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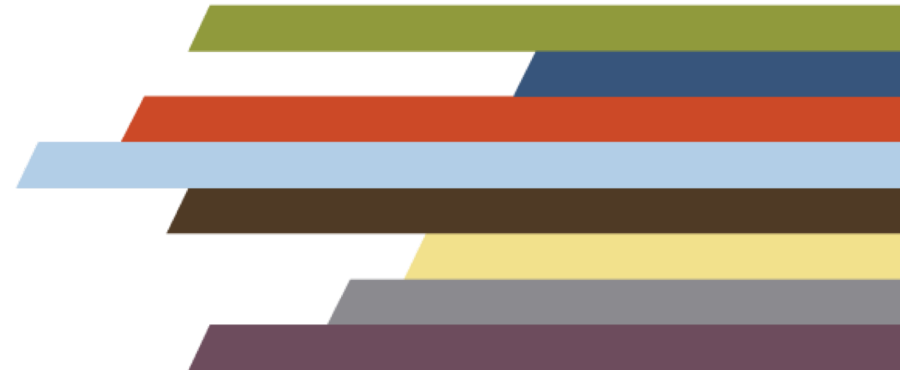
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Implications to Enhance Services for Gender Diverse Individuals – Part 2

Anthony Zazzarino, PhD, LPC, ACS

Rutgers, School of Health Professions

Department of Psychiatric Rehabilitation and Counseling Professions



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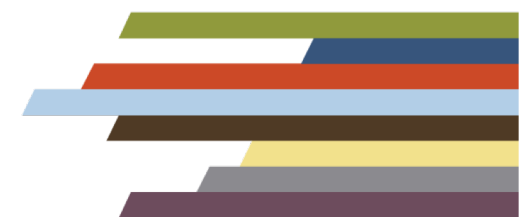
- Provides 5 years (2018 – 2023) of funding to:
 - Enhance capacity of behavioral health workforce to deliver evidence-based and promising practices to individuals with mental illnesses
 - Address full continuum of services spanning mental illness prevention, treatment, and recovery supports
 - Train 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!**

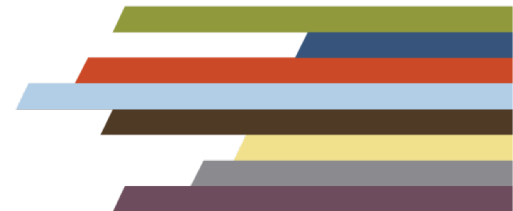


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Video Recording Information

- 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.

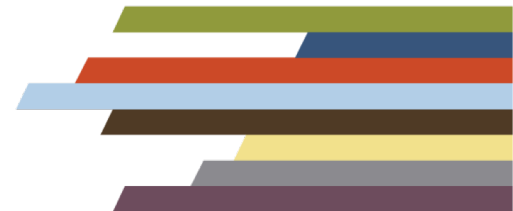
THANKS!



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Your Interactions with Us

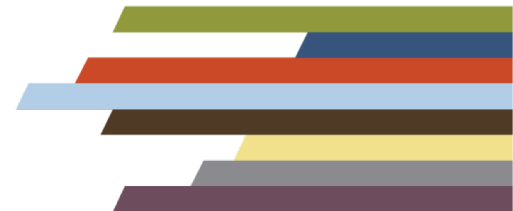
- Question and Answers
 - Q & A will occur at the end of the call.
 - Please type your questions in the Q & A feature in Zoom located on the task bar (hover over task bar).
- Chat and Polls
 - Throughout the webinar, we will be asking for your input.
 - Please use the Chat or Poll features in Zoom located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



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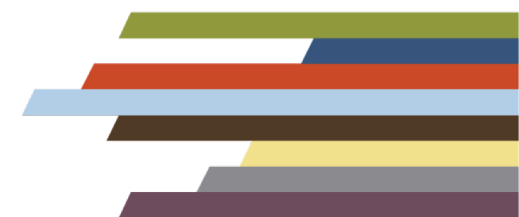
Anthony Zazzarino, PhD, LPC, ACS, CPRP



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Learning Objectives

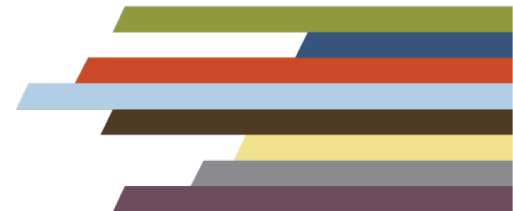
- Review key aspects from Part 1
- Highlight how a sense of community may lead to increase resilience
- Explore different aspects of gender affirming services
- Identify the WPATH and many additional resources to help support behavioral healthcare services for gender diverse individuals
- Illustrate and apply the Indivisible Self – Wellness model to the case of Gabriel



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Review

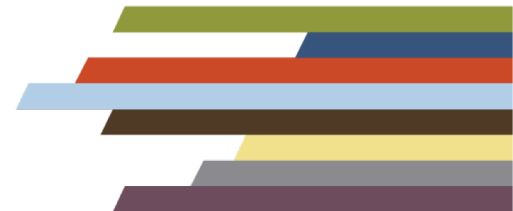
- Gender Identity
- Gender Expression
 - Pronouns
- Resilience



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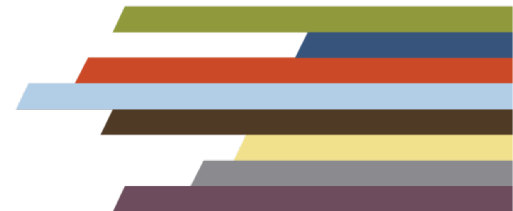
A Sense of Community



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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

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.

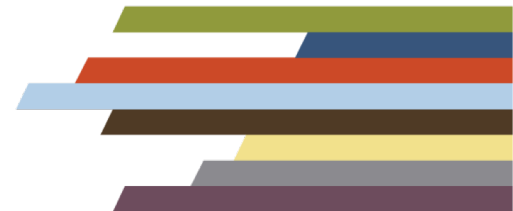


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Beginning Steps of the Behavioral Health Workforce

- 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

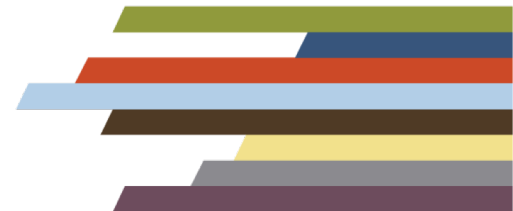


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Behavioral Healthcare Competence - Awareness

- 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

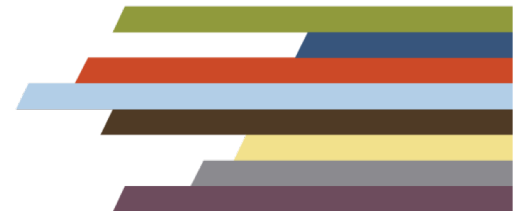


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The Environment

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

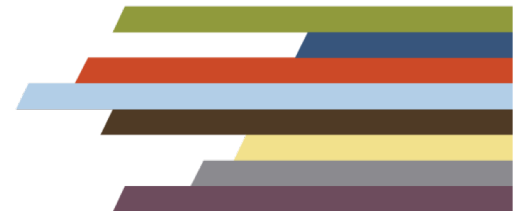


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Gender Affirming Practices

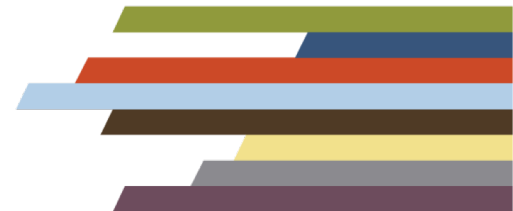
- Inclusive intake forms
 - Write-in sections
- Use pronoun and name the person requests
 - Use preferred language and awareness of the gender diversity issues -- creates safety that increases the client's comfort in the relationship
- Respect confidentiality, don't "out"
 - Affirmation and validation 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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Gender Affirming Practices

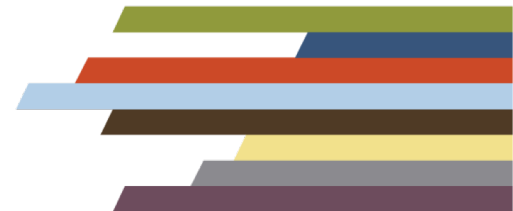
- Create accountability for transphobic remarks
- Model acceptance, support diversity
- Knowledge about local resources



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World Professional Association for Transgender Health (WPATH)

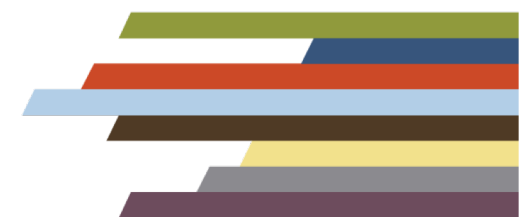
- To promote evidence based care, education, research, advocacy, public policy, and respect in transgender health.
- WPATH has established internationally accepted Standards of Care (SOC) for the treatment of individuals with gender dysphoria. These internationally accepted guidelines are designed to 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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Gender Reassignment Conversation

- Fostering gender identity discovery and adjustment
- Presenting appropriate non-medical and medical strategies for gender affirmation
- Assistance in making fully informed decisions regarding personalized gender affirmation process

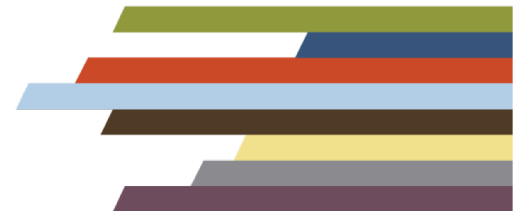


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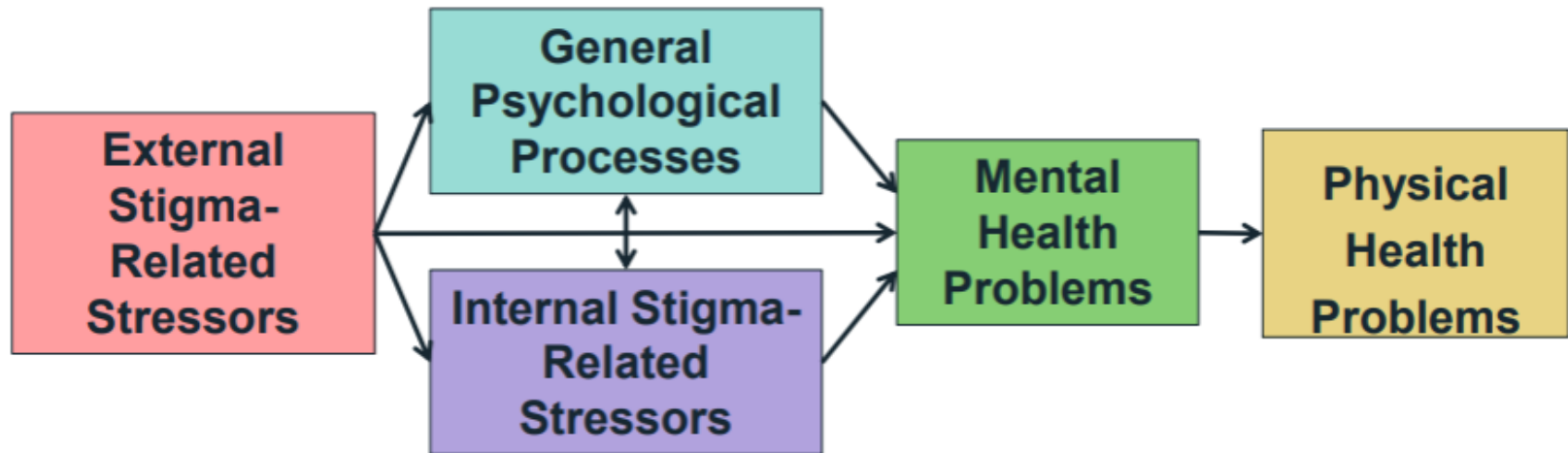
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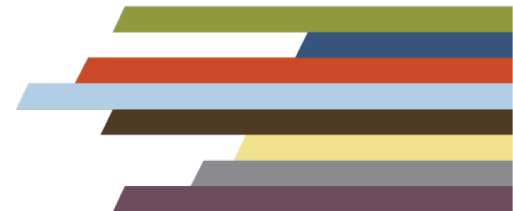
Gender Minority Stress Framework



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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
- Foster supportive relationship and community
- Affirm healthy, rewarding expressions of gender

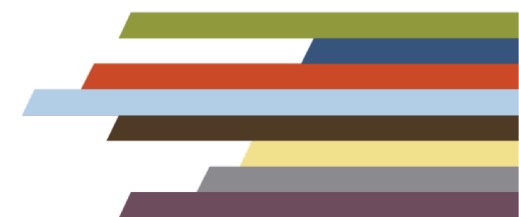


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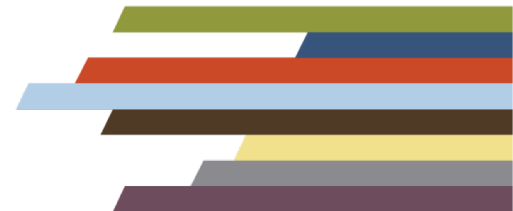
- <https://www.youtube.com/watch?v=HbQZ7jAvgol>



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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

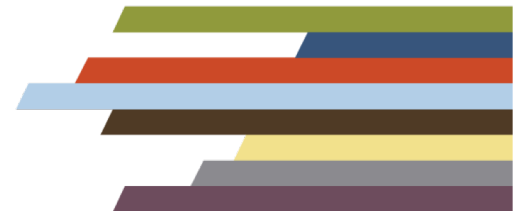


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IS-Wel Model

THE INDIVISIBLE SELF: An Evidence-Based Model Of Wellness

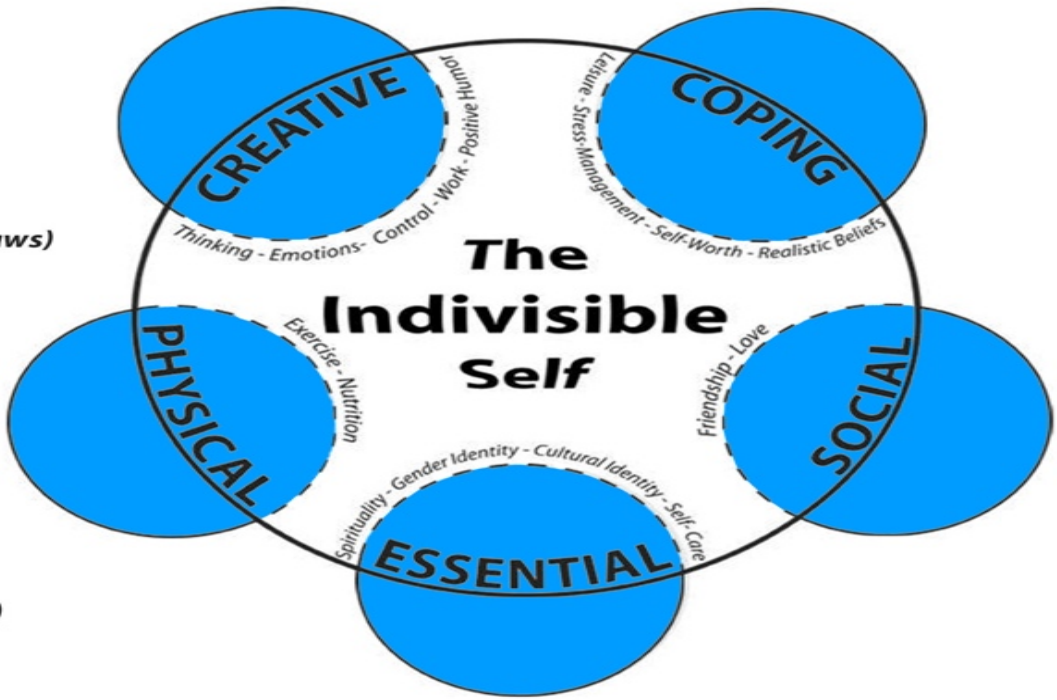
CONTEXTS:

Local (safety)
Family
Neighborhood
Community

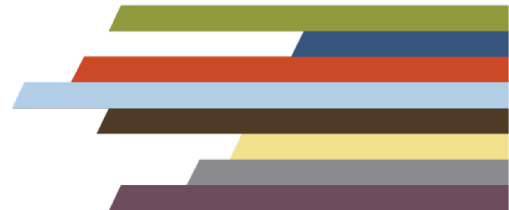
Institutional (policies & laws)
Education
Religion
Government
Business/Industry

Global (world events)
Politics
Culture
Global Events
Environment
Media

Chronometrical (lifespan)
Perpetual
Positive
Purposeful



© T.J. Sweeney & J.E. Myers, 2003.



Case Study – Gabriel

Background

- 35 year old trans, Hispanic man who has lived as a man for 4 years and completed gender confirmation surgery 1 year ago
- Family of origin is large and close knit
- Lived in the same large metropolitan area his entire life
- Currently lives with a roommate in a home he bought 5 years ago
- History of treatment for depression and anxiety
- Currently seeking support to address intra- and interpersonal issues related to his family of origin and career

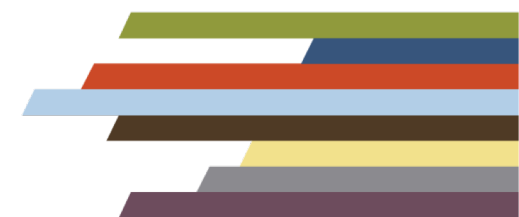


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Case Study – Gabriel Intake

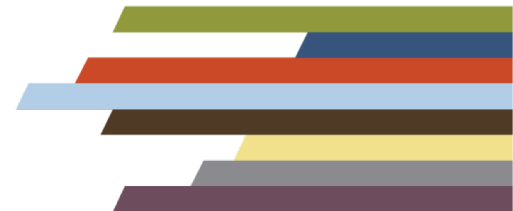
- Reports frequently feeling over-whelmed by loneliness, family rejection, and what he perceives as a lack of viable career opportunities
- Reports feelings of low self-worth, lack of purpose, and struggling financially
- Believes these feelings are due to gender transition



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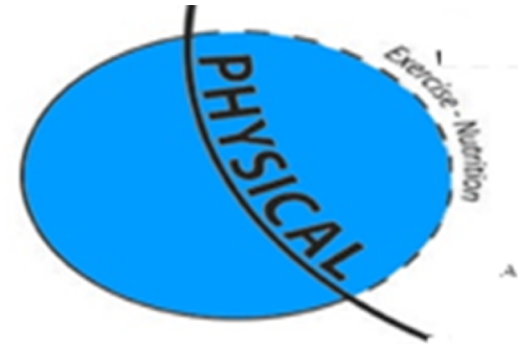
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IS-Wel: Gabriel and Physical Self

- At Intake:
 - Reports frequently feeling over-whelmed by loneliness, family rejection, and what he perceives as a lack of viable career opportunities
 - Reports feelings of low self-worth, lack of purpose, and struggling financially
 - Believes these feelings are due to gender transition
- IS- Wel Domain:
 - Explore feelings about physical appearance and report that his body is a true reflection of his gender.



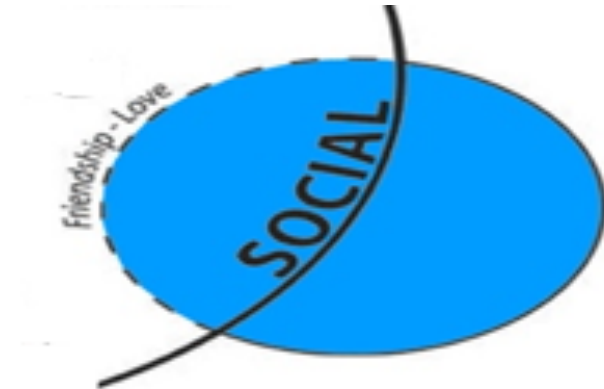
IS-Wel: Gabriel and Coping Self

- At Intake:
 - Reports frequently feeling over-whelmed by loneliness, family rejection, and what he perceives as a lack of viable career opportunities
 - Reports feelings of low self-worth, lack of purpose, and struggling financially
 - Believes these feelings are due to gender transition
- IS- Wel Domain:
 - Increase awareness of unconscious beliefs and thoughts , socially embedded stereotypes, and invalidating defenses and coping mechanisms



IS-Wel: Gabriel and Social Self

- At Intake:
 - Reports frequently feeling over-whelmed by loneliness, family rejection, and what he perceives as a lack of viable career opportunities
 - Reports feelings of low self-worth, lack of purpose, and struggling financially
 - Believes these feelings are due to gender transition
- IS- Wel Domain:
 - Family rejection, isolation, and loneliness



IS-Wel: Gabriel and Creative Self

- At Intake:
 - Reports frequently feeling over-whelmed by loneliness, family rejection, and what he perceives as a lack of viable career opportunities
 - Reports feelings of low self-worth, lack of purpose, and struggling financially
 - Believes these feelings are due to gender transition
- IS- Wel Domain:
 - Thoughts and emotions influencing work and career
 - Recognizing all other identities



IS-Wel: Gabriel and Essential Self

- At Intake:
 - Reports frequently feeling over-whelmed by loneliness, family rejection, and what he perceives as a lack of viable career opportunities
 - Reports feelings of low self-worth, lack of purpose, and struggling financially
 - Believes these feelings are due to gender transition
- IS- Wel Domain:
 - Examine his own spirituality, gender, and cultural identities



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)

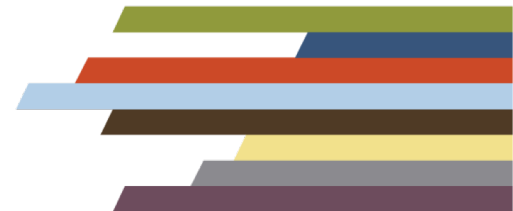


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Resources

- 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/>

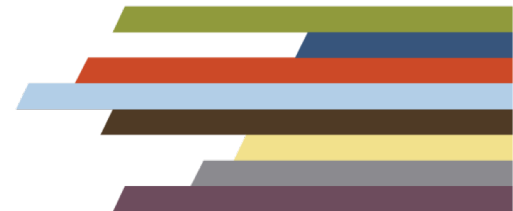


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Q&A

The image features three large, 3D-rendered characters: a red 'Q', a green '&', and a blue 'A'. The characters are positioned horizontally and cast soft shadows on the white surface below them. The 'Q' is on the left, the '&' is in the middle, and the 'A' is on the right. The characters have a slightly beveled, blocky appearance.

References

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