

Human Services @ QVCC Webinar
Gender and Orientation
Affirming Settings & Care

Friday October 14, 2022

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Housekeeping



Audio & video are muted

Call-in if audio issues
Subtitling is available



Participate

Chat



Follow-up email

Recording
Presentation



No CEs available

[Email with questions](#)



Target is behavioral health

Applicable to educational and other settings

Webinar Objectives

Differentiate sex,
gender and
orientation

Identify gender
and orientation
privilege vs
discrimination

Identify elements
of affirming
environments &
care

Growing Rights & Backlash to Rights Lesbian, Gay, Bisexual, Transgender, Queer+

Legal Discrimination

In education, employment,
and housing

Bans on military service, sex
acts, and marriage

Police harassment
and violence

Rights & Respect

Nondiscrimination

Marriage equality

Rights for transgender
children

Backlash

[School curriculum restrictions
on discussing LGBT+](#)

[Healthcare providers can
refuse to provide healthcare](#)

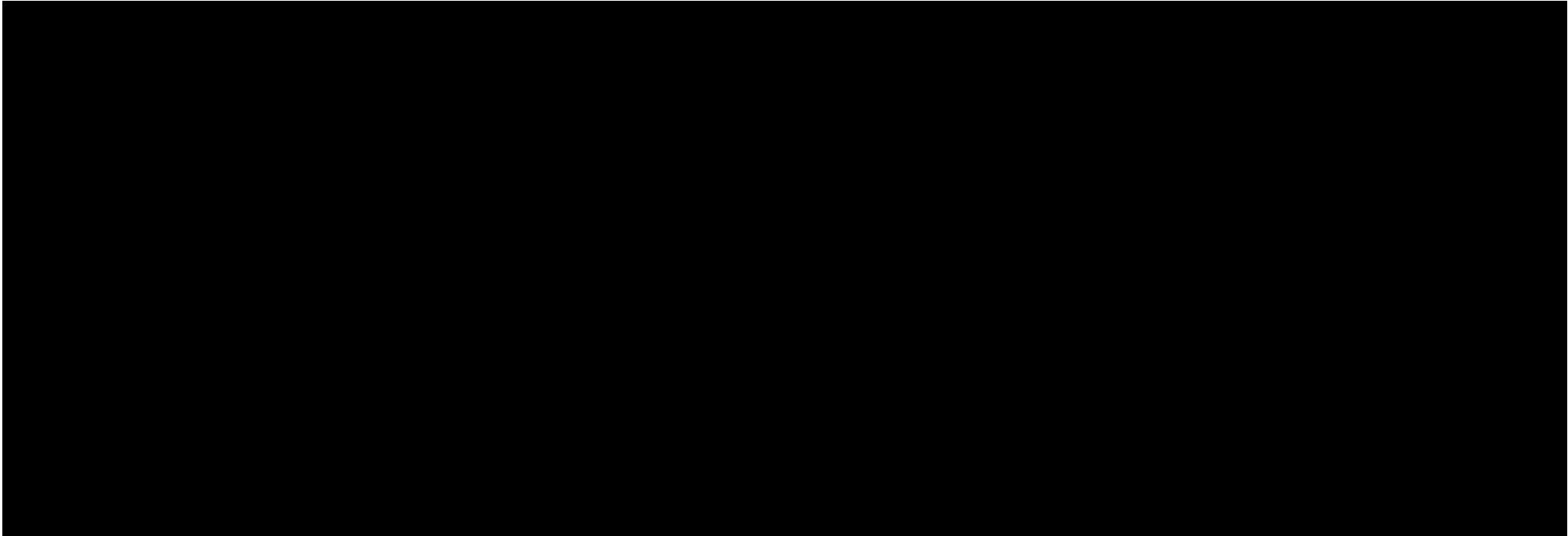
[Transgender exclusions
in sports](#)

[Texas law treats gender
affirming care as child abuse](#)

What are the impacts of backlashes on people?

Importance of Affirmation

Archie Crowley on the importance of language change

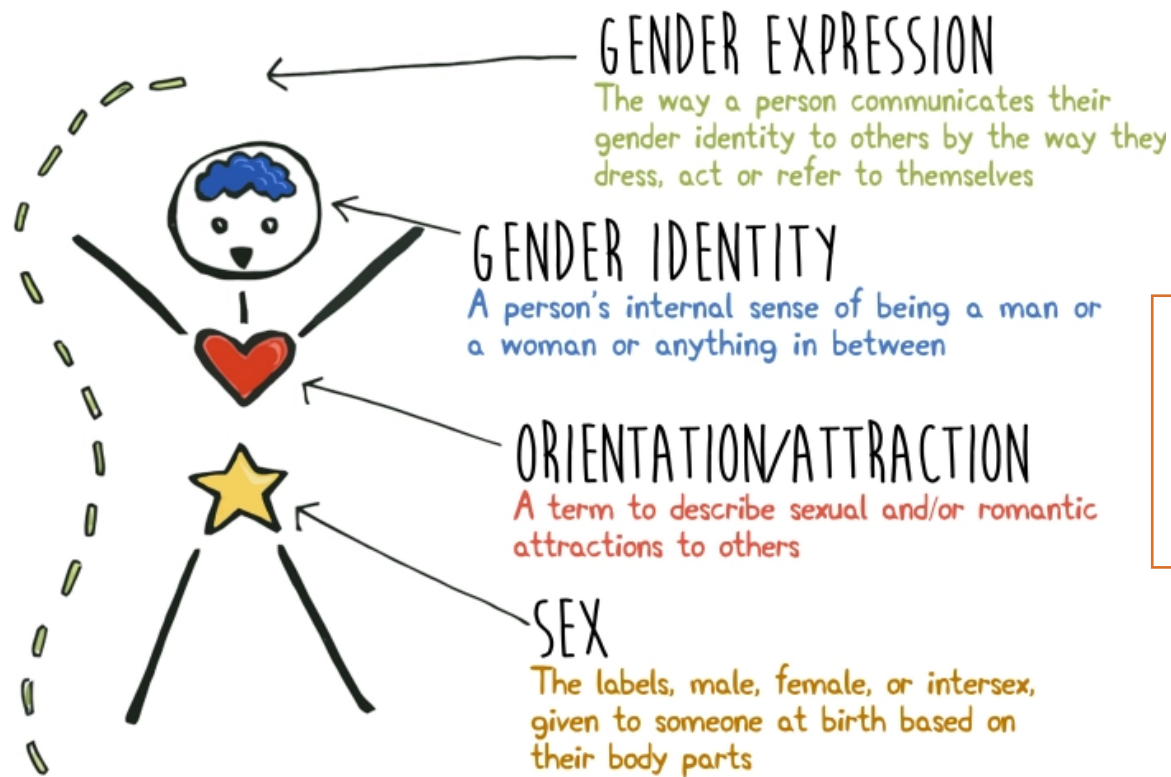


Have you felt unsure what pronoun to refer to someone?

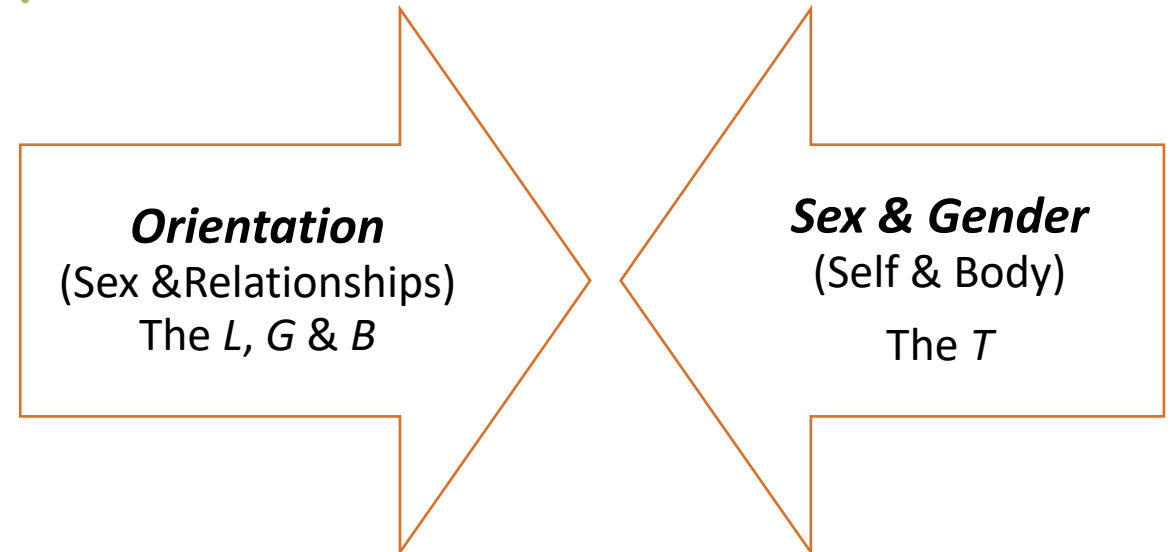
What did you do? What was the response?

Differentiate Sex vs. Gender vs. Orientation

Asked a single question “*What’s your gender?*”



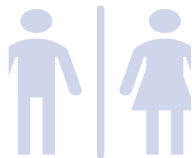
LGBT+



Graphic from the [Centre for Sexuality](#)

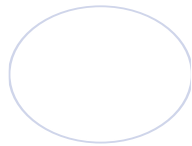
Gender/Sex and Orientation Diversity

Gender & Sex



Sex assigned at birth (SAB)

- By visible sexual organs
- Gender (man, woman) follows sex



Cisgender is congruence of sex assigned at birth & gender is assumed and dominant

- Cis woman
- Cis man



People who are **gender minorities** are not *cisgender*

- Transgender & gender nonconforming (TGNC)

Orientation



Covers behavior, identity, fantasy

- Sexual
- Affectional



Heterosexual (e.g., cis woman and cis man) orientation is dominant



People who are **sexual minorities** are not heterosexual

- Sexual activity and relationships

Invisible Knapsack of Privilege Heterosexual & Cisgendered

On a daily basis,
as a **straight** (heterosexual)
person...

People don't ask why I made my choice of sexual orientation.

If I pick up a magazine, watch TV, or play music, I can be certain my sexual orientation will be represented.

When I talk about my heterosexuality, I will not be accused of pushing my sexual orientation onto others.

I do not have to fear that if my family or friends find out about my sexual orientation there will be consequences.

On a daily basis,
as a **cisgendered** person...

Strangers don't assume they can ask me what my genitals look like and how I have sex.

My validity as a person is not based upon how much surgery I've had or how well I "pass" as a non-trans person.

I am not excluded from events which are either explicitly or de facto men-born-men or women-born-women only.

I don't have to hear "so have you had THE surgery?"

Any resonate? Are surprising?

LGBTQ+ Discrimination & Impacts

Discrimination & Social Exclusion

Poverty, homelessness and under/unemployment

Physical and psychological abuse (e.g., bullying, assault)

Mental Health

Higher emotional distress & traumatic stress reactions

Higher risk of suicide

Major depressive disorders & generalized anxiety disorders

Substance use disorders

Protective factors

Higher acceptance & contact with other LGBTQ+ people

Social and family support

Lower internalized homophobia

Seen or experienced discrimination? Impacts on mental health? Protective factors?

Negative Experiences of Care

Providers

Lack of training

Ignore sexual orientation/
gender identity

Think it explains everything

Negative treatment

Homophobic or transphobic (e.g.,
refusal to correct gender pronouns)

Avoidance or interpersonal bias

Care is unhelpful or hurtful

Witnessed negative treatment?

What does it mean to be affirming?

Interactions and care designed to
support and affirm an individual's
gender & orientation identities

APA Guidelines for Affirming Care

Foundational Knowledge and Awareness

- Understand diverse identities and intersections with other identities
- Become aware of historical and social cultural context (e.g., bathroom bans, trans child welfare in Texas)

Impact of Stigma, Discrimination and Sexual Minority Status

- Recognize discrimination and bias
- Recognize positive aspects of identity

Relationships and Family

- Understand and respect relationship to families of *origin* and *choice*

Educational and Vocational Issues

- Employment discrimination

Professional Education, Training and Research

What have you done? What would you like to do?

Test Unconscious Bias

Implicit Association Test on Sexuality



If biased, seek positive representations and experiences

Components of Gender Inclusive Environments

Affirming signage in prominent areas

Gender sensitivity in rooming/cohorting decisions

Gender-neutral bathroom facilities

Forms and documents that allow people to express their chosen name, gender, and pronouns

Response process when bias is reported

Provider advocacy

Provider and staff training in culturally competent TGNC care

Have you been in environments in with any of these components?

Gender Affirming Healthcare

Affirming gender identity on forms, in language, and procedures

Procedures include hormone therapy, top surgery, & bottom surgery
(vaginoplasty, phalloplasty)

Not everyone wants any or all procedures

Need referral from a MHP for procedures

How to Ask About Sex, Gender or Orientation

On a form or survey

Wording about confidentiality

- This information is used for _____ | Only (name of office) will have access to this information | Your responses will be kept private and secure (if the form is anonymous, please indicate that) | The information will not be used for a discriminatory purpose. | You can change this information in the future by _____.

Ask about each identity separately

Asking about gender

- Gender Identity _____ OR List with open blank

Sexual orientation

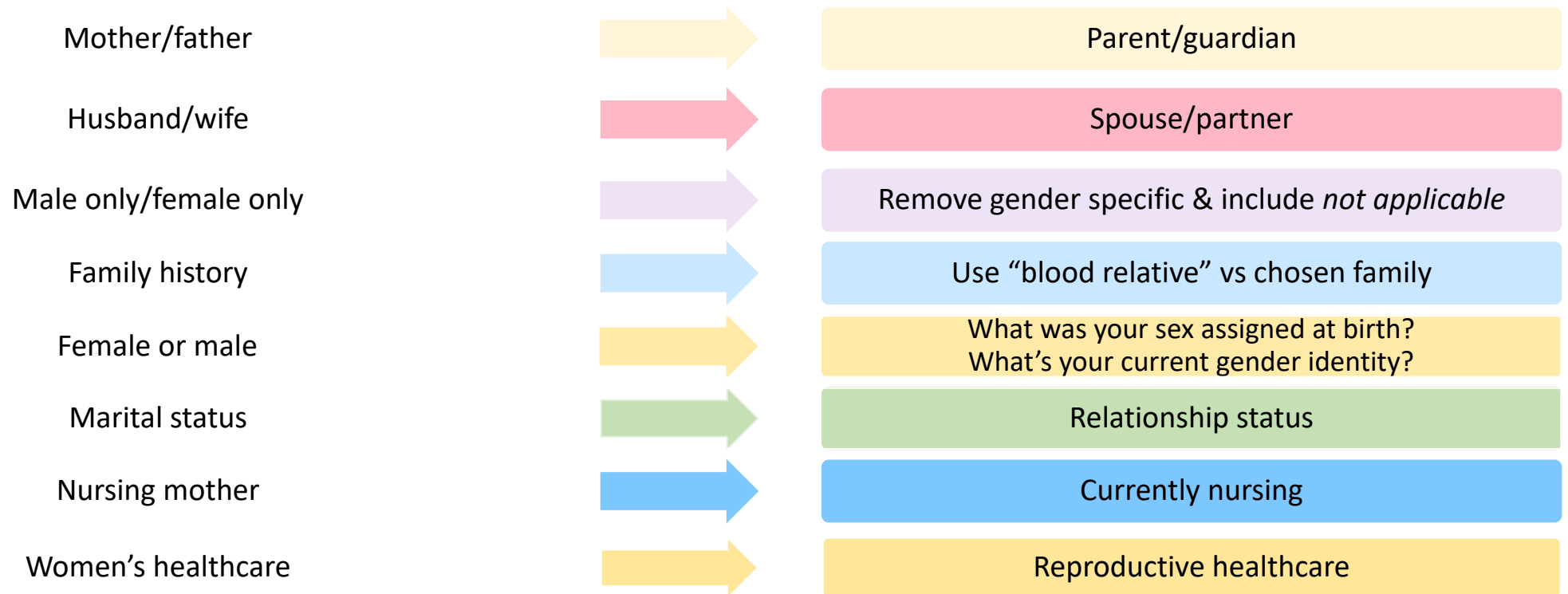
- Sexual Orientation _____ OR List of select all that apply with open blank

Asking about sex assigned at birth

- Sex assigned at birth options: male, female, intersex, prefer not to disclose

De-gender Language & Images

Forms & language make assumptions about gender & family



Have you made any of these changes? What change would you like to make?

From [Creating an Inclusive Environment for LGBT Patients](#)

Using Preferred Pronouns

“Use of pronouns and proper recognition of chosen gender is vital for open and respectful rapport”

Use the preferred name and pronoun for everyone

- Share your pronouns
- Ask
 - Might not match IDs
 - Might be different in different settings
- Use **They** plural if you don't know

A Helpful Resource

Pronouns are words that substitute for nouns. Gender pronouns are used in place of a person's name. This list is not exhaustive but is a good place to start!

Binary and Gender Neutral Pronouns

	Nominative (Subject)	Objective (Object)	Possessive Adjective	Possessive Pronoun	Reflexive
She	She	Her	Her	Hers	Herself
He	He	Him	His	His	Himself
They	They	Them	Their	Theirs	Themselves
Ze	Ze	Hir	Hir	Hirs	Hirself
Ey	Ey	Em	Eir	Eirs	Eirself

[Saige Pronouns](#)

Pronoun concerns

(White & Fontenot, 2019)

Support Change of Name & Gender

Different sex assigned at birth from gender identity or expression

- Misgendering, exclusions and discrimination
- Mental health issues
- Substance/behavioral issues

Changing gender on documents

- Increased mental health condition
- Lower behavioral health issues

[CT Gender Change on Vital Records](#) | [CT Name Change \(211\)](#) | [Social Security Gender Change](#)

Starting Changes

Video Conference Name

My Webex profile



Shelley Buchbinder (she/her)

Edit my profile

Email Signature

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[Fall 2022 QV Human Services Webinar Series](#)



What changes have you made or can you make to be affirming?

Checklist

How Transgender Inclusive is Our Agency?

Excellent			
OK			
Needs Work			

Checklist: How Transgender-Inclusive is Our Agency?

Administration

- There is an agency wide commitment to providing transgender friendly services.
- This commitment is reflected in mission statements and work plans.
- There is an understanding of the connections between discrimination based on gender identity and other social injustices.
- Written personnel policies, including non-discrimination, diversity and non-harassment policies explicitly include gender identity and expression.
- These policies are clearly posted in all of the agency's facilities.
- Process for electing or appointing members of the Board of Directors and other institutional bodies includes outreach to and inclusion of transgender candidates.
- Written policies explicitly state that the agency does not discriminate on the basis of gender identity or expression in provision of services.

Education Department

- Education materials are inclusive to people of all genders, including transgender people.
- During programming, educators use language that is inclusive and examples that could also apply to transgender individuals.
- Education materials include resources for transgender individuals.
- Transgender issues and discussions of gender are distinguished from discussions about sexual orientation. Educators can clearly define the difference between gender identity and sexual orientation.
- Educators maintain relationships with other agencies and providers with expertise in transgender health concerns.

Patient Services

- Waiting rooms, intake areas, check out areas, and other physical spaces in the clinic are welcoming to all gender identities.

Are you doing or talking about doing any of these things?

Coming Up



Next Webinar

Adverse Childhood Experiences & Supporting Positive Coping 11/4 @ noon



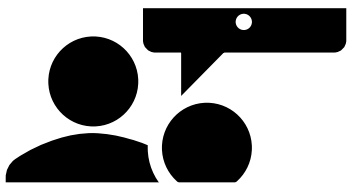
Take Evaluation

- When you exit Webex



Follow Up Email

- Recording
- Presentation with links



Questions?

- Learn more about [Human Services @ QV](#)

References

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