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Cultural Humility: A Framework for Creating Trans Inclusive Spaces

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People + Purpose + Power
November 21, 2023



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Funding for this presentation was made possible by 5 U1OHA29292-08-00 from the Human Resources and Services Administration HIV/AIDS Bureau. The views expressed do not necessarily reflect the official policies of the Department of Health and Human Services nor does mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government. *Any trade/brand names for products mentioned during this presentation are for training and identification purposes only.* (edited)

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Training Overview

- Trans 101 recap
- Socio-Cultural Context
- Cultural Humility
- Unconscious Bias
- Microaggressions

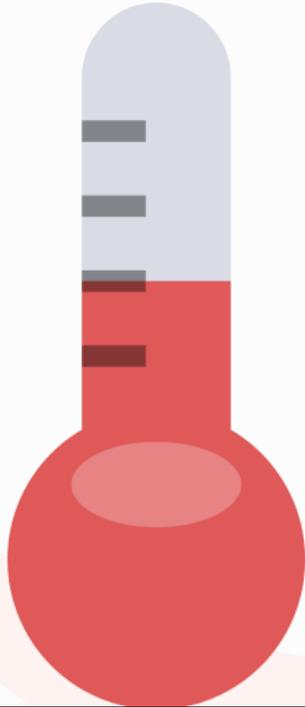
Learning Objectives

- Discuss the social-cultural context of trans lives and its impact on the health and well-being of trans and gender expansive people.
- Identify barriers to care unique to trans and gender expansive people.
- Summarize strategies that address structural and cultural barriers impacting access to care among trans and gender expansive people.
- Examine best practices to provide culturally responsive care for trans and gender expansive people

Community Agreements

- Confidentiality
- One person speaks at a time
- Take space, make space
- Throw glitter not shade
- Right to pass
- Take care of yourself

Who's In the Room?



- I feel confident that I have the skills to support trans clients/co-workers/communities.
- One word that describes your experience working with transgender people.
- One word that describes how to be an effective ally to trans clients/co-workers/communities.

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Trans 101

- Names and Pronouns
- Trans Terminology
- 4 Core Concepts of Identity

Activity: Story About My First Name

In 30 seconds, please share your:

- Name
- Story about your first name
- Pronoun



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Names & Pronouns

- Why are names important?
 - Legal name
 - Chosen name
- Why are pronouns important?
 - I don't know which pronoun to use?!



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ACTIVITY:

Terminology Review



Common Terms



Androgynous

Genderqueer

FTM

Woman

Transsexual

MTF

Trans man

Boi

Crossdresser

Two-Spirit

Gender Fluid

Grrl

Non-binary

Man Gender Non-conforming

Woman

Trans woman

Femme Queen

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Transgender

An umbrella term used to describe people whose gender or gender expression is different than the sex they were assigned at birth.

Sex Assigned at Birth

People are assigned one of two sexes at birth (or shortly after birth)

1. Male
2. Female

U.S. STANDARD CERTIFICATE OF LIVE BIRTH			
LOCAL FILE NO. C H I L D	1. CHILD'S NAME (First, Middle, Last, Suffix)	2. TIME OF BIRTH (4 hr)	3. SEX
	5. FACILITY NAME (If not institution, give street and number)	6. CITY, TOWN, OR LOCATION OF BIRTH	7. COUNTY OF BIRTH
M O T H E R	8a. MOTHER'S CURRENT LEGAL NAME (First, Middle, Last, Suffix)	8b. DATE OF BIRTH (Mo/Day/Yr) mm/dd/yyyy	BIRTH NUMBER: mm/dd/yyyy
	8c. MOTHER'S NAME PRIOR TO FIRST MARRIAGE (First, Middle, Last, Suffix)	8d. BIRTHPLACE (State, Territory, or Foreign Country)	
	9a. RESIDENCE OF MOTHER-STATE	9b. COUNTY	9c. CITY, TOWN, OR LOCATION
	9d. STREET AND NUMBER	9e. APT. NO.	9f. ZIP CODE
			9g. INSIDE CITY LIMITS? <input type="checkbox"/> Yes <input type="checkbox"/> No
F A T H E R	10a. FATHER'S CURRENT LEGAL NAME (First, Middle, Last, Suffix)	10b. DATE OF BIRTH (Mo/Day/Yr) mm/dd/yyyy	10c. BIRTHPLACE (State, Territory, or Foreign Country)
C E R T I F I E R	11. CERTIFIER'S NAME: TITLE: <input type="checkbox"/> MD <input type="checkbox"/> DO <input type="checkbox"/> HOSPITAL ADMIN. <input type="checkbox"/> CNM/CM <input type="checkbox"/> OTHER MIDWIFE <input type="checkbox"/> OTHER (Specify) _____	12. DATE CERTIFIED MM DD YYYY	13. DATE FILED BY REGISTRAR MM DD YYYY
INFORMATION FOR ADMINISTRATIVE USE			
M O T H E R	14. MOTHER'S MAILING ADDRESS: 9 Same as residence, or: State: _____ City, Town, or Location: _____ Street & Number: _____ Apartment No.: _____ Zip Code: _____		
	15. MOTHER MARRIED? (At birth, conception, or any time between) <input type="checkbox"/> Yes <input type="checkbox"/> No IF NO, HAS PATERNITY ACKNOWLEDGEMENT BEEN SIGNED IN THE HOSPITAL? <input type="checkbox"/> Yes <input type="checkbox"/> No	16. SOCIAL SECURITY NUMBER REQUESTED FOR CHILD? <input type="checkbox"/> Yes <input type="checkbox"/> No	17. FACILITY ID. (NPI)
	18. MOTHER'S SOCIAL SECURITY NUMBER:	19. FATHER'S SOCIAL SECURITY NUMBER:	

(2003, November 1). *CDC U.S. Standard Certificate of Live Birth*. App.Formspal.com. Retrieved November 7, 2023, from <https://formspal.com/pdf-forms/cdc-us-standard-certificate-of-live-birth/>

Key Terms

Gender Identity:

Internal sense of gender.

Gender Expression:

Outward expression of gender through gestures, behaviors, dress, etc.



Sexual Orientation



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Includes:

- Romantic
- Emotional
- Physical Attraction

Does **NOT** include gender identity or gender expression

Categories

Sex Assigned at Birth

Gender Expression

Sexual Orientation

Gender Identity

Descriptors

Lesbian

Gay

Bisexual

Transgender

Transsexual

Heterosexual

Queer

Male

Female

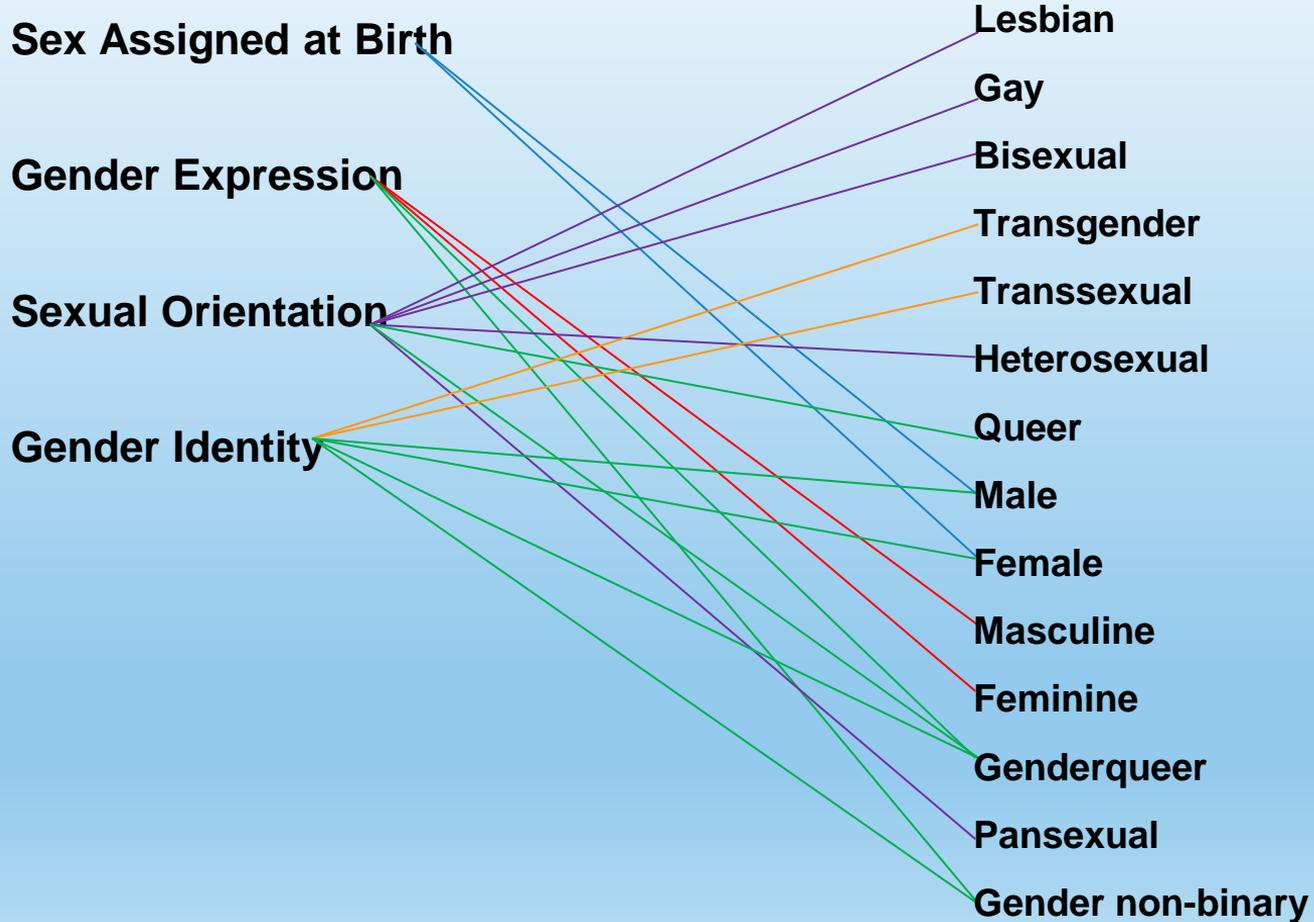
Masculine

Feminine

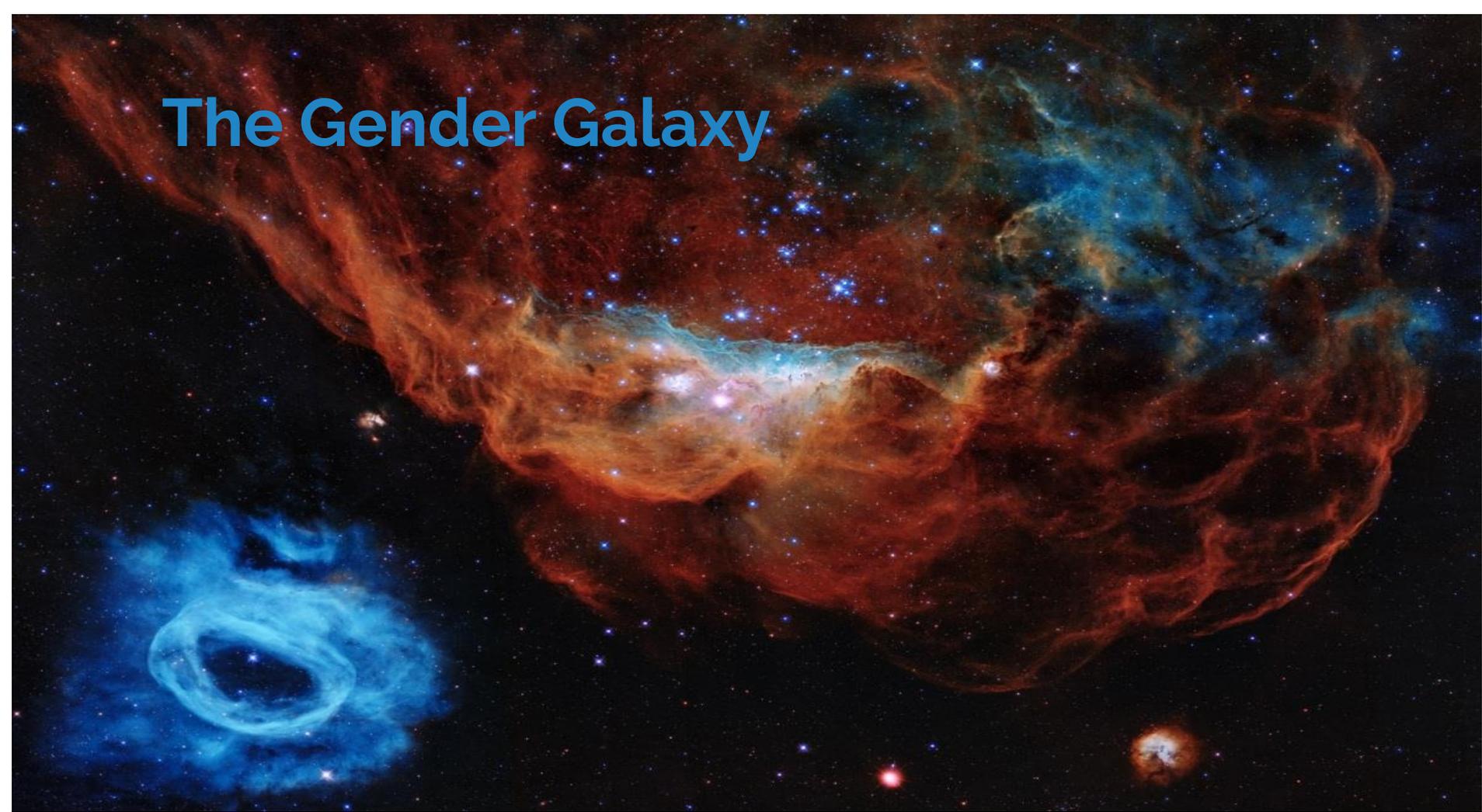
Genderqueer

Pansexual

Gender non-binary



The Gender Galaxy



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Socio-Cultural Context of Trans Lives and Health

- Data Challenges
- Health Disparities
- Barriers to Care

Statistics: 2015 U.S. Transgender Survey

- Transgender people are **four times more likely** to live in poverty
- **30%** of respondents have experienced homelessness in their lifetime
- **Nearly half (46%)** were **verbally harassed** in the past year because of being transgender

Data Challenges

Population-based studies not yet conducted

Lack of gender variance variables in health surveys

Social stigma

Post-transition stealth existence

Trans female centric

Trans male invisibility

Pathology based

Health Disparities

- HIV
- Mental Health
- Substance Use
- Access to Care



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Health Disparities (cont.)

- ❑ In the U.S. where HIV prevalence is 0.4%, **prevalence among trans women is estimated to be 21%** ¹
- ❑ **40%** *have* attempted suicide in their lifetime ²
- ❑ ***Over a quarter*** of respondents reported misusing drugs or alcohol to cope with gender-based discrimination ²
- ❑ **33%** of those who saw a health care provider in the past year **reported having at least one negative experience related to being transgender** ²

1. Baral, S., Stromdahl, S., Wirtz, A., Guadamuz, T.E., & Beyrer, C., "Worldwide burden of HIV in transgender women: a systematic review and meta-analysis." *The Lancet infectious diseases* 13.3 (2013): 214-222
2. James, S.E., Herman, J.L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). *The Report of the 2015 U.S. Transgender Survey*. Washington D.C.: National Center for Transgender Equality

Barriers to Care

- Cost
- Insurance
- Transition-related exclusions
- Medical workforce ill-prepared
- Shortage of knowledgeable providers



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Impact on Transgender Health

- Denial of care via explicit/implicit bias
- Forego care
- Increased substance use
- Increased suicide-related behaviors
- Death



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James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). The 2015 U.S. Transgender Survey. Washington, DC: National Center for Transgender Equality.

Cultural Humility

What's Culture Got To Do With It?

What is Culture?



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Characteristics of Culture

- Learned
- Shared
- Based on symbols
- Integrated
- Dynamic

Characteristics of Culture Retrieved September 28, 2017 from
<http://agriinfo.in/default.aspx?page=topic&superid=7&topicid=571>

Cultural Humility: a Paradigm for Inclusion

“Cultural humility is a lifelong process of self-reflection and self-critique whereby the individual not only learns about another's culture, but one starts with an examination of her/his own beliefs and cultural identities.”

Tervalon, M., & Murray-Garcia, J. (1998). Cultural Humility Versus Cultural Competence: A Critical Distinction in Defining Physician Training Outcomes in Multicultural Education. *Journal of Health Care for the Poor and Underserved*, 9, 117-125. <https://doi.org/10.1353/hpu.2010.0233>

Dimensions of Cultural Humility

- Lifelong learning
- Recognize and challenge power imbalances
- Institutional accountability

Tervalon, M., & Murray-Garcia, J. (1998). Cultural Humility Versus Cultural Competence: A Critical Distinction in Defining Physician Training Outcomes in Multicultural Education. *Journal of Health Care for the Poor and Underserved*, 9, 117-125. <https://doi.org/10.1353/hpu.2010.0233>

Cultural Competence vs. Cultural Humility

A cultural competence framework calls for expert knowledge about and familiarity with cultural differences

A cultural humility perspective challenges us to learn from the people with whom we interact, reserve judgment, and actively bridge the cultural divide between our perspectives

"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences."

~ Audre Lorde



Unconscious Bias

What is unconscious bias?

Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner

Unconscious bias cont.

- Develops early in life
- Based on learned stereotypes
- Automatic or subconscious
- Predicts behavior
- Pervasive

Health Impact

- Positive relationship between implicit bias and poor health outcomes and health disparities
- Negatively influences a provider's
 - Attitudes
 - Diagnoses
 - Treatment decisions

What should providers do?

Providers must increase awareness to negative evaluations based on the person's membership to a particular group or a particular characteristic

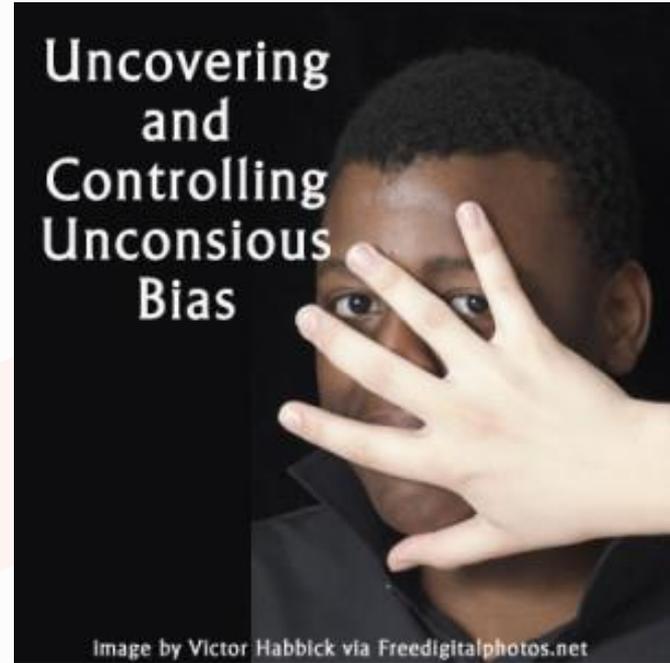


Image by Victor Habbick via Freedigitalphotos.net

Challenging Unconscious Bias

- Difficult to change
- Identify actions and techniques to minimize impact on thoughts and behaviors
- Individual and institutional strategies must be employed

Individual Level

- Education and training
- Increase self awareness
- Have open discussions with others with different background/culture
- Engage in facilitated training sessions that promote bias literacy
- Understanding the nature of bias

Institutional Level

- Require bias literacy
- Make explicit what might be implicit to address the bias process
- Provide workshops/trainings to increase bias literacy
- Decision makers should be held accountable and required to document efforts and outcomes to address biases

Microaggressions



“There are everyday slights, indignities, put-downs, insults that people of color, women, LGBT populations or those who are marginalized experience in their day to day interactions with people.” ~ Derald Wing Sue, Ph.D.

They are **intentional** or **unintentional** and communicate hostile, derogatory, or negative slights toward racial, gender, and sexual minorities.

Weber A, Collins SA, Robinson-Wood T, Zeko-Underwood E, Poindexter B. (2017) "Subtle and Severe: Microaggressions Among Racially Diverse Sexual Minorities." *Journal of Homosexuality* (16) 1-20.

They are intentional or unintentional and communicate hostile, derogatory, or negative slights toward racial, gender, and sexual minorities.

I love
your
people!

My best
friend is
Black

You speak
such good
English

It was
just a
joke

You're
not like
the
others

Weber A, Collins SA, Robinson-Wood T, Zeko-Underwood E, Poindexter B. (2017) "Subtle and Severe: Microaggressions Among Racially Diverse Sexual Minorities." Journal of Homosexuality (16) 1-20.

Trans Specific Microaggressions

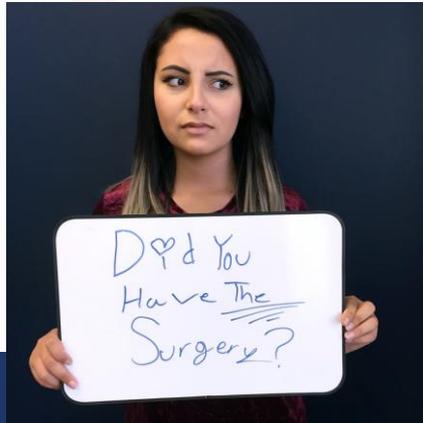
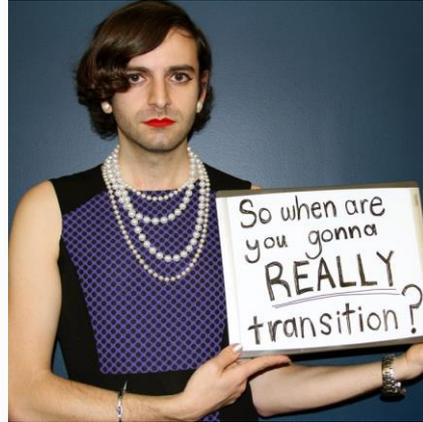


Heffernan, D. (2015, November 14). GLAAD launches trans microaggressions photo project #transwk. Retrieved from <https://www.glaad.org/blog/glaad-launches-trans-microaggressions-photo-project-transwk>.

Group Activity: Instructions

- What is the underlying message of the statement?
- Why is it problematic?
- Restate in a way that will affirm a trans person.

Common Trans Specific Microaggressions



Heffernan, D. (2015, November 14). GLAAD launches trans microaggressions photo project #transwk. Retrieved from <https://www.glaad.org/blog/glaad-launches-trans-microaggressions-photo-project-transwk>

Activity: Your Action Step

- Please write in the chat why it is important to create inclusive spaces for trans people in your organization.
- Please write one specific action step that you will personally take within the next 2 months to incorporate the principles of cultural humility in your work with trans communities.

Questions



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