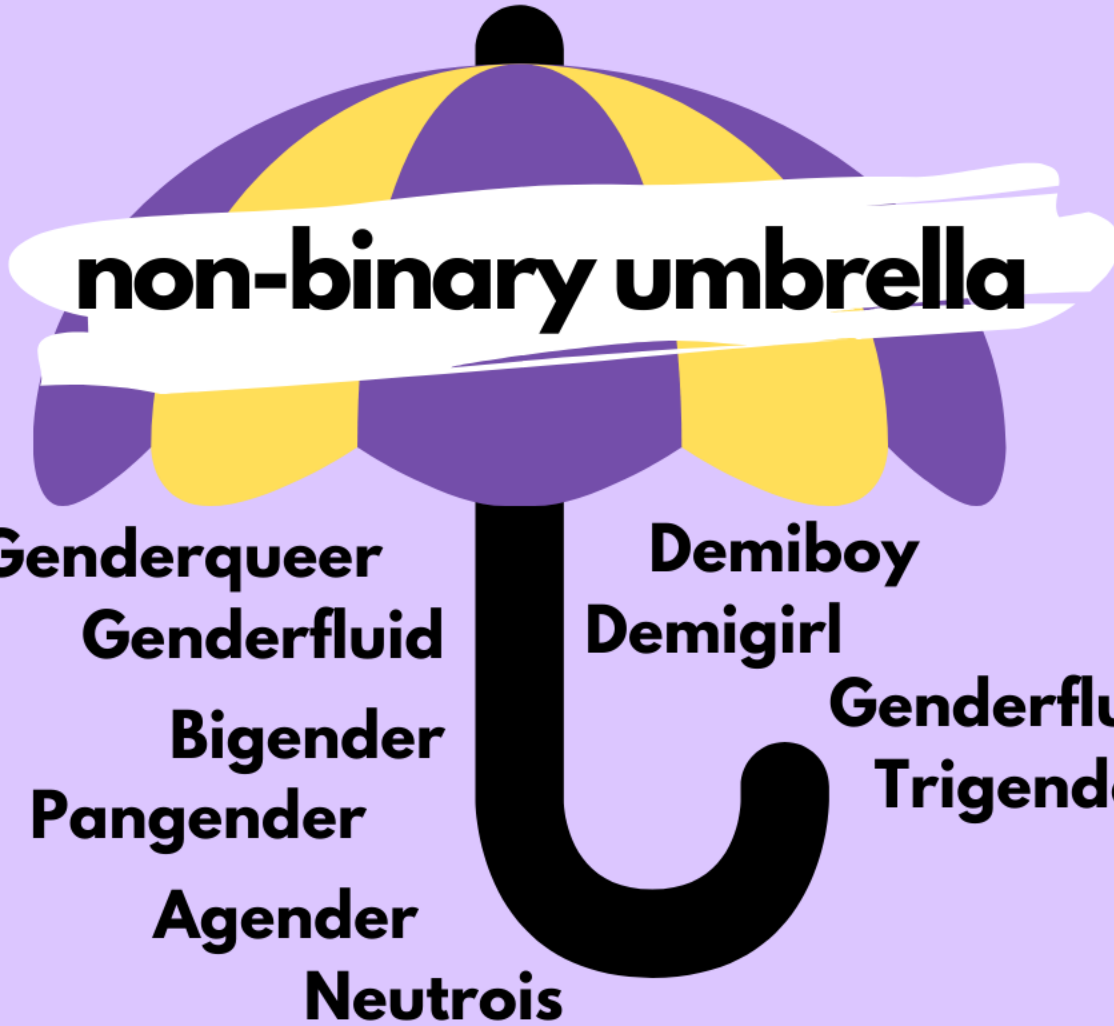
**Two-Spirit**  
Someone who fills one of the many mixed-gender roles prevalent in Native American communities

**Multigender**  
Someone who identifies with more than one gender (e.g. bigender)

**Gender Fluid**  
Someone whose gender changes

**Genderqueer**  
Someone who does not identify within the gender binary

*International non-binary people's day*



# GENDER

Gender Identity is our internal perception or understanding of our gender based on how our culture defines gender.

Examples: nonbinary, transgender, woman, man, genderqueer

Gender Expression is made up of the ways in which we present ourselves to society. One can express their gender differently than they identify.

Examples: androgynous, feminine, masculine

Biological Sex is made up of gonads, chromosomes, external genitalia, secondary sex characteristics, and hormones; and is usually assigned at birth.

Examples: intersex, female, male

# & PRONOUN GUIDE

Pronouns are words used in place of someone's name.

How to respectfully ask someone their pronouns:

“I use they/them /theirs pronouns, how about you?”

“I'm sorry, can you remind me of your pronouns?”

Subjective	Objective	Possessive Adjective	Possessive Pronoun
~~~~~			
She laughed	I like her	Her books	Those are hers
He laughed	I like him	His books	Those are his
They laughed	I like them	Their books	Those are theirs
Ze* laughed	I like zir	Zir books	Those are zirs


\*Ze/zir/zirs pronouns sound like zee, zur, zurs.

Practice using gender neutral language:

- Mailman  
➤ Mail Carrier
- Waitress  
➤ Server
- Fireman  
➤ Firefighter



# Standard Model of Care v. Informed Consent

- Standard Model of Care
    - Currently recommended by the World Professional Association for Transgender Health's Standards of Care
    - Requires a mental health diagnosis of gender dysphoria for gender-affirming medical care
  - Informed consent
    - Personal autonomy of patient is prioritized
    - Involvement of a mental health professional is encouraged but not required
    - No mental health diagnosis is required
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# Ohio's Healthcare Laws and Policies

Healthcare Laws and Policies	Sexual Orientation		Gender Identity	
	Law Exists?	Tally	Law Exists?	Tally
Private Health Insurance Nondiscrimination Laws	✗	0/1	✗	0/1
Health Insurance Providers Banned from Excluding Coverage for Transgender-Specific Care	—	—	✗	0/1
State Medicaid Policy Related to Coverage for Transgender People	—	—	NEGATIVE LAW	-1/1
<b>Negative Law: Transgender Inclusive Health Benefits for State Employees</b>	—	—	NEGATIVE LAW	-0.5/0.5
Data Collection				
LGBTQ Adults	✓	0.5/0.5	✓	0.5/0.5
LGBTQ Youth	✗	0/0.5	✗	0/0.5
<b>Subtotal</b>		<b>0.5/2</b>		<b>-1/4.5</b>
<b>Healthcare Total</b>		<b>-0.5/6.5</b>		



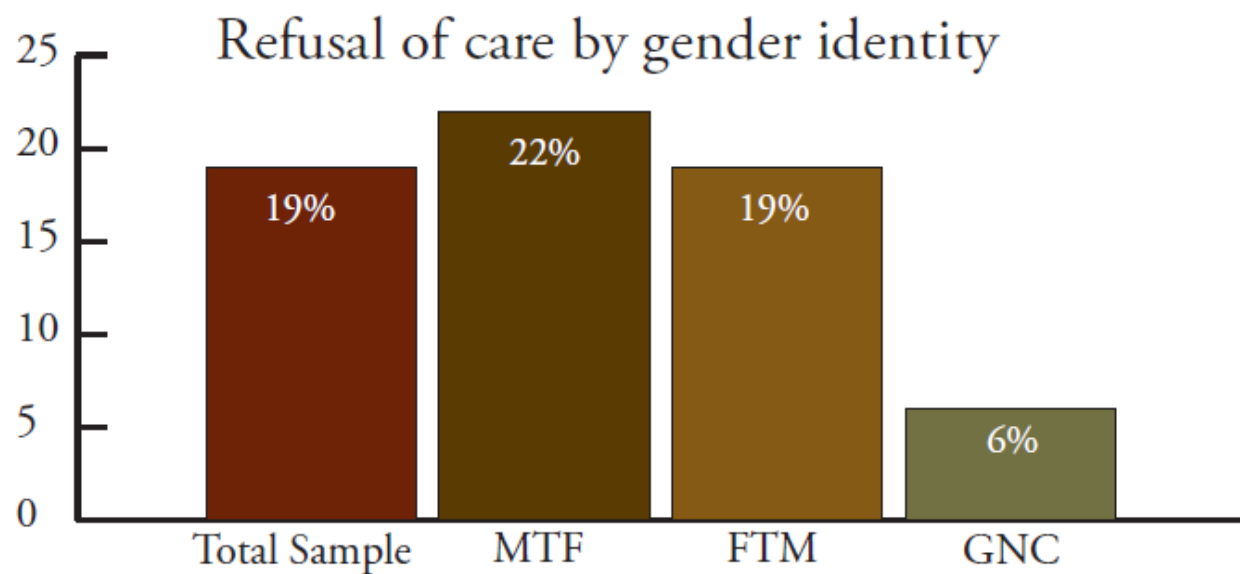
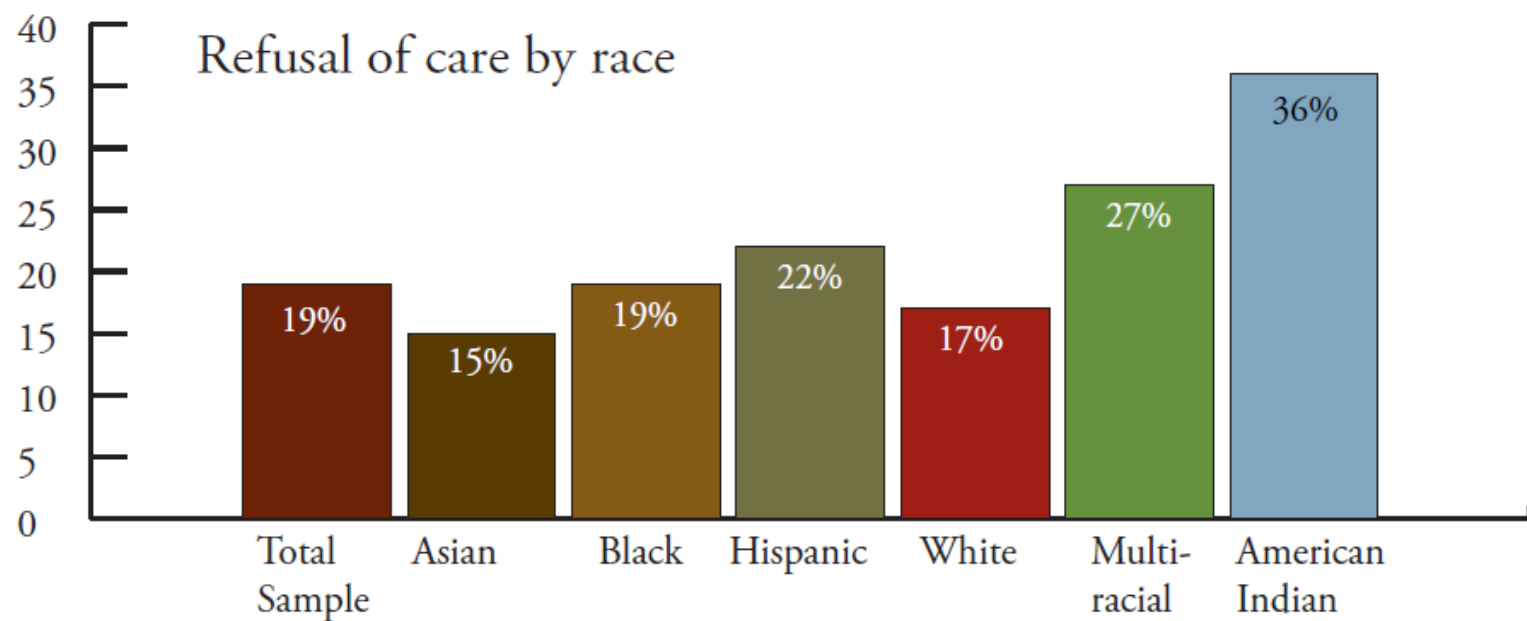
# Ohio's Safety Laws and Policies

Criminal Justice Laws and Policies	Sexual Orientation		Gender Identity	
	Law Exists?	Tally	Law Exists?	Tally
Hate Crime Law Covering LGBTQ People	✘	0/1	✘	0/1
Ban on Panic Defense	✘	0/1	✘	0/1
<b>Negative Law: State Criminalizes Exposure to and/or Transmission of HIV</b>	<b>NEGATIVE LAW</b>	<b>-1/-1</b>	<b>NEGATIVE LAW</b>	<b>-1/-1</b>
<b>Subtotal</b>	<b>-1/2</b>		<b>-1/2</b>	
<b>Criminal Justice Total</b>	<b>-2/4</b>			



Can medical practitioners deny  
LGBTQA+ folks care in Ohio?

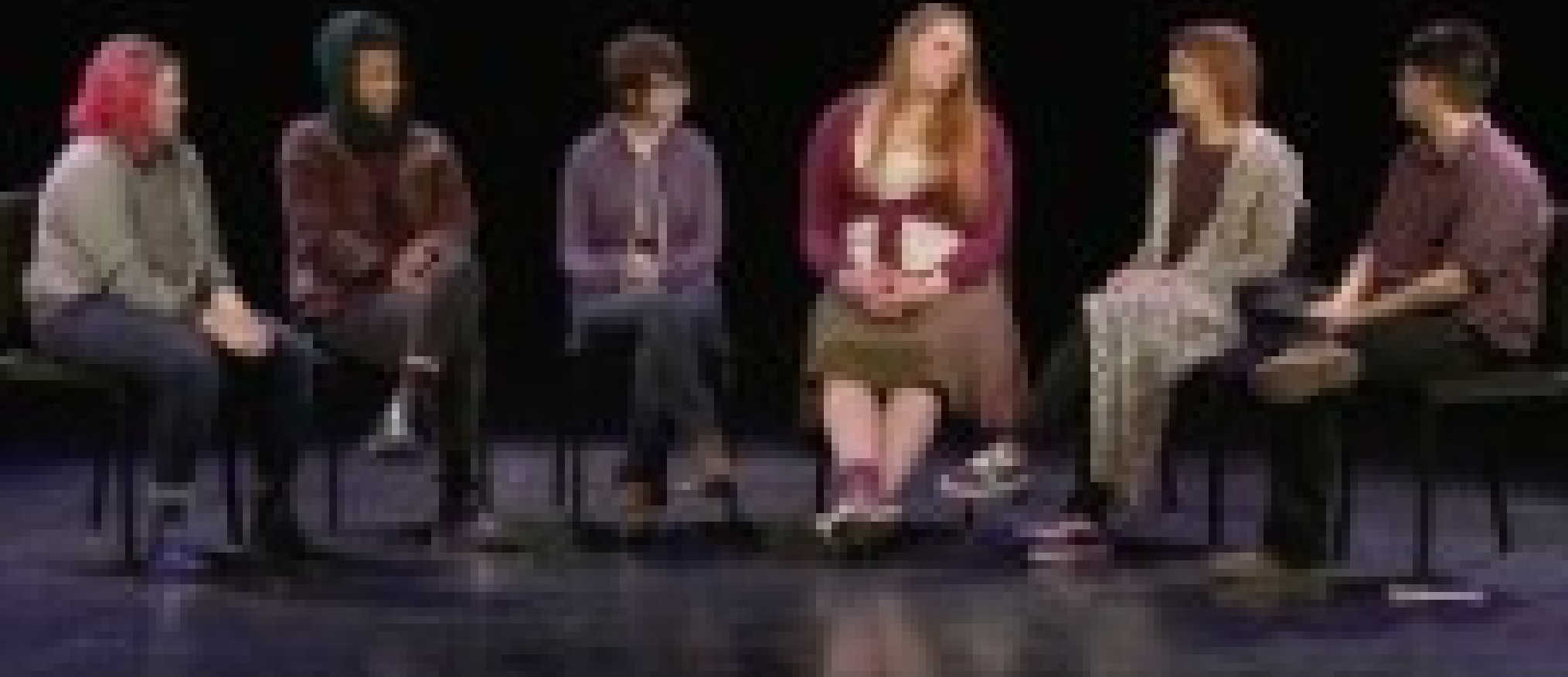







# ADOLESCENT HEALTH INITIATIVE

THE UNIVERSITY OF MICHIGAN






# Negative Experiences when seeing a health care provider in the past year

- 24% had to teach their health care provider about transgender people to get appropriate care
- 15% had a health care provider ask them unnecessary or invasive questions unrelated to the reason for their visit
- 6% were verbally harassed in a health care setting & 2% experienced physical abuse during treatment
- 5% had a health care provider use harsh or abusive language when treating them
- 1% were physically attacked & 1% were sexually assaulted during their visit in a health care setting



# Language

- Use the language your patients are using
    - Sexual orientation
    - Body
    - Genitals
  - Use the name & pronouns your patients use – regardless of legality
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# Language

Avoid Saying...	Say Instead...	Why?	Example
"Born female" or "Born male"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth.	Mike was assigned female at birth and he transitioned in high school.
"Female-bodied" or "Male-bodied"		"-bodied" language is often interpreted as an invalidation of one's gender identity	
"Both genders" or "Opposite sexes"	"All genders"	"Both" implies that there are only two; "Opposite" reinforces antagonism amongst genders	"Video games aren't just a boy thing – kids of all genders play them."




# Language Dos & Don'ts

## **Affirming**

- Ask about pronouns
  - What are your pronouns?
  - My pronouns are \_\_\_\_, what are yours?
- Use gender inclusive language
  - Partner
  - Parent
  - Child

## **Harmful**

- Condition
  - Assuming pronouns
  - Preference
  - Lifestyle
  - Change/re-assignment
  - Behavior
- 





# 10 Tips for Improving Services for Transgender & Non-Binary People

1. Make your outreach inclusive – let trans and non-binary folks know about your services and display trans-positive cues in your office
2. Treat trans and non-binary folks with respect
3. Remember to always refer to trans and non-binary folks by the name and pronouns that they've shared with you
4. If you're unsure about pronouns or gender identity, ask politely
5. Have an effective policy for addressing discrimination in your office or organization

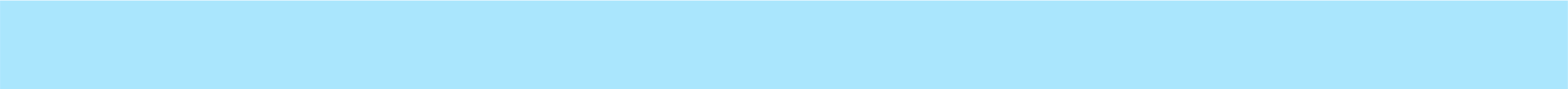


# 10 Tips for Improving Services for Transgender & Non-Binary People

6. Focus on care instead of curiosity
7. Remember a trans or non-binary patient is not a “training opportunity” for other providers
8. Don’t ask questions about their genitals if it is unrelated to their care
9. Never disclose a person’s trans or non-binary identity to anyone who doesn’t need to know
10. Keep learning about trans health care issues



# 8 Tips for Creating an Affirming Environment

1. Ask, Don't Tell or Assume
  2. Be *Respectfully* **Clinically** Curious
  3. Names & Pronouns Matter
  4. Do Your Own Research
  5. Intersectionality is Critical
  6. Let Your Office Speak for You
  7. It's a Team Effort
  8. Remember: Ally is a verb
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# Terminology Reminder

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# Continuing Education

- The World Professional Association for Transgender Health has published [Standards of Care for the Health of Transsexual, Transgender, and Gender Nonconforming People](#)
  - Gay & Lesbian Medical Association has published [Guidelines for Care for Lesbian, Gay, Bisexual, and Transgender Patients](#)
  - [The National LGBTQIA+ Health Education Center](#) provides educational programs, resources, and consultation to health care organizations.
  - Look into what is happening in your field or specialization
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