



Transgender- Affirmative Care: Integrated Approaches in Medical Settings

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**Equity & Justice-Focused Integrated Behavioral Health (IBH) and School-Based Mental
Health (SBMH) Counselor Training Project**

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Disclosure

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Who is a trans-affirmative provider?



Educated on transgender identities

Aware of barriers to care

Conscientious of creating a welcoming environment

Advocates for excellent physical and mental health services

Collaborates with an interdisciplinary team to achieve holistic care



General Outline

Touch on important terminology

Overview contemporary statistics
regarding:

- Onset of gender identity

- Common barriers to care

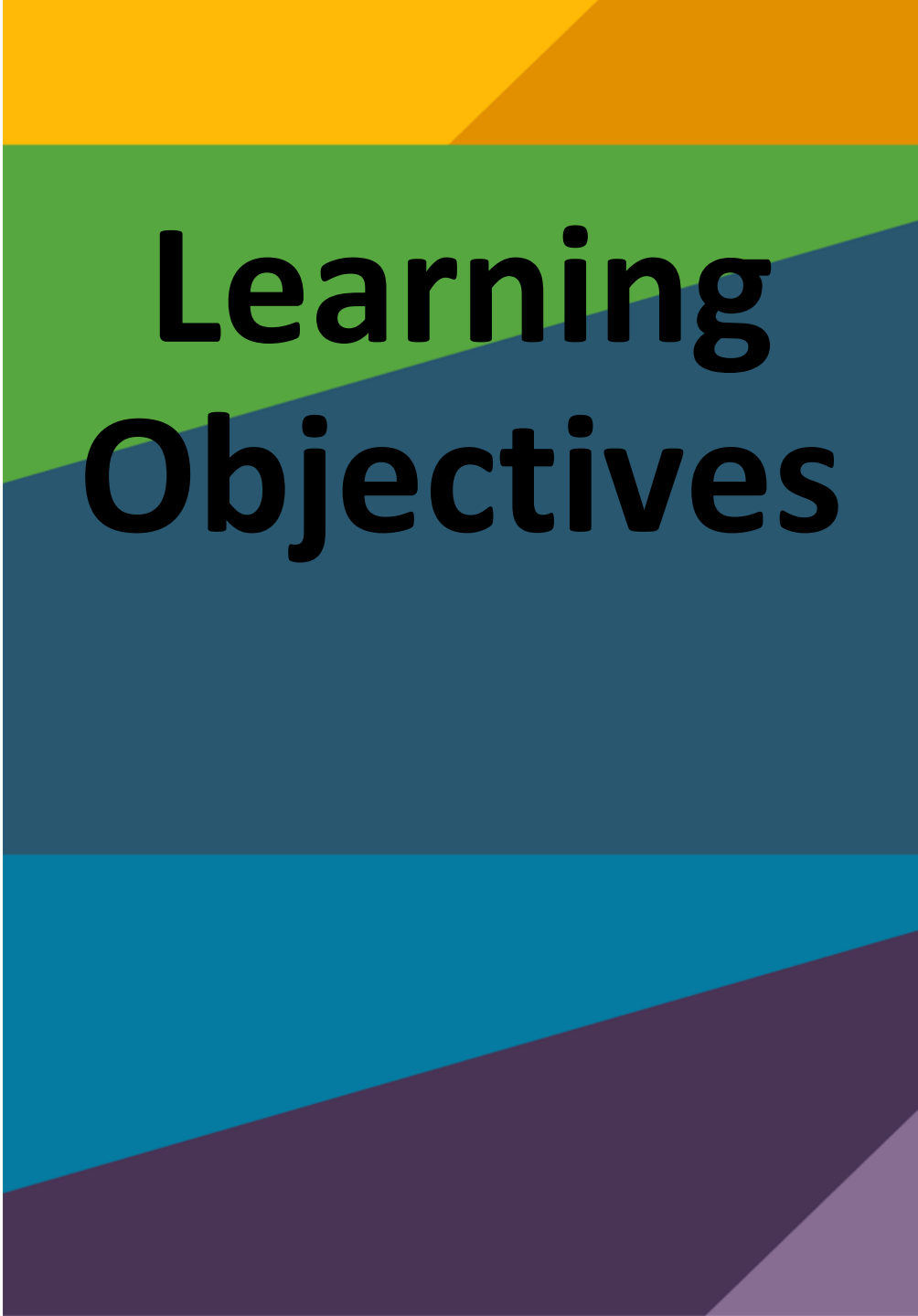
- Health disparities

Discuss strategies on how to create a
welcoming environment

Provide recommendations for best
practices for institutions and health
care providers

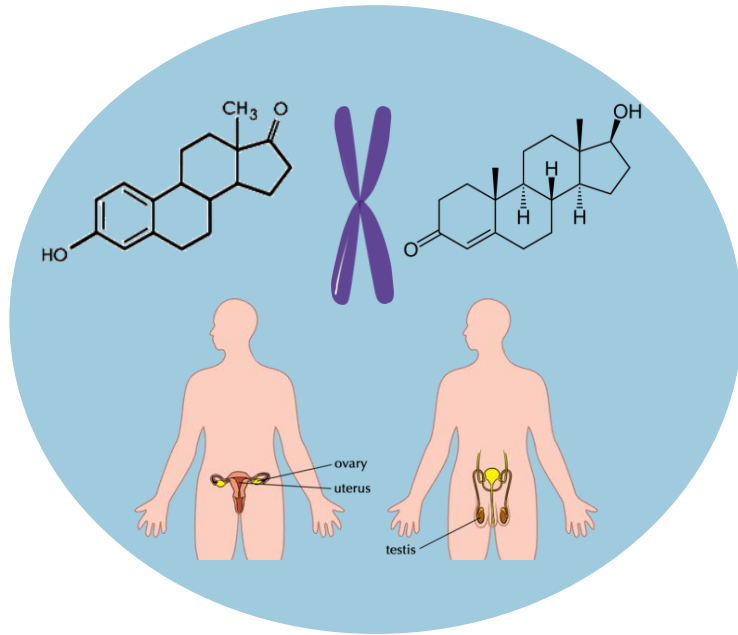
Answer questions at any point!

- 1) Describe demographics and define appropriate terminology
- 2) Identify and describe the health disparities that transgender populations face
- 3) Characterize the unique primary care needs of transgender patients
- 4) Identify transgender-specific factors that influence the populations' access to and experiences with the US healthcare system, including quality of care and the patient–provider relationship
- 5) Name support services available to transgender patients
- 6) Identify sources of quality information on the care of transgender patients
- 7) Describe ongoing and upcoming research questions in transgender healthcare



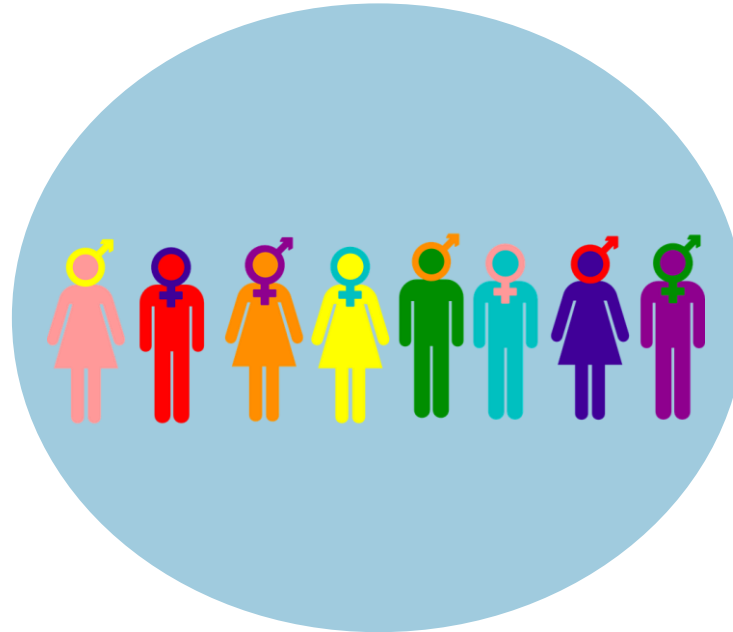
Learning Objectives

Important Terminology



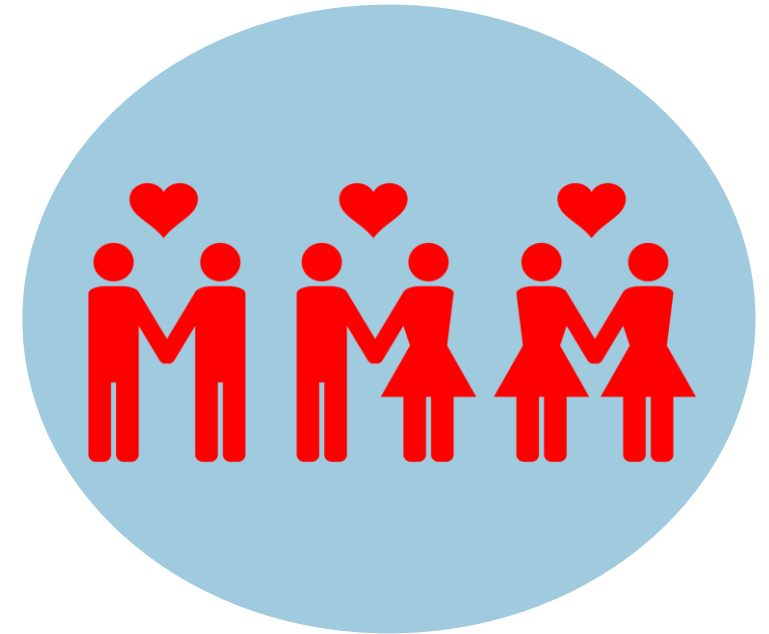
SEX

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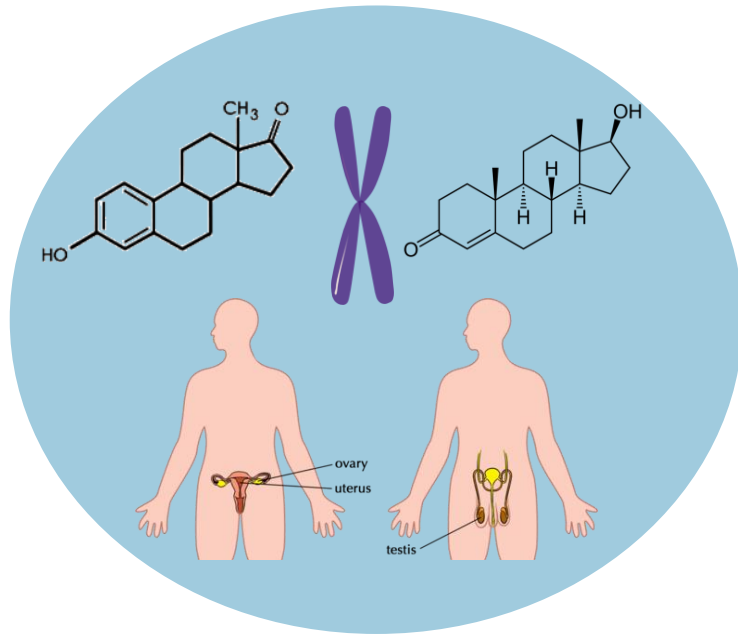
GENDER

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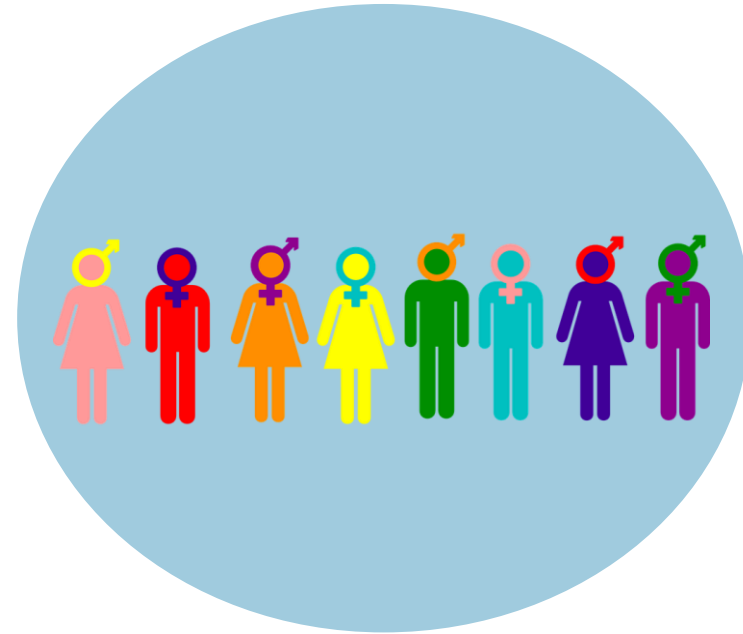
SEXUALITY

Identifying as Transgender



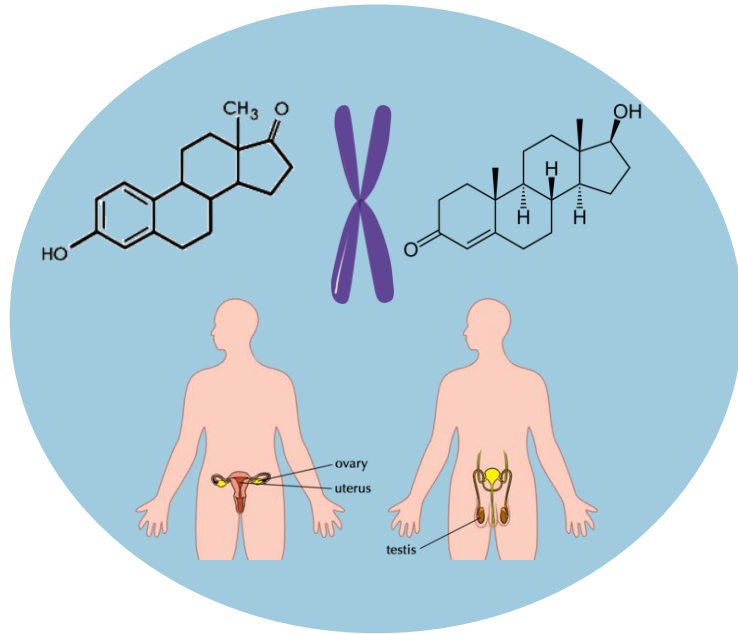
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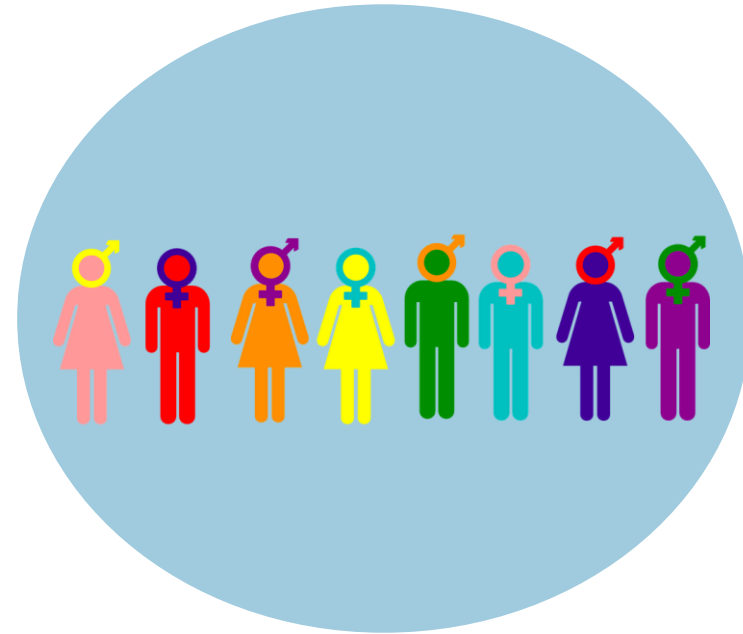
GENDER

Identifying as Cisgender



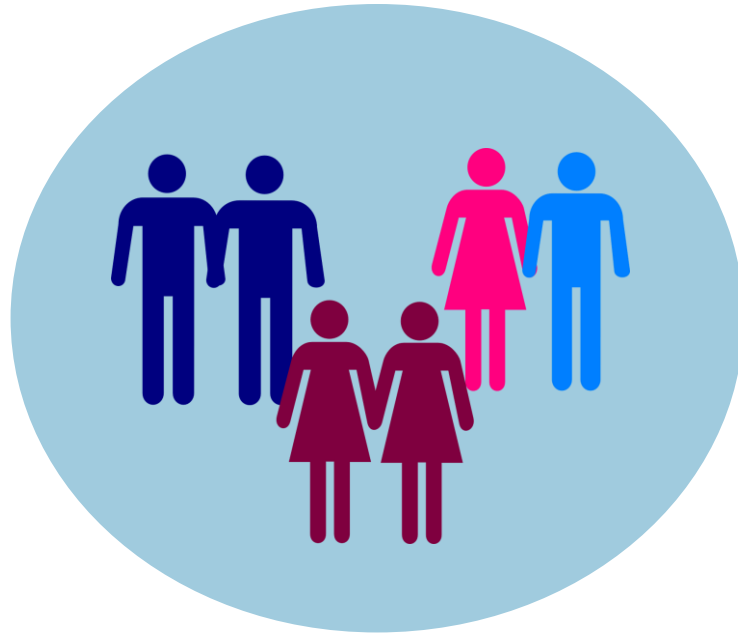
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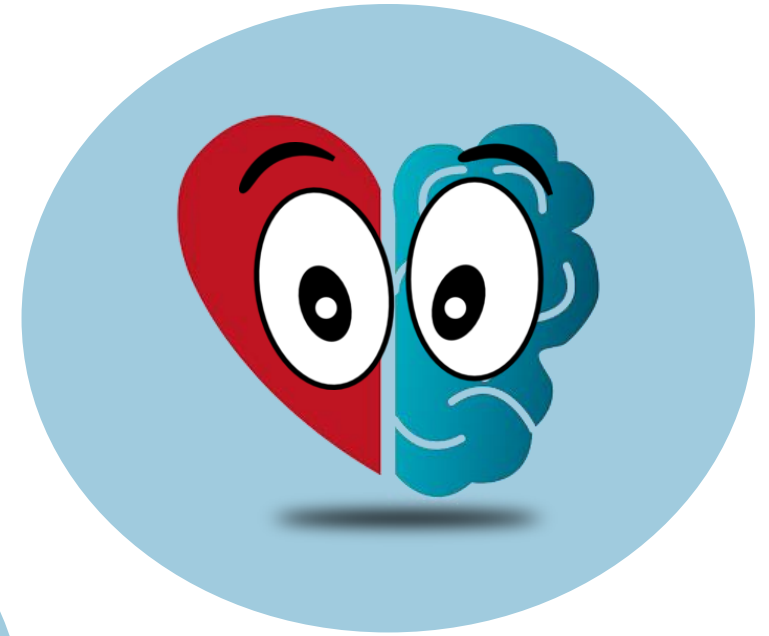
GENDER

Sexual Orientation



Identity

Behavior

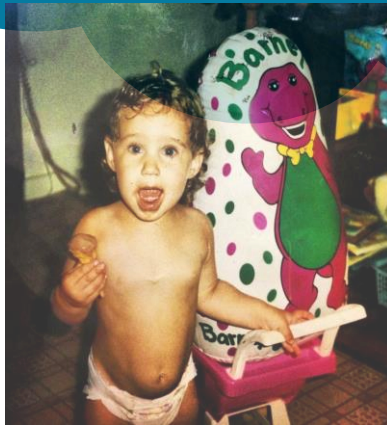


Attraction

Identity Development



Gender dysphoria that
continues through the
onset of puberty or
increases at puberty is
unlikely to desist.

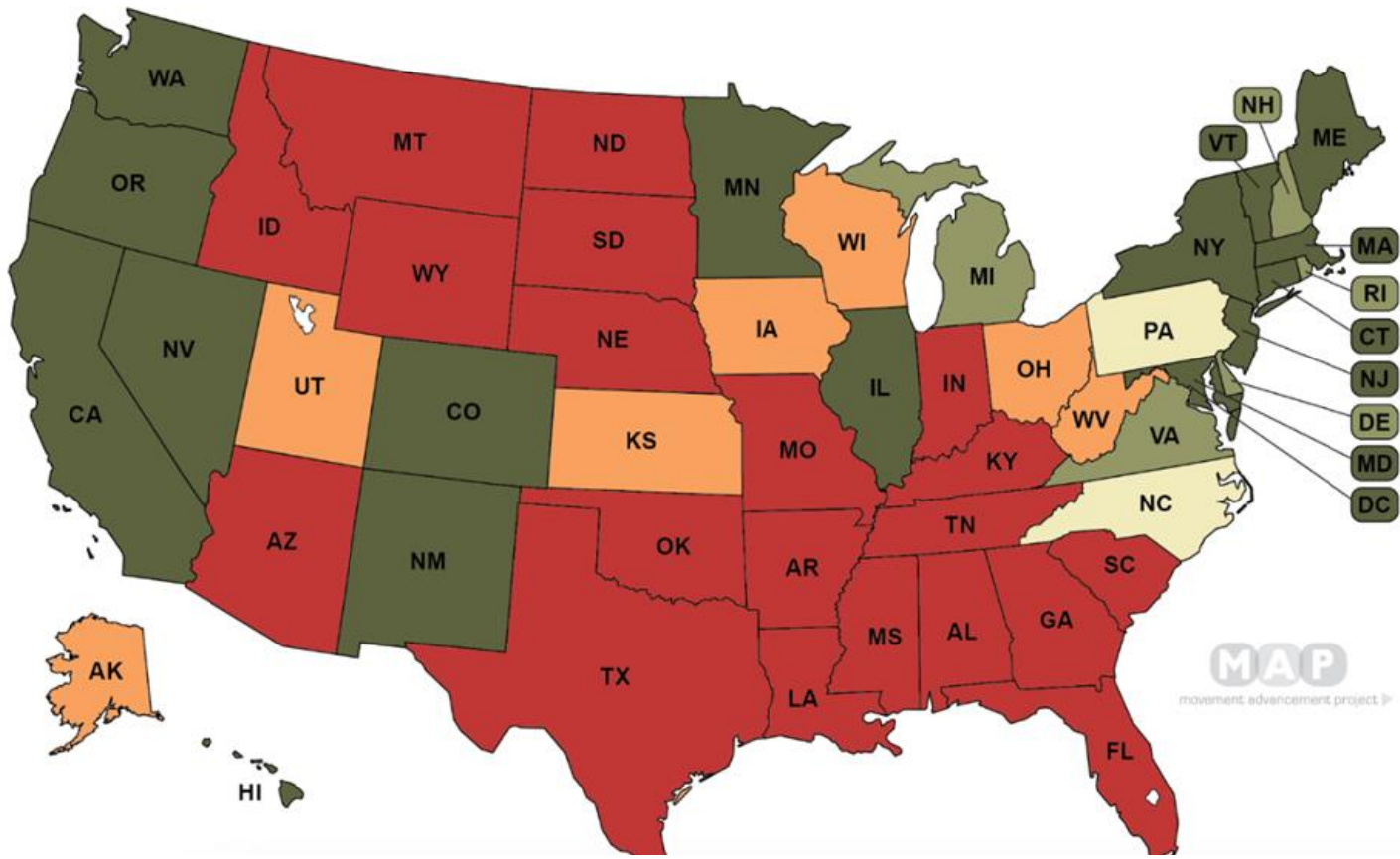


- Onset of identity:
 - 3 – 4 years old ¹
- Prevalence:
 - 1-1.3 million American adults ^{2, 3}
 - 300K American youth ³



UNDERSTANDING BARRIERS TO CARE

Mapping Transgender Equality in the US



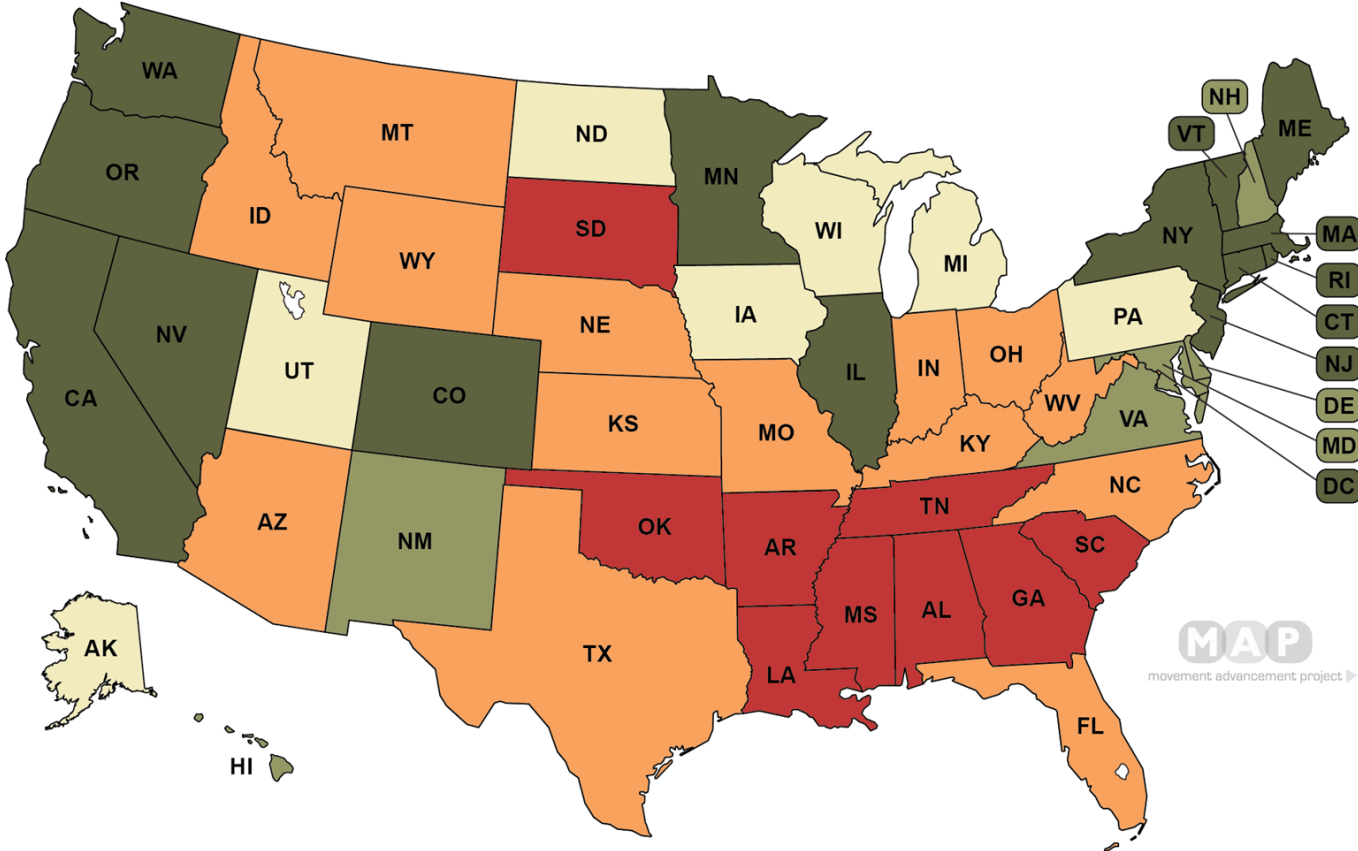
- High Gender Identity Policy Tally (16 states + D.C.)
- Medium Gender Identity Policy Tally (5 states)
- Fair Gender Identity Policy Tally (2 states, 1 territory)
- Low Gender Identity Policy Tally (7 states, 1 territory)
- Negative Gender Identity Policy Tally (20 states, 3 territories)



U.S. Territories

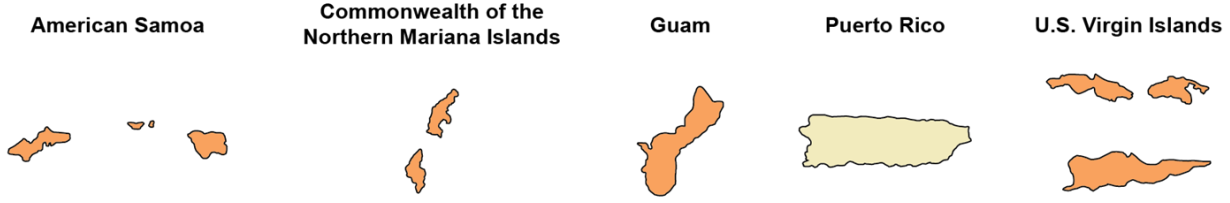


Mapping Transgender Equality in the US



MAP
movement advancement project

U.S. Territories



National Transgender Discrimination 2015 Survey

- Survey of 27,715 transgender individuals ⁵
- **Disparities in Health and Health Care**
 1. Routine and Transition-Related Health Care and Coverage
 2. Overall Health and Psychological Distress
 3. Conversion Therapy and Other Pressures to De-Transition
 4. Suicidal Thoughts and Behaviors
 5. Substance Use
 6. HIV Testing and Care



Case Study

- ~9 y.o. assigned male at birth, elementary student
- At the time of service, exploring gender identity; in session, identified as predominantly female
- Familial cultural differences in perception of gender; parents wanted to “remove” the child’s thoughts
- CPS report required



Routine and Transition-Related Health Care and Coverage

- **Health Insurance**
 - Think → access, source, coverage
- **Routine Care**
 - Think → outness, provider's knowledge/openness, wellness exams
- **Transition-Related Care**
 - Think → therapy, gender affirming hormone therapy, hormone blockers, gender confirmation surgery

Outcome: denied care, refused care, postponed care



“My state Medicaid does not cover hormones or surgeries. With my very limited income, it is difficult to afford the treatment I need and I will most likely never be able to have surgeries.”

“A year ago, I felt hopeless and had daily suicidal thoughts, and today I’ve got a plan for the future and haven’t had a serious suicidal thought in months. I firmly believe this is because of my transition. I feel so much more comfortable and happy than I’ve ever been.”

Overall Health and Psychological Distress

- **Health**

- Think → quality of care, continuity of care, appropriate self-care education

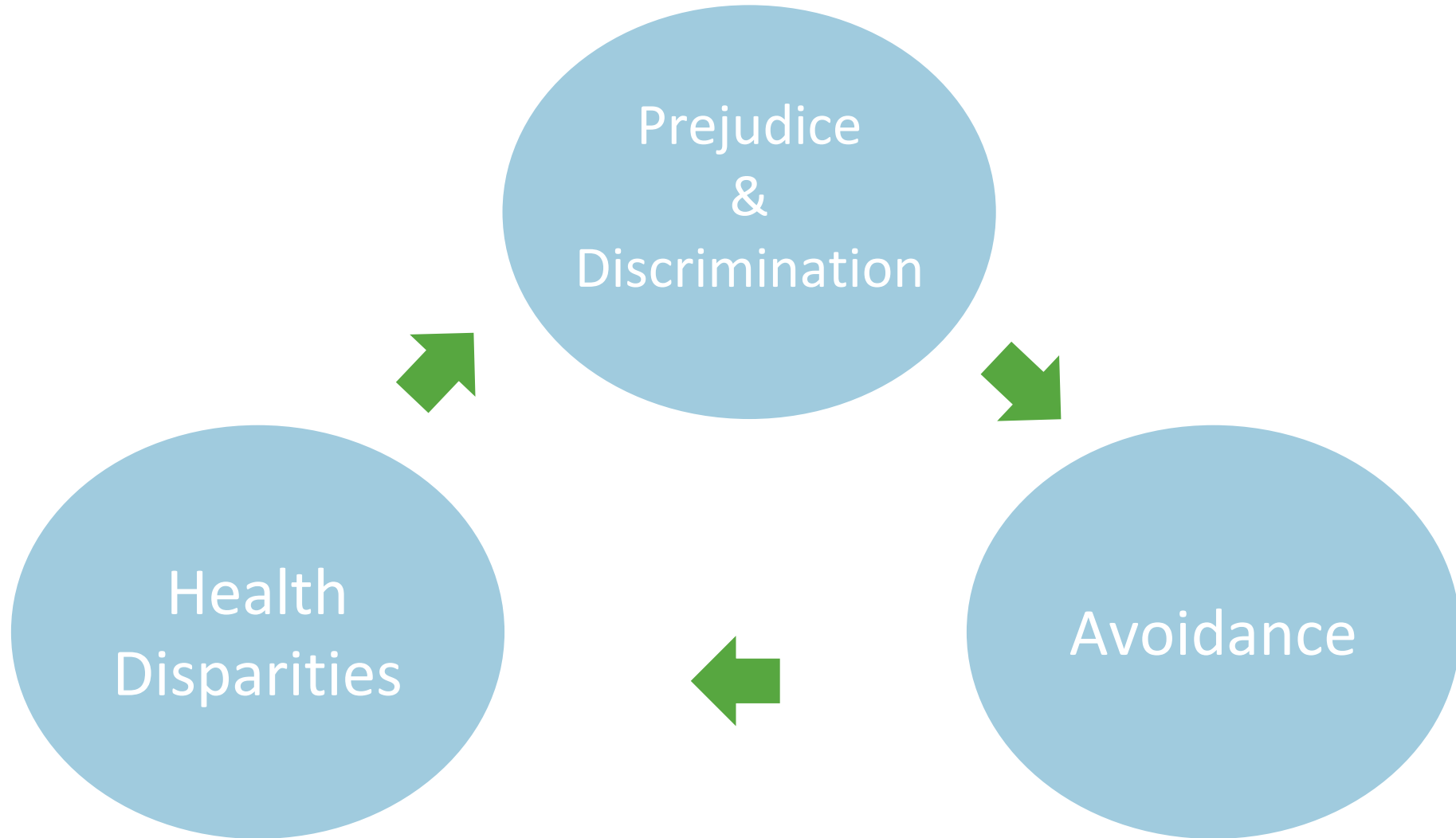
- **Psychological Distress**

- Think → dysphoria, stress/anxiety, depression, fear

Outcome: increased rates of HIV, substance use, severe psychological distress, self-harm, suicidal ideation, suicide attempts



The Vicious Cycle



**YOU HAVE THE
ABILITY TO
SINGLE
HANDEDLY
CHANGE THE
LIFE OF A
TRANSGENDER
INDIVIDUAL**



Physical
Therapist

Speech
Language
Pathologist

Phlebotomists
Volunteer

Occupational
Therapist

Nurse
Dietitian

Information
Technology
Case
Manager

Medical Director

Administrative
Staff

Physician's
Assistant

Emergency
Medicine
Chaplain

Physician
Therapist
Technician
Care
Manager

Pharmacist
Medical Assistant
Nurse
Practitioner



**OVERCOMING BARRIERS
&
CREATING A WELCOMING
ENVIRONMENT**

Questions?

“Health care providers know 90% – 100% of what they need to know for the health care of trans folks”

-Dr. Joey Banks



Case Study

- ~25 y.o. assigned female at birth, graduate student
- At the time of service, post-operative and living life as male for majority of life
- Medical providers requiring ongoing updated letters, using insensitive language, and submitting unnecessary referrals
- Utilizing therapy to process frustration, anger, and hopelessness



Individual Strategies



Avoid Assumptions

Don't assume gender or sexuality based on looks or sounds

How may I help you, sir?
We are a LGBT friendly clinic

How may I help you?
We welcome any and all at our clinic



Don't assume how a person describes themselves or their partners

Sarah is here for her appointment
Do you have a husband?

Your patient is ready to be seen
Do you have a partner?



Don't assume background information

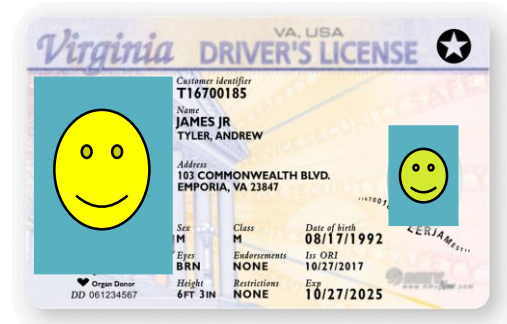
What are your mother and fathers' names?
You would have been a cute little girl!

What are your parent(s) or guardian(s) names?



Body
Language





≠

or

=



≠

or

=



Addressing Patients

Subjective	Objective	Possessive
She	Her	Hers
He	Him	His
They	Them	Theirs
Ze	Zim	Zirs
Sie/Zie	Hir	Hirs



Addressing Patients

If you are unsure about a patient's name or pronoun

What name would you like me to use?
What pronouns do you identify with?



If a patient's name doesn't match insurance or medical records

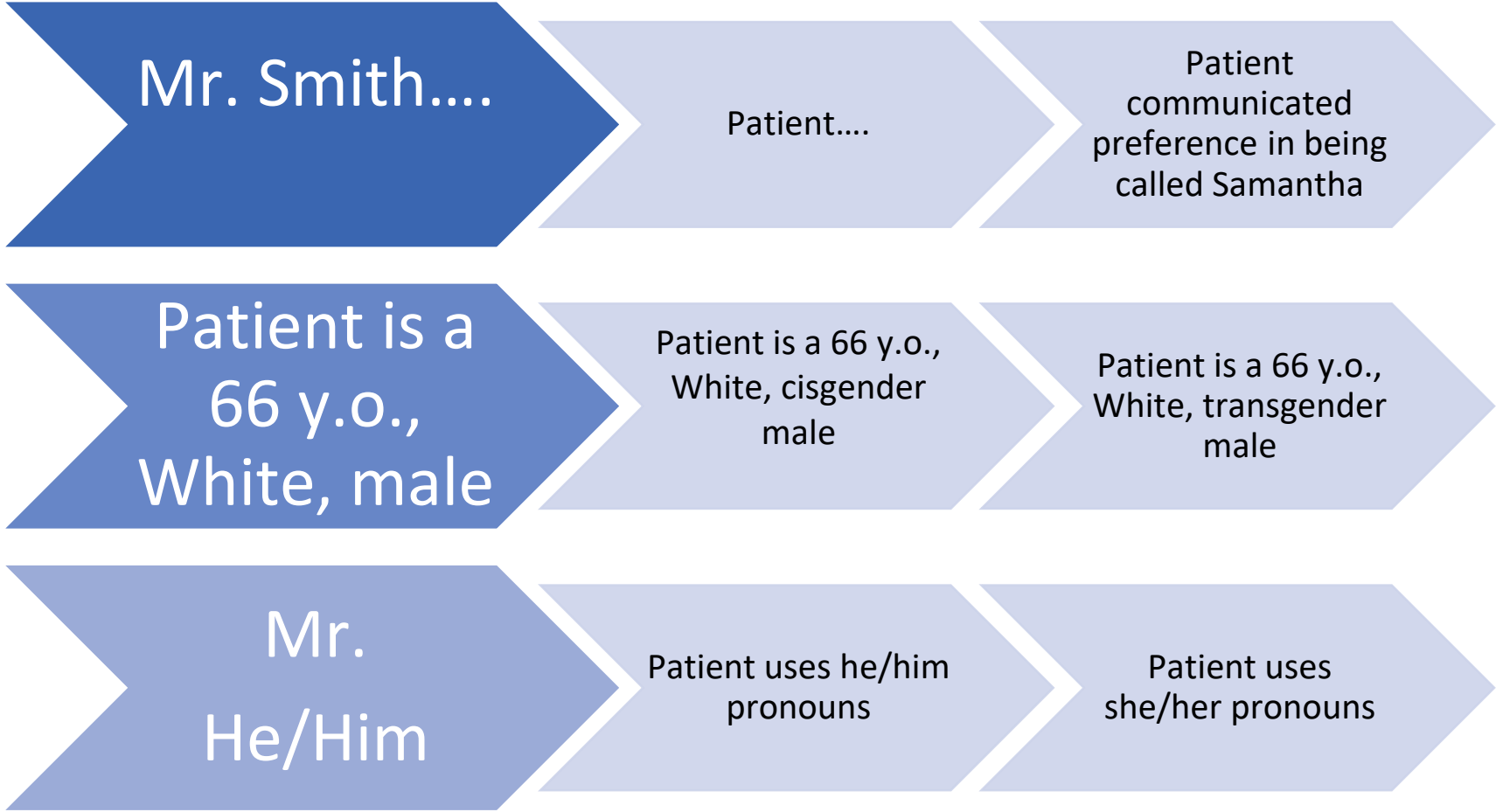
Could your chart/insurance be under a different name?
What name does your insurance have you listed as?



If you make a mistake

Don't sweat it! Take note and affirm the patient next time.

Examples



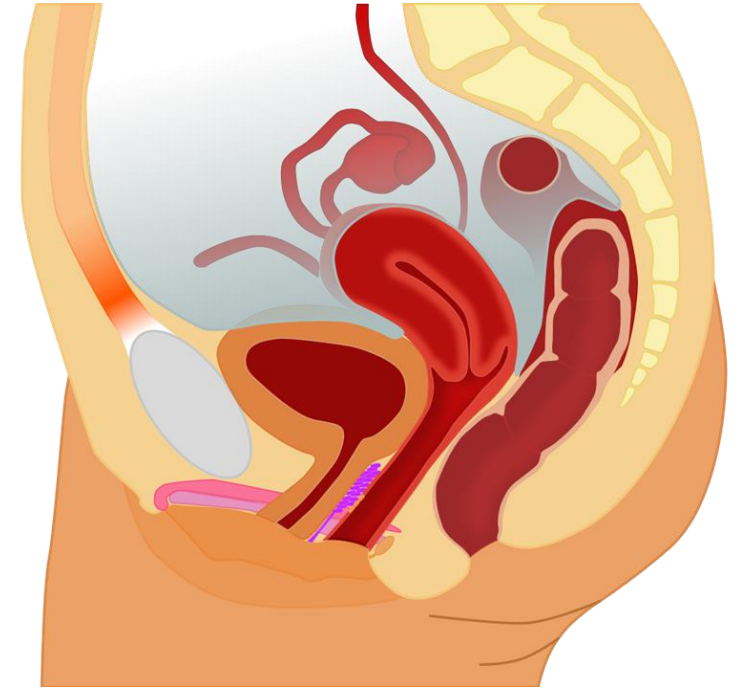
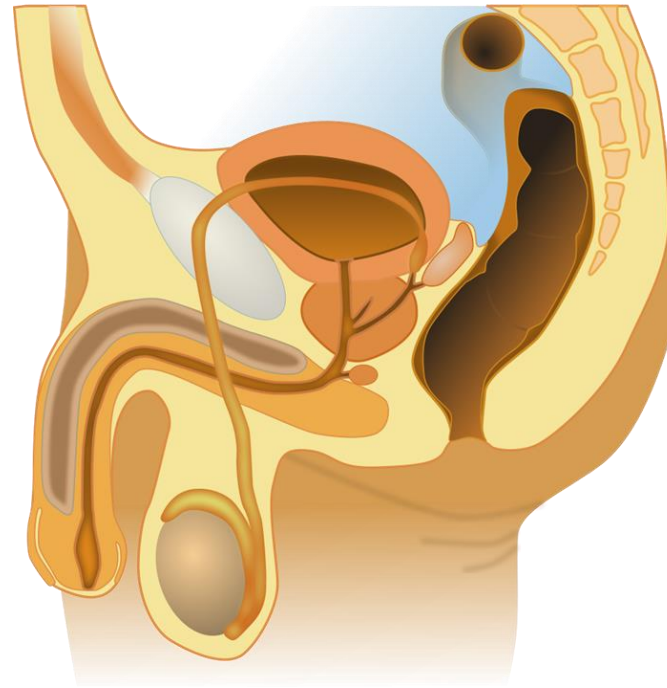
Case Study

- ~18 y.o. assigned female at birth, college student
- At the time of service, identified as non-binary and asexual
- Desired to discuss transition and process ongoing gender identity and sexuality



Appropriate
Care

Anatomy
Descriptors



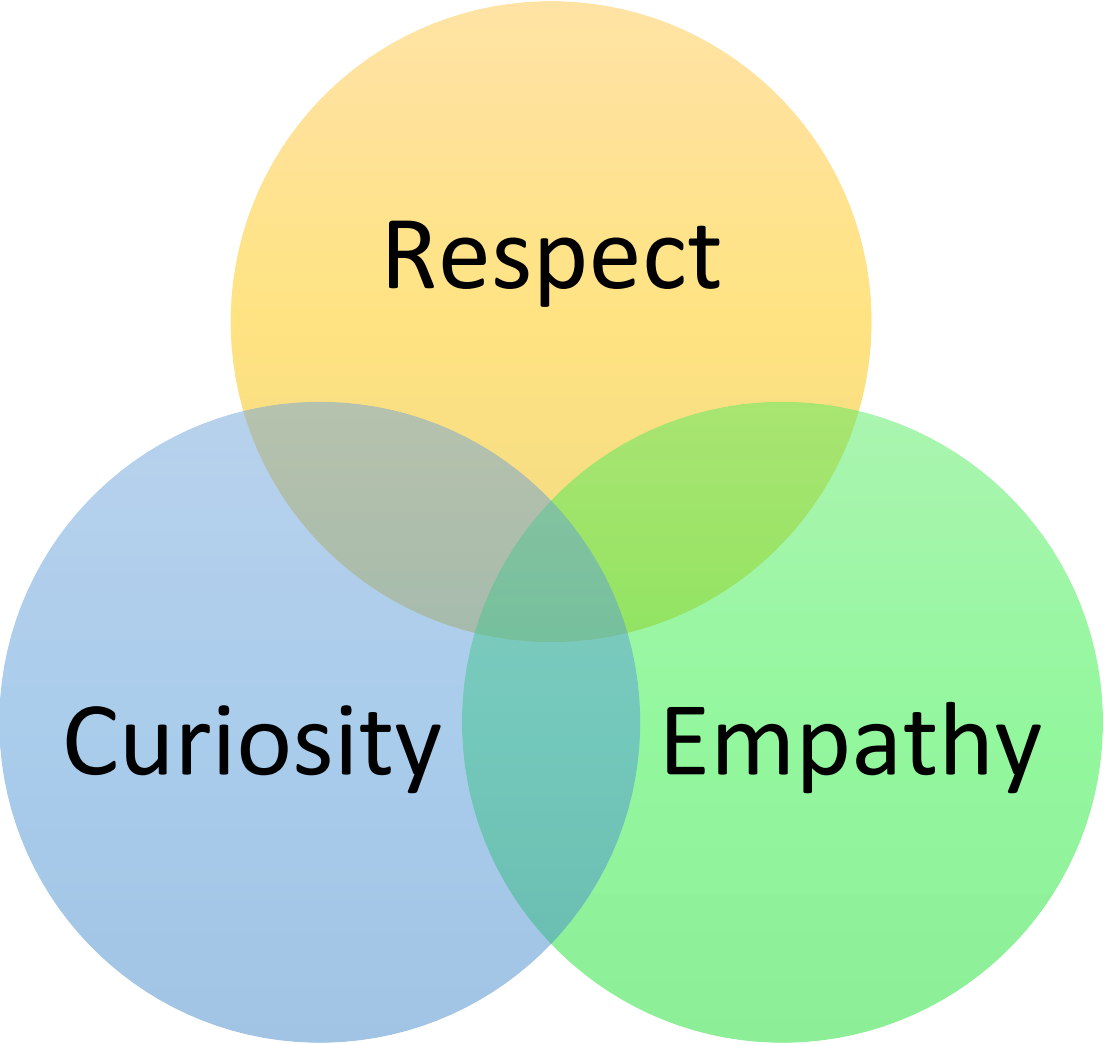
What is your
current anatomy?
(organ inventory)

Have you had any
surgeries?

How would you
like me to address
your anatomy?

Is there anything
else I can do to
make you feel
comfortable?

Ask &
Apologize!



Organizational Strategies



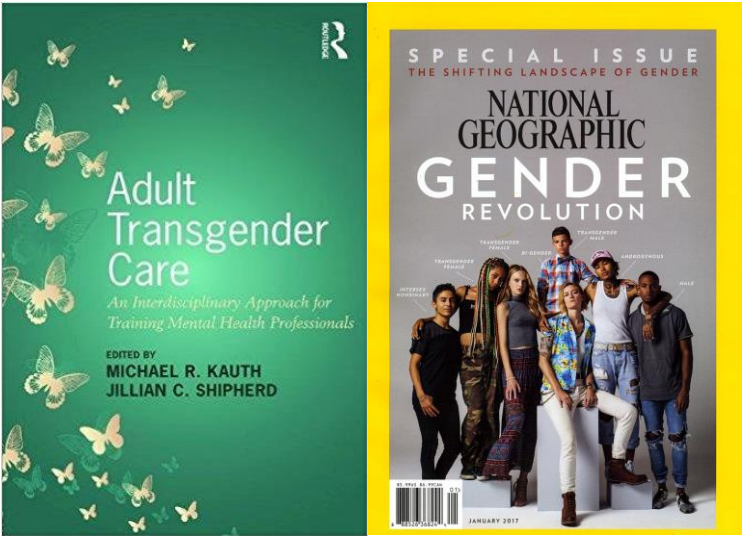
Know where I'm located!



“Safe Zone”
Trainings



Non-Discrimination
Policy



State
Specific
Resources

Homework

- Locate (if applicable) gender neutral bathrooms
- Add trans-affirmative décor to office
- Review paperwork for inclusivity
- Begin thinking how you can change documentation in notes
- Practice normalizing the questions regarding accurate pronouns and name

**Interprofessional collaborations &
welcoming environments
are the **key** to the **health &
community wellness** of
transgender individuals**

Questions?

Thank you!



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Oak's Research

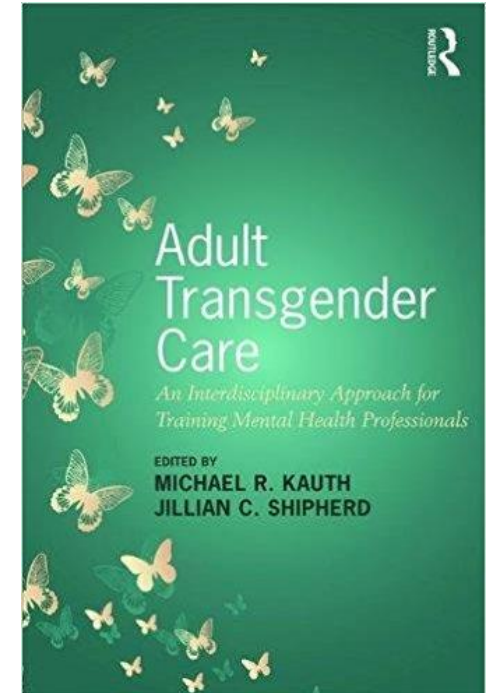
Peer Reviewed Publications:

- **Reed, O. M.** (2021). Evaluating the effectiveness of a transgender-affirmative care training on healthcare workers' and trainees' knowledge of and attitudes toward routine care and transition support for transgender individuals. *Graduate Student Theses, Dissertations, & Professional Papers*.
- Livingston, N. A., Flentje, A., Brennan, J. M., Mereish, E. H., **Reed, O. M.**, Cochran, B. N. (2020). Real-time associations between discrimination and anxious and depressed mood among sexual and gender minorities: The moderating effects of lifetime victimization and identity concealment. *Psychology of Sexual Orientation and Gender Diversity*.
- Solomon, D. T., Combs, E. M., Allen, K., DiCarlo, S., **Reed, O. M.**, Klaver, S., Roles, S. (2019). The impact of minority stress and gender identity on PTSD outcomes in sexual minority survivors of interpersonal trauma. *Psychology and Sexuality*.
- **Reed, O. M.** (2018). Measuring Contact with Transgender Individuals: An Evaluation of Factors Associated with Anti-Transgender Prejudice. *Graduate Student Theses, Dissertations, & Professional Papers*.
- Solomon, D. T., **Reed, O. M.**, Sevecke, J., O'Shaughnessy, T., Acevedo, I. D. (2018). Expert Consensus on Facilitating the Coming-Out Process: A Delphi Study. *Journal of Gay and Lesbian Mental Health*.
- **Reed, O. M.**, Cochran, B. N. (2017). Discourse Beyond Conventional Academia: A Review of *Entering Transmasculinity: The Inevitability of Discourse*. *Journal of LGBT Youth*.
- Solomon, D. T., Heck, N., **Reed, O. M.**, Smith, D. W. (2017). Conducting Culturally Competent Intake Interviews with LGBTQ Youth. *Psychology of Sexual Orientation and Gender Diversity*.
- **Reed, O. M.**, Franks, A. S., & Scherr, K. C. (2015). Are Perceptions of Transgender Individuals Affected by Mental Illness Stigma? A Moderated Mediation Analysis of Anti-Transgender Prejudice in Hiring Recommendations. *Psychology of Sexual Orientation and Gender Diversity*.

Oak's Research (cont'd)

Book Chapters & Other Publications:

- Cochran, B.N., **Reed, O. M.**, & Gleason, H. (2017). Providing a welcoming clinic environment. In Jillian C. Shipherd and Michael R. Kauth (Eds.), *Adult Transgender Care: An Interdisciplinary Approach to Training Mental Health Professionals*, New York: Routledge.
- Gleason, H. A., **Reed, O. M.**, Cochran, B. C. (2016). Inclusive Practices for Working with Transgender and Gender Nonconforming Clients. Montana Psychological Association Newsletter.
- **Reed, O. M.** (2015). Anti-transgender prejudices: Examining prejudices towards transgender job applicants. *FTM Magazine*, 1(5), pp. 62-64.



Helpful Materials

- Adult Transgender Care: An Interdisciplinary Approach to Training Mental Health Professionals Transgender Law Center
- The Fenway Institute
 - <https://doaskdotell.org/ehr/toolkit/>
- Joint Commission
 - <https://www.jointcommission.org/assets/1/18/LGBTFieldGuide.pdf>
- National Center for Transgender Equality
- National LGBT Health Education Center
 - http://www.lgbthealtheducation.org/wp-content/uploads/13-017_TransBestPracticesforFrontlineStaff_v6_02-19-13_FINAL.pdf
- Endocrine Society
 - <https://www.endocrine.org/guidelines-and-clinical-practice/clinical-practice-guidelines/gender-dysphoria-gender-incongruence>
- World Professional Association for Transgender Health
- Center of Excellence for Transgender Health
- National Geographic Documentary – Gender Revolution

References

1. American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). Arlington, VA: American Psychiatric Publishing.
2. Meerwijk, E. L., & Sevelius, J. M. (2017). Transgender Population Size in the United States: a Meta-Regression of Population-Based Probability Samples. *American Journal of Public Health, 107*(2), e1–e8. <http://doi.org/10.2105/AJPH.2016.303578>
3. Herman, J.L., Flores, A.R., O’Neill, K.K (2022). How Many Adults and Youth Identify as Transgender in the United States? The Williams Institute. <https://williamsinstitute.law.ucla.edu/publications/trans-adults-united-states>
4. Movement Advancement Project. "Equality Maps: Snapshot: LGBTQ Equality By State." <https://www.lgbtmap.org/equality-maps/>. Accessed 06/14/2021.
5. James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). Executive Summary of the Report of the 2015 U.S. Transgender Survey. Washington, DC: National Center for