Training Module

Best Practices for Providing Gender Affirming Care for Transgender and Gender-Diverse Individuals

Created by:

Vicki Underwood,
Doctoral Candidate

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Learn the role of the healthcare professional in working with the transgender population

Recognize and define terminology related to sex, gender identity, gender expression, sexuality, physiology, and gender presentation.

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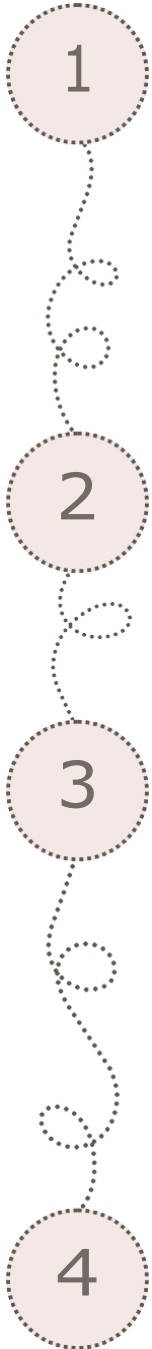Understand equity, diversity, and inclusion in clinical care for transgender patients.

Learn to incorporate inclusive language in intake and assessment tools and Electronic Health Record (EHR) systems.

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Understand the current barriers to affirmative health care experienced by the transgender and gender-diverse community.

Understand gender dysphoria and pathologization of gender variance.

Identify and describe common systemic problems such as *gatekeeping within healthcare* systems.

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Welcome!

The purpose of this training is to equip healthcare providers with the knowledge, skills, and world view necessary to deliver safe, compassionate, and inclusive care to transgender and gender-diverse individuals. By the end of this training, participants will be better prepared to provide gender-affirming care that respects the dignity and identity of transgender and gender-diverse individuals, ultimately leading to improved health outcomes and equity in patient care.

Vicki Underwood

tranquilityvalleywellness.com

Postitionality Statement

As a White, cisgender, middle-class woman, I recognize the privileges that come with this social position. These privileges shape my worldview and may close my eyes to certain aspects of lived experiences. Growing up, I was never taught about my own white identity, systematic oppression, or white fragility. Simultaneously, as a bisexual woman, I have faced marginalization, microaggressions, and discrimination. Through my education and career, I have focused on working in diverse environments with marginalized populations, which has greatly influenced my worldview and provided a better understanding of how my whiteness affects my ways of seeing the world. I will strive to navigate these complexities transparently in the classroom, acknowledging my limitations and advantages.

Being White affords me many unearned advantages to society's rewards and privileges. This status alone gives me better education access, job opportunities, and freedom from discrimination and oppression. Being a United States citizen is the most privileged form of nationality, as a citizen, I have legal rights, such as voting, working, and living in this country. As a citizen, I have access to resources that non-citizens do not, such as benefits from social services, education, and healthcare systems. As a cis-gender individual, I do not face the types of challenges and discrimination that transgender or gender-diverse individuals do. However, as a woman, I have experienced gender discrimination and microaggressions from being a woman in a work environment. Growing up in a nuclear family provided me with family stability. Being middle-class and a homeowner, have provided more financial stability and access to more resources than others in lower socioeconomic positions.

My positionality may be perceived in different ways within the population that I am serving. Although I identify as part of the queer community, I do not specifically identify as transgender or gender diverse and therefore I have not experienced the discrepancies and discrimination in healthcare that these individuals face consistently. As a Caucasian woman with private health insurance, I do not experience systematic racism when I receive healthcare. Individuals with similar positionalities who are receiving this training may connect through having similar experiences and education. Individuals with diverse positionalities may question my expertise as I do not share the lived experiences as the population I am serving. I believe that my overall worldview, self-awareness and experience in working with diversity will lend a hand in my ability to provide well-rounded and necessary training.

The training and activities planned for in this training program will include UDL practices to create an inclusive environment. The DEIPAR framework will be incorporated throughout the training modules and planned activities. I believe that this will provide both individuals with similar positionalities and those with diverse positionalities opportunities to learn from the material. Should I receive negative responses to my positionality be mindful about acknowledging and reflecting the concerns or criticisms raised to understand their perception of how my positionality might influence this training. By providing a statement of my positionality within the training module I am being transparent by articulating my background, biases, and assumptions in my work. I will encourage open communication with those who have concerns to help to clarify any misunderstandings and demonstrate my willingness to consider and include different viewpoints within the training (Gani, 2024).

Gani, J. K., & Khan, R. M. (2024). Positionality statements as a function of coloniality: Interrogating reflexive methodologies. International Studies Quarterly, 68(2), sqae038. https://doi.org/10.1093/isq/sqae038

Training Guidelines

Pre-test- 30 minutes

Module One
Slides 3-50

> Healthcare professionals play a pivotal role in ensuring the well-being of transgender patients by providing inclusive and sensitive care. It is essential to understand and use accurate terminology related to sex, gender identity, gender expression, and gender presentation.
>
> Equity, diversity, and inclusion are crucial in clinical care for transgender patients. Equity involves recognizing and addressing the unique health disparities and barriers faced by transgender individuals, including discrimination and a lack of culturally competent providers. Diversity acknowledges the varied experiences within the transgender community, including the interplay of different identities like race, socioeconomic status, and disability. Inclusion means creating a welcoming and supportive healthcare environment that fosters trust and validates the experiences of transgender patients.
>
> By embracing these principles, healthcare professionals can enhance the quality of care, improve health outcomes, and ensure a respectful and affirming experience for transgender patients.

Objective One:

Slides 3-28

Learn the role of the healthcare professional in working with the transgender population

Videos and Activities

- Slide 4-Video: *LGBTQIA+ in Healthcare: Respecting Pronouns*-3.46 mins

- Slide 8- Video: How to Create Gender-Inclusive Healthcare Settings- 4.26 mins

- Slide 13-Videos: *Cancer Risk Awareness Among Transgender and Nonbinary Persons*- 2.15 mins.

- Slide 13-Video: *Breast cancer does not discriminate. Trans men and women discuss the risks*- 6.23 mins.

- Slide 16- Video: *What it's like for transgender individuals to access healt*hcare –
  5.19 mins.

- Slide 18- Podcast: *From Silicon Valley to Patient Advocacy: Navigating Transgender Health Equity with Molly Crowther*
  30.16 mins

- Slide 21- Article to review (attached in handouts) *A Blueprint for Planning and Implementing a Transgender Health Program- 10 mins*

- Slides 22-28- Vignette- 20 mins.

Slides 5-7- Topic: Providing gender-affirming care

Slide 8-9- Topic: Creating a safe inclusive environment

Slides 10-15: Topic- Address Heath Disparities

Slides 16-20 Access to Healthcare

Objective 2:
Slides 29-44
Recognize And Define Terminology Related to Sex, Gender Identity, Gender Expression, Sexuality, Physiology, And Gender Presentation

Videos and Activities:

- Slide 34- *Video The Origin of Gender*- 8.48 mins

- Slide 39-40- Activity- Create an Individual Care Plan- 30 mins

  Slide 41- Use this link below and complete the vignettes- 30 mins

  Vignettes- https://www.aamc.org/search?keys=vignettes

Slides 30-34 Gender terminology definitions

Slide 35-38- Understand Gender Affirming Terminology and Communication.

Objective 3:
Slides 45-47
Understand Equity, Diversity and Inclusion in Clinical Care for Transgender Patients

Videos and Activities:

- Slide 48- Video- *What is privilege? Privilege Walk*-4 mins.

- Slide 49-Positionality Activity- 20 mins

- Slide 50- Wheel of Power and Privilege website review using link: https://kb.wisc.edu/instructional-resources/page.php?id=119380– 10 mins.

Module Two
Slides 51-90

Incorporating inclusive language into intake and assessment tools and Electronic Health Record (EHR) systems is fundamental to providing respectful and affirming care for all patients, particularly those within the transgender community. Inclusive language ensures patients feel recognized and valued, facilitating accurate and comprehensive healthcare documentation.

Current barriers to gender-affirmative healthcare include a lack of provider knowledge, systemic discrimination, and limited access to gender-affirming treatments. These obstacles can lead to significant health disparities and hinder the well-being of transgender individuals. Understanding gender dysphoria, which refers to the distress experienced when an individual's gender identity does not align with their sex assigned at birth, is essential for healthcare providers. Historically, gender variance has been pathologized, leading to stigmatization and inappropriate treatment approaches. Modern healthcare advocates for a more compassionate and supportive model recognizing gender diversity as a natural variation of human experience.

Objective 1
Slides 52-55
Learn to incorporate inclusive language in intake and assessment tools and Electronic Health Record (EHR) systems.

Videos and Activities:

- Slide 55: Video- *Collecting Sexual Orientation and Gender Identity Data in Electronic Health Records*- 47.08 mins

Objective 2
Slides 56-65
Current Barriers to Gender Affirmative Health Care

Videos and Activities:

- Slide 57- Video: *Transgender health care horror stories*- 5.54 mins
- Slide 60- Video: *Why Are Many Doctors Scared of Transgender Patients?* | Kristie Overstreet PhD- 14.27 mins.
- Slide 63- Review the website:
  https://www.verywellhealth.com/insurance-requirements-for-gender-confirmation-surgery-4136743- 10 mins.
- Slide 64- Review the state map on the website:
  https://infogram.com/1200x750-gac-ban-map-1h984wvo51lkd2p- 10 mins.
- Slide 65- Video: *Families of Trans Kids Are Seeking Sanctuary*- 21 mins.

Objective 3
Slides 66-84
Understand gender dysphoria and the pathologization of gender variance.

Videos and Activities:

- Slide 70- Video: *Gender dysphoria: definition, diagnosis, treatment and challenges*-5.29 mins.
- Slide 73- Video*: "Neuroimaging Studies of Transgender People: A Critical Review."*
  E. Kale Edmiston, PhD- 1.06 hr.
- Slide 81- Video: *Transgender Brains, Gender Dysphoria and Why HRT Works*
  – 31.44 mins.

Objective 4
Slides 85-92
Common Systemic Problems within Healthcare

Videos and Activities:

- Slide 86- Video: *Trans 101: Ep 31- Gatekeeping*- 9:44 mins.

- Slide 90- Video: *There's a Dark Movement Waiting in the Shadows of America's Anti-Trans Politics*- 9.47 mins

- Slide 92- Video: *Why is it so hard for trans people to get healthcare?* | Enea Venegoni -8.56 mins.

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Module 3
Slides 93-123

Implicit cissexist bias in treatment and practice structures can significantly impact the quality of care provided to transgender individuals. These biases often stem from cisnormative assumptions—the belief that being cisgender (identifying with the sex assigned at birth) is the norm, and thus, marginalizing or invalidating non-cisgender identities. This can manifest in various ways, such as through language that assumes all patients are cisgender or through policies that do not accommodate the needs of transgender individuals. Recognizing and addressing these biases is crucial for healthcare professionals to provide equitable care.

Understanding intersectional identities among transgender individuals is also essential. Intersectionality refers to the way different aspects of a person's identity—such as race, gender, sexuality, socioeconomic status, and more—interact and overlap, creating unique experiences of discrimination and privilege. For example, a transgender person of color may face compounded challenges due to both racial and gender-based discrimination. Healthcare providers must be aware of these intersectional identities to deliver culturally competent and sensitive care.

Racialized differences in transgender healthcare access further exacerbate health disparities. Transgender individuals from racial minority groups often face additional barriers to accessing care, including discrimination, socioeconomic challenges, and a lack of providers who understand their specific needs. These systemic issues can lead to poorer health outcomes for these individuals. Addressing these disparities requires a concerted effort to promote equity, diversity, and inclusion within the healthcare system, ensuring that all transgender patients receive the care and support they need.

Objective 1

Slides 93-109

Identify implicit cissexist bias in treatment and practice structures. Understanding cisnormative assumptions.

- Gender is a social construct

- Are Sex and Gender Binary

Videos and Activities:

- Slide 98- Implicit Bias activity- Take the test on Transgender, what are your reactions to your results? (30 mins.)

  https://implicit.harvard.edu/implicit/takeatest.html

- Slide 98- Review the article:

  file:///C:/Users/vburg/OneDrive/Desktop/SW%20715/How%20to%20Identify%20and%20understand%20implicit%20bias%20in%20healthcare.pdf- 10 mins.

- Slide 99- Activity- Questions regarding Implicit Bias- 10 mins

- Slide 100- Answer the self-reflection questions for exploring cisnormative assumptions- 20 mins.

- Slide 101-Answer the questions-Learn how you came to develop your gender identity. 20 mins.

- Slide 103-Video: *Gender identity: 'How colonialism killed my culture's gender fluidity'* -6.30 mins

- Slide 107-Video: *Moving Beyond the Binary of Sex and Gender* | Ugla Stefanía

  14.08 mins.

- Slide 109- Website review the article below:

  [https://fox59.com/news/national-world/sex-testing-at-the-olympics-what-is-it-how-does-it-work/#:~:text=As%20the%20decades%20went%20on,National%20Library%20of%20Medicine%20report.&text=Proponents%20of%20testing%20say%20it,advantages%2C%20typically%20in%20women's%20sports.-](https://fox59.com/news/national-world/sex-testing-at-the-olympics-what-is-it-how-does-it-work/)
  10 mins.

Objective 2
Slides 110-116
Intersectional Identities among Transgender Individuals

Videos and Activities:

- Slide 112- Activity website review and questions- Review the website below: (10 mins.)

  https://www.tahirih.org/news/understanding-intersectionality-overlapping-identities-and-obstacles/

- Slide 116-Video: *Effective Allyship: A Transgender Take on Intersectionality* | Ashlee Marie Preston-14.33 mins.

Objective 3
Slides 117-123
Racialized Differences in Transgender Healthcare Access

Videos and Activities:

- Slide 118- Video: *Black Trans* Lives Matter* | D-L Stewart | - 15.13 mins.

- Slide 121- Video: *The Shocking Truth Behind Targeted Attacks on Black Transgender Women*- 6.30 mins

Module 4
Slides 124-155

Employment discrimination significantly contributes to health disparities among transgender individuals by limiting their access to stable incomes, healthcare benefits, and safe working environments. This economic instability exacerbates the challenges they face in obtaining necessary medical care and resources, ultimately impacting their physical and mental health. Transgender theories, which explore the experiences and identities of transgender and gender-diverse individuals, help to illuminate these issues by highlighting the diverse ways in which people navigate their gender identities within societal constraints. These theories advocate for understanding gender as a spectrum and emphasize the importance of self-identification. Transgender and gender-diverse individuals face stigma at multiple levels: structural, interpersonal, and individual. At the structural level, policies and practices in institutions often exclude or discriminate against transgender people, perpetuating inequality and limiting access to essential services. Interpersonally, transgender individuals may encounter prejudice and discrimination from family members, friends, colleagues, and healthcare providers, which can lead to social isolation and stress. On an individual level, internalized transphobia can result in feelings of shame, guilt, and low self-esteem, further impacting mental health. Recognizing and addressing these layers of stigma is crucial for fostering a more inclusive and supportive society for transgender and gender-diverse individuals.

Objective 1
Slides 125-132
Understand how employment discrimination potentially magnifies health disparities among transgender individuals

Videos and Activities:

- Slide 129- Review website & videos

  https://www.nbcnews.com/feature/nbc-out/laughed-out-interviews-trans-workers-discuss-job-discrimination-n1063041- 20 mins.

- Slide 132- Video-*Trans employees accuse Whole Foods of discrimination*-4.06 mins

Objective 2
Slides 134-141
Theories

Videos and Activities:

- Slide 137- Video- *Berkeley professor explains gender theory* | Judith Butler– 13.23 mins.

Objective 3
Slides 142- 149
Identify the stigma that transgender and gender-diverse individuals face at the structural, interpersonal, and individual levels.

Videos and Activities:

- Slide 148- *Video After Rejection from Family, Gender Non-Binary Person Learns To Live For Themselves* 7.36 mins.

Objective 4
Slides 150-155
Health Care Discrepancies in Rural Areas

Videos and Activities:

- Slide 154- Podcast [Episode 30: Things we don't talk about (but should): The transgender experience in healthcare with Dr. Ben Haseen | Definitive Healthcare (definitivehc.com)](definitivehc.com)-
-37 mins.

Module 5
156-198

Transgender youth have unique healthcare needs that require sensitive and informed approaches to support their well-being. These needs differ from those of adults due to adolescents' developmental, social, and emotional challenges. Affirming and inclusive care is crucial in helping transgender youth navigate their gender identity, particularly as they experience puberty and other significant life changes.

Healthcare providers must be well-versed in the safety and efficacy of gender-affirming healthcare, including hormone therapies and psychological support. Research consistently shows that access to gender-affirming care significantly improves mental health outcomes, reduces rates of depression and anxiety, and enhances the overall quality of life for transgender individuals.

Additionally, identifying and leveraging community resources is vital in supporting transgender youth and their families. Community organizations, support groups, and online resources can provide essential social networks, advocacy, and education. These resources help create a supportive environment that affirms the identity of transgender youth and addresses the broader social and institutional barriers they may encounter. Healthcare

Objective 1
Slides 157-179
Understand the differing needs of transgender youth.
- Elevated rates of Austism Spectrum Disorder (ASD) in transgender youth

Videos and Activities:

- Slide 158- Video: *The fight for gender-affirming healthcare*-1 hour

- Slide 160- Review website: Review the link below:

  https://www.lgbtmap.org/file/talking-about-family-acceptance-transgender-youth.pdf- 10 mins.

- Slide 167- Review 2 websites: -https://www.apaservices.org/practice/legal/managed/legal-landscape-gender-care-minors

  The APA has Guidelines for Psychological Practice with Transgender and Gender Nonconforming People. Psychologists should familiarize themselves with guidance issued by federal and state agencies, their state licensing board(s), and their liability carrier.

  https://www.apa.org/practice/guidelines/transgender.pdf- 20 mins.

- Slide 168- Video: *These 20 states have passed bans on gender-affirming care for minors*- 1.52 mins

- Slide 170- Video: *Bullied to the Brink? -* 7.45 mins.

- Slide 170- Video: *San Diego Transgender Teen Deaths Prompt Questions on Bullying, Support*- 5.06 mins.

- Slide 172- Review website State policies for changing your name:

  View the link below or scan the QR code with your smart device

  https://www.lgbtmap.org/equality-maps/identity_documents- 10 mins.

- Slide 173- Review website Why are legal name and gender marker changes important for transgender youth? https://www.luriechildrens.org/globalassets/media/pages/specialties--conditions/programs/gender-development/documents/legal-name-gender-marker-change.pdf

- Slide 179- Video: *Are Autism and Gender Identity Connected? A Psychiatrist Explains*-25.19 mins.

Objective 2
Slides 180-188
Safety and efficacy of gender affirming healthcare

Videos and Activities:

- Slide 187- Video: *How Detransitioners Are Shaping the Debate on Gender-Affirming Care Bans*- 13.07 mins.,

- Slide 187- Video: *Debunking common myths about gender-affirming care for youth*- 6.47 mins.

- Slide 188- Quiz Take this quiz on state policies on gender affirming care. -20 mins

Objective 3
Slides 189-198
Identifying Community Resources

Videos and Activities:

- Slide 197- Video: *Gender acceptance of change* | Mark Hommes-14.01 mins

- Slide 199- Post Test- 30 mins.

References
Slides 200-203