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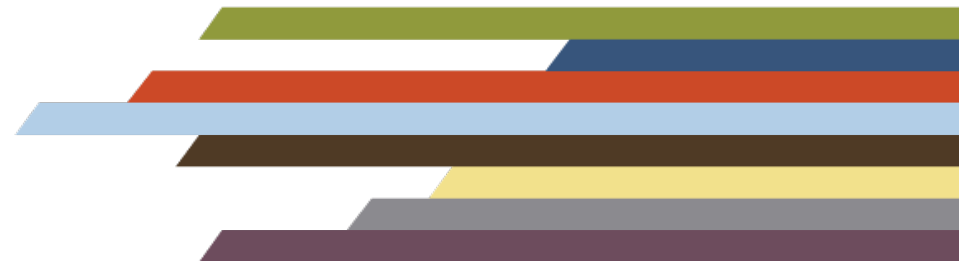
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Gender Identity: Working with Gender Diverse Individuals

Anthony Zazzarino, PhD, LPC, ACS, CPRP

Rutgers, School of Health Professions

Department of Psychiatric Rehabilitation and Counseling
Professions



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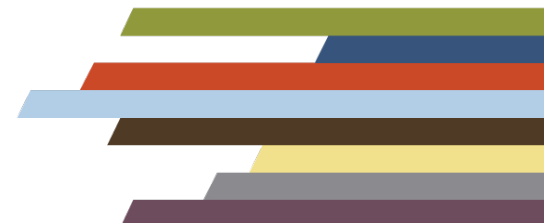
- Provides 5 years (2018 – 2023) of funding to:
 - Enhance capacity of behavioral health workforce to deliver evidence-based and promising practices to individuals with mental illnesses
 - Address full continuum of services spanning mental illness prevention, treatment, and recovery supports
 - Train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



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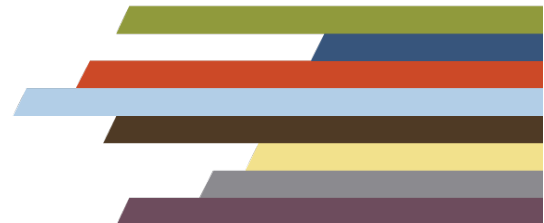
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Feedback

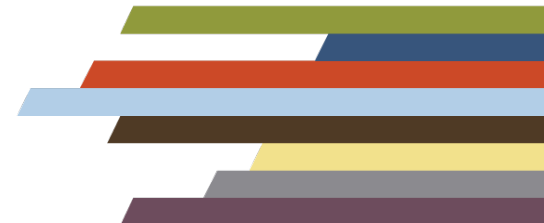
- Our funding comes from the Substance Abuse and Mental Health Services Administration (SAMHSA), which requires us to evaluate our services. We appreciate your honest, ANONYMOUS feedback about this event, which will provide information to SAMHSA, AND assist us in planning future meetings and programs. 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.

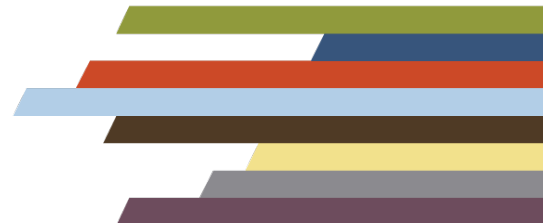
THANKS!



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Your Interactions with Us

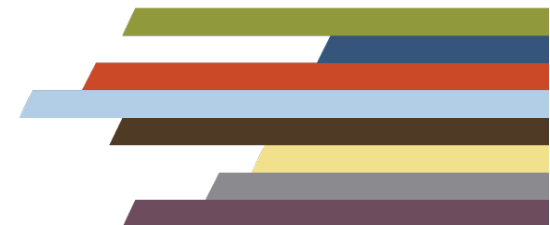
- Question and Answers
 - Q & A will occur at the end of the call.
 - Please type your questions in the Q & A feature in Zoom located on the task bar (hover over task bar).
- Chat and Polls
 - Throughout the webinar, we will be asking for your input.
 - Please use the Chat or Poll features in Zoom located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



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Anthony Zazzarino



Learning Objectives

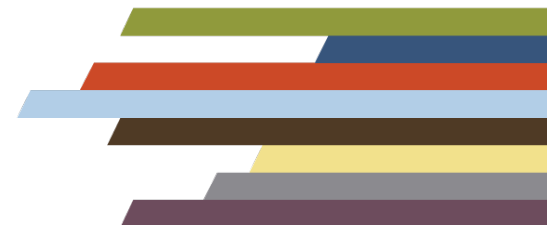
- Review key terms to ground the discussion on gender and gender identity
- Highlight health disparities that impact the lives of gender diverse individuals.
- Apply the Minority Stress Model to working with gender diverse individuals.
- Explore different strategies to promote effective behavioral healthcare services



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Gender Identity vs. Affectional Identity

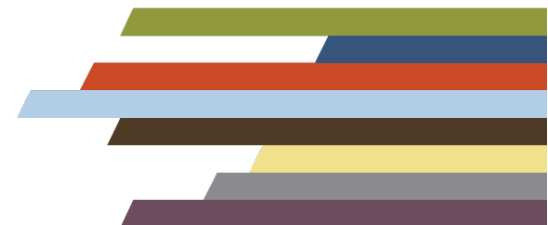
The difference between gender identity & sexual orientation is the difference between who you are & whom you love.



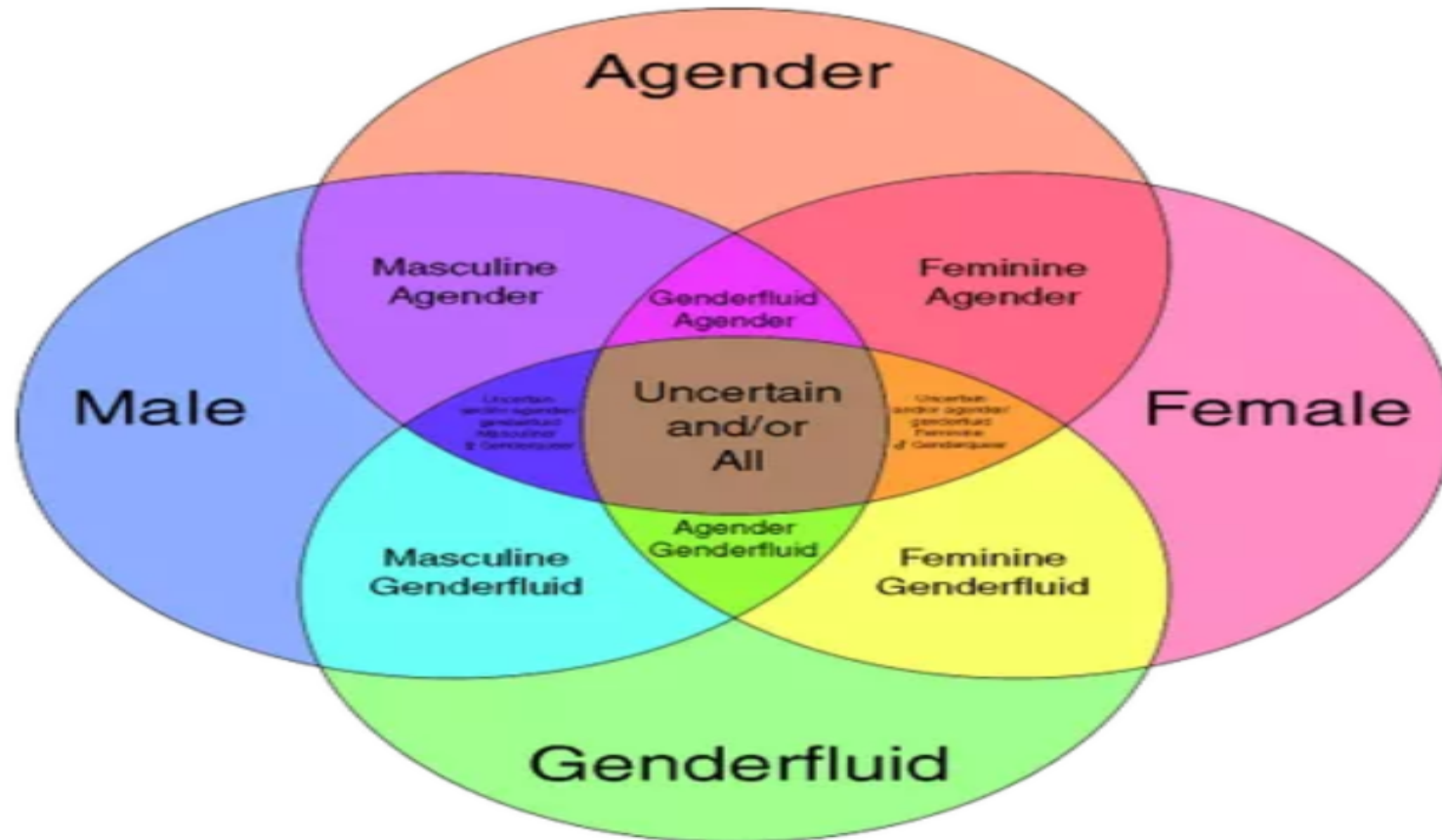
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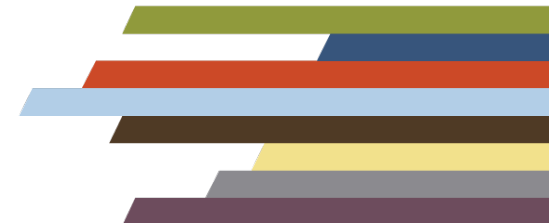
Gender Diversity



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Different Aspects of Gender



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

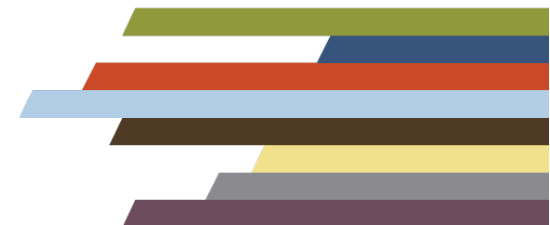
The ways you present gender through actions,
appearance, and demeanor, and how these acts are
interpreted by those around you based on societal
gender norms.



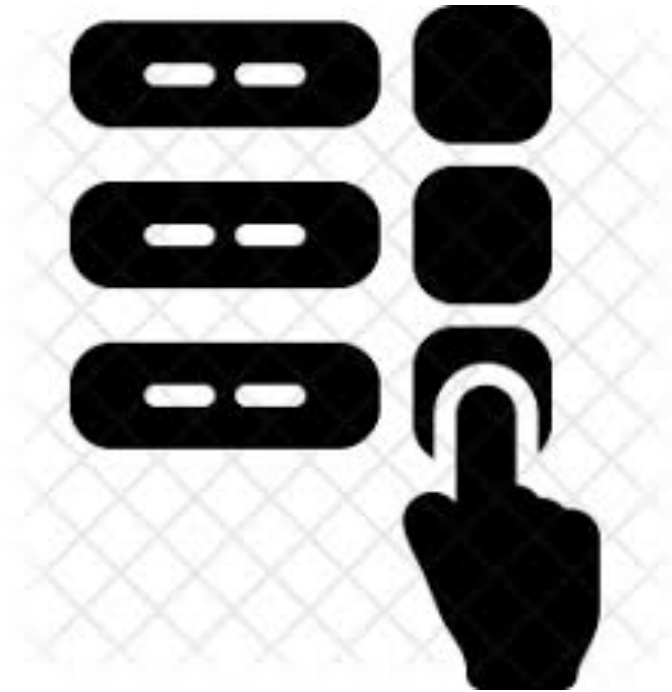
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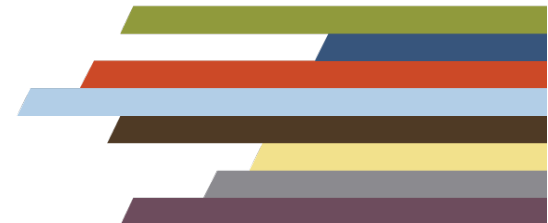
Polling Time



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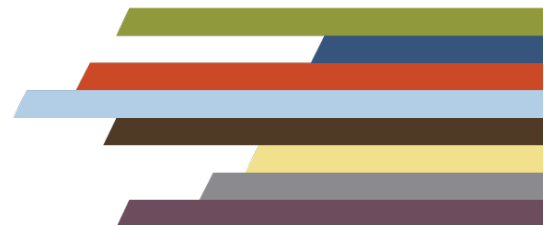
- Binary: Classification of gender into two distinct categories
- Non-binary: Classification of gender into more than two categories
- Intersex: Person whose sex development in utero differs from the expected binary sex presentation at birth.
- Gender Variant: A term to describe some people whose gender expression is different from or expands past the conventional expectations of masculinity and femininity.

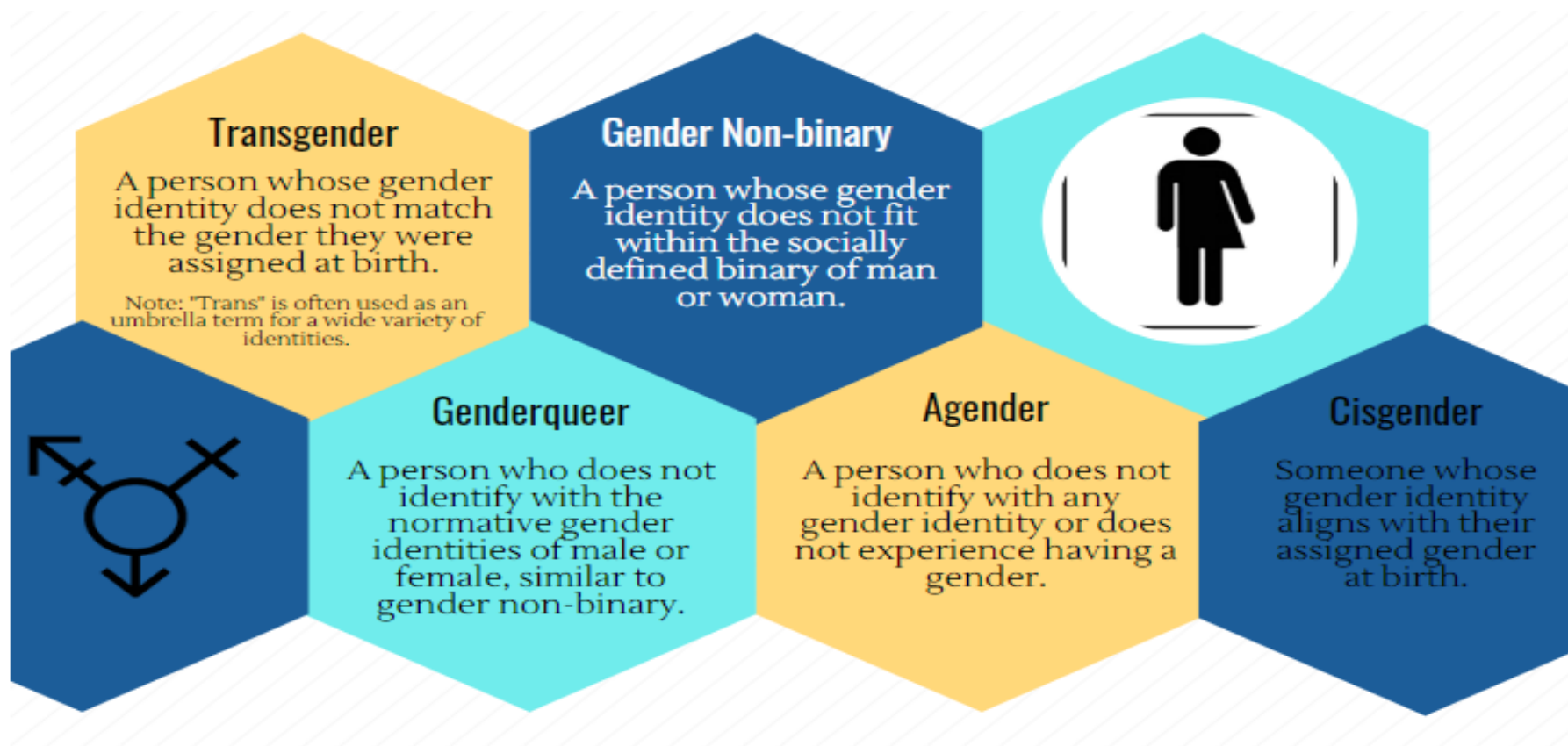


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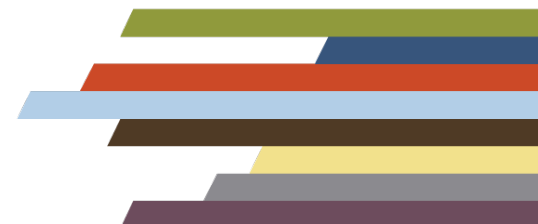




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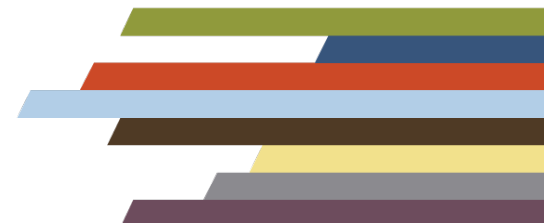
- Transgender Male: A person who was AFAB but is Male
- Transgender Woman: A person who was AMAB but is Female
- Gender Fluid: Describes a person whose gender identity is not fixed
- Pangender: Describes a person whose gender identity is comprised of many genders
- Two-Spirit: Describes a person who embodies both a masculine and feminine spirit
- Bigender: Describes a person whose gender identity is a combination of two genders



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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.

Design by Landyn Pan

transstudent.tumblr.com
facebook.com/transstudent
twitter.com/transstudent

For more information,
go to transstudent.org/graphics

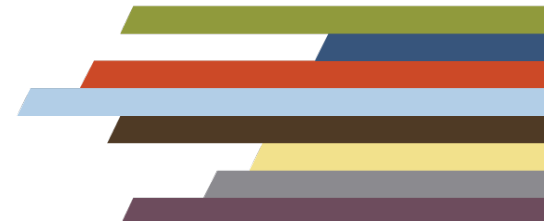
TSER
Trans Student Educational Resources



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Behavioral Health Timeline

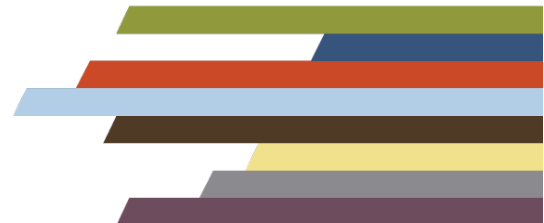
- 1970s – counselors began questioning the challenges minorities experienced in counseling (Brown, 2011)
- Mid 1970s – transsexual group therapy became a popular approach for client's who resisted individual therapy (Dickey & Loewy, 2010).
- 1980s – peer-led support groups emerged to support the gender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



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DSM 5 – Gender Dysphoria

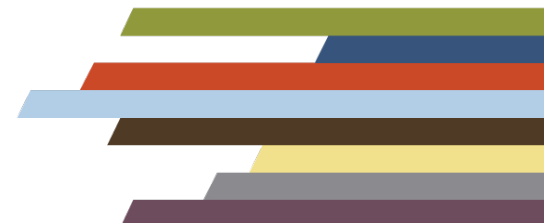
- Difference between one's experienced/expressed gender and assigned gender, and
- Significant distress or problems functioning
- Lasts at least 6 months and is shown by at least 2 of the following:
 - A marked incongruence between one's experienced/expressed gender and primary and/or secondary sex characteristics
 - 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.

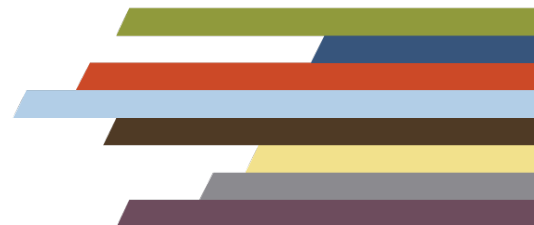


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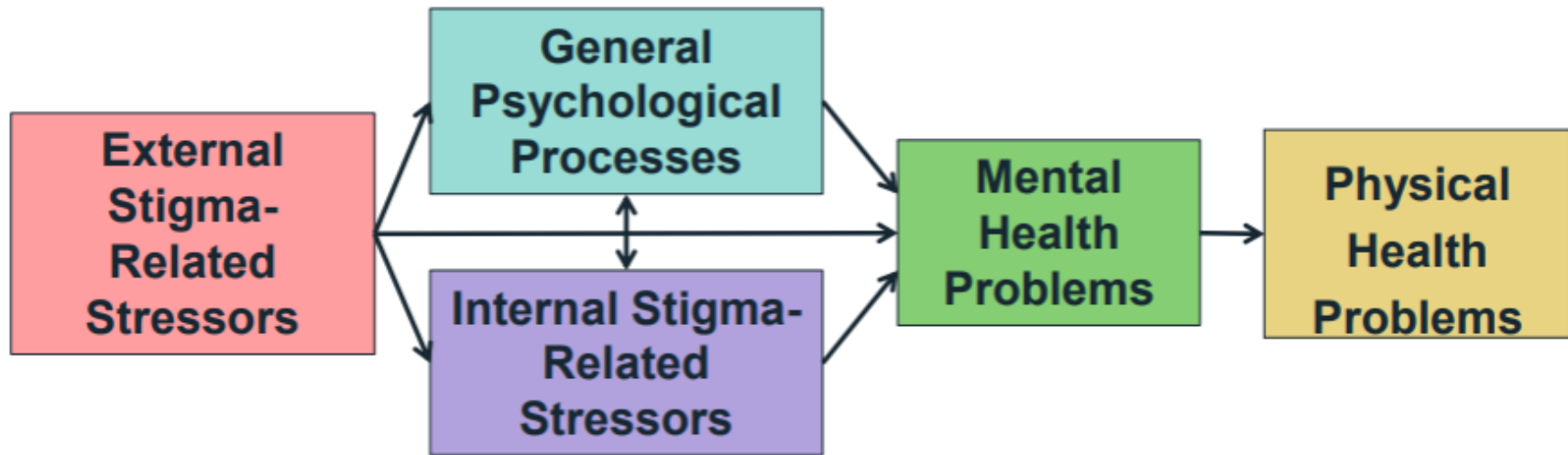
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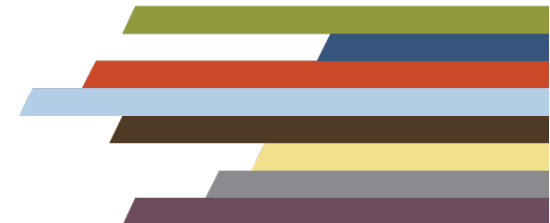
Gender Minority Stress Framework



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Stressful Events and Mental Health

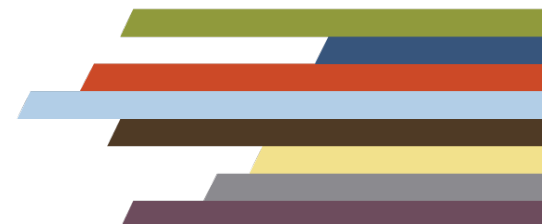
- Most documented in gender diverse population
 - High levels of physical (43% to 60%)
 - High levels of sexual violence (43% to 46%).
 - Increase in substance abuse and suicidal attempts



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Proximal Minority Stress

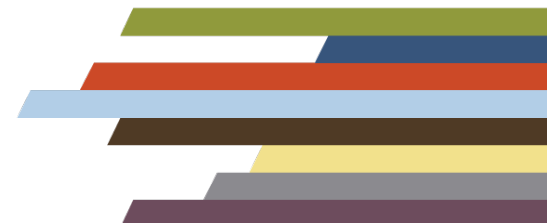
- Little research exists on the impact of the expectations of violence and discrimination and internalized transphobia.
- History of concealment of gender identity to avoid intimidation.



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Beginning Steps of the Behavioral Health Workforce

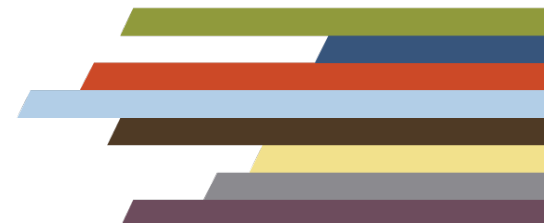
- Affirm gender identity, express, presentation, and diversity beyond a male-female binary
- Acknowledge own biases
- Recognize intersections of identities
- Understand that we may miss-step/mess up



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Reflection Moment

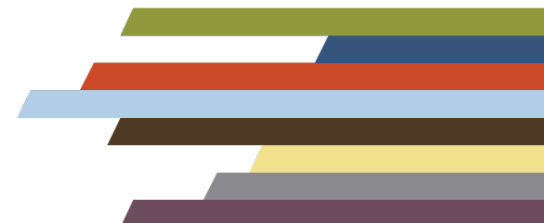
- What do you understand about gender diversity?
- What do you have difficulty understanding about gender and/or gender diversity?



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Behavioral Healthcare Competence - Awareness

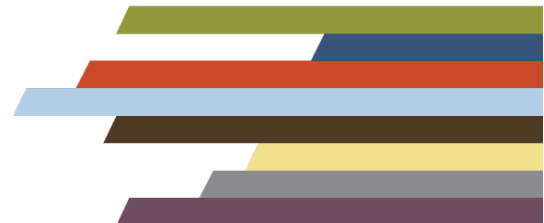
- The range of gender identities and expression beyond the male-female binary
- Complexities and ongoing nature of the coming out process
- Impact of transphobia, heterosexism, and cisgenderism
- Gender identity vs. gender expression
- Trans/Gender diverse resources and referrals
- Individuals and groups you may seek collaboration and consultation from



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The Environment

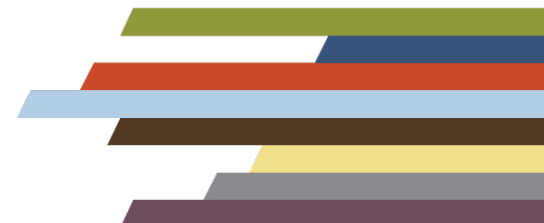
- Creating a safe, supportive, and affirming environment
 - Visible nondiscrimination policy
 - Staff training and openness
 - Gender diverse inclusive materials
 - Unisex/individual bathrooms



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Gender Affirming Practices

- Inclusive intake forms
 - Write-in sections
- Use pronoun and name the person requests
 - Use preferred language and awareness of the gender diversity issues -- creates safety that increases the client's comfort in the relationship
- Respect confidentiality, don't "out"
 - Affirmation and validation are crucially important to the provision of competent care for gender diverse populations
- Empathy, compassion, care, sensitivity, support, directness, and flexibility

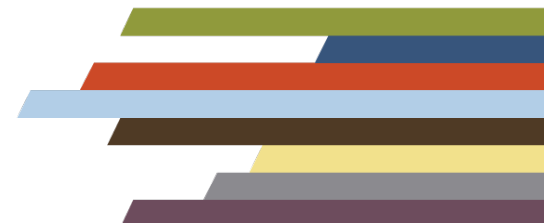


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Working Through Minority Stress



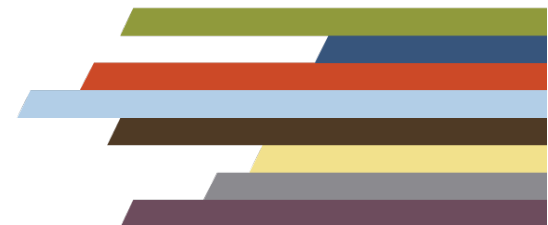
- Normalize adverse impact of gender minority stress
- Facilitate emotional awareness, regulation, and acceptance
- Empower assertive communication
- Restructure minority stress cognitions
- Validate unique strengths of gender non-conforming individuals
- Affirm healthy, rewarding expressions of gender
- Foster supportive relationship and community



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Wellness Model

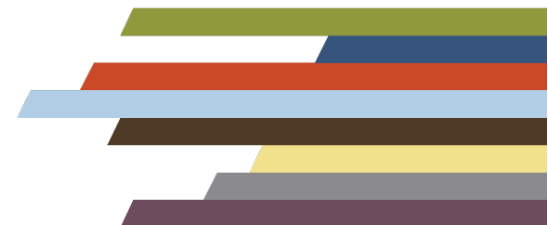
- Use of a wellness model for treatment with transgender clients as an alternative to deficit-based medical models that are harmful to gender diverse clients
 - Need to shift support to a strengths-based perspective



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IS-Well Model

THE INDIVISIBLE SELF: *An Evidence-Based Model Of Wellness*

CONTEXTS:

Local (safety)

Family
Neighborhood
Community

Institutional (policies & laws)

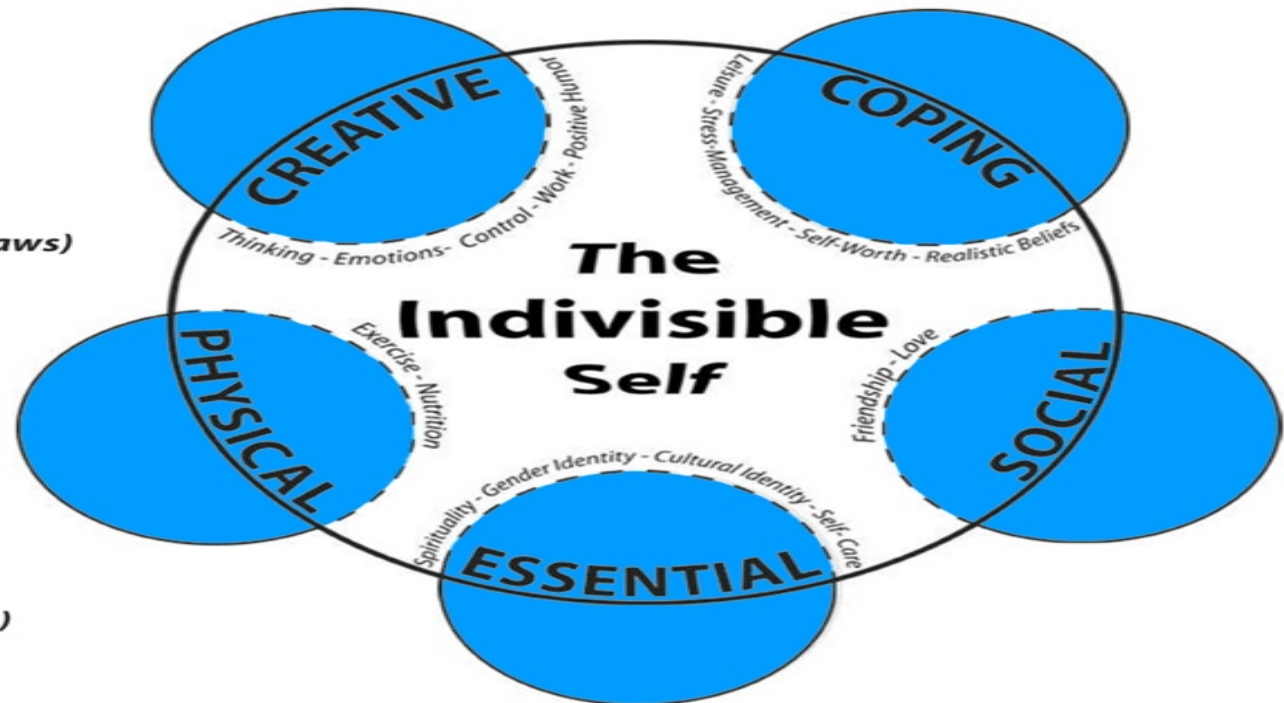
Education
Religion
Government
Business/Industry

Global (world events)

Politics
Culture
Global Events
Environment
Media

Chronometrical (lifespan)

Perpetual
Positive
Purposeful



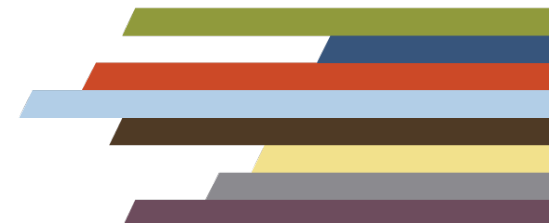
© T. J. Sweeney & J. E. Myers, 2003.



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Working with Gender Diverse Individuals

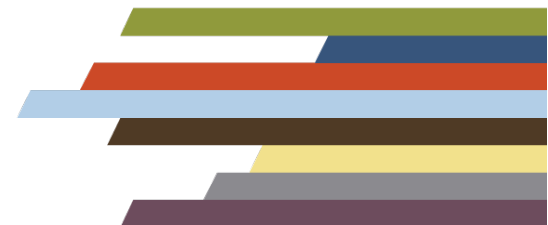
- <https://www.youtube.com/watch?v=HbQZ7jAvgol>



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World Professional Association for Transgender Health (WPATH)

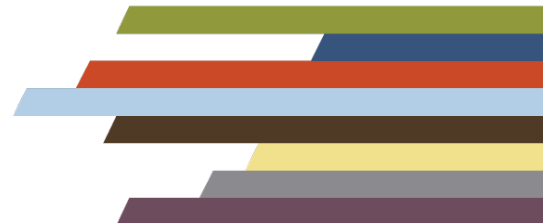
- To promote evidence based care, education, research, advocacy, public policy, and respect in transgender health.
- WPATH has established internationally accepted Standards of Care (SOC) for the treatment of individuals with gender dysphoria. These internationally accepted guidelines are designed to promote the health and welfare of transgender, transsexual and gender variant persons in all cultural settings. The Standards of Care are updated and revised as new scientific information becomes available (<https://www.wpath.org/about/ethics-and-standards>).
- SOC comes in 18 different languages and is FREE
- Offers many resources: Legal; Youth, schools, and families; Recommended readings, and Finding a provider



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transquote #150

"My body does not define who I am. I am a boy, but my body may show different. I know who I am, and I don't need anyone to tell me and call me what I'm not."

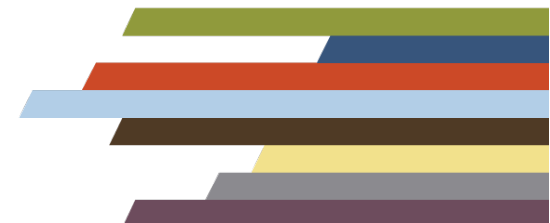
Submitted Anon
transquotes.tumblr.com/



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Resources

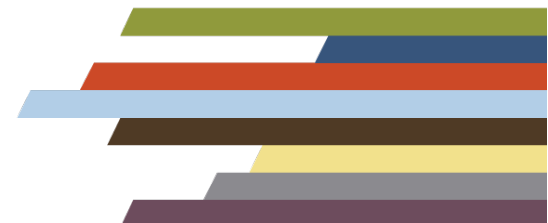
- Publications:
 - Association of Lesbian, Gay, Bisexual, and Transgender Issues in Counseling. (2009). Competencies for counseling with transgender clients.
 - American Psychological Association. (2015). Guidelines for psychological practices with transgender and gender nonconforming people. •
 - The World Professional Association for Transgender Health. (2012). Standards of Care for the Health of Transsexual, Transgender, and Gender- Nonconforming People.
 - Consortium of Higher Education LGBT Resource Professionals. (2014). Suggested Best Practices for Supporting Trans* Students.
- Local (at your own University/ Town):
 - Trans Ally Trainings
 - LGBT Resource Center
 - Policies for your University medical center and insurance coverage
 - Search for medical providers who will prescribe hormones, surgeons, other therapists, voice training, clothing, hair removal/make-up/salons, support groups, conferences, religious resources (try to find multiple resources to address different identities)



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Resources

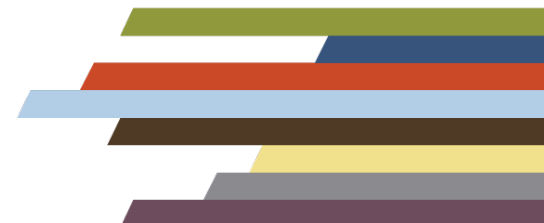
- Conferences:
 - WPATH, Transgender Health: Best Practices in Medical and Mental Health Care -
http://www.wpath.org/site_page.cfm?pk_association_webpage_menu=2577 &pk_association_webpage=6633
 - LGBTQ Health Conference -
<https://community.centeronhalsted.org/SOGI>
- Online:
 - Sexual Orientation & Gender Institute, Center on Halsted -
<http://www.centeronhalsted.org/mentalhealth.html>
 - National Center for Transgender Equality -
<http://transequality.org/>
 - Transgender Law Center -
<http://transgenderlawcenter.org/>



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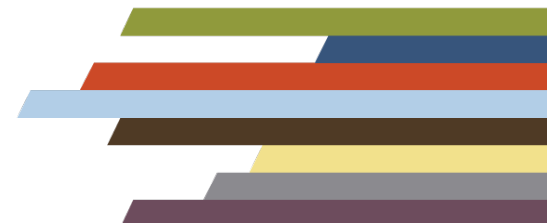
THANK YOU!



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Contact us!

By phone: (908) 889-2552

Email:

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Website:

<https://mhttcnetwork.org/centers/northeast-caribbean-mhttc/home>

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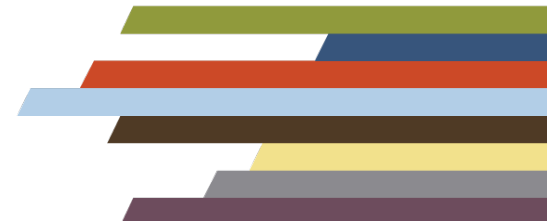
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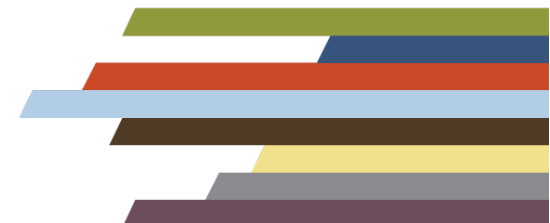
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