

Gender Identity and Medicine

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**Also happy to provide additional resources/references for you/your patients if needed.

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“And now, a word from our sponsors...”

(Silence)

I have no financial interests to disclose.

*Due to the nature of this talk, I may discuss medications or other treatments which are not FDA approved for the use we are discussing, but are considered standard of care in the treatment of gender dysphoria.

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Learning Objectives

At the conclusion of this activity, the learner will be able to:

1. Demonstrate knowledge of LGBTQ+ cultural concepts and terminology important to creating a welcoming and inclusive practice for gender diverse patients.
2. Consider areas for improved inclusion and culturally appropriate care.
3. Discuss several unique considerations for the medical care of transgender patients.

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What is culture and why does it matter?

- customary beliefs, social forms, and material traits of a racial, religious, or social group
- A set of values, attitudes or conventions shared by a particular group or organization.
 - -www.merriam-webster.com
- “a group’s program for survival in and adaptation to its environment.” Bullivant (1993)

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Impact of Inclusion and Affirmation

Having LGBTQ-supportive policies and *practices* =

- less workplace discrimination, increased openness,
- more retention of professionals and patients,
- Improved patient health/wellness/longevity,
- increased satisfaction,
- improved patient relationships,
- improved reputation.

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What providers need to know: core concepts

4 Quadrants of Gender and Sexual Identity

- Sex Assigned at Birth
- Gender Identity
- Gender Expression
- Sexual Orientation

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The Genderbread Person

There are only 2 genders, right?

Old Binary System

- Sex Assigned At Birth: Male ←→ Female
- Gender Identity: Man ←→ Woman
- Gender Expression: Masc. ←→ Fem.

Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth: Female Male

Sexually Attracted to: and/or wife
→ Men or Female or Trans People
→ Men or Transgender or Male People

Domestically Attracted to:
→ Men or Female or Trans People
→ Men or Transgender or Male People

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Thinking outside the (binary) box...

- How many different genders are there?
- More common ones: agender, gender-neutral, gender-fluid, bigender, gender-queer, transgender, etc.
- MANY more (Tumblr has a list of 112)!!

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What providers need to know: core concepts

4 Quadrants of Gender and Sexual Identity	Important Terms
Sex Assigned at Birth	Intersectionality
Gender Identity	
Gender Expression	
Sexual Orientation	

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Impact of Intersectionality on LGBTQ people

- LGBTQ people hold multiple identities, intersections of racism, sexism, homophobia and transphobia.
- LGBTQ people of color incur twice as much
 - Violence,
 - Discrimination and harassment,
 - Employment discrimination,
 - Homelessness,
 - Inequity in healthcare
- ~28 deaths of transgender people (due to violence) in the United States in 2018.
 - All but one were transwomen, all but one were people of color.
 - The average life expectancy for trans women of color is 35 years.

“No pride for some of us without liberation for all of us.”
– Marsha “Pay It No Mind” Johnson, a black trans woman, sex worker, member of ACT UP, and mother of the trans and queer liberation movement.

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What providers need to know: core concepts

4 Quadrants of Gender and Sexual Identity	Important Terms
Sex Assigned at Birth	Intersectionality
Gender Identity	Pronouns
Gender Expression	
Sexual Orientation	

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Understanding Pronouns

SHE	HER	HERS	HERSELF	She went to the park. I saw her at the park.
HE	HIM	HIS	HIMSELF	He went to the park. I saw him at the park.
THEY	THEM	THEIRS	THEMSELF	They went to the park. I saw them at the park.
ZE	HIR/ZIR	HIRS/ZIRS	HIRSELF/ZIRSELF	Ze went to the park. I saw zir at the park.

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A note on grammar...

Are singular they/them pronouns correct?

- The dictionary says yes!
- We already use singular they/them pronouns
- Language adapts

*“There’s **not** a man I meet but **doth** salute me As if I were **their** well-acquainted friend” (Shakespeare’s *The Comedy of Errors*)*

More info:
<https://en.oxforddictionaries.com/grammar/using-they-and-them-in-the-singular>

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What providers need to know: core concepts

4 Quadrants of Gender and Sexual Identity

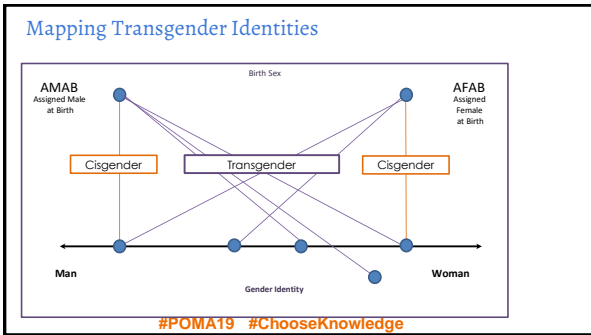
- Sex Assigned at Birth
- Gender Identity
- Gender Expression
- Sexual Orientation

Important Terms

- Intersectionality
- Pronouns
- Transphobia
- Transgender and Cisgender
- Non-Binary

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Now that we're on the same page...

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Take action!

Expected behaviors should guide workplace practices rather than individual beliefs.

- What does your practice look like right now?
- Are your policies and practices inclusive?
- What policies are already in place?
- What needs to be added/removed?
- What about the EMR?

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Inclusive, gender neutral language and messaging

Action Step 1

1. Replace gendered language with inclusive options.
 - a. You guys → You all
 - b. Ladies and gentlemen → May I have your attention?
 - c. Thank you, ma'am → thank you, <name>
2. Provide gender neutral restrooms.
3. Remove assumptions.
 - a. Husband → partner
4. Use gender-neutral pronouns (they/them) to avoid mis-gendering.
5. Gender-neutral anatomy.

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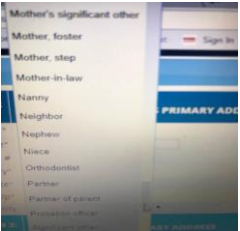
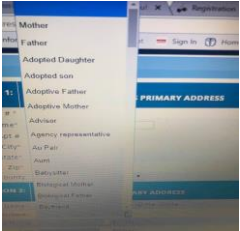
Focus on Forms and Policy

- Demographic Section should include GI and SO
GI: current gender identity and sex assigned at birth.
- Document each patient's name used and pronouns. (Where?)
Ensure all staff use them.
- Clarify when a patient's name or gender identity does not match their insurance or medical records.
*“Could your chart be under a different name?”
“What is the name on your insurance?”*
- Forms that use images to document pain or areas of concern should make sure those images are gender-neutral.

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What's missing?



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Focus on Forms and Policy

Old Language →	New Language
Mother/Father	Parent(s)/Guardian(s)
Husband/Wife	Spouse/Partner(s)
Marital Status	Relationship Status: Single; Married; Partnered; Separated; Divorced; Widowed.
Family History	Use “Blood relative” in questions.
Nursing Mother	Currently nursing.
Female Only/ Male Only	Remove sex-specific language and include “Not applicable” as a response option.

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Of course, we have to go there...



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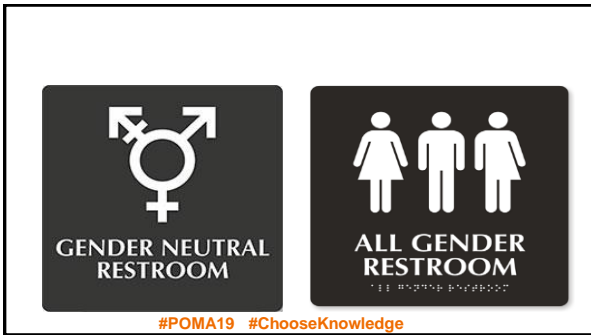
Gender-neutral restrooms

Action Step 2

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1. Know where they are located.
2. If none exist, how can you advocate?
 - a. SAFETY
 - b. OUTING
 - c. INCLUSIVITY
3. Advocate in other spaces and know environments for patients you are treating.

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Arm yourself with knowledge, skills, and resources

Action Step 3

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1. What do you anticipate to be your patient's greatest needs?
2. Know what resources are available to you and your patients.
3. Remember this is a rapidly evolving field; you need to keep up with trainings, guidelines and research!
4. Pay attention to feedback from patients about specialists you recommend (or about yourself/your office staff). Adjust ___ lists accordingly.

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A Word About Gender Markers

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- As of August 2016, a person can request a change of gender marker on their birth certificate with a doctor's note stating they have had or are in the process of "appropriate clinical treatment" for gender transition.
<http://www.transequality.org/sites/default/files/docs/PA-BC-Policy.pdf>
- For driver's license: can change marker with a form signed by the patient and provider
http://www.dot.state.pa.us/public/dvspubsfor_ms/BDL%20Form/DL-32.pdf
<https://transequality.org/documents>

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Unique considerations for LGBTQ healthcare

What is so different about treating LGBTQ patients anyway?

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- What does the evidence say?
- (How) do they access care?
- What services do they use/avoid?
- As a group, do they have different rates of any conditions?
- Are there different social determinants of health?

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Research Disparities

- Easily overlooked minority
- Stigma and willingness to report
- Recruitment
- Definitions may vary
- Lack of understanding (or presence of bias) in the medical community

• Source: Dean L, et. al. Lesbian, Gay, Bisexual, and Transgender Health: Findings and Concerns. Journal of the GLMA. Vol 4, No.3, 2000

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Barriers to access

- Fewer Trans patients are insured (employment status, family units, etc.)
- When they are insured, what is covered?
 - How might this change in the next 2 years?
- If something is covered, where are the welcoming providers?

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Barriers to Access

- For Transgender patients
 - Lack of competent providers
 - “Evidence-Based” Transgender Medicine is in its infancy. *
 - Discrimination in Healthcare (intentional and unintentional) is common (past and present)
 - 19% reported being refused medical care (higher for people of color)
 - 24% reported being denied *equal* care, 25% reported harassment (@ Dr office/hospital)

*National Transgender Discrimination Survey (NTDS).

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And even worse...

50% of the sample reported having to teach their medical providers about transgender care.



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DISPARITIES IN PREVENTION/ROUTINE CARE

- Pap smear rates
- Mammogram rates
- Risk reduction (smoking/ETOH, bullying, etc.)
- Fertility/pregnancy prevention
- Rectal/prostate exam
- Mammogram (MTF)
- Vaginal exam?
- Heart disease disparities

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Cancer Screening Recommendations

- Breast: Transwomen – age 50 AND 5-10 yrs on estrogen, Transmen-same as anyone with their parts
- Ovarian: Treat/screen the parts, not the gender
- Cervical: Treat/screen the parts, not the gender
- Colorectal: Based on standard risk assessment
- Prostate: Prostate is NOT usually removed during gender affirming surgery (so treat the part, not the gender)

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End of life care

- Be aware of legal hurdles
- Understand that LGBTQ folks may have different (and legitimate) fears about death/dying
- Educate patients about Advance Directives
- Take NOTHING for granted!
- Advocate for patients when needed

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Where to go for more...

- 2019 LGBT Health Workforce Conference NYC May 3-4
- Rhode Island Trans Health Conference – May 18
- National LGBTQ Health Conference-Atlanta, May 30-June 1
- Philadelphia Trans Wellness Conference July 25-27
- {National Transgender Health Summit (UCSF) April 13-14, 2019}

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LGBTQ Resources in PA

- Mazzoni Center (medical, behavioral health, legal, education, food bank)
- Alder Health (medical, behavioral health, education, case management)
- Attic Youth Center (housing, behavioral health, community)
- Philly FIGHT (medical, sexual health housing)
- CHOP - Gender and Sexuality Development Clinic
- Many more: Penn, Einstein, Main Line Health, Drexel and others have or are starting LGBTQ or Trans specific programs
- U. of Pittsburgh - PRIDE Health
- William Way (community center)
- Colours (Black LGBTQ community org)

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LGBTQ Resources in NJ

- HiTops (Adolescent Sexual Health Education and Support - Princeton)
- Pride Center of NJ (Highland Park)
- NJ Gay Health (Rutgers associated website)
<http://njgayhealth.com/index.html>

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Resources

- UCSF Center of Excellence for Transgender Health <http://www.transhealth.ucsf.edu/>
- National LGBT Health Education Center (Fenway - Boston) <https://www.lgbthealtheducation.org/>
- Gender Spectrum www.genderspectrum.org (gender resources related to adolescents and children)
- Kraemer, Manes & Associates LLC (Law Firm in Pittsburgh and Philadelphia), <https://lawkm.com/transgender-employee-rights/>
- Lambda Legal, <https://www.lambdalegal.org/know-your-rights/article/trans-workplace>
- National Center for Trans Equality, https://transequality.org/sites/default/files/docs/kyr/employmentknowyourrights_july2014.pdf
 - Or for documents: <https://transequality.org/documents>
- Pennsylvania Office of Administration, http://www.oa.pa.gov/Policies/eo/Documents/2016_04.pdf
- Society for Human Resource Management (SHRM), <https://www.shrm.org/>
- U.S. Equal Employment Opportunity Commission, https://www.eeoc.gov/eeoc/newsroom/wysk/enforcement_protections_lgbt_workers.cfm
- Workplace Guide for Transgender Students, <https://www.learnhowtobecome.org/career-resource-center/workplace-guide-for-transgender-students/>

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Resources

- 2010 National Transgender Discrimination Survey (Pennsylvania Results), https://transequality.org/sites/default/files/docs/resources/nlds_state_pa.pdf
- A Report of the National Transgender Discrimination Survey (2011), <https://www.lambdalegal.org/know-your-rights/article/trans-workplace>
- City of Philadelphia’s LGBTQ Protections, <https://beta.phila.gov/2017-12-04-philadelphias-lgbtq-protections/>
- Coming Out in the Workplace as Transgender, <https://www.hrc.org/resources/entry/transgender-visibility-guide>
- How to File a Charge of Employment Discrimination, <https://www.eeoc.gov/employees/howtofile.cfm>
- Human Rights Campaign (HRC) Employment Laws in the U.S., <http://www.hrc.org/state-maps/employment>
- Know Your Rights, <https://transequality.org/know-your-rights/employment-general>

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World Health Organization (2018). Sexual and Reproductive Health. Retrieved from: http://www.who.int/reproductivehealth/topics/sexual_health/definitions/

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