



EMBRACING TRANSGENDER PEOPLE IN CHILD & ADULT CARE SETTINGS

Mira Krishnan, PhD, ABPP

aacrc

together, the voice

Redefining Residential: Ensuring Competent Residential Interventions for Youth with Diverse Gender and Sexual Identities and Expressions

Douglas A. Glick^a, Mira C. Krishnan ^b, Sylvia K. Fisher^c, Robert E. Lieberman^d, and Kari Sisson^e

^aUnited Methodist Family Services, Richmond, Virginia; ^bHope Network & Behavioral Health, Grand Rapids, Michigan; ^cHealth Resources and Services Administration (HRSA), Rockville, Maryland; ^dKairos, Grants Pass, Oregon; ^eAssociation of Children's Residential Centers (ACRC), Milwaukee, Wisconsin

ABSTRACT

ACRC recognizes that all children and adolescents are complex human beings, who may bring to their care with the residential treatment centers many forms of diversity, including diversity of sexual orientation (SO) and gender identity (GI). It is incumbent upon residential treatment centers to ensure that these diversity issues are treated with linguistic and cultural competence in all aspects of these client's treatment from admission through discharge planning. Crucial to delivering high-quality care requires focusing on the intentional creation of safe space, staff training, affirming policies and procedures, and increasing family acceptance.

KEYWORDS

ACRC; residential intervention; LGBTQI2-S; sexual diversity



BOTH GENDER
AND SEXUAL
DIVERSITY ARE
PRESENT IN
MANY
CULTURES
SINCE ANCIENT
TIMES



DIALOGUES OF
THE COURTESANS

LUCIAN

ILLUSTRATED BY
CHARLES CULLEN

ANCIENT CULTURES DID NOT USE THE SAME TERMINOLOGY WE USE, BUT STORIES SPAN THE EAST AND WEST AND INCLUDE INDIVIDUALS IN NON-AFFIRMING CULTURES



MANY CULTURES
ACTUALLY REVERED
OR RESPECTED
THESE INDIVIDUALS
AND SAW THEM AS A
BLESSING RATHER
THAN A CURSE

Institute for Sexology closed by the Nazi government, general prevailing conservatism against sexual or gender freedom on both Axis and Allied sides

Dawn of HIV in US, some cultural awareness of gay men, but Reagan press secretary laughs off questions about AIDS crisis. Several years later, bipartisan support for HIV treatment action

1900

1920

1940

1960

1980

2000

2018

Pre-war Germany – significant relatively open LGB expression in of Germany; Magnus Hirschfeld opens Institute for Sexology in Berlin and performs first modern era trans surgery. At the same time, Britain leaves legacy of anti-LGBT laws in colonies

Harry Benjamin begins treating trans women with Premarin just a few years after it first came on the market for use in cis women; eventually founds what becomes WPATH. Kinsey, Masters & Johnson research

As late as early 2000s, only a few examples of trans professionals, cf. 2018 elections of trans people at the state or local level, Caitlyn Jenner coming out on national TV, pitches and starts with open trans military service

GROSS
ANATOMY

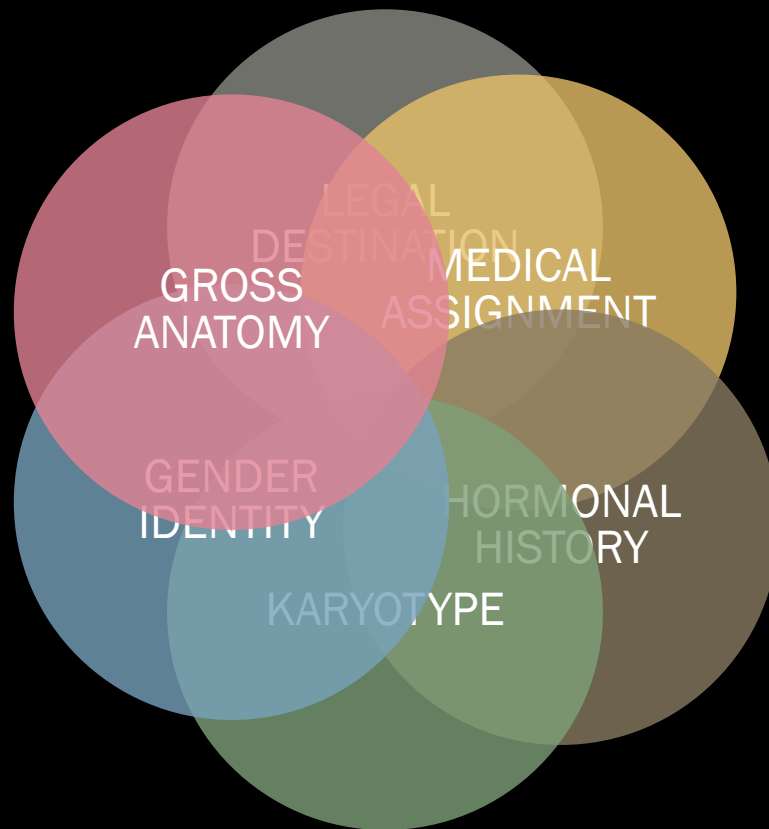
LEGAL
DESIGNATION

MEDICAL
ASSIGNMENT

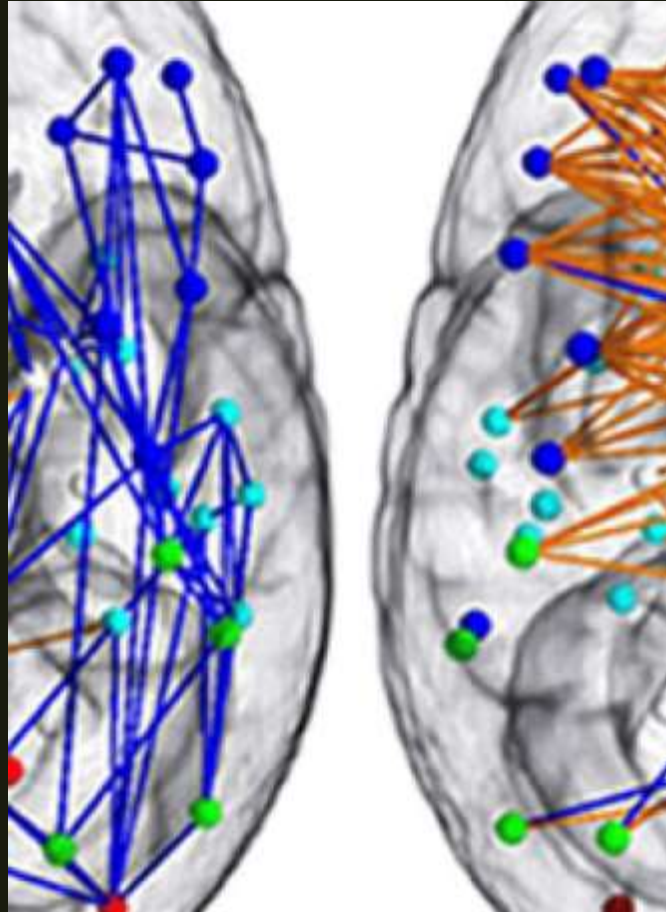
GENDER
IDENTITY

KARYOTYPE

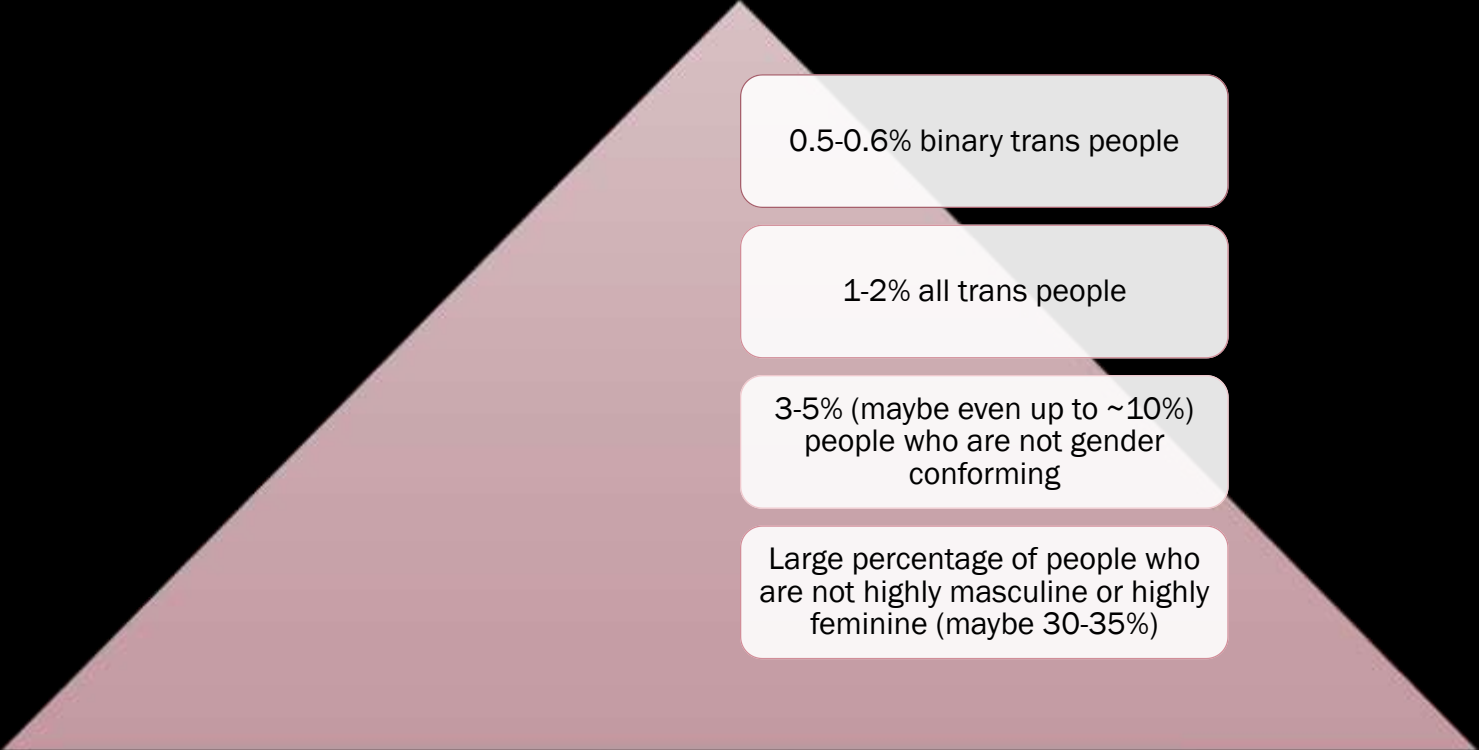
HORMONAL
HISTORY



WE MIGHT SAY EXPERIENCES OR CONDITIONS LIKE BEING TRANS OR INTERSEX ARE SITUATIONS WHERE THESE THINGS THAT COMMONLY CORRELATE DO NOT CORRELATE



ALTHOUGH A SOLID THEORETICAL AGREEMENT OF WHAT GENDER IDENTITY IS, IS STILL EVOLVING MOVING NOW IN A DIRECTION OF UNDERSTANDING IT AS A KIND OF ARCHITECTURAL OR ORGANIZING PRINCIPAL OF THE BRAIN.



0.5-0.6% binary trans people

1-2% all trans people

3-5% (maybe even up to ~10%)
people who are not gender
conforming

Large percentage of people who
are not highly masculine or highly
feminine (maybe 30-35%)

Not all people who are gender non-conforming
identify with any trans / non-binary / etc
identity category (coalesced from various
sources)

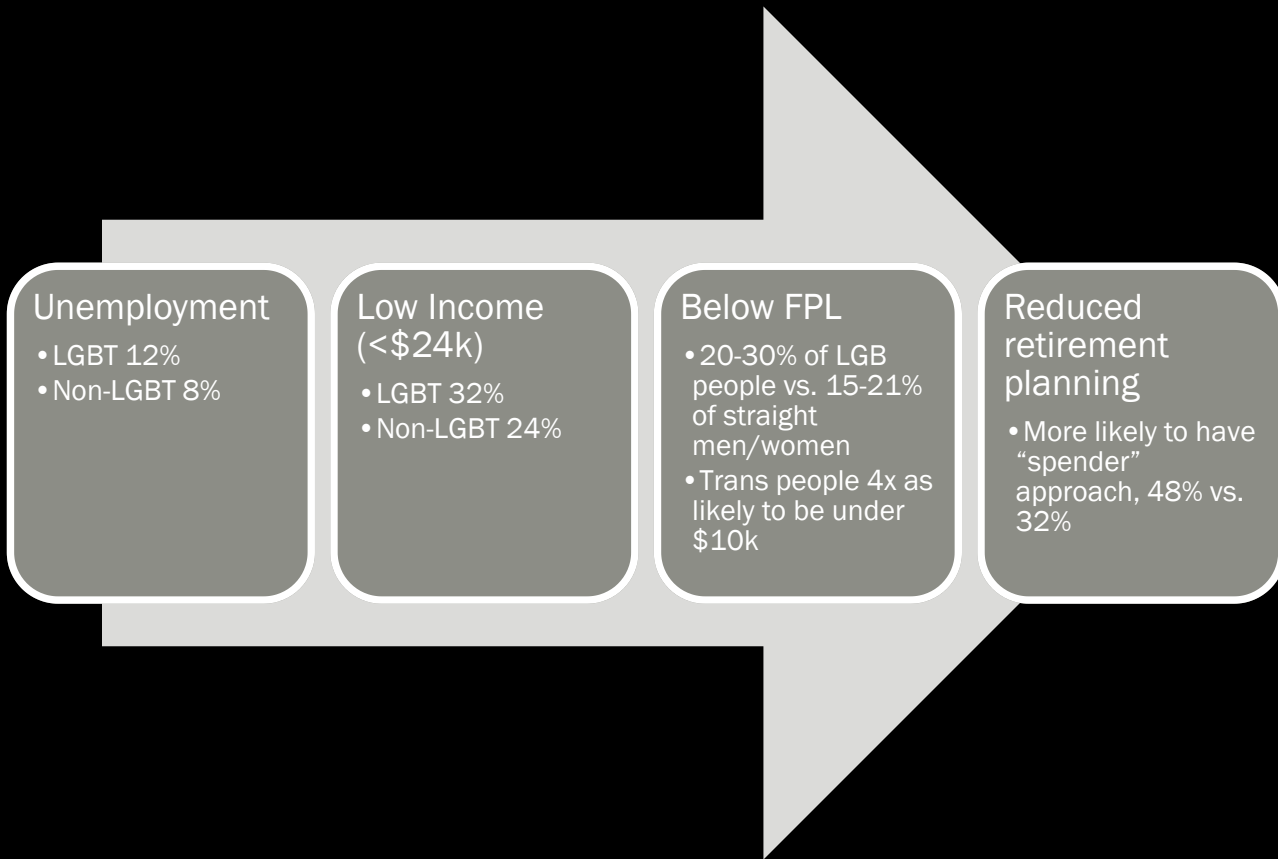
Recognizing that LGBTQ experiences intersect with issues like poverty

On Campus

- A time to find yourself
- Sources of social capital
- Supportive audience
- Diverse environment but also homogenous sub-Groups
- Reframe from obligation to educate to opportunity to be a role model

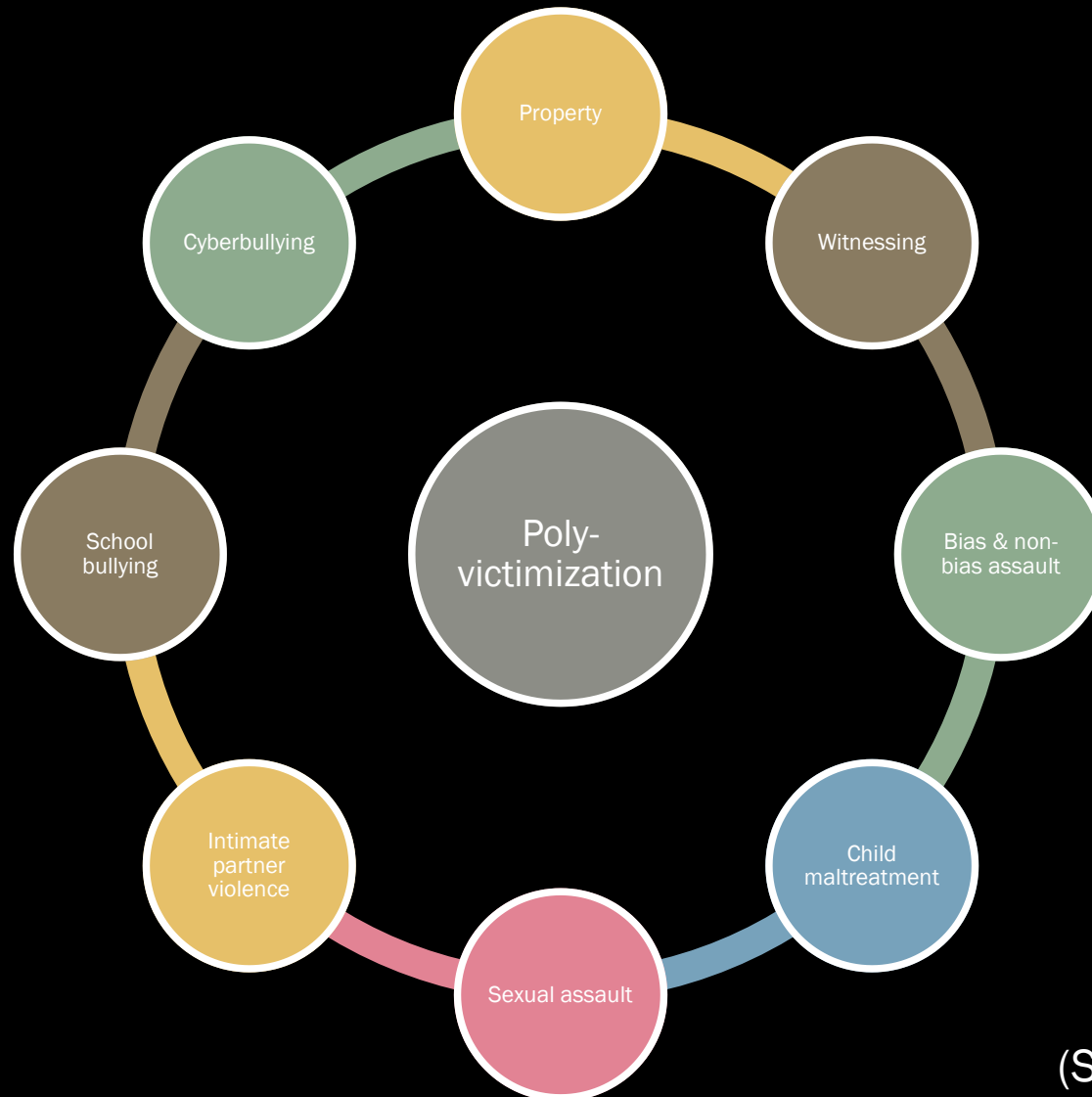
On the street

- Desire to explore identity, but...
- “Never ending search for basic necessities”
- Fears related to being on the street
- Focus on social capital but limited resources
- Solidarity among youth
- Bias challenging experiences



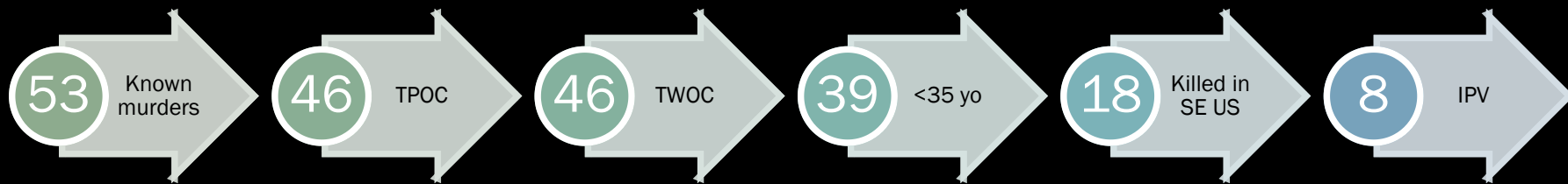
Williams Inst, 2016
APA, 2017
Prudential, 2017

Victimization is often poly-victimization



(Sterzing, 2017)

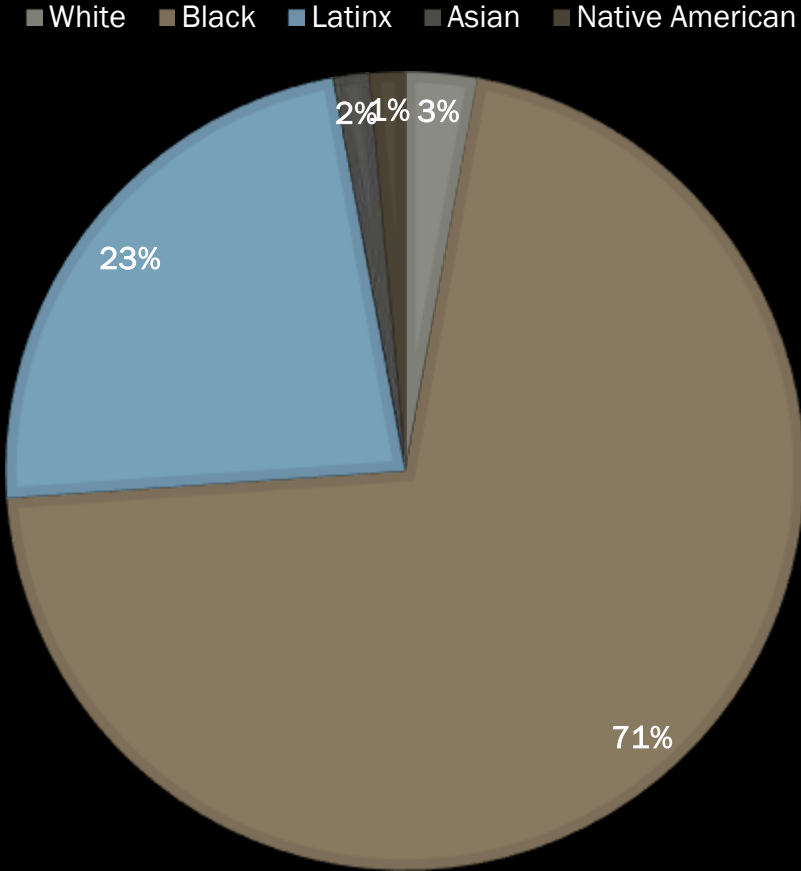
HRC & Trans People of Color Coalition (2013-2016)



Analysis of TDOR and NCAVP data 2010-2016 showed that Black trans women aged 15-34 account for 40-80% of those murdered in each year under study, Latina trans women accounted for a significant proportion as well, black and Latina trans women accounted for ~94% of those murdered during the study

Dinno, 2017

Add to this: gender non-conforming victims who are not trans...



Nowhere to turn



Langbehn v. Jackson Memorial

- Prior to marriage equality, there were multiple cases of lesbian / gay partners / spouses being kept from seeing their dying spouses
- Landmark case involved the death of Lisa Marie Pond in 2007
- Langbehn denied visitation even with DPoA
- Dismissed with a finding that no legal relief was available to the plaintiff

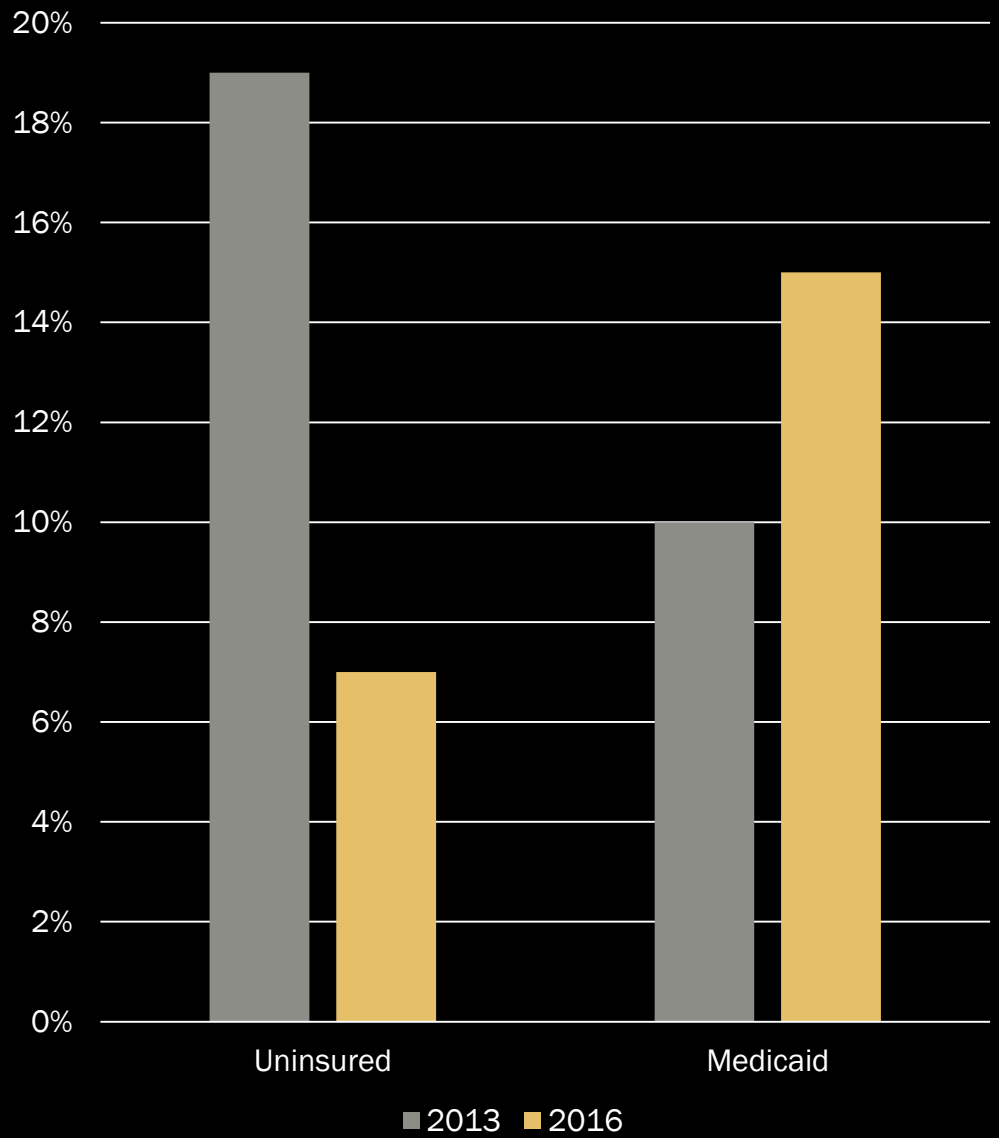


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Healthcare disparities

- Healthcare disparities affecting LGBT people are not necessarily directly related to being LGBT (minority stress)
- Lesbian, gay, and bisexual people are more likely to...
 - *Consume 5+ alcoholic beverages in a day*
 - *Be current cigarette smokers*
 - *Have experienced recent psychological distress (last 30 days) (KFF, 2016)*
- Less likely to receive routine preventative services such as routine OB-GYN care
- LGBTQ people are more likely to live in poverty, so they were more likely pre-ACA to be uninsured

KFF 2016
data on
insurance
status for
LGB people
pre/post
ACA &
Medicaid
Expansion



Cost of trans healthcare

- The core elements of trans inclusive healthcare are typically
 - *Psychotherapy*
 - *Puberty suppression and/or Hormone replacement therapy*
 - *Surgical interventions*
 - *Total cost is estimated at \$25-75k per person, but actuarial data on actual use is lower*
- Data is available from companies that implemented trans inclusive healthcare, five states that require it at the state level, and cities like San Francisco that require it at the city level
- Rand Corporation 2016 study estimated total annual cost for US military to be \$2.4-8.2M, or 0.01-0.02% of total healthcare spend for the Pentagon (\$1-4/soldier/year)
- San Francisco data suggests cost per covered life to be \$0.77-0.96 per year

Conduct self-assessments

Consider opportunities for self-assessment (nccc.georgetown.edu)

PROMOTING CULTURAL DIVERSITY AND CULTURAL AND LINGUISTIC COMPETENCY

Self-Assessment Checklist for Personnel Providing Services and Supports to LGBTQ¹ Youth and Their Families

RATING SCALE: Please select **A, B, or C** for each item listed below:

A = I do this *frequently*, or the statement applies to me to a *great degree*.

B = I do this *occasionally*, or statement applies to me to a *moderate degree*.

C = I do this *rarely* or *never*, or statement applies to me to a *minimal degree* or *not at all*.

PHYSICAL ENVIRONMENT, MATERIALS, AND RESOURCES

1. I display pictures, posters and other materials that are inclusive of LGBTQ youth and their families served by my program/agency.

A B C

Enforce non-discrimination
policies



- 100% of state population is protected from discrimination based on sexual orientation (statewide protection)
- 50-99% of state population is protected from discrimination based on sexual orientation through local ordinances
- 25-49% of state population is protected from discrimination based on sexual orientation through local ordinances
- 1-24% of state population is protected from discrimination based on sexual orientation through local ordinances
- 0% state population is protected from discrimination based on sexual orientation through local ordinances
- State explicitly bans cities and counties from passing nondiscrimination provisions (see note)



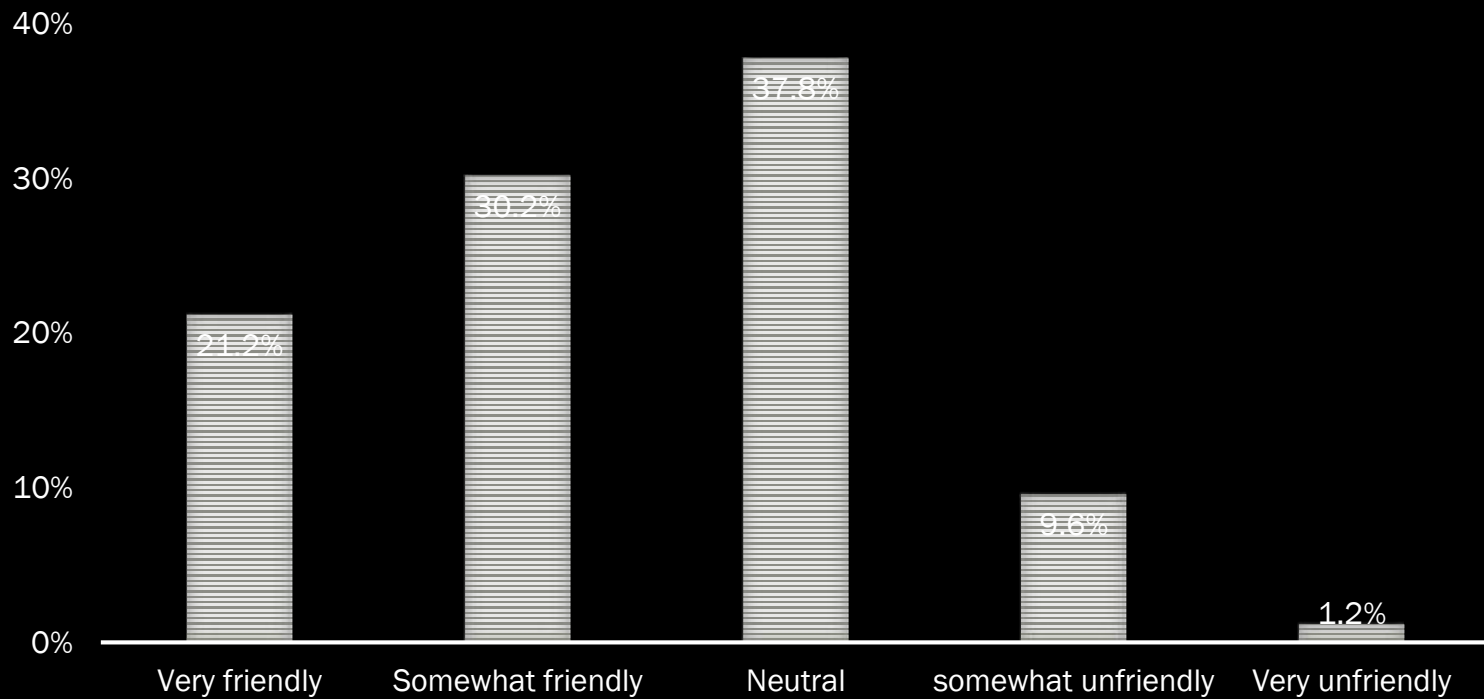


- 100% of state population is protected from discrimination based on gender identity (statewide protection)
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- 25-49% of state population is protected from discrimination based on gender identity through local ordinances (see note)
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MAP
THE NATIONAL CENTER FOR TRANSGENDER EQUALITY

Provide professional
development

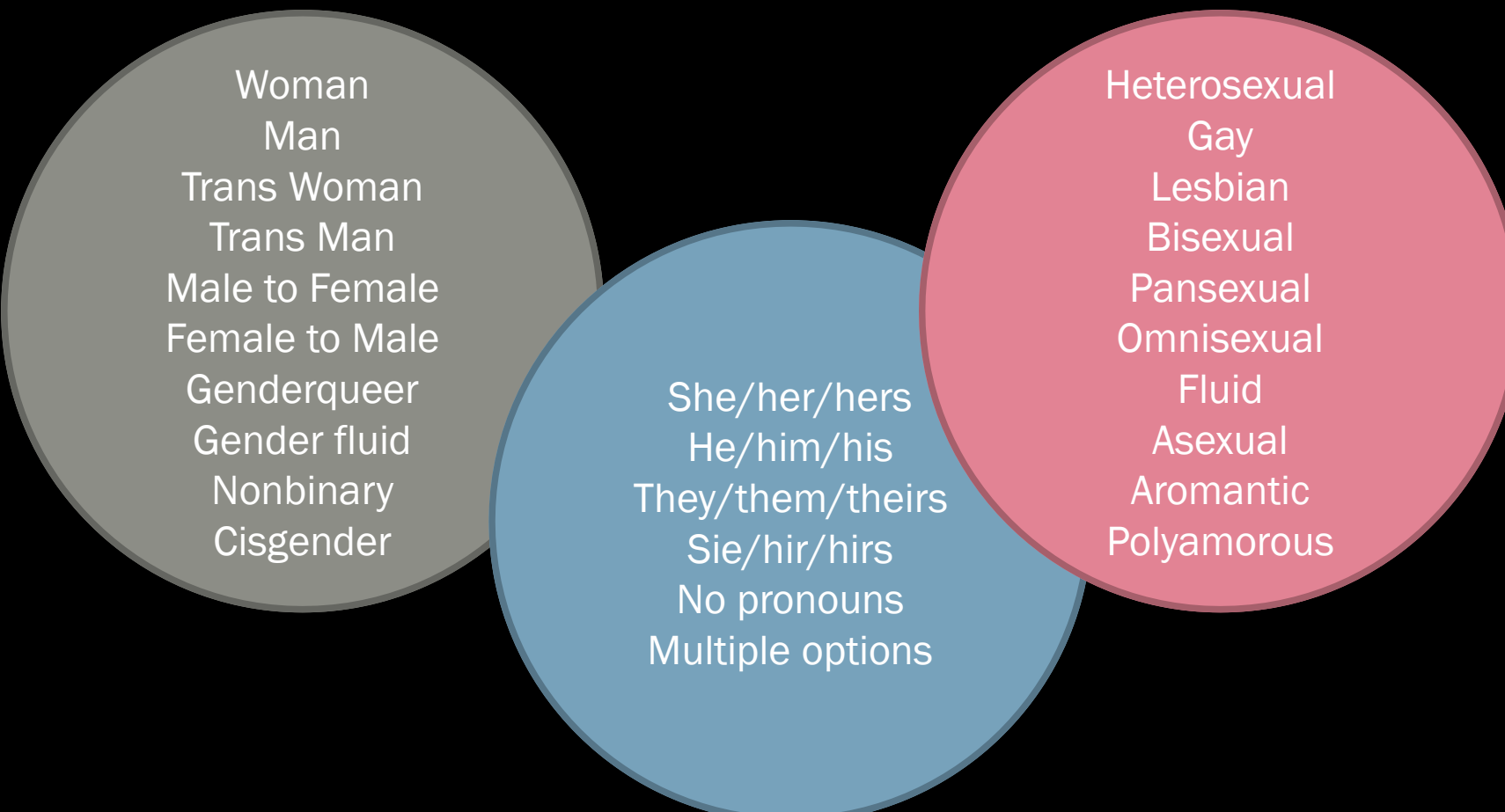
Doctor acceptance



MDHHS, 2014, GR
Sample

Incorporate culturally &
linguistically competent intake
processes

Explosion of terms describing gender, pronouns, sexuality



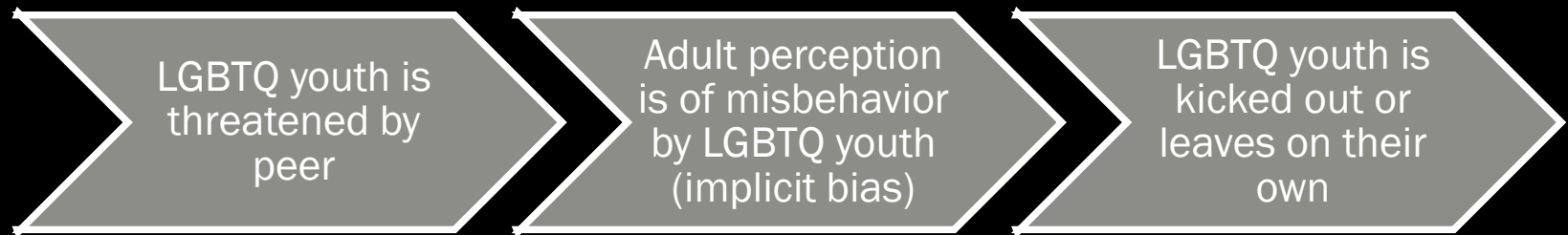
Woman
Man
Trans Woman
Trans Man
Male to Female
Female to Male
Genderqueer
Gender fluid
Nonbinary
Cisgender

She/her/hers
He/him/his
They/them/theirs
Sie/hir/hirs
No pronouns
Multiple options

Heterosexual
Gay
Lesbian
Bisexual
Pansexual
Omnisexual
Fluid
Asexual
Aromantic
Polyamorous

Promote a safe, culturally &
Linguistically Competent Space

Potential for even unintentional harm



Implement practices to support
youth preference and identity

Culture-wide beliefs
& discrimination

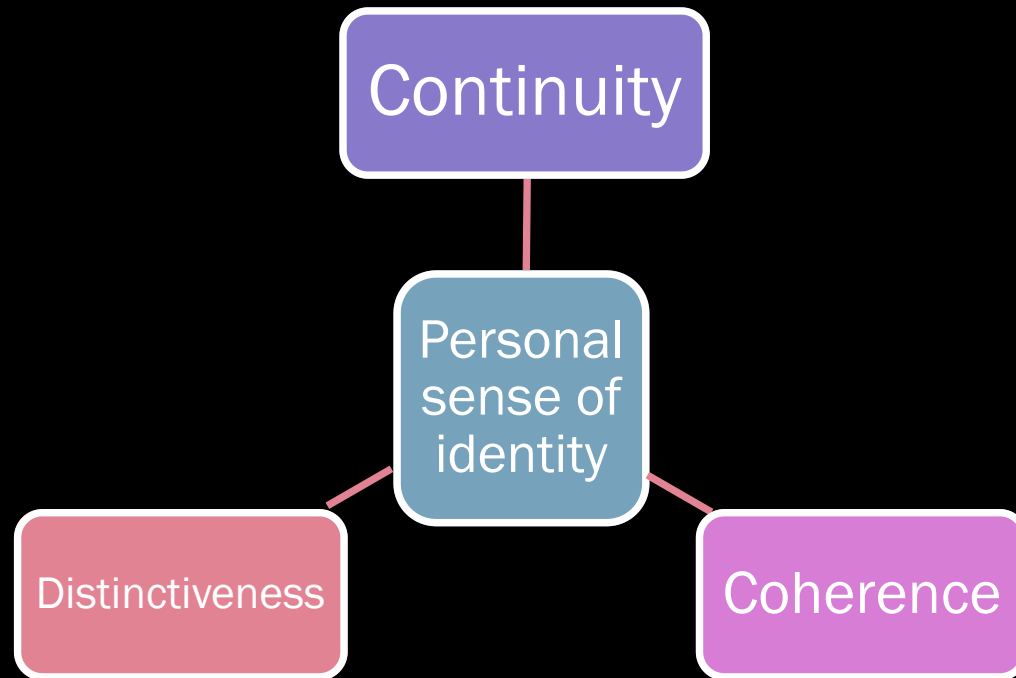
Institutional
Messaging

Interpersonal
Treatment

Internalized
Belief

Promote Healthy peer
connections

LGBTQ issues are superimposed on general developmental goals



Elementary School

- Attempt to stand up for oneself
- Bullying in response to nonconformity
- Isolation and avoidance

Secondary School

- Building of supportive social networks
- Engagement in academics, sports, extracurricular activities
- Balance conforming to fit in vs. authenticity

University / Employment

- Difference between inclusive policies and real daily actions
- Management of disclosure, ongoing balancing of conformity / authenticity

Straight Community

- Wariness of interpersonal relationships, mistrustfulness socially
- Avoid taking initiative in social relationships

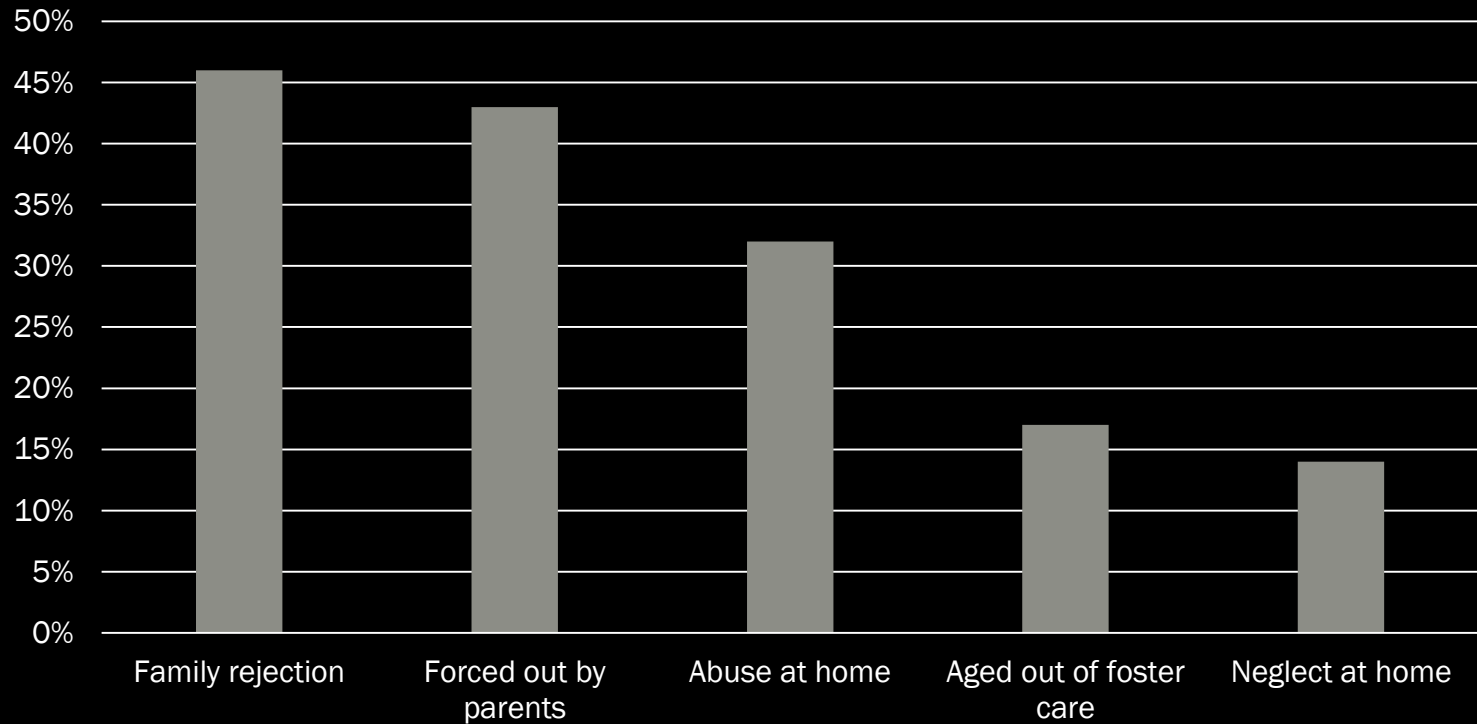
The LGBTQ Community

- Internal policing of gender roles / binarism and hierarchical sexism
- Intersection of race and gender

Sinacore emphasizes both common and unique processes affecting gay/bisexual men and straight men

Strengthen family
connections

Why are LGBTQ youth homeless?



Parents Matter



Building Alliances



Thank you!

- Mira Krishnan
- mira@miracharlotte.com
- (248) 854-9920