

Disparities and Barriers to Thriving

Disparities and barriers to thriving within the Transgender community include disproportionate rates of unaddressed mental health concerns including higher rates of trauma due to identity, survival sex work, higher rates of mistreatment by police and imprisonment, HIV and other STI's, lack of access to healthcare in general and affirming healthcare in particular, and higher rates of housing insecurity and homelessness.

It is crucial that we view these statistics with a systemic lens, meaning that we need to understand that these issues are not a matter of personal or moral failure, but that these issues directly correlate and are caused by the lack of acceptance and affirmative care and services in our society.

According to the 2015 National Transgender Survey, the following disparities and barriers to thriving were found:

Mental Health: 40% attempted suicide in their lifetime and 39% experienced psychological distress in previous month (5% US pop)

Survival Sex Work: 20% of total respondents turned to underground economies, Of those, The vast majority reported police harassment, there are also extremely high lifetime rates of intimate partner violence and sexual assault and 41% reported being physically attacked and 36% reported being sexually assaulted in the past year

Police and Prisons: 58% of folks who interacted with police reported mistreatment. Nearly one third of Black trans women, and one third mixed race women reported being stopped due to police assuming they were a sex worker. Over half of respondents reported they won't ask police for help and 2% reported being arrested, 22% of those believe b/c trans.

HIV: 1.4% respondents were living with HIV (5x US population rate ~ 0.3%), 3.4% transgender women overall and 19% Black trans women are HIV +.

Healthcare: over half of the respondents were denied transition-related surgery, one quarter were denied hormone therapy, one third experienced verbal harassment or were denied other healthcare, nearly a quarter didn't seek necessary medical care for fear of harassment and one third couldn't afford healthcare.

Housing & Shelters: 23% of respondents reported housing discrimination in last year. Only 16% own homes compared to 63% of the US population. One fifth were without stable housing or homeless and one quarter of unhoused folks avoided shelters and a vast majority of those using shelters experienced mistreatment.

These issues make Transgender people one of the most marginalized groups in the United States. These numbers are all from the 2015 National Transgender Survey conducted by the National Center for Transgender Equality. The Trevor Project has recently published the 2020 LGBTQ+ youth survey, which provides insight into youth-specific issues, of which homelessness is at the top.

Local Resources for Queer/Gender Diverse Clients

- Color Me Human (Nevada County) <https://www.colormehuman.org/community-support>
- Nevada County Pride (Nevada County) <https://www.nevadacountypride.org>
- Placer Co PFLAG (Placer County) <http://www.pflagplacercounty.org/>
- Bright Futures/NEO/Friendship Club Rainbow Social for youth <https://bffyouth.org/neo/>
- Gender Health Center (Sacramento) <https://www.genderhealthcenter.org/>
- Sac Pride Center (Sacramento) <https://saccenter.org/>
- River City Gems (Sacramento) <https://rivercitygems.org/>
- Sutter Gender Identity Support Group <http://www.sacgender.org/home>
- Lavender Library (Sacramento) <http://lavenderlibrary.com/>
- Dr. Charlene Hauser (Nevada County) (530) 745-1500
- Planned Parenthood (Sacramento/Placer) 916-781-3310
- Trans Queer Youth Collective (Sacramento) <https://tqyc.org/>
- Sierra College (Placer County) <https://www.sierracollege.edu/student-services/support-programs/student-engagement-centers.php>
- Sacramento PFLAG (Sacramento) <https://pflagsacramento.org>
- Del Phoenix ACSW, MSW (Nevada County/Sacramento) <https://del-phoenix.com>

National Resources for Queer/Gender Diverse Clients

- Family Acceptance Project <https://familyproject.sfsu.edu>
- Trans Lifeline: 877-565-8860 <https://www.translifeline.org>
- Trans Student Educational Resources <http://transstudent.org>
- The Trevor Project
<https://www.thetrevorproject.org/resources/#sm.00019w0150z2zdV5skb2gvv1izz2a>
- National Center for Transgender Equality <https://transequality.org/>
- They2ZE Mobile App <https://They2zeyth.org>
- PFLAG <https://Pflag.org>
- Transgender Law Center <https://transgenderlawcenter.org>
- WPATH- World Professional Association for Transgender Health <https://www.wpath.org>
- UCSF Center of Excellence for Transgender Health <https://prevention.ucsf.edu/transhealth>
- LGBTQIA+ Wiki https://lgbtqia.wikia.org/wiki/LGBTQIA_Wiki

Gender Diversity Terminology

AMAB/AFAB: Assigned Sex at Birth (Assigned Male or Assigned Female)

Biological sex: Refers to anatomical, physiological, genetic, or physical attributes that determine if a person is male, female, or intersex. These include genitalia, gonads, hormone levels, hormone receptors, chromosomes, genes, and secondary sex characteristics. Sex is often confused or interchanged with gender, which involves personal identity and social factors, and is not determined by biological sex.

Cisgender: Refers to an individual whose gender identity aligns with the one typically associated with the sex assigned to them at birth.

Deadnaming: Using the name a person was given at birth after they have changed it.

Gender Dysphoria: Psychological distress that results from an incongruence between one's sex assigned at birth and one's gender identity.

Gender Euphoria: Psychological state of bliss and comfort that happens when our gender expression is aligned with our identity.

Gender Expression: The manner in which a person communicates about gender to others through external means such as clothing, appearance, or mannerisms. This communication may be conscious or subconscious and may or may not reflect their gender identity or sexual orientation.

Gender Identity: A category of social identity and refers to an individual's identification as male, female or, occasionally, some category other than male or female. It is one's deeply held core sense of being male, female, some of both or neither, and does not always correspond to biological sex.

Implicit Bias: An automatic and often unintentional form of bias that affects our judgement, decisions, and behavior.

Microaggressions: A term that describes how we individually communicate our biases, assumptions, and stereotypes about people who do not fit our experiences and worldview.

Misgendering: Using the wrong pronouns, titles (Mr, Mrs, Miss, etc.), or honorifics (Ma'am or Sir) for a person.

Non-Binary: Refers to individuals who identify as neither man or woman, both man and woman, or a combination of man or woman. It is an identity term which some use exclusively, while others may use it interchangeably with terms like genderqueer, gender creative, gender nonconforming, gender diverse, or gender expansive. Sometimes abbreviated as NB or Enby.

Pronouns: He/Him/His, She/Her/Hers, They/Them/Theirs are the most common. Neopronouns are pronouns that are new to the English language.

Transgender: Refers to the broad spectrum of individuals who transiently or persistently identify with a gender different from their gender at birth.

Transition: Transition can involve any or all of the following: Social (coming out), Legal (Name change, gender marker), Medical (Hormones, Gender Affirming procedures & surgeries).

Examples of Cisgender Privilege

If you are a cisgender person, and a person whose gender expression conforms to societal norms, these are forms of privilege (unearned advantage) you experience:

- Use public restrooms without fear of verbal abuse, physical intimidation, or arrest
- Use public facilities such as gym locker rooms and store changing rooms without stares, fear, or anxiety.
- Strangers don't assume they can ask you what your genitals look like and how you have sex.
- Your validity as a man/woman/human is not based on how much surgery you've had or how well you "pass" as non-transgender.
- You have the ability to walk through the world and generally blend-in, not being constantly stared or gawked at, whispered about, pointed at, or laughed at because of your gender expression.
- You can access gender exclusive spaces such as the Michigan Womyn's Music Festival, Greek Life, or Take Back the Night and not be excluded due to your trans status.
- Strangers call you by the name you provide, and don't ask what your "real name" [birth name] is and then assume that they have a right to call you by that name.
- You can reasonably assume that your ability to acquire a job, rent an apartment, or secure a loan will not be denied on the basis of your gender identity/expression.
- You have the ability to flirt, engage in courtship, or form a relationship and not fear that your biological status may be cause for rejection or attack, nor will it cause your partner to question their sexual orientation.
- If you end up in the emergency room, you do not have to worry that your gender will keep you from receiving appropriate treatment, or that all of your medical issues will be seen as a result of your gender.
- Your identity is not considered a mental pathology ("gender identity disorder" in the DSM IV) by the psychological and medical establishments.
- You have the ability to not worry about being placed in a sex-segregated detention center, holding facility, jail or prison that is incongruent with your identity.
- You have the ability to not be profiled on the street as a sex worker because of your gender expression.
- You are not required to undergo an extensive psychological evaluation in order to receive basic medical care.
- You do not have to defend your right to be a part of "Queer," and gays and lesbians will not try to exclude you from "their" equal rights movement because of your gender identity (or any equality movement, including feminist rights).
- If you are murdered (or have any crime committed against you), your gender expression will not be used as a justification for your murder ("gay panic") nor as a reason to coddle the perpetrators.
- You can easily find role models and mentors to emulate who share your identity.

- Hollywood accurately depicts people of your gender in films and television, and does not solely make your identity the focus of a dramatic storyline, or the punchline for a joke.
- Be able to assume that everyone you encounter will understand your identity, and not think you're confused, misled, or hell-bound when you reveal it to them.
- Being able to purchase clothes that match your gender identity without being refused service/mockered by staff or questioned on your genitals.
- Being able to purchase shoes that fit your gender expression without having to order them in special sizes or asking someone to custom-make them.
- No stranger checking your identification or drivers license will ever insult or glare at you because your name or sex does not match the sex they believed you to be based on your gender expression.
- You can reasonably assume that you will not be denied services at a hospital, bank, or other institution because the staff does not believe the gender marker on your ID card to match your gender identity.
- Having your gender as an option on a form.
- Being able to tick a box on a form without someone disagreeing, and telling you not to lie. Yes, this happens.
- Not fearing interactions with police officers due to your gender identity.
- Being able to go to places with friends on a whim knowing there will be bathrooms there you can use.
- You don't have to convince your parents of your true gender and/or have to earn your parents' and siblings' love and respect all over again.
- You don't have to remind your extended family over and over to use proper gender pronouns (e.g., after transitioning).
- You don't have to deal with old photographs that did not reflect who you truly are.
- Knowing that if you're dating someone they aren't just looking to satisfy a curiosity or kink pertaining to your gender identity (e.g., the "novelty" of having sex with a trans- person).
- Being able to pretend that anatomy and gender are irrevocably entwined when having the "boy parts and girl parts" talk with children, instead of explaining the actual complexity of the issue (one "how-to" in the comments below).

Affirmative Practices Worksheet

As a group, complete the following questions. You have 10 minutes.

Give three examples of gender-neutral ways to address a person.

1. _____

2. _____

3. _____

Give three examples of gender-based stereotypes that show up in the work you do.

1. _____

2. _____

3. _____

Name three things that your agency or department can do to promote a gender and LGBTQIAP+ inclusive environment.

1. _____

2. _____

3. _____

Reflection Questions

Self-Reflection:

1. How have I participated in reinforcing binary gender socialization (jokes, expecting others to conform, imposing norms on children)?
2. How might I be able to change these messages or behaviors be more inclusive?
3. How can I approach my work with humility and awareness of my cisgender privilege?

Organizational Reflection:

1. Which of the affirmative practices that were discussed today are we already using?
2. What affirming practices that were discussed today do we need to add to this space?
3. What ongoing support and resources do we have to help us assess our organizational needs in the area of gender and sexual diversity within our organization and those we serve?
4. What organizational policies do we have in place for gender and LGBTQIAP+ affirmative practices?
5. What are the consequences for not using affirmative practices?
6. How might the lack of affirmative practices in our organization contribute to continued discrimination and unmet needs in the community that we serve?

Transgender Affirming Therapists in Sacramento Area

- Lori Pranger, AMFT- (916) 757-2345 lori@unique-outcomes.org Private Pay Only. Telehealth available.
- Finley Terhune, LMFT- (916) 877-4745 finley@unique-outcomes.org * Trans, takes insurance, contact to check which. Telehealth available.
- Heather Woodford, LCSW- (916) 542-2597 heather@unique-outcomes.org Private Pay Only. Telehealth available.
- Del Phoenix, ACSW- (530)648-0242 del@del-phoenix.com *Trans, Private Pay Only, Sliding Scale available. Telehealth available.
- Ariana Lozano, LMFT- (916) 715-7715 ArianaLozanoLMFT@gmail.com *Trans, Private Pay, Out Of Network, and limited Scholarships available. Telehealth available.
- Danielle Greenspan, LMFT, LPCC- (916) 847-7107 greenspan.danielle@gmail.com, Private Pay Only. Telehealth available.
- Tamer Mostafa, ACSW- (916) 585-3872 tamersaidmostafa@gmail.com, Private Pay only. Sliding Scale and Telehealth Available.
- Dr. David Nylund, LCSW, Ph.D- (916) 743-7281 davidknylund@gmail.com, *Muslim Private PayOnly. Telehealth available.
- Refugio Pantoja, LMFT- (916) 549-1688 therapy@refugiopantoja.com, Spanish Speaking, Private Pay only, Telehealth available.
- Bianca Christian, ACSW- (916) 400-0505 hello@martincounselinggroup.com Aetna and Cigna insurance, Private Pay
- Heather Blessing, LMFT- (916) 436-1841 Blue Sheild, Optum, Private Pay
- Trans & Queer Youth Collective- julie.strathdee@tqyc.org Group therapy for Queer/Trans youth in Sacramento
- Dr. Malakai Cote, Ph. D.- (916) 459-3131 DrMalakai@CoteTherapy.com Accepts multipleinsurances, contact for information.
- Adriana Joyner, LMFT- (916) 547-3997 adriana@adrianajoynertherapy.com Private Pay,Telehealth Available
- Courtney Morgan, APCC, ATR-P - (916) 399-3473 courtneykimmorgan@unique-outcomes.org PrivatePay, Telehealth Available
- Roz Katonah MA, APCC- (530) 771-6558 Private Pay only
- Kathryn Rabak, LCSW- (916) 836-4099 krabaklcsw@gmail.com, Private Pay, Sliding Scale and Telehealth available
- Abbi Ashire, AMFT- (916) 269-4955, Private Pay, Sliding Scale and Telehealth available.
- Samuel Donath, LMFT- (916) 666-2759, Private Pay, Sliding Scale and Telehealth available.

Nevada, Placer and Yuba Counties

- Sierra Therapy Center- 530-913-5054, ask for Sierra Sparks, LMFT, or Steven Cooper, APCC,takes insurance, contact to check which. Telehealth available.
- Del Phoenix, ACSW- (530)648-0242 del@del-phoenix.com *Trans, Private Pay, Sliding Scale
- available. Telehealth available.
- Ramona Beresford-Howe (530) 575-5915 mindsetwellness.net
mindsetwellness@outlook.com, Private Pay, Anthem, and Cigna