



TRANSFORMATIONS, TRANSITIONS & TRANSPARENCY:

# An Exploration of Gender Identity and Expression





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# Together, today we will...

- Get to know one another 😊
- Define gender, gender identity, gender expression
- Discuss the relationship between gender and sexual orientation
- Explore identities along the Transgender spectrum
- Physiological, mental, emotional and social needs across the lifespan
- Trans etiquette
- Strategies for cultivating a Trans-affirming practice





**Let's Break the Ice...**





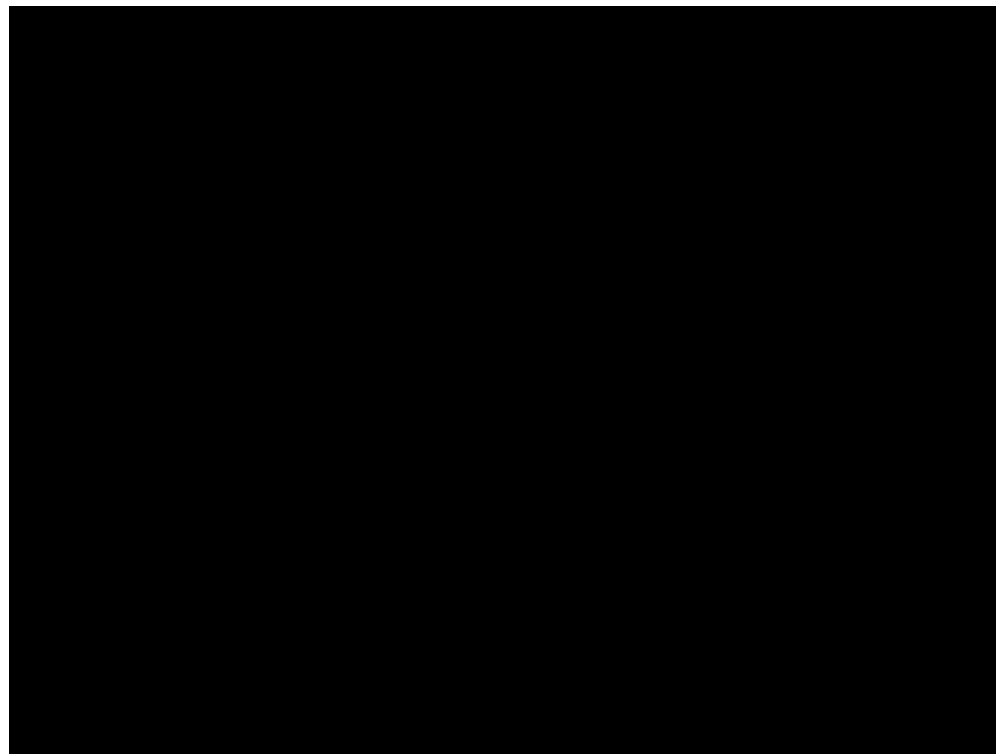
# Let's get to know each other!

- Buddy up
- Introduce yourself to your buddy, be sure to take your time to share about your dynamic self!
  - Gender identity
  - Job title, employer, population(s) served, etc.
  - Where you studied social work
  - Family, pets
  - Geographic home and/or origins
  - Religion, spiritual practice,
  - Hobbies/what you do when you're not social working
  - Whatever else you'd like to share...





# VIDEO: The Gift of Gender Authenticity



Video Link: [https://youtu.be/TCQEcR7pi\\_Q](https://youtu.be/TCQEcR7pi_Q)



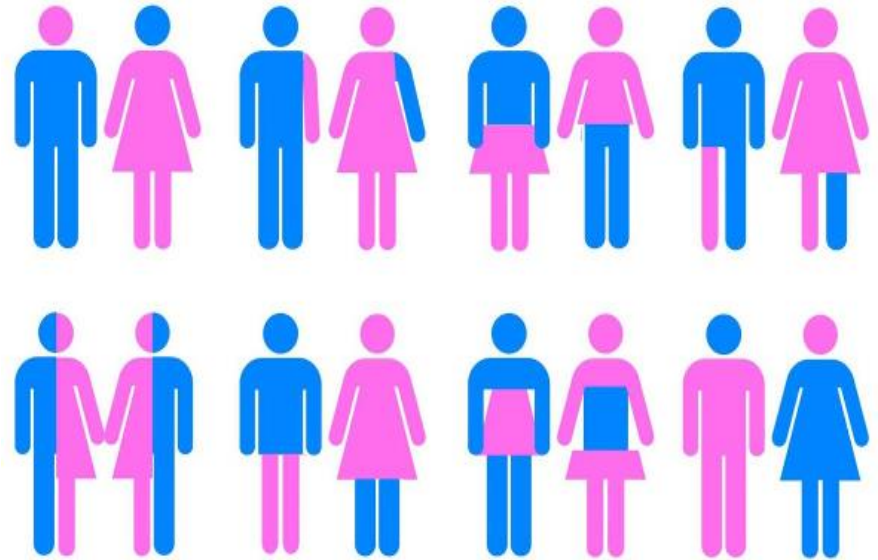
The image features a vibrant orange background. At the top, there is a decorative border composed of a series of colorful triangles in shades of teal, yellow, and red, arranged in a slightly curved pattern. At the bottom, there is a solid teal curved bar. Centered in the orange area is the text "CLARIFYING GENDER" in a bold, white, sans-serif font.

# CLARIFYING GENDER

# Gender...

social or cultural  
distinctions associated  
with being male or  
female

*(sociological definition)*







## Sex (noun)

biological aspects of being male or female:

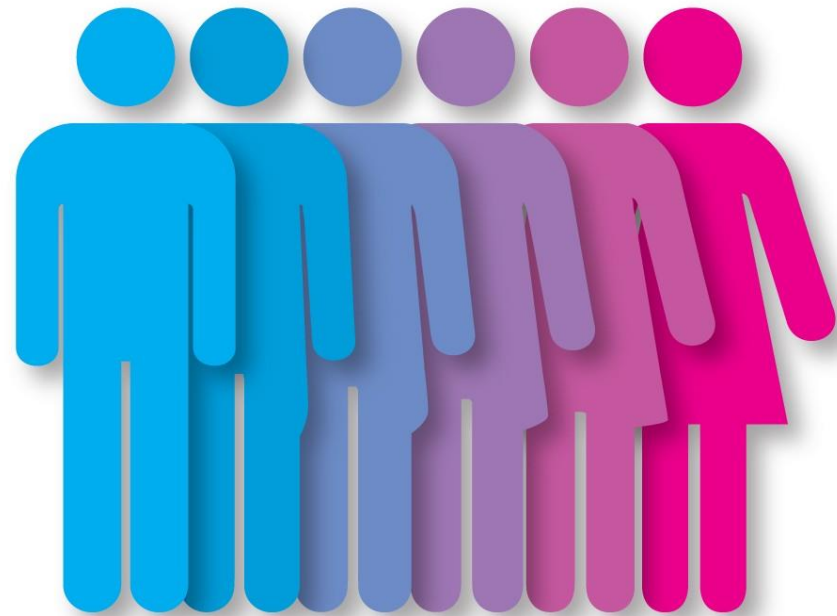
Primary sex characteristics: genitalia/reproductive system

Secondary sex characteristics: changes that occur at puberty: deeper voice, widening of hips, body hair, etc.



# Gender Identity...

An inner sense that, and the extent to which, one is or belongs to a particular sex.



# Gender Binary...

the classification of sex and gender into two distinct, opposite and disconnected forms of masculine and feminine





# Gender Binary...

system in which a society splits its members into one of two sets of *gender roles, gender identities and attributes* based on reproductive organs



# Gender Expression...

The presentation of an individual, including physical appearance, clothing choice and accessories, and behaviors that express aspects of gender identity or role.

Gender expression may or may not conform to a person's gender identity.



# Gender Expression...





# How do you assume gender?

## **Sensory Perception**

See – Hear – Smell – Touch - Taste





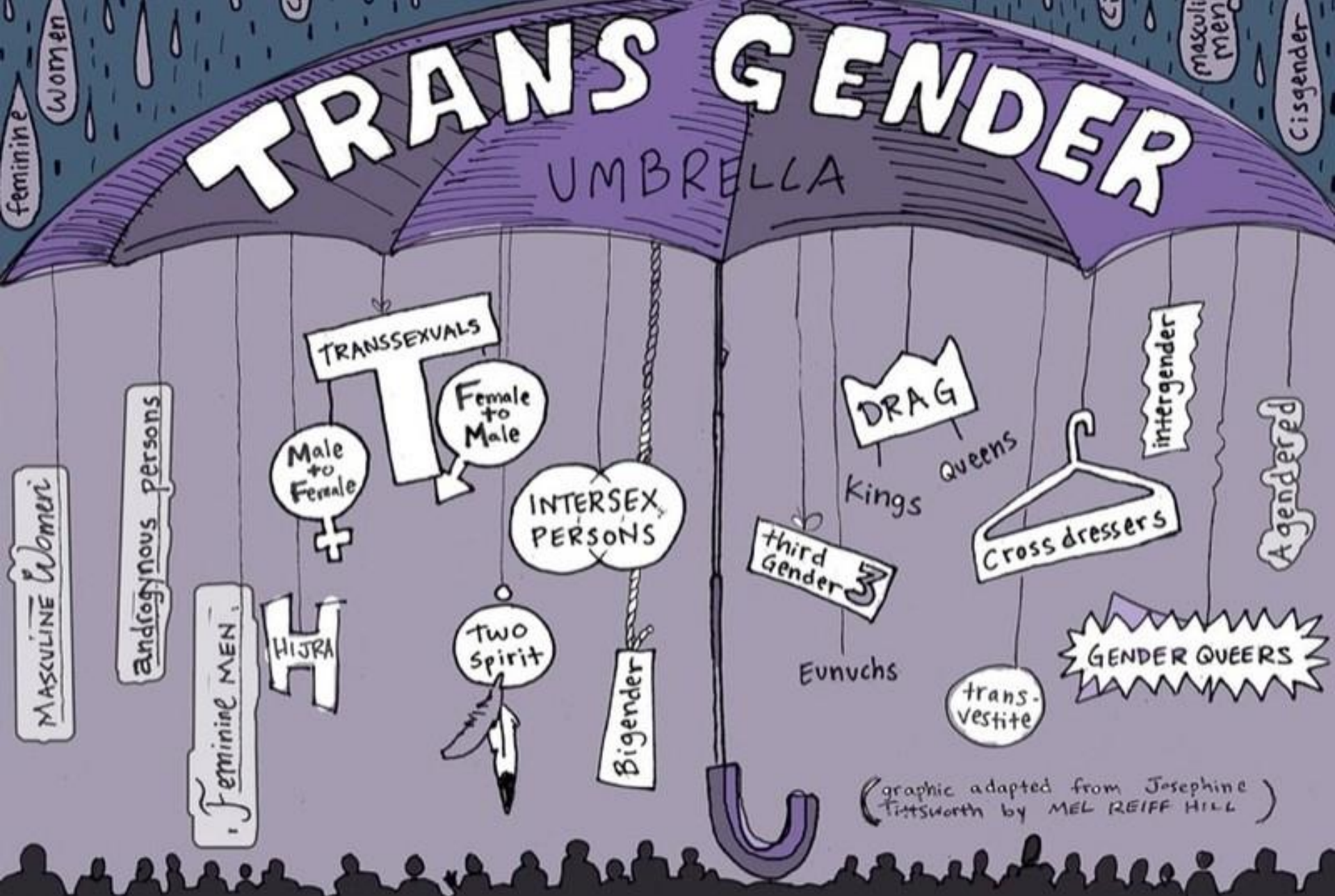
# Transgender...

Someone whose gender identity is not in full alignment with their biological sex.





# TRANS GENDER UMBRELLA



(graphic adapted from Josephine Tinsworth by MEL REIFF HILL)

Encompasses any individual who crosses over or challenges their society's traditional gender roles and/or expressions.



# Gender Non-Conforming...

Behaving, appearing, thinking/believing in ways that are considered atypical for one's gender





## Cisgender...

A person whose gender identity aligns with sex assigned at birth.

*replaces the terms "nontransgender" or "bio man/bio woman" to refer to individuals who have a match between the gender they were assigned at birth, their bodies and their gender identity*





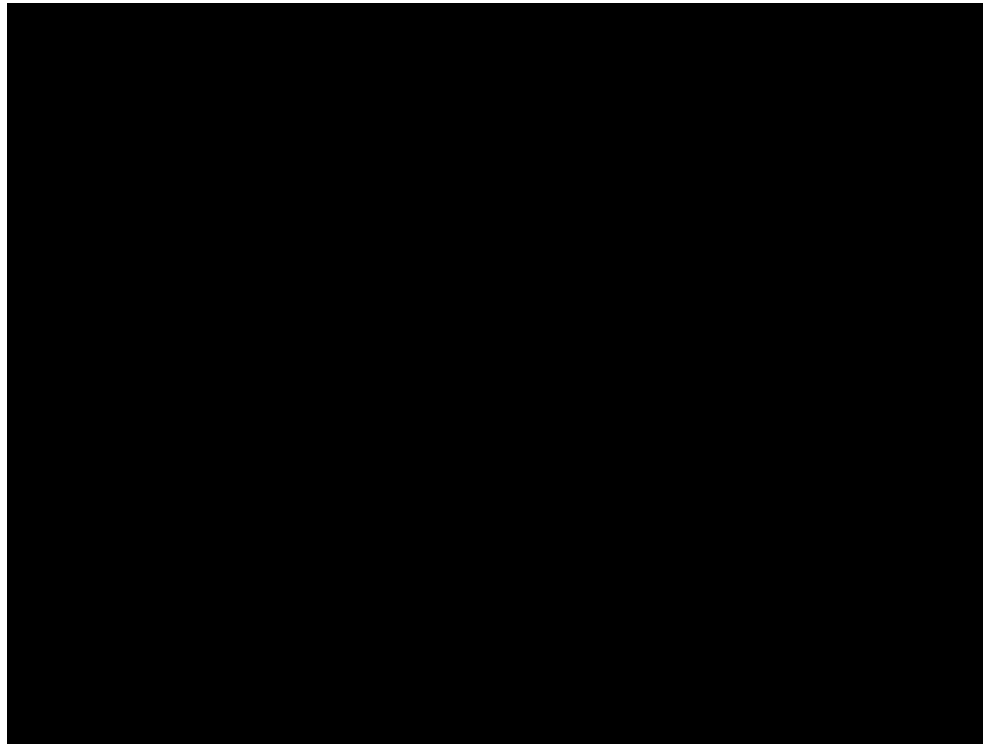
# Cisgender...

“cis” is a Latin term that means “on the same side as” or “in alignment”





# VIDEO: Challenging the binary...



Video Link: <https://youtu.be/F-N4-PMMdI0>





# **(VIDEO) Intersectionality: Gender-Race|Ethnicity-Class**



Video Link: <https://youtu.be/rIx4zGbSueE>



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# GENDER PRONOUNS

	Subject	Object	Pronoun	Pronunciation
<b>Gender Binary</b>	<b>she</b>	<b>her</b>	<b>hers</b>	<b>as it looks</b>
	<b>he</b>	<b>him</b>	<b>his</b>	<b>as it looks</b>
<b>Gender Neutral</b>	<b>they*</b>	<b>them*</b>	<b>their*</b>	<b>as it looks</b>
	<b>ze</b>	<b>hir</b>	<b>hirs</b>	<b>zhee, here, heres</b>
	<b>ze</b>	<b>zir</b>	<b>zirs</b>	<b>zhee, zhere, zheres</b>
	<b>xe</b>	<b>xem</b>	<b>xyr</b>	<b>zhee, zhem, zhere</b>

*\*used as singular*



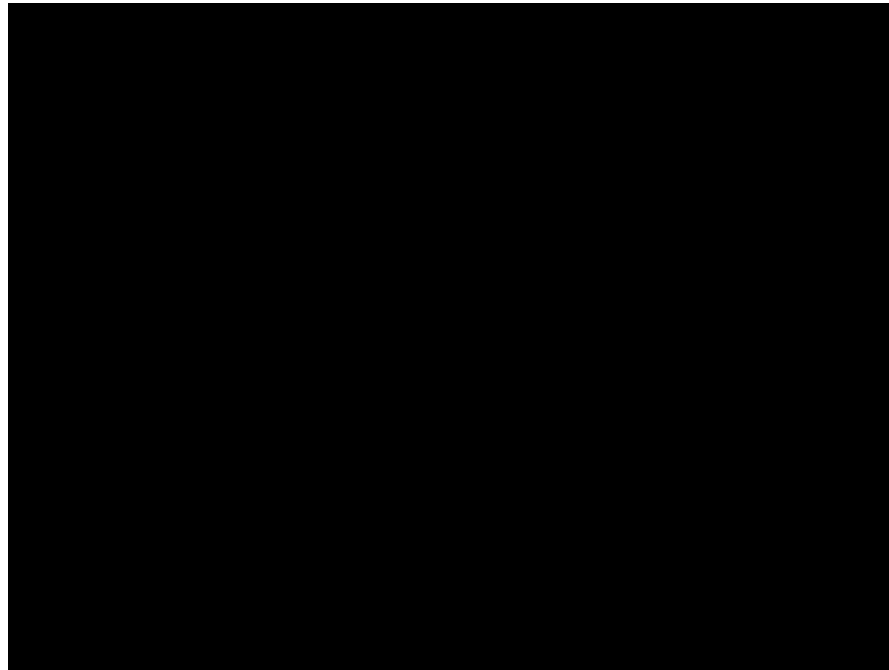


# NEEDS ACROSS THE LIFESPAN





# VIDEO: Raising a Trans Child...



Video Link: <https://youtu.be/Si5kAnLyKeg>





# Children...

- Affirming gender education
- Parental and family education/support
- Believe in and support the child's self-determined gender identity
- Social support for the child, parents and family
- ???





# Adolescents

- Affirming gender education
- Support for parents and family
- Medical professional(s) proficient in treating Trans adolescents \*not all Trans youth want to change their anatomy\*
- Support and counseling to address puberty-related distress
- Peer support
- ???





# Adults

- Gender/identity specific health care (GYN care for GNC women/Trans men; prostate exams for pre-op/no-op Trans women, etc)
- Family education and support
- Peer support
- DV screenings as necessary
- Trans-affirming MH and SA tx
- ???





# Elders

- Trans affirming healthcare
- Trans-affirming senior care (assisted living facilities, nursing homes, etc.)
- Family support and education
- Peer support to minimize isolation
- ???



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# GENDER DYSPHORIA



## Considerations...

- Not all Trans people want to change their anatomy
- Of those who do, most want to bring their physiological self in alignment with their gender identity/authentic self







# Gender Dysphoria in the DSM...

- In DSM-5, shift from Gender Identity Disorder to Gender Dysphoria
- Moved from pathologizing the “identity issue” to focusing on the distress caused by gender incongruence
- Indicates that disagreement between biological sex assigned and birth and gender identity may not require “treatment” if it doesn’t cause distress





# Gender Dysphoria...

*Having negative or conflicting feelings about one's sex or gender role.*

In order for someone to be diagnosed with Gender Dysphoria today, they must exhibit a strong and persistent cross-gender identification that causes distress.





# Gender Dysphoria in Children (DSM-5)

At least 6 of the following for at least six months that cause distress or impairment in functioning:

1. repeatedly stated desire to be, or insistence that he or she is, the other sex
2. in boys, preference for cross-dressing or simulating female attire; in girls, insistence on wearing only stereotypical masculine clothing
3. strong and persistent preferences for cross-sex roles in make-believe play or persistent fantasies of being the other sex
4. a strong rejection of typical toys/games typically played by one's sex.





# Gender Dysphoria in Children (DSM-5)

Continued:

5. intense desire to participate in the stereotypical games and pastimes of the other sex
6. strong preference for playmates of the other sex
7. a strong dislike of one's sexual anatomy
8. a strong desire for the primary (e.g., penis, vagina) or secondary (e.g., menstruation) sex characteristics of the other gender





# Gender Dysphoria: Adolescents and Adults

At least 2 of the following for at least 6 months:

1. a marked incongruence between one's experienced/expressed gender and primary and/or secondary sex characteristics (or, in young adolescents, the anticipated secondary sex characteristics)
2. a strong desire to be rid of one's primary and/or secondary sex characteristics because of a marked incongruence with one's experienced/expressed gender (or, in young adolescents, a desire to prevent the development of the anticipated secondary sex characteristics)
3. a strong desire for the primary and/or secondary sex characteristics of the other gender





# Gender Dysphoria: Adolescents and Adults

At least 2 of the following for at least 6 months:


4. a strong desire to be of the other gender (or some alternative gender different from one's assigned gender)
5. strong desire to be treated as the other gender (or some alternative gender different from one's assigned gender)
6. a strong conviction that one has the typical feelings and reactions of the other gender (or some alternative gender different from one's assigned gender)






**GENDER  
CONFIRMATION/AFFIRMATION  
SURGERY**





World Professional Association for Transgender Health guidelines for patient eligibility to undergo genital surgery

1. Legal age of majority in the patient's nation;
  2. Usually 12 months of continuous hormonal therapy for those without a medical contraindication (see below, "Can Surgery Be Performed Without Hormones and the Real-life Experience");
  3. 12 months of successful continuous full time real-life experience. Periods of returning to the original gender may indicate ambivalence about proceeding and generally should not be used to fulfill this criterion;
  4. If required by the mental health professional, regular responsible participation in psychotherapy throughout the real-life experience at a frequency determined jointly by the patient and the mental health professional. Psychotherapy per se is not an absolute eligibility criterion for surgery;
  5. Demonstrable knowledge of the cost, required lengths of hospitalizations, likely complications, and post surgical rehabilitation requirements of various surgical approaches;
  6. Awareness of different competent surgeons.
- 



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# TRANS-AFFIRMING PRACTICES

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# Treat trans people as you would anyone else

Sometimes people get apprehensive or nervous around trans people, thinking they need special attention or accommodation. Trans people need not be considered as a special consideration, but rather a fellow human being



# Use the correct name and pronoun

Most names and pronouns are gendered. It's important to be considerate of one's gender identity by using the pronouns of the respective gender pronouns, or gender-neutral pronouns, they use.

Names are also extremely important for trans people; their name is an integral piece of their identity. Using the wrong name is disrespectful and can retraumatize



## If you make a mistake with a pronoun or name, move on

It's best to apologize for the mistake and continue moving forward, trying to remember preferred names and pronouns.

Harping on the same mistake can begin to sting and focuses attention on a trans person's incongruence of sex and gender assigned at birth and how they identify.



# Don't ask personal questions unless you are invited to

Personal questions are a sensitive issue for anyone. Be respectful of privacy, especially around topics directly involving sex or genitalia.

If you wouldn't want to be asked a question, someone else likely wouldn't as well. Ask permission or wait for it to be granted before trying to delve into their private life.



# Use terms like “cisgender” instead of “normal.”

Saying “normal” implies that trans people are in fact not normal. Contrasting “trans” and “normal” exposes a superiority complex.

If trans isn’t “normal,” then it has to be some of the other antonyms of normal: weird, strange, freaky.



# Ensure marketing materials and forms are inclusive

Your organization's brochures, website, intake forms, etc. should feature images of Trans people.

Any intake, assessment and service-related forms should also include questions and information relative to the Trans experience.

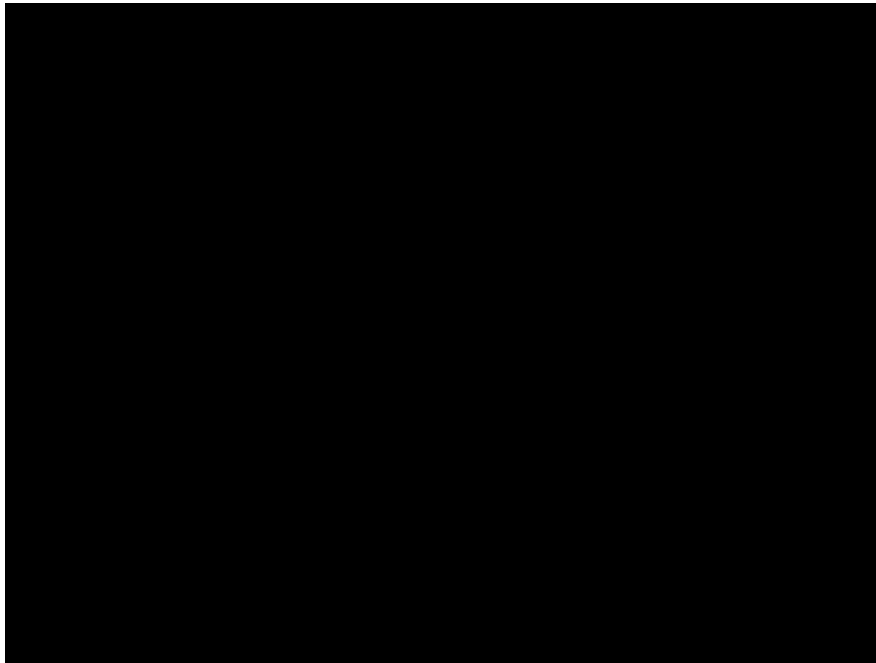


# Include Trans people on board, advisory groups...and hire them too!





# Trans affirming services...



Video Link: <https://youtu.be/CHN3YhMi-5A>



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# CASE STUDIES

The image features a vibrant orange background. At the top, there is a decorative border consisting of a series of colorful triangles in shades of teal, yellow, and red, arranged in a slightly curved pattern. At the bottom, there is a solid teal curved bar. Centered on the orange background is the text "Q&A" in a bold, white, sans-serif font.

# Q&A



# THANK YOU!

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## Resources

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## Resources

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