

# SUPPORTING OUR QUEER & TRANS CLIENTS

**LGBTQ Wellness, Anthony Montalvo MPA**

# TODAY'S OBJECTIVES

1 Unpack gender identity, sexual orientation, and language.

2 Discuss ways to support LGBTQ+ clients, with attention to the unique needs of trans clients.

3 Examine power, privilege, and intersectionality.

4 Learn about the importance of cultural humility and remaining open to new identities and experiences.

# IMPORTANT TERMINOLOGY

# SEX ASSIGNED AT BIRTH

The **assignment and classification** of people as male, female, intersex, or another sex **based on** a combination of **anatomy, hormones, and chromosomes.**



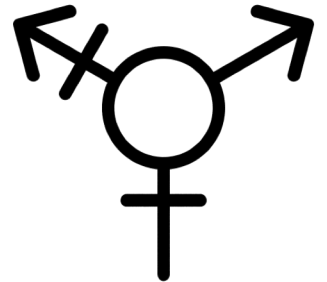


# GENDER IDENTITY

One's internal sense of being male, female, neither of these, both, or another gender(s).

**Everyone has a gender identity.**

For transgender people, their sex assigned at birth and their own internal sense of gender identity are **not the same.**



# GENDER EXPRESSION

The **physical manifestation of one's gender identity** through clothing, hairstyle, voice, body shape, etc.

Some examples of gender expression include: masculine, feminine, butch, femme, androgynous, etc...



# SEXUAL ORIENTATION &/OR ATTRACTION

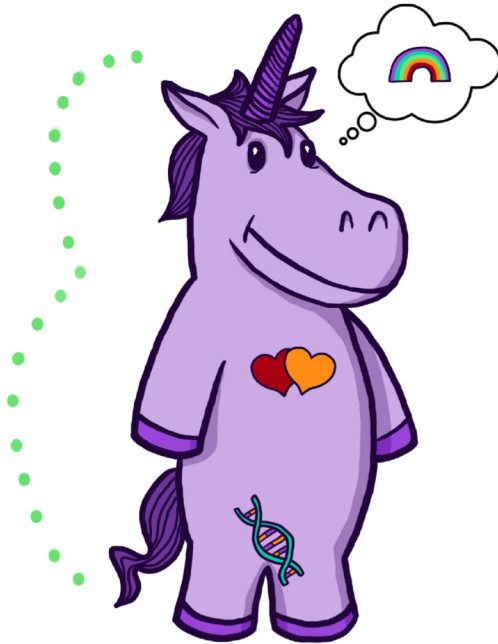
This describes the direction of our sexual and/or emotional attraction.

Some examples of sexual and romantic attraction include:  
asexual, gay, queer, straight, lesbian, bisexual, pansexual,  
aromantic, panromantic, etc.



# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

IMPORTANT  
LANGUAGE  
CONSIDERATIONS

# LANGUAGE & GENDER-INCLUSIVE TERMS

## Instead of these...

- You guys/ladies & gentlemen
- Him/her
- Boy/girl
- Lady/guy
- Hello sir/ma'am
- Manpower
- -----

## try these!

- Y'all, folks, everyone
- Them
- Child/kid
- Person
- Hello/hi there
- Person power
- -----

# Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

 [transstudent.tumblr.com](https://transstudent.tumblr.com)

 [facebook.com/transstudent](https://facebook.com/transstudent)

 [twitter.com/transstudent](https://twitter.com/transstudent)

Design by Landyn Pan

For more information,  
go to [transstudent.org/graphics](https://transstudent.org/graphics)

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# PRONOUN ETIQUETTE

- The way a person looks/dresses does not always indicate what pronouns they use.
- It is okay to normalize asking for pronouns, and to share yours as well. Folks should be given the space to pass.
- If one person in a group is asked to share their pronouns, everyone should be asked to share.
- Check in with individuals about whether pronouns are safe to use around other people.



# TRIPPING GRACEFULLY

We all mess up sometimes, and that's ok. It's important to understand how to minimize harm and move forward:

1. Immediately correct your mistake
2. Apologize
3. Move on

No more commentary or explanation is needed.

WHY DOES THIS  
CONVERSATION  
MATTER?

SOME OF YOUR CLIENTS ARE  
GOING TO BE QUEER  
AND/OR TRANS.

IT IS NOT POSSIBLE TO  
POSSESS ALL KNOWLEDGE  
ABOUT A COMMUNITY.

STAY HUMBLE.

INTERSECTIONALITY\*

\*TERM COINED BY KIMBERLÉ WILLIAMS CRENSHAW

# SO WHAT'S IT MEAN?!

An **intersection of identity** is the way different social categories (like race, class, gender, etc.) apply to an individual or a group.


Because a person can have **multiple categories** encompassed in their personal identity, intersectional identities typically face **overlapping, interdependent systems** of disadvantaged (or discrimination).

*Definitions: intersectionality, token, tokenism*

# INTERSECTIONALITY

a fun guide

[miriamdobson.wordpress.com](http://miriamdobson.wordpress.com)

 @MiriamDobson



this is  
Bob.



Bob is a stripey  
blue triangle!

AND SHOULD BE PROUD.





SADLY SOME PEOPLE DO NOT LIKE BOB. BOB  
FACES OPPRESSION FOR BEING A TRIANGLE, &  
FOR HAVING STRIPES.



LUCKILY, THERE ARE LIBERATION GROUPS!  
BUT THEY AREN'T INTERSECTIONAL.

SO THEY  
LOOK LIKE  
THIS



THEY DON'T TALK TO EACH OTHER.  
IN FACT, THEY COMPETE.



BOB CAN'T WORK  
OUT WHERE TO  
GO.



AM I MORE  
STRIPE OR  
TRIANGLE?

BOB WISHES THAT THE  
TRIANGLES AND STRIPES  
COULD WORK TOGETHER

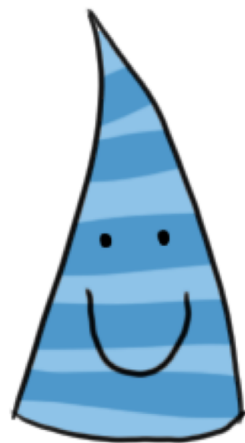
OPPRESSION  
OF ONE AFFECTS  
US ALL!



NO LIBERATION  
WITHOUT EQUAL  
REPRESENTATION!



INTERSECTIONALITY IS  
THE BELIEF THAT  
OPPRESSIONS ARE  
INTERLINKED AND  
CANNOT BE SOLVED  
ALONE.



OPPRESSIONS ARE NOT ISOLATED.  
**INTERSECTIONALITY NOW!**



# MAIN IDEAS: WHAT YOU CAN DO

- Appreciate that identities intersect with systemic discrimination and present unique challenges for individuals in QPTOC communities.
- Ensure that notes and records affirm the experiences of individuals with intersectional identities.
- Consider how discrimination and systemic inequality contribute to differing health outcomes.
- Acknowledge that individuals with intersectional identities face unique challenges around the perception of their families and in building (and sustaining) their families and relationships.
- Strive to collaborate with people and/or provide resources for people from different communities, issue areas, and sectors to promote transformative change.

TRANSGENDER TOPICS  
& NAME CHANGES

# SOME THINGS TO BE MINDFUL OF

- Clients who “pass”
- Asking questions: Are you asking for your own curiosity or is it relevant to the client’s treatment?
- Ask what name and pronouns to use in different settings
- Avoid pathologizing gender

# COMMUNITY TERMS TO BE AWARE OF:

-Transgender: A person who lives as a member of a gender other than that expected based on sex or gender assigned at birth. Sexual orientation varies and is not dependent on gender identity.

-Trans Man: An identity label sometimes adopted by female to male trans people to signify that they are men while still affirming their transgender history.

-Trans Woman: An identity label sometimes adopted by male to female trans people to signify that they are women while still affirming their transgender history.

-Non-binary: A gender identity label often used by people who do not identify with the binary of man/woman; or as an umbrella term for many non-conforming or non-binary identities.



# TERMS CONTINUED...

-Binder/binding: The process of flattening one's breasts to have a more masculine or flat appearing chest.

-Packing: Wearing a phallic device on the groin and under clothing for any purposes including: (for someone without a biological penis) the validation or confirmation of one's masculine gender identity; seduction; and/or sexual readiness (for one who likes to penetrate another during sexual intercourse).

-T/Testosterone: A hormone taken by individuals assigned female at birth to experience the changes one would get from a male puberty.

-E/Estrogen: A hormone taken by individuals assigned male at birth to experience some of the changes one would get from a female puberty.

-Blockers: A hormone blocker that "presses pause" for those who have not started their puberty.

# TERMS CONTINUED...

-Top Surgery: This term usually refers to surgery for the construction of a male-type chest, but may also refer to breast augmentation.

-Bottom Surgery: Surgery on the genitals designed to create a body in harmony with a person's gender identity.

-Passing: Describes a person's ability to be accepted as their preferred gender/sex or to be seen as heterosexual.

-Stealth: This term refers to when a person chooses to be secretive in the public sphere about their gender history, either after transitioning or while successful passing. Also referred to as 'going stealth' or 'living in stealth mode.'

# WHAT DOES TRANSITION LOOK LIKE?

No two transitions are the same, in fact, **not everyone decides to transition.**

Transitioning is a privilege that not everyone has access to.



# WHAT TRANSITION MIGHT LOOK LIKE FOR SOME:

**Social**- Go by a different name and pronouns, change of gender expression, change their name on social media

**Medical**- Begin taking hormones (testosterone, estrogen, blockers), undergo a gender affirming surgery

**Legal**- Change their name and or gender legally, acquire a new birth certificate, social security card etc.

# HOW YOU CAN SUPPORT: SOCIALLY

Should someone decide to socially transition, here are some ways you can support them, **with their consent**:

- Help them “try on” a name or pronouns
- Offer support in handling social media conversations that may need to happen



# HOW YOU CAN SUPPORT: MEDICALLY

Should someone decide to medically transition, here are some ways you can support them, **with their consent**:

- Your client's prescribing doctor may require a **letter** from you. (for surgery and or hormones) (see WPATH for assistance)
- Help them **research** surgeons and or doctors who will accept their insurance
- Support them through any **conversations** that may need to be had with their family and friends around surgeries or beginning hormones

# HOW TO SUPPORT: LEGALLY

Should someone decide to legally transition, here are some ways you can support them, **with their consent:**

The legal process to get your name and gender change could be costly and tricky.

- Help your client file fee waivers, print and fill out the legal documents (or find someone who can help)(LACY)
- Help them keep organized during this process

# IMPORTANT TO KNOW ABOUT LEGAL TRANSITION:

- Any resident can petition the court of the county in which they reside to legally change their name for any legal reason.
- When you file for a gender change in CA, an individual must provide a declaration from a physician attesting to having had “clinically appropriate treatment” for gender transition.
- The process is different for every state! You must comply with the rules of the state where you were born regardless of where you currently reside. (Birth certificates)



# RESOURCES

-Gender Spectrum

[www.genderspectrum.org](http://www.genderspectrum.org)

-WPATH

[www.wpath.org](http://www.wpath.org)

-Trans Lifeline

877-565-8860 [www.translifeline.org](http://www.translifeline.org)

-Transgender Law Center

[www.transgenderlawcenter.org](http://www.transgenderlawcenter.org)

-The Center of Excellence  
for Transgender Health

[Transhealth.ucsf.edu](http://Transhealth.ucsf.edu)

-LACY

[www.lawfoundation.org/legal-advocates-for-children-youth-lacy](http://www.lawfoundation.org/legal-advocates-for-children-youth-lacy)

-Somos Familia

<http://www.somosfiliabay.org/>

-Gender Health Clinic

<https://www.scvmc.org/health-care-services/Gender-Health-Center/Pages/overview.aspx>

## Trans Lifeline



**USA: 877.565.8860**



# CONTACT US

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