

Raising Awareness



Cultural Competency and Ethical Care Working with the LGBTQI Populations

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At War and In Love



- ▣ <https://www.youtube.com/watch?v=zN7VSeja1dw>

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**PROVIDING HEALTH CARE FOR
TRANSGENDER AND INTERSEX VETERANS**

<http://vaww.va.gov/vhapublications/publications.cfm?pub=1>

Examining Cultural Bias

Heteronormativity is the belief in binary system of gender identification and assumes that heterosexuality is the only sexual orientation or only norm, and states that sexual and marital relations are only fitting between people of opposite sexes.

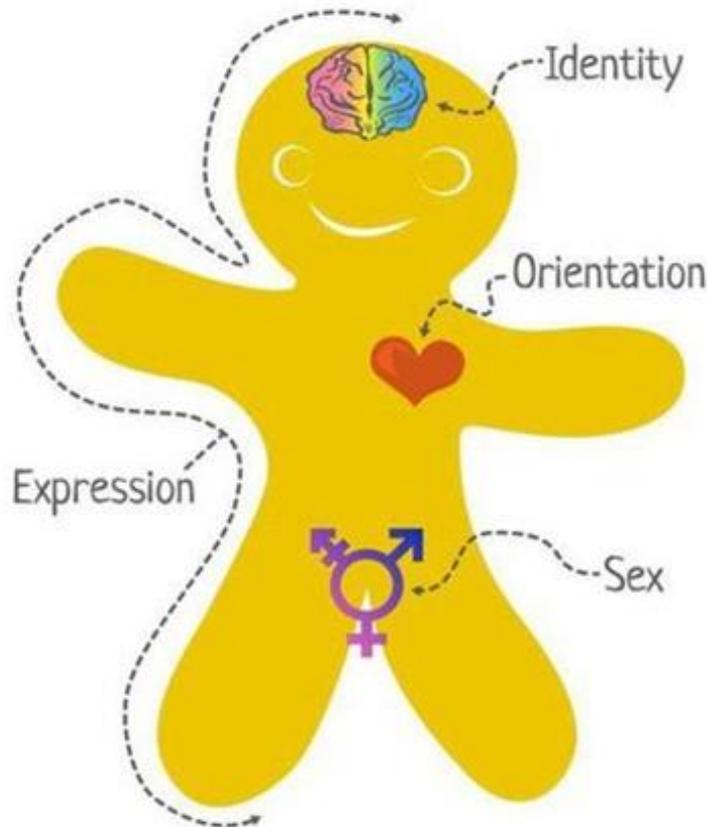
Heteronormativity is often linked to heterosexism, homophobia and transphobia. ⁽¹⁾

Language

- ▣ **Cisgender** (often abbreviated to simply **cis**) is a term for people who have a gender identity that matches their assigned sex. *Cisgender* has its origin in the Latin, meaning "on this side of"
- ▣ **Cisnormative** The assumption that all human beings are cisgender, i.e. have a gender identity which matches the sex they were assigned at birth. (2)

Sex, Gender, & Orientation

The Genderbread Person



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

Cis Privilege, we take for granted

Use public restrooms without fear of verbal abuse, physical intimidation, or arrest.

Strangers don't assume they can ask you what your genitals look like and how you have sex.

Strangers call you by the name you provide, and don't ask what your "real name" [birth name] is and then assume that they have a right to call you by that name.

Institutionalized Discrimination

- ❑ Idaho, Kansas, Ohio, and Tennessee refuse to change the gender marker on a birth certificate as of April 2015. ⁽⁴⁾

Employment

- ❑ 18 states do not protect LGBT from employment discrimination in any form
- ❑ An additional 10 states only offer protection in public sector employment
- ❑ ONLY 17 states protect LGB and T from employment discrimination in both public and private sector

Accommodations

- ❑ 27 states do not protect LGBT from discrimination in public accommodations (restaurants, hotels, entertainment) with 2 additional states only protecting LGB not T ⁽⁵⁾

LGBTQI Depression and Suicide

- ▣ 40% of LGBT community have made suicide attempts or had serious SI nearly nine times the rate in the U.S. population (4.6%).
- ▣ Social stigma and Internalized stigma
- ▣ Antigay transphobic violence, fear of violence
- ▣ Homelessness
- ▣ Prostitution ⁽⁸⁾
- ▣ Eating Disorders: 17% of gay vs 3.4% of straight men diagnosed with eating disorders ⁽⁹⁾

Minority Stress

“stigma-related prejudice and discrimination experienced by LGBTQ people constitute chronically stressful events that can lead to negative health outcomes. Minority stress has been linked to psychological distress among gay men and lesbians and may contribute to elevated rates of distress frequently observed among LGBTQ youth” ⁽⁶⁾

Cultural Incompetency

Barriers to Quality Care

- ❑ Expectations of discrimination due to lack of provider training and LGBT+ cultural competency.
- ❑ In a VA study 25% of sexual minority Veterans reported concern for stigma as barrier to care (10)
- ❑ A 2011 study reports 34% of LGBT physicians reported observing discriminatory care of an LGBT patient(11)
- ❑ A 2012 study found 80% of transgender persons feared negative repercussions when accessing health care if they were discovered to be trans. Violation of confidentiality was frequently cited. 28% reported being verbally harassed in the medical setting and 19-20% reported being refused care altogether (14, 15)

LGBTQI

- ▣ **T** -Transgender(adj.) An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth.
- ▣ Transsexual (adj.) An older term that originated in the medical and psychological communities. Still preferred by some people who have permanently changed - or seek to change - their bodies through medical interventions (including but not limited to hormones and/or surgeries).

<http://www.glaad.org/reference/transgender>

LGBTQI

- ▣ **Q -Queer.** is an umbrella term for sexual and gender minorities that are not heterosexual or cisgender. The word is controversial.
- ▣ **Q -Questioning.** The questioning of one's gender, sexual identity, sexual orientation, or all three is a process of exploration by people who may be unsure, still exploring, and concerned about applying a social label to themselves for various reasons.

LGBTQI

I –Intersex is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

http://www.isna.org/faq/what_is_intersex Intersex Society of North America

Other terms to know

- ▣ Cross-dresser –
- ▣ Drag Queen –
- ▣ Drag King –

- ▣ Non-binary
- ▣ Men who have sex with men

Intersex : nonbinary birth sex and gender identity

- 5-alpha reductase deficiency
- Androgen Insensitivity Syndrome (AIS)
- Aphallia (born without a penis)
- Clitoromegaly (large clitoris)
- Congenital Adrenal Hyperplasia (CAH) (anomaly of the adrenal function causes the synthesis and excretion of an androgen precursor, initiating virilization of a XX person in-utero)
- gonadal dysgenesis (partial & complete)
- hypospadias
- Klinefelter Syndrome 47xxy
- micropenis
- mosaicism involving "sex" chromosomes
- MRKH (Mullerian agenesis, partial or complete absence of the vagina) surgery vs dilation
- ovo-testes (formerly called "true hermaphroditism") gonads containing both ovarian and testicular tissue
- Partial Androgen Insensitivity Syndrome (PAIS)
- Swyer Syndrome (a person is born without functional gonads)
- Turner Syndrome (XO chromosome pattern)

Intersex Statistics

- ▣ Not XX and not XY one in 1,666 births
- ▣ Klinefelter (XXY) one in 1,000 births
- ▣ Androgen insensitivity syndrome one in 13,000 births (XY Female)
- ▣ Partial androgen insensitivity syndrome one in 130,000 births
- ▣ Classical congenital adrenal hyperplasia one in 13,000 births
- ▣ Vaginal agenesis one in 6,000 births
- ▣ Ovotestes one in 83,000 births
- ▣ Idiopathic (no discernable medical cause) one in 110,000 births
- ▣ Complete gonadal dysgenesis one in 150,000 births
- ▣ Hypospadias one in 770 births
- ▣ Total number of people whose bodies differ from standard male or female one in 100 births

Trans 101

- ▣ **Transgender** is an **adjective** and must be attached to a **noun**
- ▣ M2F, Transgender woman, Trans Woman or female
- ▣ F2M, Transgender man, Trans man or simply male

Geena Rocero and
Laith Ashley



Statistics

- ▣ It's estimated that over 134,000 American Veterans are transgender, and over 15,000 trans people are serving in military today

<http://www.transequality.org/issues/military-veterans>

- ▣ There are approximately 5000 transgender Veterans receiving VA services nationwide
- ▣ About 1.4 million adults in the United States identify as transgender

http://www.nytimes.com/2016/07/01/health/transgender-population.html?_r=0

The Human Experience



- ▣ https://www.youtube.com/watch?v=bsowxKx_-_c
- ▣ <https://www.youtube.com/watch?v=kmqi3LaTef4>
- ▣ <https://www.youtube.com/watch?v=ISsdSvJhniQ>

Trans Health

- ▣ Transitioning is a process over time
- ▣ Hormone Replacement Therapy (HRT) is the first step in medical transitioning and is prior to any surgical procedure.
- ▣ Legal changes
- ▣ Social changes
- ▣ Passing and Blending
- ▣ Safety and Acceptance

F2M Trans Health

- ▣ Side effects of HRT (hormone replacement therapy)
- ▣ Surgical Interventions
- ▣ Social transition

Cultural Competency

- ▣ Avoid making assumptions about people's identities, bodies, or behaviors.
- ▣ Always assume that someone could identify as LGBTQ+ and not be ready to invite people in to their experience
 - ▣ ▪ Inclusive language matters: gender neutral pronouns (e.g., “they,” and “ze”).
 - ▣ ▪ Be descriptive regarding anatomy, rather than equating it with a gender identity
 - ▣ ▪ Confidentiality

Cultural Competency

- ▣ Acknowledge stereotypes when they come up.
- ▣ ▣ Ask questions to increase your understanding.
- ▣ ▣ When you make a mistake, apologize, correct yourself, and move on
- ▣ ▣ Recognize your lens – both privileged and oppressed identities
- ▣ ▣ Be comfortable with the uncomfortable
- ▣ ▣ Everyone is doing their best – Everyone can do better

Institutional Competency

- ▣ Gender neutral bathrooms.
- ▣ Welcoming Signage reflecting LGBT+ culture
- ▣ Gender affirming documentation (not misgendering).
- ▣ When interacting with LGBT+ Veterans, are questions clinically driven.
- ▣ Educate staff to be mindful of HIPPA.
- ▣ Willingness to discuss sexuality with patients for provision of better care.
- ▣ Discuss significant relationships in the patients life that may be included in decision making (partner, spouse, significant other).
- ▣ No Assumptions.

Create a welcoming environment

Do ask patients about preferred pronouns and names

Do ask about the identity of visitors and caregivers

Create welcoming language on forms:

- ▣ Add transgender in addition to male/female
- ▣ Ask about relationship status, not just married/single
- ▣ Partner instead of husband/wife

Display LGBT and multiracial welcoming signage and posters showing same-sex couples, transgender persons

Do ask about sexuality and gender identity so as to screen for appropriate health issues

Ask the patient if they are “out” in their daily lives

Employers should make clear that any form of discrimination will not be tolerated including LGBT identities.

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Websites

- ▣ Intersex Society of North America
<http://www.isna.org/>
- ▣ GLAAD <https://www.glaad.org/>
- ▣ VA LGBT Site
<http://www.patientcare.va.gov/LGBT/>
- ▣ <http://www.diversity.va.gov/programs/lgbt.aspx>
- ▣ TAVA
<http://transveteran.org/for-veterans/know-your-rights/>