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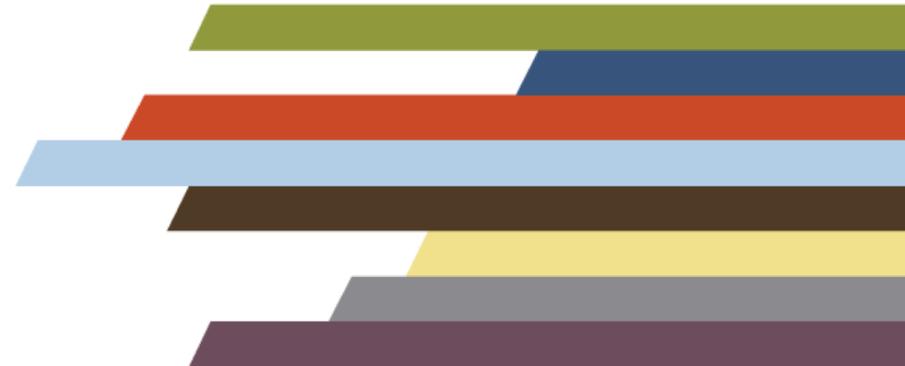
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Implications to Enhance Services for Gender Diverse Individuals – Part 1

Anthony Zazzarino, PhD, LPC, ACS

Rutgers, School of Health Professions

Department of Psychiatric Rehabilitation and Counseling Professions



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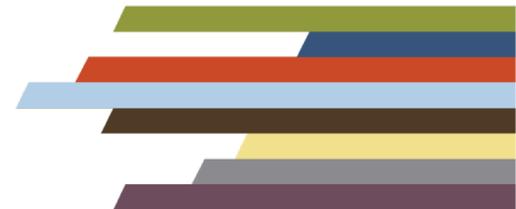
- Provides 5 years (2018 – 2023) of funding to:
 - Enhance capacity of behavioral health workforce to deliver evidence-based and promising practices to individuals with mental illnesses
 - Address full continuum of services spanning mental illness prevention, treatment, and recovery supports
 - Train related workforces (police/first responders, primary care providers, vocational services, etc.) to provide effective services to people with mental illnesses



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Feedback

- Our funding comes from the Substance Abuse and Mental Health Services Administration (SAMHSA), which requires us to evaluate our services. We appreciate your honest, ANONYMOUS feedback about this event, which will provide information to SAMHSA, AND assist us in planning future meetings and programs. Feedback about this training will assist us in developing trainings that are relevant to your current professional needs. **Therefore, your feedback counts!**

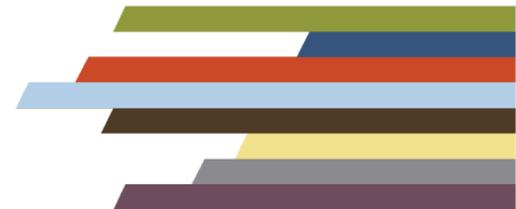


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Video Recording Information

- Please note that we will be recording this webinar and posting it to our website. Any information and input you provide during today's call will be recorded and posted on our website.

THANKS!

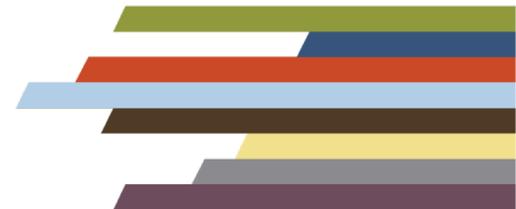


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Your Interactions with Us

- Question and Answers
 - Q & A will occur at the end of the call.
 - Please type your questions in the Q & A feature in Zoom located on the task bar (hover over task bar).
- Chat and Polls
 - Throughout the webinar, we will be asking for your input.
 - Please use the Chat or Poll features in Zoom located on the task bar.

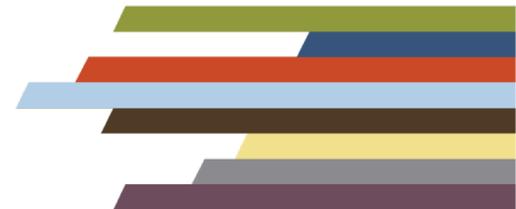


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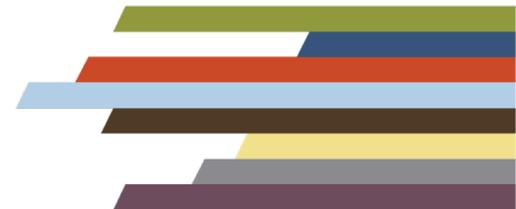
Anthony Zazzarino, PhD, LPC, ACS, CPRP



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Learning Objectives

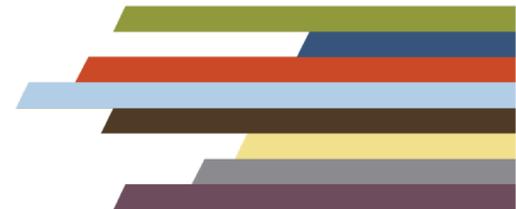
- Describe the many facets of gender.
- Define key terms associated with gender diverse individuals.
- Illustrate the importance of using specific gender pronouns.
- Highlight health disparities that impact the lives of gender diverse individuals.
- Apply the Minority Stress Model to working with gender diverse individuals.



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Gender is Different from Sexual Orientation

The difference between gender identity & sexual orientation is the difference between who you are & whom you **love**.



Differentiating Sex and Gender

- Sex
 - Relates to one's biology
 - Male or female
- Gender
 - Refers to attitudes, feelings, and behaviors that a given culture associates with a person's biological sex
 - “unique and personal psychological experience, not something that is necessarily tied to biology or behavior”
 - Girls/Boys; Women/Men
 - Feminine and Masculine
 - Cisgender and Transgender

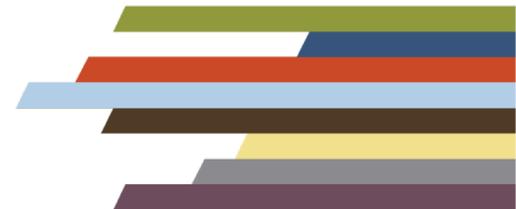


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Gender isn't really like this:



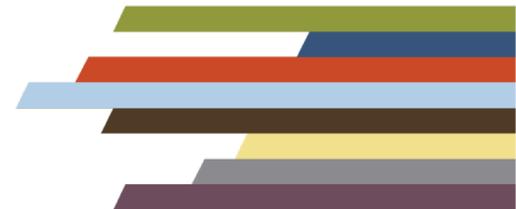
Gender is more like this:



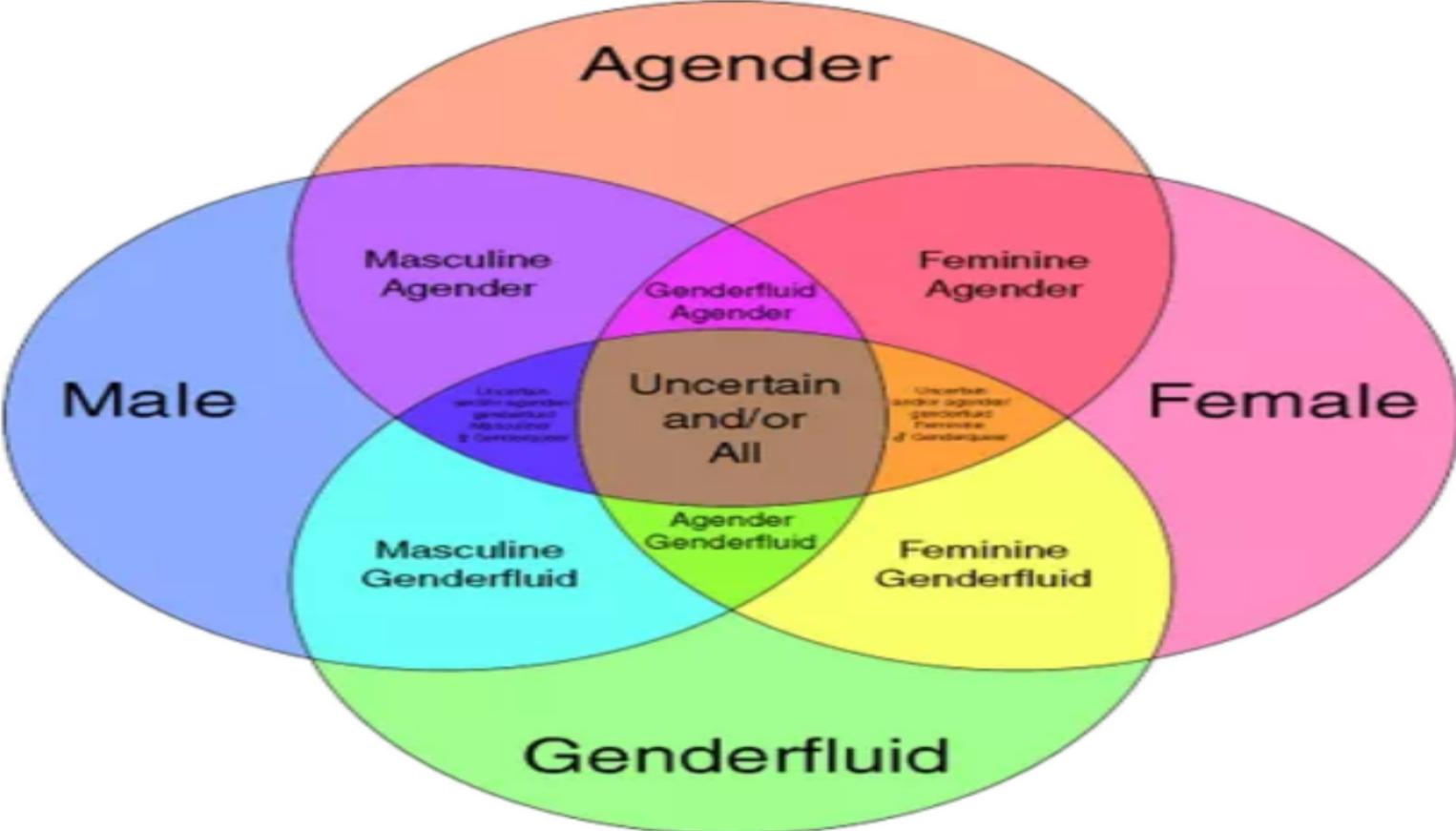
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Gender Diversity



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Different Aspects of Gender



Your internal, individual sense of gender—
how you identify yourself.

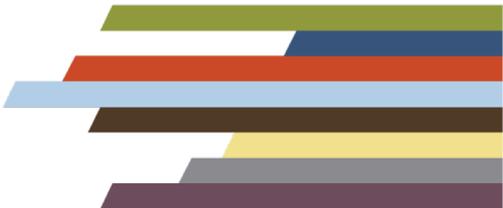
The ways you present gender through actions,
appearance, and demeanor, and how these acts are
interpreted by those around you based on societal
gender norms.



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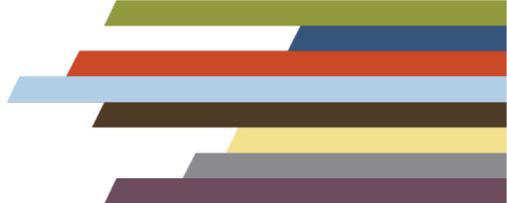
Gender Expression



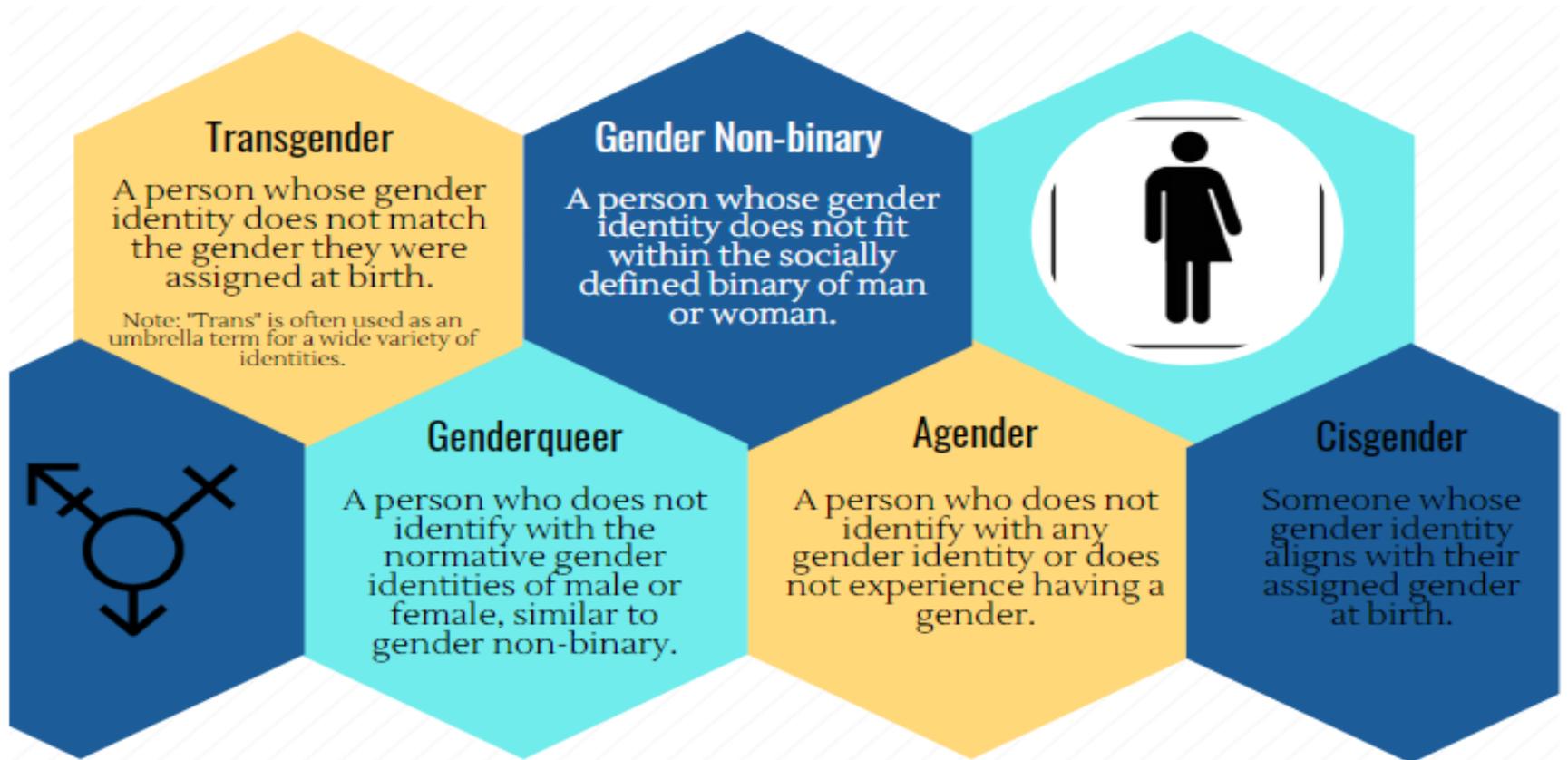
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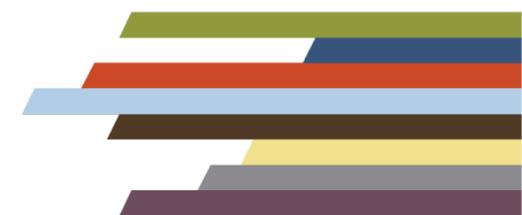
Terminology



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Additional Terminology

- Gender Fluid: Describes a person whose gender identity is not fixed.
- Gender Non-Conforming: Describes a person whose gender expression differs from a given society's norms for males and females
- Pangender: Describes a person whose gender identity is comprised of many genders
- Two-Spirit: Describes a person who embodies both a masculine and feminine spirit
- Bigender: Describes a person whose gender identity is a combination of two genders



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Transgender vs. Transsexual

TRANSGENDER	TRANSSEXUAL
A person whose sense of personal identity and gender does not correspond with their birth sex	A person who emotionally and psychologically feels that they belong to the opposite sex
Has a gender identity different from their biological sex	Has a gender identity similar to the assigned gender, which is different from the biological sex
Does not undergo a transition in the biological sex	Undergone a hormonal change or surgical procedure for the transition from the biological sex
More behavioral transition	More physical alteration of the biological sex
A transgender woman cannot give birth to a child	A transsexual woman can give birth to a child

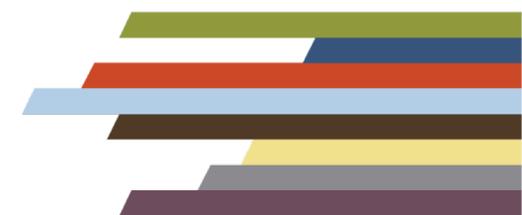


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Fact or Myth

- The terms 'transgender' and 'transgendered' are interchangeable
- No matter what sex you are assigned at birth, you identify as either a man or a woman
- 'FTM' is the appropriate way to refer to a transgender man and "MTF" is the appropriate way to refer to a transgender woman
- Once you choose your gender identity, that's your 'true' inner identity
- All transgender people want to change their biological sex to match their gender identity

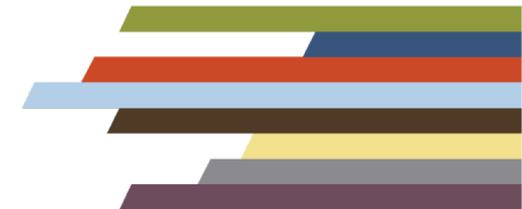


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Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

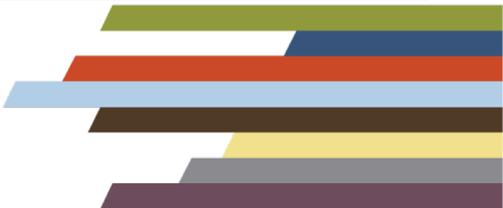
 transstudent.tumblr.com
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Design by Landyn Pan

For more information,
go to transstudent.org/graphics



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Why Pronouns Matter?

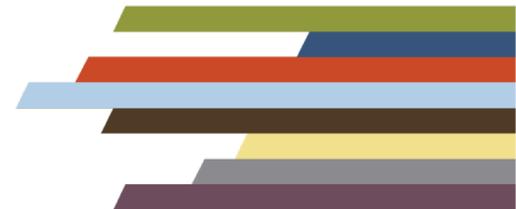
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Historical Background

Christine Jorgensen
First American to go through gender reassignment surgery and brought visibility to the transgender movement.



1952

International Conference
The Conference in Houston was the first of it's kind where activists from around the nation began to lay the ground work for the transgender movement.



1992

Day of Remembrance
Activist Gwedolyn Ann Smith organized the first Transgender Day of Awarness in honor of those who were lost to bigotry and anti-transgender violence.



1999

Medicare
The Department of Health and Human Services now requires Medicare to cover sex reassignment surgery.



2014

1975



Minneapolis
Minneapolis becomes the first city to pass laws prohibiting discrimination based on gender identity.

1993



Minnesota
Became the first state to extend protections against discrimination to transgender people. 17 more states have since done the same.

2012



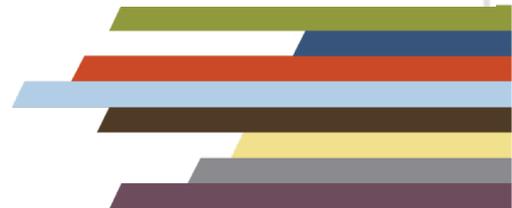
Title VII
The Equal Employment Opportunity Commission ruled that Title VII of the 1964 Civil Rights Act also protects Transgender people.



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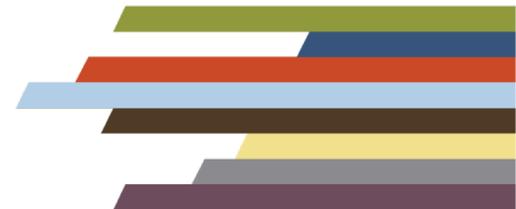
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Behavioral Health Timeline

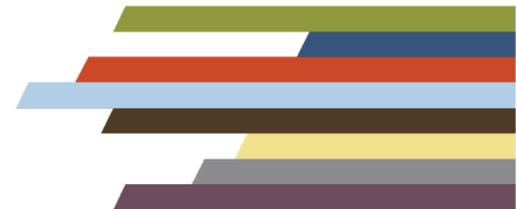
- 1970s – counselors began questioning the challenges minorities experienced in counseling (Brown, 2011)
- Mid 1970s – transsexual group therapy became a popular approach for client's who resisted individual therapy (Dickey & Loewy, 2010).
- 1980s – peer-led support groups emerged to support the gender diverse community using a strength-based approach to address their needs (Dickey & Loewy, 2010).



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DSM 5 – Gender Dysphoria

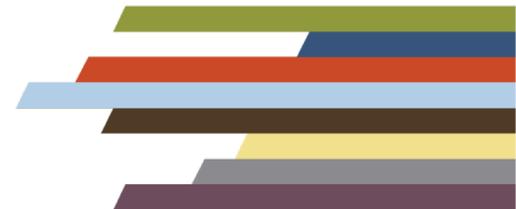
- Difference between one's experienced/expressed gender and assigned gender, and
- Significant distress or problems functioning
- Lasts at least 6 months and is shown by at least 2 of the following:
 - A marked incongruence between one's experienced/expressed gender and primary and/or secondary sex characteristics
 - A strong desire to be rid of one's primary and/or secondary sex characteristics
 - A strong desire for the primary and/or secondary sex characteristics of the other gender
 - A strong desire to be of the other gender
 - A strong desire to be treated as the other gender
 - A strong conviction that one has the typical feelings and reactions of the other gender



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A Closer Examination...

- Face social stigmatization, intimidation, ridicule, and threats that regularly challenge their existence.
- Experience prejudice, discrimination, and marginalization, which negatively affects their ability to access education, employment, and housing.
- Face significant health disparities.

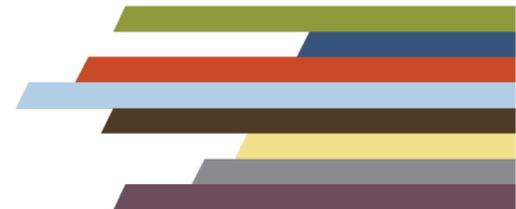


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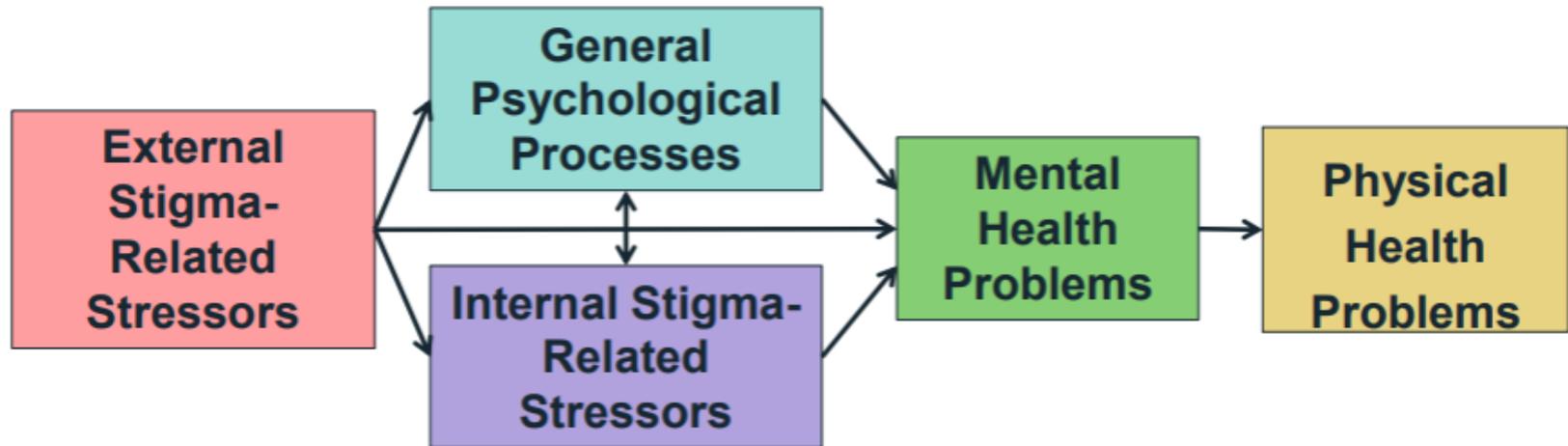
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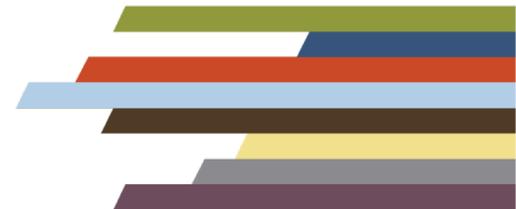
Gender Minority Stress Framework



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Stressful Events and Mental Health

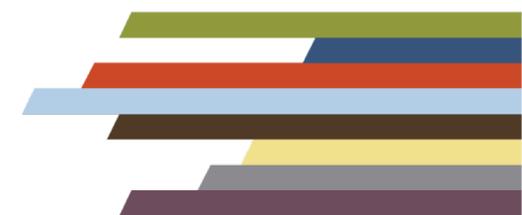
- Most documented in gender diverse population
 - High levels of physical (43% to 60%)
 - High levels of sexual violence (43% to 46%).
 - Increase in substance abuse and suicidal attempts



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Proximal Minority Stress

- Little research exists on the impact of the expectations of violence and discrimination and internalized transphobia.
- History of concealment of gender identity to avoid intimidation.

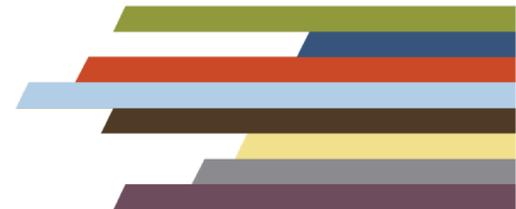


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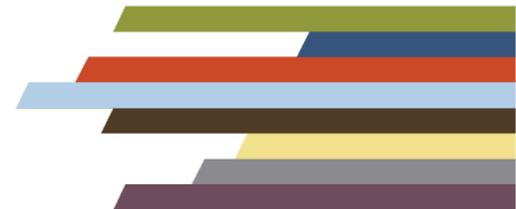
A Sense of Community



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Activity 1 – Flag 1



- Agender
- Intersex
- Gender fluid
- Transgender
- Non-binary

Activity 1 – Flag 2

- Agender
- Intersex
- Gender fluid
- Transgender
- Non-binary



Activity 1 – Flag 3



- Agender
- Intersex
- Gender fluid
- Transgender
- Non-binary

Activity 1 – Flag 4

- Agender
- Intersex
- Gender fluid
- Transgender
- Non-binary



Activity 1 – Flag 5



- Agender
- Intersex
- Gender fluid
- Transgender
- Non-binary

Part 2 Webinar

- Discuss the Indivisible Self: Wellness Model
- World Professional Association of Transgender Health (WPATH)
- Gender Affirming Practices
- Working through Minority Stressors

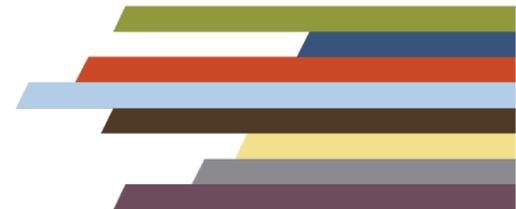


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Q&A

The image features three large, 3D-rendered characters: a red 'Q', a green '&', and a blue 'A'. The characters are positioned on a white surface, casting soft shadows. The 'Q' is on the left, the '&' is in the middle, and the 'A' is on the right. The characters have a thick, blocky appearance with a slight bevel on their edges.

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