

WEBVTT

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00:00:12.660 --> 00:00:17.369

Ann Murphy: Welcome everyone to our webinar today. We're going to give it just about

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00:00:18.510 --> 00:00:23.490

Ann Murphy: 30 seconds to a minute to let people enter the webinar.

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00:00:47.400 --> 00:00:48.510

Ann Murphy: Wonderful. So

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00:00:49.560 --> 00:00:56.880

Ann Murphy: Welcome to everyone, to today's webinar on gender identity working with gender diverse individuals.

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00:00:57.420 --> 00:01:05.340

Ann Murphy: This webinar is sponsored by the northeast and Caribbean Mental Health Technology Transfer Center or MH TTC

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00:01:05.880 --> 00:01:17.850

Ann Murphy: housed at Rutgers School of Health Professions department of psychiatric rehabilitation. My name is Anne Murphy and I'm the Director of the MH TTC, and I'll be facilitating the webinar today.

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00:01:18.840 --> 00:01:25.200

Ann Murphy: The HTC is funded by SAMHSA the Substance Abuse and Mental Health Services Administration.

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00:01:25.560 --> 00:01:36.540

Ann Murphy: To enhance the capacity of the behavioral health and other related workforces to deliver evidence based and empirically supported practices for individuals with mental illnesses.

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00:01:36.900 --> 00:01:47.790

Ann Murphy: We encourage you to visit the HTC network website for additional information at an H TTC network.org where you can then

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00:01:48.300 --> 00:02:07.590

Ann Murphy: Click on the spot that says find my center and our center

is the northeast and Caribbean. We also encourage you to sign up at the bitly link on your screen to subscribe to receive our mailings and receive notifications of our activities.

11

00:02:08.910 --> 00:02:09.480

Ann Murphy: Next slide.

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00:02:11.430 --> 00:02:23.820

Ann Murphy: Before we begin the webinar. I wanted to quickly review just some housekeeping items tonight. Today's webinar is part of a series on sexual and gender diversity.

13

00:02:24.060 --> 00:02:26.670

Ann Murphy: And we have the next

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00:02:26.850 --> 00:02:45.930

Ann Murphy: webinar in this series coming up the topic is the coming out process and it had been scheduled for May 12 we're going to be moving it to May 26 so we'll update that on our website. And if you are already registered for that webinar you will receive an email.

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00:02:46.530 --> 00:02:48.840

Ann Murphy: confirming that the change in date.

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00:02:50.340 --> 00:02:56.610

Ann Murphy: We also want to ask that you complete the survey that you'll receive via email. Following this webinar.

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00:02:57.150 --> 00:03:03.720

Ann Murphy: We highly value your feedback. And we also use this input to improve our activities going forward.

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00:03:04.170 --> 00:03:17.910

Ann Murphy: The surveys are also important because our continued funding is linked to the completion of the surveys. It's a very brief survey, it'll really only take you maybe a minute to two minutes to complete. So we thank you in advance for that.

19

00:03:17.940 --> 00:03:18.450

Input

20

00:03:19.980 --> 00:03:20.730

Next slide.

21

00:03:23.010 --> 00:03:26.130

Ann Murphy: We also wanted to let you know that this webinar is being recorded.

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00:03:26.460 --> 00:03:34.350

Ann Murphy: And will be posted to our website. After the completion of the webinar addition, in addition to the

23

00:03:35.220 --> 00:03:49.920

Ann Murphy: link to the recording will also post a link to the PowerPoint slides from today's webinar. And you will also receive an email with that link, following the webinar, so everything will be sent to you.

24

00:03:51.090 --> 00:04:03.510

Ann Murphy: After the conclusion of the webinar. Probably within the next day or so. Slide. Lastly, this webinar is interactive on your screen you have a task bar with buttons that say Q AMP. A and chat.

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00:04:04.320 --> 00:04:17.880

Ann Murphy: You can use the Q AMP. A to communicate directly with myself, my colleague Kochi Rivera, who will also be helping to facilitate and with the presenter, or you can use the chat feature.

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00:04:18.660 --> 00:04:37.680

Ann Murphy: I do want to highlight that in the chat feature, you have the option of who can see your chats, so you can leave it in the default setting, which is just the panelists seeing it. So just us, or you can change it so that both the panelists and the other participants can

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00:04:38.790 --> 00:04:47.370

Ann Murphy: Can see your chat. So if you want everyone if you want to share something with with all of the participants, please make sure you change that feature.

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00:04:48.570 --> 00:05:02.730

Ann Murphy: They're also going to be some polls in this webinar. So on

your screen you'll see a poll come up and you can just click on the radio button for your response. And we'll be able to see your responses. So we'll let you know when that comes up.

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00:05:04.200 --> 00:05:16.020

Ann Murphy: Okay, I think that's all the housekeeping. So now we'll go ahead and get started I want to introduce you to our presenter for the day. And for this series, Dr. Anthony's as a Reno.

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00:05:16.470 --> 00:05:23.520

Ann Murphy: He's an assistant professor at Rutgers University in the department of psychiatric rehabilitation and counseling professions.

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00:05:23.820 --> 00:05:33.600

Ann Murphy: Where he's currently a core faculty member in the master's program and rehabilitation counseling and the doctoral program in psychiatric rehabilitation.

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00:05:34.110 --> 00:05:50.400

Ann Murphy: Additionally, doctors as Reno is the field experience coordinator for the counselor education and supervision track of the PhD previously doctors as arena provided instruction for professional education courses for New Jersey supported housing agencies.

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00:05:50.610 --> 00:05:53.100

Ann Murphy: implementing Community support services.

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00:05:53.700 --> 00:06:08.430

Ann Murphy: He actively presents at local, state, national and international conferences related to sexual and gender minorities multiculturalism psychiatric rehabilitation methods counseling services, housing and supervision practices.

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00:06:09.030 --> 00:06:19.800

Ann Murphy: In addition to his work at Rutgers doctors and also reno continues to conduct clinical work by facilitating group therapy for adolescents and adults at an intensive outpatient program.

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00:06:20.190 --> 00:06:33.120

Ann Murphy: Providing outpatient counseling at his private practice and providing clinical supervision for counselors who needs supervised clinical hours. We're very happy to have doctors as arena with us

today, and I'll turn it over to him.

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00:06:35.070 --> 00:06:50.280

Anthony Zazzarino: Often, thank you so much, Dr. Murphy and thank you all for being here today and taking just an hour out of your day to learn a little bit more an educator ourselves on this really important topic of gender diversity.

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00:06:51.330 --> 00:06:58.950

Anthony Zazzarino: I see that there's a good amount of participants on this call today. So I'm hoping to see some extra interaction.

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00:06:59.730 --> 00:07:19.980

Anthony Zazzarino: Whether that's through the polls or through the chat function like Dr. Murphy said, feel free to post any questions, but I do know that everybody who is on you are muted. So you don't have to worry about muting your yourselves. We have muted you. We we've done that for you already.

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00:07:21.300 --> 00:07:29.400

Anthony Zazzarino: Um, when we talk about gender. I'm going to ask everybody for the next 45 minutes or so to

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00:07:30.480 --> 00:07:36.720

Anthony Zazzarino: Try to forget anything that you've had ever been taught about gender.

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00:07:38.670 --> 00:07:51.150

Anthony Zazzarino: What I think I often find is that this topic is the one out of all of the topics that I talked about and presented present on that just gives people a headache because

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00:07:52.620 --> 00:08:01.170

Anthony Zazzarino: Gender is something that's so ingrained in our learning system and in our environment. And this really calls for a time of

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00:08:02.490 --> 00:08:08.970

Anthony Zazzarino: unlearning what we already know, in order to really learn what's important to help the people that we need to help

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00:08:09.780 --> 00:08:28.680

Anthony Zazzarino: So I'm not going to spend that much time on key terms in terminology at all if you there's been an hour long webinar that is posted on that website specifically on terms and the importance of terminology you will see the slides in here with the terminology

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00:08:30.840 --> 00:08:39.810

Anthony Zazzarino: Defined for you, but I'm not going to be spending a lot of time on that. Just for the sake of time, today we will talk about the health disparities.

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00:08:40.260 --> 00:08:52.920

Anthony Zazzarino: That impact the lives of gender diverse individuals will explore the minority stress model and talk a little bit more about different strategies to promote effective behavior health care services, though, for everyone.

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00:08:54.540 --> 00:09:05.070

Anthony Zazzarino: So let's get started. Um, I always start a topic like this really making a really key distinction that today we are talking about gender identity.

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00:09:06.210 --> 00:09:13.290

Anthony Zazzarino: Historically we see the acronym or many people use the acronym of LGBT q plus

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00:09:14.460 --> 00:09:17.700

Anthony Zazzarino: And though I think the acronym Joseph a pretty good job of

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00:09:19.140 --> 00:09:33.360

Anthony Zazzarino: You know, identifying and really shortening the the letters for everybody. And what I think it does a pretty poor job is recognizing the difference between gender identity and middling to use the word sexual identity.

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00:09:35.520 --> 00:09:43.170

Anthony Zazzarino: For today's topic we are talking specifically about gender and gender identity. So that means we will not talk about

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00:09:44.700 --> 00:09:55.110

Anthony Zazzarino: Attraction or connection to other people that would be more be exceptional identity. So I like this quote, even though the terminology is a little outdated. I think it's still fit.

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00:09:55.860 --> 00:10:07.710

Anthony Zazzarino: It says the difference between gender identity and sexual orientation is the difference between who you are and whom you love so today we are focused on who you are as a human being.

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00:10:10.050 --> 00:10:25.650

Anthony Zazzarino: So this is where I begin to ask people to ignore and kind of just forget what you've been taught, because for many of us, we've been taught gender in a very binary system of either male or female, and that clip.

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00:10:26.730 --> 00:10:36.990

Anthony Zazzarino: And when we think about other life options that we have in other situations, just in our everyday life. I want you to think about the number of times.

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00:10:38.610 --> 00:10:42.750

Anthony Zazzarino: That we are only allowed to have two options.

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00:10:45.390 --> 00:10:50.520

Anthony Zazzarino: So I think about hair color, I think about Eichler I think about height.

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00:10:51.780 --> 00:11:00.390

Anthony Zazzarino: Think about weight. I think about IQ and all of those different facets that make up who we are.

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00:11:01.470 --> 00:11:04.560

Anthony Zazzarino: We have more than two options, and yet.

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00:11:06.180 --> 00:11:25.680

Anthony Zazzarino: When it comes down to gender. We typically are only seen it either male or female. And this is where I think I need everybody to kind of just shift and shift your mind a little bit and I can't get into the the biological aspects of it about what happens to a woman when she's pregnant.

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00:11:26.730 --> 00:11:46.710

Anthony Zazzarino: And all the hormones in during the pregnancy, but I do want to implore everyone to start to look at gender as this really vast continuum that includes many different types of gender and many different realms of masculinity and femininity.

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00:11:48.240 --> 00:11:57.480

Anthony Zazzarino: So you can see, and some of these terms will be defined for you in a little bit, but people, ranging from gender fluid, which would be

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00:11:58.740 --> 00:12:04.560

Anthony Zazzarino: Or age, gender, right. And that was a little bit mix of it all and everybody

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00:12:07.200 --> 00:12:18.810

Anthony Zazzarino: To really important I think topics, just to really quickly defined and then you're all going to get to work by answering a couple poles is just the difference between gender identity and gender expression.

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00:12:20.640 --> 00:12:37.200

Anthony Zazzarino: So when we talk about gender identity, we're specifically talking about that internal individual sense of gender. So how I how I identify myself and my gender that is specifically and uniquely to that person.

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00:12:38.340 --> 00:12:51.480

Anthony Zazzarino: Now, gender identity might be one thing but gender expression might be a totally different construct and is a totally different construct. So I might present to my way in a very different manner.

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00:12:52.890 --> 00:13:09.300

Anthony Zazzarino: That's interpreted to those around them. And this is where we start to get some difficulty, so I know I'm coming to you virtually and the only thing you saw was a video a picture of me, but I always like to use this scenario that if I stood in front of you.

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00:13:10.410 --> 00:13:11.340

Anthony Zazzarino: Facial hair.

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00:13:12.840 --> 00:13:17.700

Anthony Zazzarino: And and everything. And I did there with the dress and heels.

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00:13:19.080 --> 00:13:27.420

Anthony Zazzarino: I could still say that my gender identity is a man they'll my gender expression might not meet that

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00:13:28.620 --> 00:13:36.900

Anthony Zazzarino: And that's where I think certain character certain beliefs start to shift when gender expression gender identity does not match up.

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00:13:37.470 --> 00:13:52.110

Anthony Zazzarino: But what we need to, I think, welcome, is that those two things could be very different. And oftentimes are and that the only person that is able to identify their gender is the person themselves.

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00:13:54.360 --> 00:14:05.850

Anthony Zazzarino: So it is time to just kind of give a general understanding of some of these terms. So there's five different polls and I'm going to ask Dr. Murphy to post, post the first poll right now.

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00:14:06.690 --> 00:14:26.520

Anthony Zazzarino: So on your screen you have a definition that says a person who does not identify with the normative gender identities of male or female, similar to gender non binary. So just very easily. All you're going to do is click the answer that you think is correct.

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00:14:28.650 --> 00:14:34.410

Anthony Zazzarino: And we will. We'll see how people are doing. So give you about 15 more seconds.

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00:14:35.910 --> 00:14:42.780

Anthony Zazzarino: So you can see on the screen. There's the options of age, gender, this gender, gender queer or gender non conforming

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00:14:44.370 --> 00:14:52.950

Anthony Zazzarino: And again, it's the person who does not identify with the normative gender identities of male or female, similar to

gender non binary

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00:14:54.030 --> 00:14:56.490

Anthony Zazzarino: Alright, let's see where the results are

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00:15:00.420 --> 00:15:12.840

Anthony Zazzarino: Okay, so we have 19% of you saying age, gender, 9% of these fish gender 5% is gender queer and 66% is gender non conforming

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00:15:13.860 --> 00:15:20.250

Anthony Zazzarino: So the correct answer would be the gender queer so 5% of you. Congratulations.

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00:15:21.690 --> 00:15:29.700

Anthony Zazzarino: All right, let's move to the second poll and this is just a gauge to see where we're at. And I will, you know, talk a little bit more about these in a second.

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00:15:32.460 --> 00:15:45.030

Anthony Zazzarino: I'm pulling number two. I know. Sorry. Here it is a person who's gender identity does not fit within the socially defined binary of male or woman man or woman.

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00:15:46.260 --> 00:15:51.150

Anthony Zazzarino: Is it transgender gender non binary gender non conforming

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00:15:52.260 --> 00:15:53.580

Anthony Zazzarino: We're pan gender.

86

00:15:54.930 --> 00:16:02.220

Anthony Zazzarino: So it's a person who gender does not fit within the socially defined binary of man or woman.

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00:16:07.440 --> 00:16:08.370

Anthony Zazzarino: Five more seconds.

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00:16:13.320 --> 00:16:14.700

Anthony Zazzarino: Okay, let's see the answers.

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00:16:18.270 --> 00:16:27.030

Anthony Zazzarino: Okay so 53% of you have got a correct. Thank you. And as we pull up the next poem. There's just

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00:16:28.050 --> 00:16:30.750

Anthony Zazzarino: Three more just to kind of assess where people are at

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00:16:31.860 --> 00:16:33.630

Anthony Zazzarino: I will say this, and I touched on this.

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00:16:34.920 --> 00:16:39.870

Anthony Zazzarino: And I'm going to talk while you answer this next one I touched on this in the first webinar that I did that.

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00:16:40.860 --> 00:16:53.280

Anthony Zazzarino: Language is constantly evolving so you know what we might think one terminology might mean might not be the same to that person, and I encourage you to look at that because

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00:16:54.030 --> 00:17:04.710

Anthony Zazzarino: It talks about how to really handle those situations. So here I'll give you five more seconds to answer what describes a person who's gender identity is a combination of two genders.

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00:17:07.530 --> 00:17:09.390

Anthony Zazzarino: Played Dr. Murphy. Let's through

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00:17:13.500 --> 00:17:27.990

Anthony Zazzarino: Okay, gender fluid. Okay. So since we're talking about gender identity is by gender. So if we were to say something like gender expression is a combination of two genders, then that might be gender fluid.

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00:17:29.280 --> 00:17:30.540

Anthony Zazzarino: All right, two more.

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00:17:32.640 --> 00:17:50.100

Anthony Zazzarino: Thank you all for for responding, putting them all to work today. So someone who's gender identity aligns with their gender at birth. Is it a straight gender. I don't know why I'm giving you letters. There's no letters here is it straight gendered age, gender, to spirit with this gender.

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00:17:53.580 --> 00:17:54.510

Anthony Zazzarino: 10 more seconds.

100

00:17:56.130 --> 00:18:02.310

Anthony Zazzarino: Someone who's gender identity aligns with their assigned gender at birth. Okay. Dr. Murphy. Let's see.

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00:18:06.900 --> 00:18:14.580

Anthony Zazzarino: Okay 61% of, you are correct. So what is this gender. So I always like to say my name is Anthony

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00:18:15.450 --> 00:18:28.380

Anthony Zazzarino: I identify as a specific GENDER Male and identify what the key is in pronouns and we'll talk about that in a little bit. And this last one. This is a test to see who's been paying attention so far.

103

00:18:29.910 --> 00:18:37.920

Anthony Zazzarino: This refers to your internal individual sense of gender, gender expression gender identity or sex

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00:18:42.390 --> 00:18:49.770

Anthony Zazzarino: Five seconds 4321. Let's see how people responded

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00:18:52.050 --> 00:19:05.730

Anthony Zazzarino: Alright, so thank you for listening because 87% of you have responded correctly. So remember that individual internal sense of gender refers to gender identity. Okay, so

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00:19:06.750 --> 00:19:11.850

Anthony Zazzarino: Let's keep going on when you get these this PowerPoint, you'll be able to go through

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00:19:12.720 --> 00:19:25.860

Anthony Zazzarino: These terms in more detail. And like I said,

there's also an hour long webinar on terminology, so I'm not going to go through these. All right, now I'm just clicking through so that you see that they are here for you.

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00:19:27.270 --> 00:19:33.900

Anthony Zazzarino: And that is, I think, something that is really important and also to listen to that one hour long webinar.

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00:19:35.700 --> 00:19:54.540

Anthony Zazzarino: I will say, I'll stop on this slide for a second. Um, the idea to spirit. I know I've talked about this previously as well. But there are many cultures in which there are multiple genders, right. We are one of the few cultures that really just identified gender into into different constructs.

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00:19:58.860 --> 00:20:12.780

Anthony Zazzarino: gender pronouns also really important also a big thing of what I talked about on the webinar from two months ago, but it is important to recognize and to identify pronouns specifically to that person.

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00:20:13.620 --> 00:20:19.080

Anthony Zazzarino: Something that I will say when working with gender diverse individuals. If I try to come from a more

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00:20:20.070 --> 00:20:35.430

Anthony Zazzarino: Individualized sense of just using a gender neutral with everybody, such as they then there's on this way I don't have to worry about offending somebody or miss gendering somebody by coming from a gender neutral pronouns.

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00:20:36.510 --> 00:20:47.100

Anthony Zazzarino: I always say when I'm giving a lecture or talk or talking with students or anything I identified my pronouns, so that other people know which pronouns that I go by.

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00:20:48.240 --> 00:20:57.420

Anthony Zazzarino: I also make sure that I don't request, other people to do this because I don't want people to out themselves, if they're not comfortable with it.

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00:20:58.050 --> 00:21:09.390

Anthony Zazzarino: And that whole coming out process is a whole different topic, both for gender identity and for a sexual identity, which we will cover on May 26 but just

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00:21:10.050 --> 00:21:18.810

Anthony Zazzarino: You know, take a look at this and also take a look at that first webinar. And there's also a really good five minute video about the importance of gender pronouns.

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00:21:20.490 --> 00:21:30.390

Anthony Zazzarino: So that really is just some quick foundation to get it to where how do we work with gender diverse people a little bit more effectively.

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00:21:30.900 --> 00:21:47.130

Anthony Zazzarino: So it's important to recognize maybe where does some of the challenges arise from at the beginning. So unfortunately, this goes back to the 1970s, where there was a lot of time where counselors themselves and keep on the helping professions began to question

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00:21:48.300 --> 00:22:06.150

Anthony Zazzarino: The challenges that minorities experienced in counseling overall and typically in the 90s mid 1970s, there was a lot of and this is a very outdated term but transsexual group therapy where was specifically targeting the idea that we need to

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00:22:07.560 --> 00:22:24.090

Anthony Zazzarino: We, we don't support people's gender diversity, but we need to work on that gender transition of keeping them. And these are the language that was used in the mid 1970s, keeping people the gender that they were born. So it was a lot more about

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00:22:25.500 --> 00:22:27.900

Anthony Zazzarino: battling with individuals that were coming

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00:22:29.040 --> 00:22:30.720

Anthony Zazzarino: For group therapy at that time.

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00:22:32.190 --> 00:22:50.700

Anthony Zazzarino: And not shocking, but then in the 1980s, we started to recognize that that just wasn't okay right that we can that we have

to celebrate people for their individuality and we saw a rise in the  
number in that support groups that really came from a more strength  
based approach.

124

00:22:52.140 --> 00:22:54.540

Anthony Zazzarino: And try to target.

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00:22:55.680 --> 00:22:59.910

Anthony Zazzarino: The target working with gender diverse people from  
a sense of celebration.

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00:23:00.960 --> 00:23:12.450

Anthony Zazzarino: So if we have that understanding about the behavior  
whole timeline, coupled with the parent Diagnostic and Statistical  
Manual fifth edition. The

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00:23:13.590 --> 00:23:25.800

Anthony Zazzarino: Diagnosis of gender dysphoria. We have to recognize  
that already. We are coming from a deficit that behavioral health care  
workers are trying to work with people.

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00:23:26.400 --> 00:23:38.520

Anthony Zazzarino: That have a negative history of the mental health  
field and we need to recognize the stigma that's associated with a  
mental health diagnosis. So

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00:23:40.140 --> 00:23:49.500

Anthony Zazzarino: Just getting somebody to come into the door to seek  
mental health support or behavioral health treatment is already  
difficult

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00:23:51.060 --> 00:23:58.230

Anthony Zazzarino: Once we get them in, then it's our job to make sure  
we're coming from a more strength based approach approach and

131

00:23:59.820 --> 00:24:02.490

Anthony Zazzarino: More sell a praetorian manner, and we'll go through  
some different

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00:24:03.810 --> 00:24:04.890

Anthony Zazzarino: Ways to do that.

133

00:24:09.090 --> 00:24:12.270

Anthony Zazzarino: So we know that when gender diverse individuals.

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00:24:13.560 --> 00:24:21.600

Anthony Zazzarino: Seek any kind of support. Right. They are being seen with greater rate of stigma.

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00:24:22.740 --> 00:24:28.560

Anthony Zazzarino: They face a lot of social intimidation ridicule and threats on a regular on a regular basis.

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00:24:30.300 --> 00:24:42.480

Anthony Zazzarino: We also know that there is higher rates of prejudice, discrimination and marginalization and all of that really negatively impacts their ability to access education, employment and housing.

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00:24:43.080 --> 00:24:57.840

Anthony Zazzarino: And because of these instances we face gender diverse individuals to faith more significant health disparities and all of this can be seen within this framework, right. So we know that individuals.

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00:24:59.100 --> 00:25:06.900

Anthony Zazzarino: That are that identifies a gender minority or gender diverse experience higher rates of external stigma.

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00:25:08.100 --> 00:25:21.150

Anthony Zazzarino: If we couple that with the internal stigma that people experience and just the general mental health processes we see greater rates with mental health problems and greater rates of physical health problems.

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00:25:21.960 --> 00:25:33.450

Anthony Zazzarino: So there'll be a video probably towards the end. It's only about four minutes, I'm going to show you, but it really speaks to the point of the internal stigma that many people

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00:25:34.890 --> 00:25:46.380

Anthony Zazzarino: Within the gender diverse communities face right



the feeling of I don't want to be outdated, or I don't want to. I don't want people to know who I really am.

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00:25:47.010 --> 00:25:57.780

Anthony Zazzarino: That that internal stigma can really build up and it's what people do experience on the day to day basis. And I'm going to give you a quick story that I think

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00:25:58.740 --> 00:26:13.590

Anthony Zazzarino: Every time I tell this do this presentation. I was talking about this because I have a really close friend of mine who is a trans man and he works for a company that he's out in the field, doing some

144

00:26:14.850 --> 00:26:15.870

Anthony Zazzarino: Traditional

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00:26:17.730 --> 00:26:22.020

Anthony Zazzarino: Male work jackhammering industry its construction.

146

00:26:23.220 --> 00:26:34.920

Anthony Zazzarino: And we were talking about, I guess now maybe about two months ago and we were just talking about the stress and the stress of everything. And specifically, it was right around the beginning of this of the coronavirus

147

00:26:36.030 --> 00:26:46.860

Anthony Zazzarino: And we were just talking about work. And I was like, you know, trying to validate and say, well, you know, at least you have, you get to go to work, you still get to go out there and, you know, feel that sense of structuring

148

00:26:47.760 --> 00:26:57.600

Anthony Zazzarino: And he turned to me to be. But Anthony every day I go to work. I'm dealt with additional stressors and I sat back and I, you know, ask them.

149

00:26:58.200 --> 00:27:05.790

Anthony Zazzarino: You know, can you tell me more about that. And something as simple and this is what I talked about when we're in the behavioral healthcare field.

150

00:27:06.600 --> 00:27:18.330

Anthony Zazzarino: I think sometimes we take for granted certain things that individuals within this gender diverse population have to experience on a day to day this internal or external stigma that they deal with

151

00:27:18.960 --> 00:27:28.050

Anthony Zazzarino: Um, and he was a sign female at birth, and had gender affirmation surgery. Gosh. Now, probably about 10 years ago and

152

00:27:29.340 --> 00:27:45.420

Anthony Zazzarino: You know all the men that are out in the field. You know when you're out in doing work, they just go to the bathroom and in the woods or, you know, by the side of the truck and he was telling me how every day. We have to plan out

153

00:27:46.560 --> 00:27:57.990

Anthony Zazzarino: When he can use the bathroom. How much fluid. He can drink, you know, the routing which he's going to do the work, just to make sure that the people around him.

154

00:27:59.190 --> 00:28:06.420

Anthony Zazzarino: Don't know that he's a trans man, even though there are, you know, some rumors out there and he's heard some people, you know, mocking of that.

155

00:28:07.200 --> 00:28:14.460

Anthony Zazzarino: And when I hear that it makes me as a as a counselor as a licensed professional counselor, take a step back and think

156

00:28:15.030 --> 00:28:27.900

Anthony Zazzarino: Okay, let me try to understand a little bit more what people within this population and what they're going through on a daily basis that might be equated to this external stigma, or that internal stigma.

157

00:28:28.680 --> 00:28:34.410

Anthony Zazzarino: That I don't have to think about that. I don't have to work through and then it helps me try to at least

158

00:28:35.460 --> 00:28:37.650

Anthony Zazzarino: gain a greater sense of empathy.

159

00:28:39.660 --> 00:28:50.640

Anthony Zazzarino: When I share that story. And this video, towards the end you this person by the name of Jack will talk about to the daily stressors that come along with it.

160

00:28:51.900 --> 00:28:53.730

Anthony Zazzarino: So we know that

161

00:28:55.110 --> 00:29:03.390

Anthony Zazzarino: The most that physical violence and sexual violence is the most highly documented within the gender diverse population.

162

00:29:04.440 --> 00:29:22.770

Anthony Zazzarino: You can see the statistics here in terms of 40% to 60% have experienced some sort of physical violence 43 to 46% have experienced some sort of sexual violence and unfortunately within any kind of research. These numbers are extremely low estimate

163

00:29:24.030 --> 00:29:32.730

Anthony Zazzarino: Because of reporting issues because people don't want to report. So yes, these are the numbers that we have, I implore you to really

164

00:29:33.810 --> 00:29:36.780

Anthony Zazzarino: Look at this and think that these numbers are actually much higher

165

00:29:39.780 --> 00:29:51.090

Anthony Zazzarino: The other piece of the puzzle is that proximal minority stress that gender diverse individuals can feel and can experience. And unfortunately, there isn't a lot of research that

166

00:29:51.690 --> 00:30:03.060

Anthony Zazzarino: exists on the impact of the expectations and violence or the expectations of discrimination and how that really then transcends itself to internalize trans phobia.

167

00:30:03.570 --> 00:30:24.720

Anthony Zazzarino: So that every day, like just kind of being on your guard to think, okay, what's going to happen. What do I need to look out for. What could I come up to today, like my friends story that every day of what can I do to make sure that I'm not discriminated it. There is no violence against me.

168

00:30:27.060 --> 00:30:32.070

Anthony Zazzarino: History of concealment of gender identity to avoid intimidation exactly what I just talked about.

169

00:30:33.300 --> 00:30:39.930

Anthony Zazzarino: And I'm not going to show you the whole video but you'll be able to watch it on your own. What I will say is that

170

00:30:41.190 --> 00:31:01.860

Anthony Zazzarino: We also need to look at the various intersections when we're talking about individuals with within the gender diverse community. Right. So we look at race and gender right in the intersections between race, gender and gender identity. So maybe somebody who is a trans man.

171

00:31:03.150 --> 00:31:05.490

Anthony Zazzarino: Who is Caucasian

172

00:31:06.750 --> 00:31:16.860

Anthony Zazzarino: They might experience a little bit more privileged and then somebody who is a trans an African American trans man or even worse, and African American trans female

173

00:31:17.190 --> 00:31:29.340

Anthony Zazzarino: So still exploring all the intersections that we do on the everyday basis when we're talking about culture and looking at it from the lens of of gender and gender identity as well.

174

00:31:33.750 --> 00:31:46.140

Anthony Zazzarino: Okay, so how do we as a behavioral healthcare workforce begin to support change it angers people even after everything I said the we still

175

00:31:46.650 --> 00:31:55.350

Anthony Zazzarino: Bring a lot of resources and a lot of skills. One of the first things we need to do as a firm people for who they are.

176

00:31:55.860 --> 00:32:03.330

Anthony Zazzarino: And I use that term in a broad context because we should be doing that, of every person who walks through our door.

177

00:32:03.930 --> 00:32:11.730

Anthony Zazzarino: regardless of gender, regardless of a sexual identity, regardless of race, culture age socio economic status.

178

00:32:12.720 --> 00:32:24.780

Anthony Zazzarino: Making sure that we are affirming people for who they are specifically within this population. We're talking about affirming gender identity expression and presence and presentation.

179

00:32:25.500 --> 00:32:36.180

Anthony Zazzarino: Beyond that male, female binary. So how do we really do that one of the things is making sure that we acknowledge our own biases. Right.

180

00:32:36.930 --> 00:32:47.490

Anthony Zazzarino: So what's the first thing that comes to your mind if I were to say, or if I were to stand in front of you in a dress and heels.

181

00:32:48.210 --> 00:32:56.070

Anthony Zazzarino: What would be some of those initial thoughts, what would be the look on your face, right, because those things are

182

00:32:56.940 --> 00:33:16.650

Anthony Zazzarino: Are signs of that we're not affirming so making sure we understand our own biases, somebody comes in and maybe their gender expression does not match our assumption of their gender identity. Because remember, it would only be our assumptions that are face interaction, do not reflect that.

183

00:33:18.870 --> 00:33:26.850

Anthony Zazzarino: I talked about this a little bit already but recognizing the intersections of identities and then also understand that we may miss Stephanie.

184

00:33:29.490 --> 00:33:48.930

Anthony Zazzarino: Because we're human beings, right. We are going to miss up in a stepper mess up and in the first webinar that I did this on online. You can hear how to really correct yourself and give yourself grace and knowing that you know we're trying our best and if I mess up. It's not intentional.

185

00:33:50.310 --> 00:33:51.900

Anthony Zazzarino: And how to correct ourselves.

186

00:33:53.940 --> 00:34:05.310

Anthony Zazzarino: So I wanted to take a couple seconds if you've been walking around your office, your room, your house, try to come back to the screen really quick because I'm going to ask in the chat box.

187

00:34:06.660 --> 00:34:15.330

Anthony Zazzarino: One of the things I talked about is understanding our own biases. Right. And I'm going to ask for really honest moment. I want you to

188

00:34:15.840 --> 00:34:26.160

Anthony Zazzarino: Take a moment and ask yourself what do you understand about gender diversity. What makes sense to you. And I would love to just see a couple people just keep

189

00:34:26.670 --> 00:34:44.940

Anthony Zazzarino: You know, just respond in the chat box. So what do you understand about gender diversity reflect for a moment and think about, you know, the little bit that we just talked about already, and understanding that no one binary aspect and gender. What makes sense to you.

190

00:34:55.020 --> 00:35:00.930

Anthony Zazzarino: Let's see here. With 140 people here. Okay, thank you. I see some responses.

191

00:35:02.430 --> 00:35:13.050

Anthony Zazzarino: And I'll call a couple of them out to them by name. Um, I understand that the most important thing is to keep an open mind and to not make assumptions. Okay.

192

00:35:13.980 --> 00:35:26.250

Anthony Zazzarino: But there's a lot that I don't understand. And I do

have biases. I do feel that as a gender diverse culture expand fix more to learn. And the information terms, keep changing. Absolutely. And

193

00:35:27.420 --> 00:35:35.610

Anthony Zazzarino: I will say that it's also changing for me right every time I do a presentation, I have to really look at my slides again.

194

00:35:36.240 --> 00:35:50.190

Anthony Zazzarino: To make sure I'm using the correct terminology, because even after and if you on the the webinar last month, two years of research. I use a whole different language when it comes down to affectionate identity.

195

00:35:52.830 --> 00:35:55.530

Anthony Zazzarino: Gender identity is along a continuum. Okay.

196

00:35:56.640 --> 00:36:00.960

Anthony Zazzarino: So thank you, some really good responses there. Understand that everyone is different.

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00:36:02.700 --> 00:36:04.530

Anthony Zazzarino: We have to respect their choice.

198

00:36:06.960 --> 00:36:16.140

Anthony Zazzarino: I'll come back to that in a second. Because one of the things, and I think this is where the language with trans man and trans woman and

199

00:36:17.340 --> 00:36:26.790

Anthony Zazzarino: Affirmation gender affirmation is coming is recognizing that that person, not a choice. It's, it's affirming who they've always been right.

200

00:36:27.570 --> 00:36:42.900

Anthony Zazzarino: Okay, so my second question to reflect on for a moment is what do you have difficulty understanding about gender diversity. I think I will send that in here already. It's hard to understand the individuals experience.

201

00:36:46.020 --> 00:36:56.820

Anthony Zazzarino: When outward and inward experiences identity. Identity is different. Yeah. And if you think about that. Why is it hard to understand. And that's where I go back to that initial conversation.

202

00:36:57.420 --> 00:37:19.200

Anthony Zazzarino: It's hard to understand, because from the time that were born, gender, age ingrained in who we are, right when I do this presentation, we have a longer time. I pulled up the most popular male and most popular female toys in 2018 and even in 2018 we see

203

00:37:21.030 --> 00:37:31.350

Anthony Zazzarino: A very young age, gender is a scribe to be two people in the way that they play the way that they the clothes that they wear. That's where it gets really difficult.

204

00:37:33.390 --> 00:37:48.540

Anthony Zazzarino: I have difficulty with pronouns to use settle. I, I still do. Even when I run groups. I've just come to the idea of using more gender neutral pronouns that just make it less of a problem or just using names.

205

00:37:53.880 --> 00:38:08.460

Anthony Zazzarino: Okay, language and how it changes. I really encourage I feel like I'm selling like an infomercial or something here, but for two easy payments of zero dollars. You can watch the the hour long webinar on language. Click that. That would be helpful.

206

00:38:10.950 --> 00:38:20.730

Anthony Zazzarino: I have a hard time teaching others about gender diversity. I think it's really simple. The person is who they say they are you affirm than you. They're pronouns, if it's just like they use yours.

207

00:38:22.980 --> 00:38:24.240

Anthony Zazzarino: Yes, I agree.

208

00:38:25.680 --> 00:38:34.410

Anthony Zazzarino: I think part of this is when we say we have difficulties understanding it. Everybody's on a different timeline in their gender revolution. Right.



209

00:38:34.860 --> 00:38:49.020

Anthony Zazzarino: And part of helping other people join that is to educate people in a more considerate way. And I think part of that is makes us try to reflect on our own journey as well.

210

00:38:50.910 --> 00:38:59.070

Anthony Zazzarino: Oh, thank you, Dr. Murphy, she just posted the link about the language for all of you to to have. So I take this moment.

211

00:39:00.000 --> 00:39:13.470

Anthony Zazzarino: And if we were in real life. I would break you up into small groups because it's important to have this reflective moment about gender and honest moment right because the only way we can move forward is by

212

00:39:15.300 --> 00:39:20.730

Anthony Zazzarino: Recognizing what we know what we don't know what our biases. What are what what are and

213

00:39:23.220 --> 00:39:28.950

Anthony Zazzarino: So how do we understand and support our awareness and we're doing that. Just today, right.

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00:39:29.400 --> 00:39:42.660

Anthony Zazzarino: And part of that is recognizing that today's hour long presentation is not the end all be all right that this is a topic that we have to continue to educate ourselves on

215

00:39:43.560 --> 00:39:47.790

Anthony Zazzarino: But the awareness piece right bringing your own awareness to what's going on.

216

00:39:48.330 --> 00:39:57.630

Anthony Zazzarino: The range of gender identities, we are doing that already today the complexities and the ongoing nature of the coming out process, please come to our webinar may 25

217

00:39:58.380 --> 00:40:04.530

Anthony Zazzarino: But we'll talk a little bit about that and in the video from the four minute video right I'll show he talks about it as well.

218

00:40:05.640 --> 00:40:09.600

Anthony Zazzarino: The impact that transfer via heterosexuals and this genderism

219

00:40:10.770 --> 00:40:12.870

Anthony Zazzarino: Also becoming more aware of that.

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00:40:14.070 --> 00:40:17.970

Anthony Zazzarino: We talked about the difference between gender identity and gender expression.

221

00:40:19.560 --> 00:40:40.020

Anthony Zazzarino: Having resources at the end of this, I'll give you a list of resources and I've seen at the beginning. Some of you are coming from all over the country, so welcome. What I will say is that when you give a resource for a referral. Please check that first. Keep in mind.

222

00:40:41.070 --> 00:40:47.640

Anthony Zazzarino: Anybody coming for support. Right. It's all makes you feel vulnerable already and

223

00:40:51.300 --> 00:41:03.360

Anthony Zazzarino: The fact that they've come to you person support is needs to be celebrated. Now if we give them a referral for some resource or some other kind of support.

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00:41:05.040 --> 00:41:17.250

Anthony Zazzarino: And it's not one that's actually gender affirming or even still open the likelihood that they're going to come back a low so always checking the resources in your referrals.

225

00:41:19.260 --> 00:41:33.840

Anthony Zazzarino: Also see collaboration and confrontation, you know, we need to be all we have to work on this together, right, we need to understand that we can't do this with anybody alone, and we need to continue to seek support from others.

226

00:41:35.100 --> 00:41:37.800

Anthony Zazzarino: The environment in which we have, um,

227

00:41:39.900 --> 00:41:46.170

Anthony Zazzarino: I'm going to email. Dr. Murphy or coffee or something. It's a pamphlet on

228

00:41:47.550 --> 00:41:54.180

Anthony Zazzarino: How to talk about gender and sexual identity with with your clients or with the people that you support.

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00:41:54.690 --> 00:42:10.560

Anthony Zazzarino: When I talk about the environment. It's not only just okay to have that non discrimination policy visible to have different pamphlets and handouts that address gender identity, sexual identity that really

230

00:42:12.630 --> 00:42:17.430

Anthony Zazzarino: Allow people who come in, you are coming to your offices or

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00:42:18.540 --> 00:42:25.740

Anthony Zazzarino: Interact with you to know that this environment is a state supportive and firming environment. I'm

232

00:42:27.630 --> 00:42:38.430

Anthony Zazzarino: Continuing to get training and I you see this on the unisex and individual bathrooms, I think is really important. We don't have the time to go into the activate where that conversation, but

233

00:42:39.900 --> 00:42:43.080

Anthony Zazzarino: I think we are getting to a place in

234

00:42:45.510 --> 00:42:55.560

Anthony Zazzarino: The world where treating everybody is an individual and making sure that everyone feels comfortable is the appropriate and the, the most important thing

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00:42:56.730 --> 00:42:59.940

Anthony Zazzarino: And bathrooms. I think it's just one way to do that.

236

00:43:01.170 --> 00:43:06.780

Anthony Zazzarino: Think about your forms. Right. Do your forms have checkboxes. Let's be honest.

237

00:43:08.250 --> 00:43:14.310

Anthony Zazzarino: Can you fit every kind of gender identity and gender expression, maybe on a checkbox.

238

00:43:15.300 --> 00:43:31.260

Anthony Zazzarino: Also my definition of gender identity might be very different from somebody else's. So why not just have right in sections, if possible, allow the person to express who they are, versus asking them to fit themselves in a box.

239

00:43:32.670 --> 00:43:38.430

Anthony Zazzarino: Gender for practices we talked about using the pronoun that the person requests and the preferred language.

240

00:43:40.920 --> 00:43:59.970

Anthony Zazzarino: And if you mess up the mess up you correct yourself you apologize and you continue to practice don't out anybody. I said this earlier, but I even when I teach class I don't ever ask my students in class to give me their gender identity, where their gender pronouns. Right.

241

00:44:01.710 --> 00:44:13.860

Anthony Zazzarino: I always start off with mining class and if students feel comfortable. I had some students. So they'll share theirs. But if I said, Listen, I want everybody to tell me what your gender pronouns are

242

00:44:14.700 --> 00:44:28.740

Anthony Zazzarino: I might be setting up an environment where I am outing somebody so either A, I have a students that then has to tell me their pronoun and it might be a different pronoun and then maybe what they are expressing themselves as

243

00:44:29.820 --> 00:44:35.670

Anthony Zazzarino: And then maybe they weren't ready that where they didn't feel like that environment with that safe and now I'm outing.

244

00:44:36.360 --> 00:44:45.630

Anthony Zazzarino: Them in the classroom or they have to then because they don't feel comfortable and provided different pronoun, just to feel like they don't want any conditional stigma.

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00:44:45.990 --> 00:44:53.400

Anthony Zazzarino: And then on increasing that internal stigma of themselves. So it's a really tricky balance. I always say I lead off with it.

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00:44:54.360 --> 00:45:05.850

Anthony Zazzarino: Even on an individual basis when I meet with people I lead off with it. Sometimes you can see on their faces, they're like, What the heck is this guy even telling me this for and I can you know use that as a teaching moment.

247

00:45:07.470 --> 00:45:11.850

Anthony Zazzarino: Or at least allow that space to have that conversation.

248

00:45:12.930 --> 00:45:17.910

Anthony Zazzarino: Other gender farming practices be empathic have compassionate care.

249

00:45:19.260 --> 00:45:37.980

Anthony Zazzarino: I always chuckle. And so I when I have this slide because I think for behavioral health care workers, we get it. Unfortunately, I think when we look at gender identity and gender expression we still can have some of these biases and maybe that empathy, isn't there 100%

250

00:45:40.680 --> 00:45:48.690

Anthony Zazzarino: And then the other thing is just working through those minority stressors and you have, you'll have this slide, but it really is, how do you help somebody

251

00:45:49.230 --> 00:46:03.120

Anthony Zazzarino: Battle through all of that internal and that internal and external stigma. So, facilitating emotional awareness and power assertive communication really you're helping somebody become a more empowered individual

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00:46:05.670 --> 00:46:06.240

Anthony Zazzarino: In

253

00:46:07.290 --> 00:46:15.240

Anthony Zazzarino: There's a culture that's out there. I believe in traditional Native American culture and they

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00:46:16.260 --> 00:46:28.230

Anthony Zazzarino: They're the culture that has the the gender identity of two spirits. They actually within their culture have identified that individuals that are transgender actually

255

00:46:29.040 --> 00:46:39.300

Anthony Zazzarino: Provided to families who need support and the strength to overcome difficult time. So in the Native American culture, the transgender individuals.

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00:46:40.050 --> 00:46:53.460

Anthony Zazzarino: Are actually viewed as more as higher than other individuals. So really it's that that validating strength and affirming the healing the healing power of all individuals.

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00:46:55.200 --> 00:47:01.230

Anthony Zazzarino: Another way I think it's just recognizing and coming from a wellness model. There's many wellness models out there.

258

00:47:02.730 --> 00:47:08.040

Anthony Zazzarino: I will also send over to the aspects, thank you for correcting me.

259

00:47:09.720 --> 00:47:10.710

Anthony Zazzarino: I appreciate that.

260

00:47:12.540 --> 00:47:20.700

Anthony Zazzarino: The Wellness Model. I think there's also I'll send a really good article that gives you a specific case study and navigates you through

261

00:47:21.210 --> 00:47:38.640

Anthony Zazzarino: How to use the individual self wellness model which look that how do you explore someone's creative self, your coping

skills, their social physical self and essential self, it's coming from that strength based approach of celebration celebration and empowerment

262

00:47:42.510 --> 00:47:44.940

Anthony Zazzarino: So I know I'm going very quickly.

263

00:47:47.760 --> 00:48:03.510

Anthony Zazzarino: I just stopped the share for a second so I can make sure that the volume is up. I am going to show you this quick. You'll see it says a little bit more than four minutes, but I'm only going to show the first four minutes and 17 seconds of this video.

264

00:48:07.050 --> 00:48:10.320

Anthony Zazzarino: And then we will have time to open it up for questions, so

265

00:48:12.180 --> 00:48:13.260

Anthony Zazzarino: You could watch the rest

266

00:48:14.940 --> 00:48:16.020

Anthony Zazzarino: We are going to start

267

00:48:28.440 --> 00:48:40.650

Anthony Zazzarino: Hi I'm jack and I'm transgender. Let me take a guess at some of those thoughts that might be running through your head right now transgender. Wait, does that mean that they're actually a man or actually a woman.

268

00:48:42.570 --> 00:48:50.280

Anthony Zazzarino: Wonder if he's had the surgery at. Oh, now I'm looking at this craps look to the right. That's a safe place to look. Yes. I knew it. No real man has hips, like those

269

00:48:50.730 --> 00:48:59.910

Anthony Zazzarino: My friend's daughter is transgender. I wonder if they know each other. Oh my gosh. He is so brave. I would totally support his right to use the men's bathroom.

270

00:49:00.510 --> 00:49:08.280

Anthony Zazzarino: Wait, but how does he use the bathroom. How does he

have sex. Okay. Okay, let's stop this hypothetical questions before we get too close for my comfort.

271

00:49:08.520 --> 00:49:18.540

Anthony Zazzarino: I mean, don't get me wrong, I did come here today to share my personal experiences being transgender, but I did not wake up this morning, wanting to tell an entire audience about my sex life.

272

00:49:19.050 --> 00:49:27.270

Anthony Zazzarino: I mean, of course, that's the problem with being trans. Right. People are pretty much always wondering how we have sex, and what kind of equipment. We're working with below the belt.

273

00:49:27.960 --> 00:49:34.620

Anthony Zazzarino: Being trans is awkward and not just because the gender. I was assigned at birth mismatches. The one I really am.

274

00:49:35.160 --> 00:49:39.600

Anthony Zazzarino: Being trans is awkward because everyone else gets awkward when they're around me.

275

00:49:40.140 --> 00:49:49.050

Anthony Zazzarino: It will people who support me and all other trans people wholeheartedly are often so scared to say the wrong thing so embarrassed to not know what they think they should that

276

00:49:49.530 --> 00:49:55.110

Anthony Zazzarino: They never asked. And part of what was so nerve wracking about coming out as transgender was knowing that

277

00:49:55.620 --> 00:50:00.300

Anthony Zazzarino: People wouldn't know what I meant. And when someone comes out as gay people know what that means.

278

00:50:00.840 --> 00:50:08.550

Anthony Zazzarino: But when you come out as trans used to face the misconceptions that will color other people's impressions of you even after you've educated them.

279

00:50:09.030 --> 00:50:19.380

Anthony Zazzarino: And you will have to educate them when I came out,



I wrote a 10 page encyclopedic document with a zip file attachment of music and videos that I sent to every single person I came out to

280

00:50:20.190 --> 00:50:25.530

Anthony Zazzarino: And I kept in my email signature for months afterwards because you also don't ever stop coming out.

281

00:50:26.100 --> 00:50:38.190

Anthony Zazzarino: I came out to the accountant helping with my taxes and the TSA agents who didn't know which one of them should pat me down the man or the woman. I mean, I just came out to everyone watching this

282

00:50:39.300 --> 00:50:47.040

And when I came out to my dad to migrate earlier he was totally cool with me being trans. But as soon as I started talking about physically transitioning

283

00:50:47.460 --> 00:50:56.220

he freaked and I quickly realized it was because he like so many other people think that physical transition means just one thing the surgery.

284

00:50:57.120 --> 00:51:07.020

Now listen, if there were one, magical surgery that could turn me into a tall muscular decidedly perfect image of a man overnight. I'd sign up in a heartbeat.

285

00:51:07.890 --> 00:51:18.360

Unfortunately, it isn't that simple. There are dozens of different gender affirming surgeries from chest surgeries to bottom surgeries to facial feminization and man sculpting

286

00:51:18.900 --> 00:51:30.390

Many trans people will only ever undergo one procedure in their lifetime. If that may be because they don't personally feel the need, but also because they're expensive and health insurance is only beginning to cover them.

287

00:51:31.260 --> 00:51:48.750

Instead, the first step for a trans person seeking physical transition is usually hormone replacement therapy hormones are why I have a

deeper voice and some sparse whiskers on my neck and giant pimple on my chin. Basically they put you through a second puberty. It's a blast.

288

00:51:50.220 --> 00:52:00.540

Now because our transitions are slower and steadier than historic misconceptions can lead people to believe there can be some confusion about when to call someone by their new name and pronouns.

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00:52:00.960 --> 00:52:06.510

There's no distinct point in physical transition at which a trans person becomes their true gender.

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00:52:06.900 --> 00:52:11.070

As soon as they tell you their new name and pronouns, that's when you start using that name and pronouns.

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00:52:11.370 --> 00:52:17.160

And I know it can be difficult to make the change. You might slip up here in there. I've slipped up myself with other trans people.

292

00:52:17.490 --> 00:52:31.740

You know, I always think to myself, if we can change from calling Puff Daddy to P. Diddy. And if we apologize profusely when we've used the wrong gender pronoun for someone's pet cats. I mean, I think we can make the same effort for the real humans in our lives.

293

00:52:32.790 --> 00:52:33.060

Now,

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00:52:35.160 --> 00:52:41.010

Anthony Zazzarino: All right, that is where I'm stopping that but you will have it in your slide.

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00:52:42.810 --> 00:52:52.530

Anthony Zazzarino: And you can finish watching it. I just like to show that video because they think jack really gets to in that quick four minutes touch on some really important things really summarize

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00:52:53.190 --> 00:53:11.370

Anthony Zazzarino: What we've been talking about the idea of the in

all those internal thoughts that go on in a person's life from day to day, the pronoun pronoun topic. The idea of how and when do we refer Call people by the names that they would like to be called by

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00:53:12.570 --> 00:53:16.260

Anthony Zazzarino: What I will say, just to to wrap this up because

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00:53:18.810 --> 00:53:26.940

Anthony Zazzarino: We'll have a couple minutes for question I will also say this, if we don't have time for for me to answer these questions, I will make sure that Dr. Murphy.

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00:53:27.450 --> 00:53:38.880

Anthony Zazzarino: Send me the questions and I will type of answers and send them back to send to all of you. I don't want to leave, leave with these questions on answering, but

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00:53:40.290 --> 00:53:50.100

Anthony Zazzarino: The world's professional association for Transgender Health really does provide a ton of information regarding education research public policy.

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00:53:50.640 --> 00:54:04.740

Anthony Zazzarino: They have specific standards of care, which you can find at this website. It's in 18 different languages. It's free. If you're looking for really good resource. I think this is one of the greatest places to start with.

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00:54:06.570 --> 00:54:21.420

Anthony Zazzarino: So just to end. I like to end with these two quotes or the first one is my body does not define who I am. I am a boy, but my body makes you different I know who I am. I don't need anyone to tell me and call me what are not

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00:54:22.650 --> 00:54:26.820

Anthony Zazzarino: And the second one is, be who you are not who the world wants you to be

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00:54:28.140 --> 00:54:32.010

Anthony Zazzarino: So with that, you will have some resources as well.

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00:54:33.750 --> 00:54:41.760

Anthony Zazzarino: But I will allow like five minutes for questions. I do apologize, but thank you all for for joining.

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00:54:43.440 --> 00:54:56.790

Ann Murphy: Okay, so we've had quite a few questions come in over the, over the what over the time of the webinar and we will include maybe a little Q&A document that

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00:54:57.600 --> 00:55:13.800

Ann Murphy: If, for any questions we aren't able to get to. So if folks have additional questions. If you want to type them in the chat box or in the Q&A. We will collect all of your questions and doctors as a panel can address them and we'll send that out as a resource document and there is

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00:55:14.490 --> 00:55:15.300

Ann Murphy: No, that's okay.

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00:55:15.690 --> 00:55:20.700

Anthony Zazzarino: I saw a ton of questions. I was like, ooh, that's why I said that I'll, I'll take something up as long

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00:55:21.300 --> 00:55:26.880

Ann Murphy: As somebody's also asking you if you can go back to the resource page. While we're talking just sitting can see that. Thank you.

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00:55:27.480 --> 00:55:33.930

Ann Murphy: Okay, so I'm just going to go in order of how they came in here. So you mentioned this.

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00:55:34.500 --> 00:55:35.400

Anthony Zazzarino: Briefly, but

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00:55:36.180 --> 00:55:40.590

Ann Murphy: How, what kind of demographic information should be collected and electronic

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00:55:40.620 --> 00:55:43.350

Ann Murphy: In an electronic medical record.

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00:55:44.940 --> 00:55:54.360

Anthony Zazzarino: So this is a really interesting question, and I'm going to tell you, I don't have a simple answer and I'll explain why. Um, there's a lot of

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00:55:55.290 --> 00:56:08.040

Anthony Zazzarino: Different answers that are out there. I'm going to give you mine it is not the end all be all, I think having open ended questions about a sexual identity and gender identity are really helpful.

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00:56:08.970 --> 00:56:17.100

Anthony Zazzarino: Just to demonstrate to that person that you're aware, and that you're open to different tools and different people.

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00:56:17.790 --> 00:56:25.620

Anthony Zazzarino: Um, one of my friends actually text me about two weeks ago. That's a lie. I guess would be like two months ago, I don't know time is a blur right now.

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00:56:26.520 --> 00:56:32.790

Anthony Zazzarino: But she had gone to her dentist and the dentist dentist on the forums with something about gender identity.

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00:56:33.150 --> 00:56:40.380

Anthony Zazzarino: And she was like, I can't believe my dentist was asking me this. And I said, Well, I think it's good that your dentist is asking because what it, what about

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00:56:40.860 --> 00:56:50.730

Anthony Zazzarino: People who might not feel comfortable now they can go to the dentist and may know that this dentist is at least aware and open to having a

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00:56:51.330 --> 00:57:10.500

Anthony Zazzarino: Maybe an understanding of working with different people. I think having those questions demonstrates awareness and acceptance. What I will say about medical records know and I'm not a lawyer, is that unfortunately if people happen if individuals that are transgender are not legally

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00:57:11.550 --> 00:57:22.680

Anthony Zazzarino: Gone through the process of gender affirmation or what their legal documents. You do have to go by individuals legal name and legal gender in medical records.

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00:57:23.700 --> 00:57:33.810

Anthony Zazzarino: The way I always talk about this with with my clients is it's just for paper. I will empower I recognize you for you.

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00:57:34.890 --> 00:57:37.800

Anthony Zazzarino: But unfortunately, legally, we have to go through that.

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00:57:39.930 --> 00:57:45.120

Ann Murphy: Thank you. Um, okay. Let's see here. Um,

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00:57:46.440 --> 00:57:47.580

Ann Murphy: There's so many. I'm trying to

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00:57:48.930 --> 00:57:50.190

Have them go together.

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00:57:55.290 --> 00:57:58.200

Ann Murphy: Okay, so there's a question about

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00:57:59.250 --> 00:58:01.200

Ann Murphy: special considerations.

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00:58:02.010 --> 00:58:05.070

Ann Murphy: When working with young adults, maybe 12 to 14

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00:58:05.370 --> 00:58:12.480

Ann Murphy: Who are struggling with gender, gender identity and people dismissing their needs, because of age.

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00:58:13.740 --> 00:58:19.710

Anthony Zazzarino: Yeah. Yes. Yes. And I hear this all the time when I ready for that. And, you know, people

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00:58:20.820 --> 00:58:22.350

Anthony Zazzarino: Teams might come on

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00:58:24.120 --> 00:58:25.710

Anthony Zazzarino: My come in and

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00:58:27.720 --> 00:58:33.300

Anthony Zazzarino: express themselves as one gender. This week, and the next month is a different gender and I hear from parents all the time.

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00:58:33.930 --> 00:58:53.340

Anthony Zazzarino: This is just a fad. And, you know, part of it is, I think we need to allow our team to try on different genders until one just feels right there in the, I think it should be in the resources. Yes. If you look on the National

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00:58:55.530 --> 00:59:04.110

Anthony Zazzarino: To them. The Sexual Orientation and Gender Institute sensor on Paul said that resource and the second one, the National Center for Transgender Equality.

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00:59:04.500 --> 00:59:23.760

Anthony Zazzarino: There's some really good specific pamphlets and information to provide to family members teams. And there's also like cute little books to repeat even younger kids about gender. One of the biggest statistics that I have learned throughout all of this is that

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00:59:25.470 --> 00:59:28.140

Anthony Zazzarino: A lot of research arm.

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00:59:29.250 --> 00:59:35.640

Anthony Zazzarino: Is demonstrating the fact that gender identity is formed as early as three

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00:59:37.290 --> 00:59:39.570

Anthony Zazzarino: So we need to be taught. Speaking about gender.

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00:59:41.250 --> 00:59:56.400

Anthony Zazzarino: And I think what we're doing here is continuing to engage in this conversation. And I've been seeing in the chat and I do apologize and I know Dr. Murphy did comments on this, but unfortunately, even though we might be moving forward.

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00:59:58.290 --> 01:00:02.820

Anthony Zazzarino: Universally things are a little bit slower to catch up, but I do

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01:00:04.050 --> 01:00:10.980

Anthony Zazzarino: I do thank you all for your engagement and thank you all for completing these surveys and just being here.

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01:00:13.350 --> 01:00:30.900

Anthony Zazzarino: Yes, the government, uh, you know, we do our best. And you know, I will get back to everyone on these questions. So thank you again and I want to honor your time and respect your time. So have a great rest of your week

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01:00:31.920 --> 01:00:35.010

Ann Murphy: So thank you so much to all the participants on the call.

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01:00:36.270 --> 01:00:44.880

Ann Murphy: And thank you to all of the questions as doctors as reno offered. We will collect all of these questions. I'll go back through the chat.

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01:00:46.110 --> 01:00:46.710

Ann Murphy: And

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01:00:48.300 --> 01:00:56.640

Ann Murphy: And and see find them all, and we'll put them together in a separate document will also include the links to the earlier webinars.

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01:00:57.120 --> 01:01:08.910

Ann Murphy: That were recorded in this series and also give you a heads up about the upcoming seminars. So thank you again so much for your time. And thank you so much to doctors as arena.