

Building Providers' Capacity to Provide Culturally Appropriate Care Web Series

Paradigms and Sand Castles: Shifting Through the Many Identity Constructions of the Bisexual, Transgender, and Queer Populations



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Mission

- Aniz, Inc. promotes emotional and physical wellness by providing mental health and substance abuse counseling, support services, and sexual health education.
- We do this work with the overarching objective of reducing risk behaviors in individuals and families affected by sexual health disparities including HIV/AIDS.

Programs

- LGBT T.R.U.S.T
- We Want to Know
- Holistic Harm Reduction
- Grandparents Hands
- Community-Based Research
- AFLASH

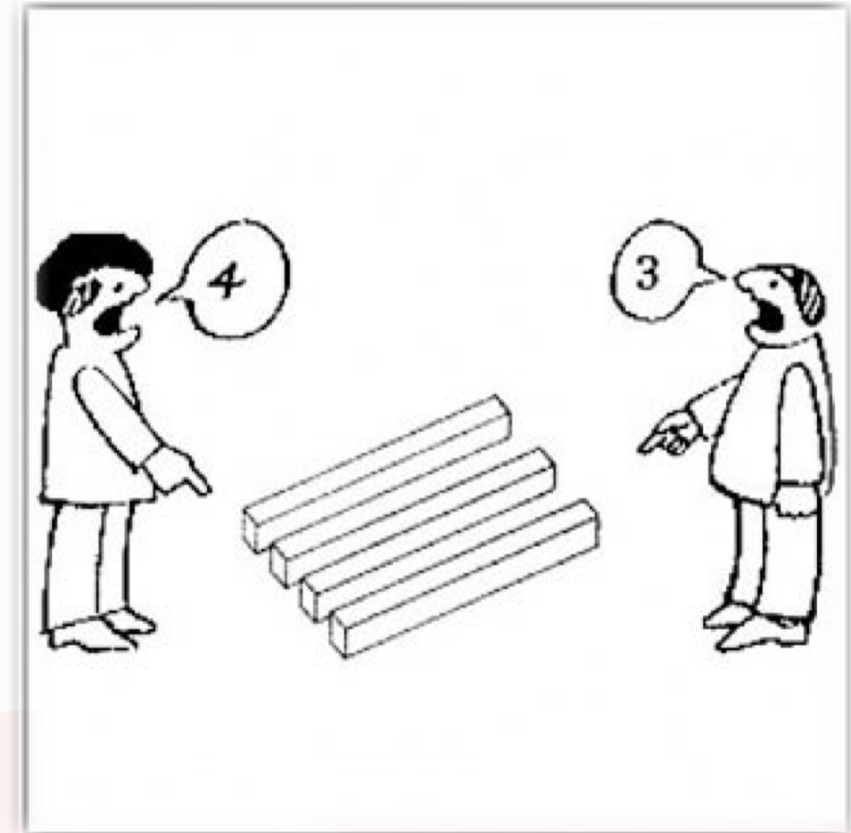
Webcast Objectives

1. Describe sexual identity constructions and its impact on HIV prevention activities/message of bisexual, transgender, and queer populations
2. Discuss effective communication strategies for providing HIV prevention messages to bisexual, transgender, and queer populations
3. Identify resources for agencies looking to develop innovative and evidence-informed cultural competency practices

Sandcastles & Paradigms



What do you see?
By shifting perspective you might see an
old woman or a young woman.



Holistic Harm Reduction

- The desired outcome is to assist the individual in regaining wholeness by reducing or eliminating harm.
- Holistic Harm Reduction model works with the individual to develop practical and effective strategies that address issues impacting their overall quality of life.
- A contemporary approach that aims to reduce the negative consequences of physical, economic, psychological, social, legal, and political conditions by utilizing a full spectrum of strategies.

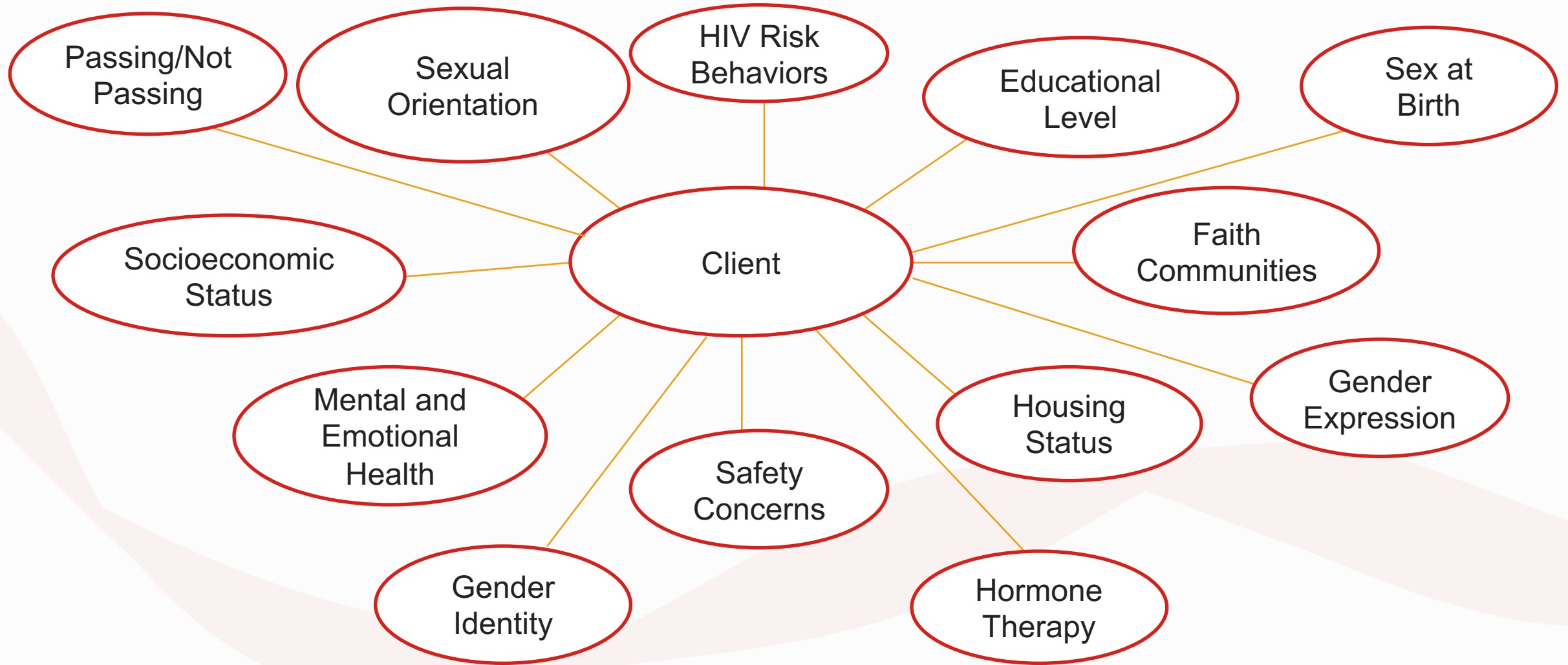
**Harm reduction
is strengths-
based
and client-
centered.**

How to Provide Culturally Competent Care

- Be open
- Nonjudgment
- Expand knowledge of different groups
- Be careful not to “center” your experience as the dominant



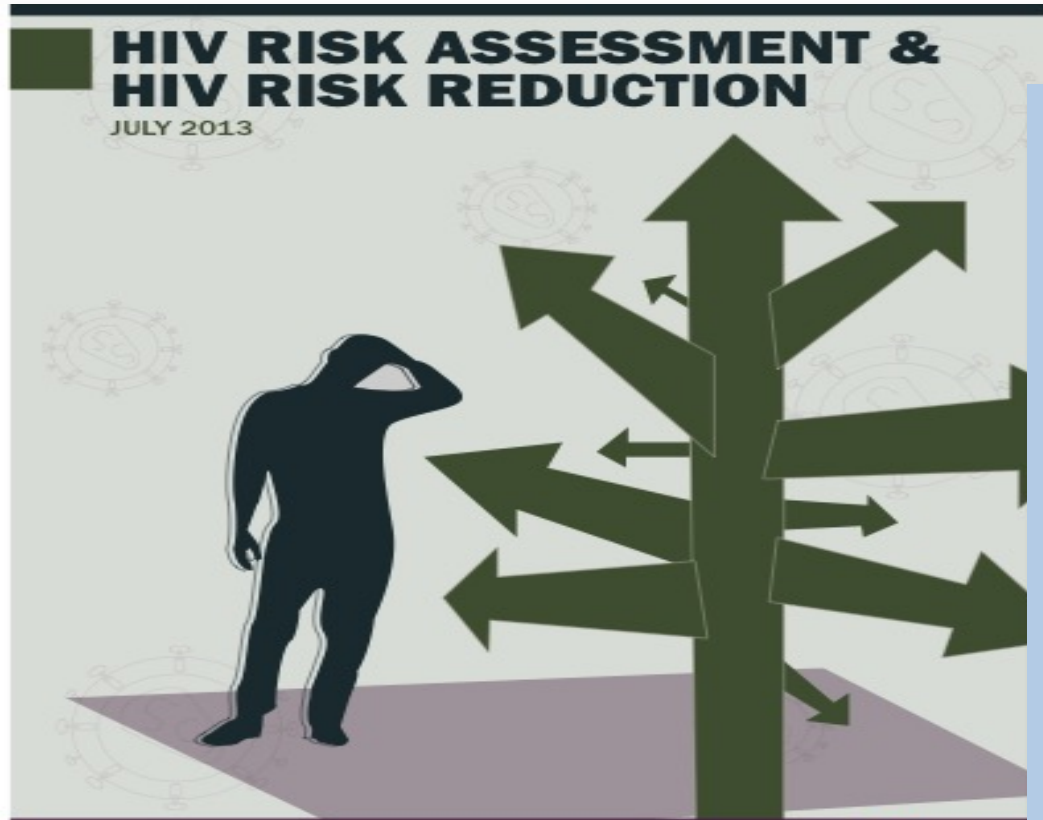
Culturally Competent Care



Required Skills to Provide Culturally Competent Care to Bisexual, Transgender, and Queer Populations

- General counseling skills
 - Asking open questions
 - Probing questions
 - Creating safe and welcoming environment
 - Listening, attending, observing
 - Paraphrasing and restating
 - Empathy
 - Concreteness
 - Information giving and removing obstacles to change
- Client-centered counseling skills
- Comfort talking about sex
- Comfort talking about substance use and misuse
- Comfort talking about hormone therapy, sexual orientation, and gender expression and identity
- Comfort conducting sexual and substance use and misuse history

Risk Assessments – Taking Sexual and Substance Use Histories



How to Provide Culturally Competent Care to Bisexual Populations

- What skills and knowledge does a provider need to know to provide care to Bisexuals?
- What are the major challenges to providing culturally competent care to Bisexuals?
- What are the top 3 things that I need to know when working with Bisexuals?
- Knowledge needed:
 - The definition of bisexuality
 - Bisexuals are not closed MSM
 - Bisexuals are not confused
 - HIV and STI risk behaviors
- Skills needed:
 - General counseling skills
 - Client-centered counseling skills
 - Comfort talking about sex
 - Conducting a sexual history

How to Provide Culturally Competent Care to Transgender Populations

- What skills and knowledge does a provider need to know to provide care to Transgender Populations?
- What are the major challenges to providing culturally competent care to Transgender Populations?
- What are the top 3 things that I need to know when working with Transgender Populations?
- Knowledge needed:
 - What is Transgender
 - Knowledge of hormone therapy, gender expression, gender identity
 - HIV and STI risk behaviors
 - Being Transgender is not a mental illness
- Skills needed:
 - General counseling skills
 - Client-centered counseling skills
 - Comfort talking about gender expression and identify
 - Comfort talking about hormone therapy
 - Conducting a sexual history

What Is Transgender

- Individuals whose gender identity, expression, or behavior is not traditionally associated with their birth sex. Some transgender individuals experience their gender identity as incongruent with their anatomical sex and may seek some degree of sex reassignment surgery, take hormones or undergo other cosmetic procedures.
- Being transgender is independent of sexual orientation: transgender people may identify as heterosexual, homosexual, bisexual, asexual, etc., or may consider conventional sexual orientation labels inadequate or inapplicable.



Transitions

- The process of medically, legally and socially changing from one gender to another.
- Remember, not all transgender people are transsexual and may not be seeking medical treatment to change their sex!



Inappropriate Terms

- Tranny
- She-male
- He-she
- “Have you had the surgery?”
- Problematic based on context:
 - Transvestite
 - Hermaphrodite
 - Sex-change, sex change operation
 - Bio-male, bio-female



Transwomen/MTF/M2F and Transman/FTM/F2M

- Transwomen/MTF/M2F
- A person assigned male at birth who lives, presents or transitions to female
- Uses female pronouns: she, her, hers



- Transman/FTM/F2M
- A person assigned female at birth who lives, presents or transitions to male
- Uses male pronouns; he, him, his



Passing and Not Passing

- Some trans people who may want to pass cannot for many reasons:
 - Age at which they transitioned
 - Access to medical care/ medical transition
 - Genetics
- It is important not to assume that all trans people want to pass and important not to discriminate against trans people who do not pass!

Transgender Etiquette

- Always call a person by their chosen name and preferred pronoun
- If you do screw up pronouns or name, apologize briefly and move on!



**Trans
Etiquette
Guide**

- Do not sensationalize or sexualize trans bodies
- Refrain from reminding us how different we look than 'before', how you liked us better 'before', how hot we are now (WE KNOW), or how much we look like 'real guys' or 'real girls', etc

Queer Population

- Queer identity¹ is rooted in
 - Critical Cultural Studies (1970s)
 - Queer Theory (1980s)
 - Identity politics (1990s)
- Definitions:
 - Umbrella term sometimes used by LGBTQA people to refer to the entire LGBT community
 - Queer is an in-group term, and a word that can be considered offensive to some people, depending on their generation, geographic location, and relationship with the word.
 - Queer and Genderqueer are being used interchangeably
- Generational identity driven²

¹ Gamson, 1995; ² Rhoads, 1994; Khayatt, 2002; Fox, 2007

Ask the Professional?

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The Dots Are Connecting.....



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Evaluation Completion Is Important. . .

. . . and required if you are
requesting CME/CEU