

THE CRITICAL IMPORTANCE OF INCLUDING THE GENDER DIVERSE COMMUNITY

With the consistent steady growth of the Transgender and Gender Diverse population, the demand for peer counselors to be competent in regards to trans community grows as well. We will identify and discuss the importance of a peer's ability to work with the Transgender and gender diverse community through a hands on workshop experience. There is no previous knowledge required for participation in this workshop.

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Disclaimer:

- This workshop will be emotional. There is information and personal stories that will be shared that have sensitive information in them.
- There will be time to debrief at the end of the training in which we can process through any hard emotions.

The Critical Importance of Including the Gender Diverse Community

Transgender:

Relating to a person whose sense of personal identity and gender does not correspond to the societal expectations based on their assigned sex at birth. Stemming from the Latin roots of trans which translates to “other”. An umbrella term for many gender identities.

Transgender individuals make up less than 1% of the Population in the United States (1.3 Million Adults)

Gender Diversity:

Honoring the notion that gender is not binary and that there are multiple ways in which gender can be experienced. A all encompassing term in which honors all identities.

What is the Difference?

Gender

The behavioral, cultural, or psychological traits that are typically associated with an individual's assigned sex at birth.

Gender Identity

The way that an individual identifies with their own concept of their gender in its relation to others within or outside of the cultural and societal norms.

- The concept of gender identity begins forming around age four in children.

Sex

Typically used to identify individuals in a binary light (male and female). Defined by chromosomal, hormonal, or primary/secondary organs or structures and their functions.

These terms are not interchangeable

What is the Difference?

Transsexual

An individual who identifies with the gender associated with a sex designation other than the one they were given at birth. The individual may also seek out to correct their physical appearance with reaffirming surgeries.

This term is seen as derogatory slang to some individuals, it is important that you only use the vocabulary given to you by the individual to describe the individual.

Transgender

A person whose sense of personal identity and gender does not correspond to the societal expectations based on their assigned sex at birth.

These terms are not interchangeable

Under the Umbrella

- **Agender:** An individual who does not identify with gender.
- **FtM:** An individual who is transitioning and identifies as Male
- **Gender Fluid:** An individual who does not identify with a “fixed” gender.
- **MtF:** An individual who is transitioning and identifies as Female
- **Non Binary (Enby):** An individual who does not identify with the gender binary.
- **Two Spirit:** An individual who identifies with masculine and feminine spirit. Typically an identity that is expressed and experienced by First Nations or Indigenous culture.

*This is by no means a comprehensive list, just an example of different gender identities.

Coming Out...

- Coming Out is the process in which individuals self disclose their gender identity or sexual orientation as it deviates from normative with the given privilege as outlined in the cis-normative and heteronormative culture
 - Privilege: a special right, advantage, or immunity granted or available only to a particular person or group of people.
 - Cis-normative: The assumption that all human beings are cisgender, or have a gender identity which matches the sex they were assigned at birth.
 - Heteronormative: relating to a world view that promotes heterosexuality as the normal or preferred sexual orientation.

Statistics:

Mental Health and Physical Wellbeing

- Suicide Attempt rates for Transgender and Gender Non Conforming individuals is 41% compared to the rest of the population (4.6%)
- Sexual minority adults were more than twice as likely as sexual majority adults to have experienced any kind of mental illness in the past year (37.4 percent versus 17.1 percent).
- 29 Transgender individuals were Murdered in the year 2018
- 17 Transgender individuals have been murdered so far in 2019
- The Average Life Expectancy for a Transgender Individual in the United States is 30-35 years old.

Discrimination, victimization, or violence at school, work, and when accessing health care:

- Harassed or bullied at school: 50-54%
- Experienced discrimination or harassment at work: 50-59%
- Doctor or health care provider refused to treat them 60%
- Suffered physical or sexual violence:
 - *At work: 64-65%*
 - *At school (any level): 63-78%*
- Discrimination, victimization, or violence by law enforcement
 - *Disrespected or harassed by law enforcement officers: 57-61%*
 - *Suffered physical or sexual violence: By law enforcement officers: 60-70%*
- Experienced homelessness: 69%

Statistics:

Substance Use:

- Intravenous drug use over a lifetime:
 - *34% among MtF transgender individuals.*
 - *18% among FtM transgender individuals.*
- LGBT youth may use alcohol and drugs to deal with stigma and shame, to deny same-sex feelings, or to help them cope with ridicule or antigay/anti-trans violence.
- Many transgender folx have had one or more negative experiences with institutions, including those that provide health care and recovery.
- Transgender individuals are met with anti-trans and poorly educated medical/mental health/ and substance use professionals.

Relationship:

- Family chose not to speak/spend time with them after coming out: 57%
- For LGBT adolescents the process of coming out greatly increases their risk for violence and harassment, even by their families.
- 55% of Transgender individuals who transition lose their intimate partnership
- 14% of Transgender individuals report that due to their gender identity, their spouse or partner has experienced job discrimination.
- 58% had lost at least one close friendship as a result of their gender identity/expression

Resources for Gender Diverse Peers

■ Support Groups

- *Not Many in Existence*
 - Google

■ Specialized Service Providers

- *Doctors, Mental Health Professionals*
 - Psychology Today - Proceed with Caution
 - Transgender Care Listings - Proceed with Caution

■ Crisis

- *Trans Specific Crisis Lines*
 - Trevor Project at 866-4-U-TREVOR (866-488-7386)
 - Trans Lifeline (877) 565-8860

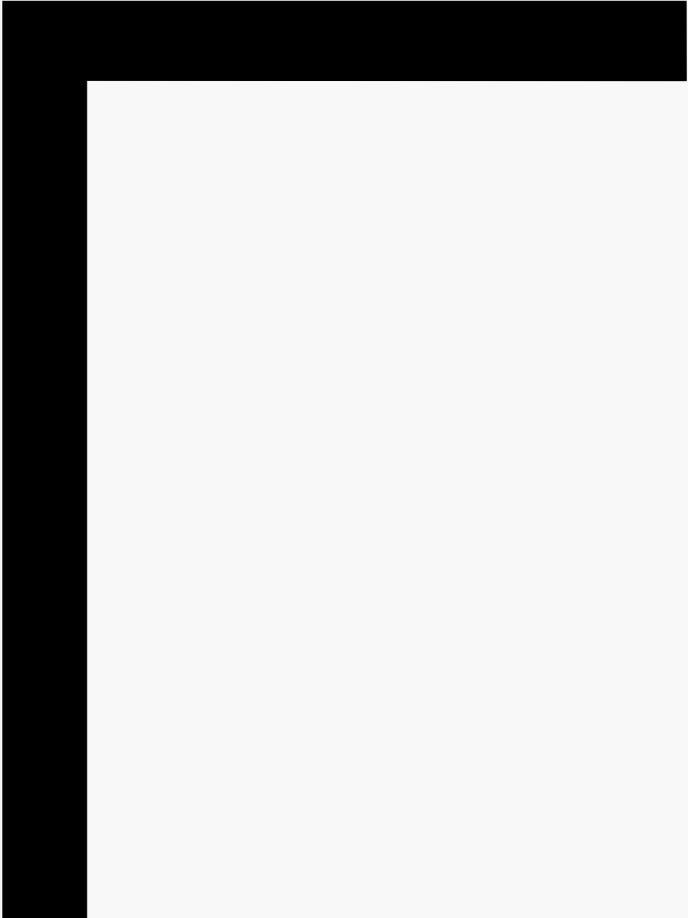
■ Resource List

- *Many Organizations*
 - GLAAD
 - PFLAG

There are not many truly competent resources for gender diverse folks

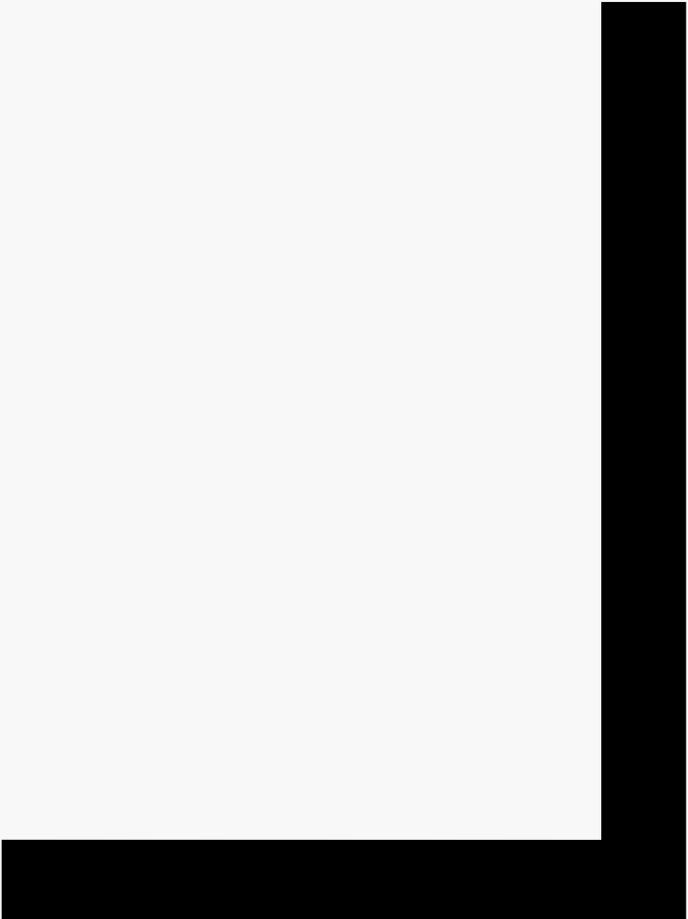
Coming Out:

- Grab a folder.
- In a small group, read the story and then discuss what the person went through. Pay attention to your feelings.
- How could you connect to the story that was read?
- How would you approach a peer relationship with this individual?
- Pick a person to share a summary with the larger group (some groups will be reading the whole story).



DEBRIEF

Any Questions?



Sources

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- https://avp.org/wp-content/uploads/2017/04/FORGE_Transgender_People_SOFFAs.pdf