



Supporting Transgender and Gender-Expansive Youth in Systems of Care

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Learning Objectives



- ❑ Terms & Definitions
- ❑ Transitioning
- ❑ Best Practices to Support
Toward Permanency

Risk Factors



80% feel unsafe at school

1 in 5 will experience homelessness

41% will attempt suicide

Nearly 3x more likely to experience foster care



Permanency



In the Life Media Our Bodies, Our Rights

Lilly's Story



Recognizing Biases in Care – Lilly’s Story

How did biases **cause** entry into systems of care for Lilly?



How did she encounter biases **while** in systems of care?



How might biases **challenge** Lilly’s permanency options?



The logo for the National Wraparound Implementation Academy is a circular emblem. It features a white center with the text "National Wraparound Implementation Academy" in a bold, black, sans-serif font. Surrounding the center are several concentric, overlapping curved bands in shades of teal, orange, and light peach. The background of the slide is dark blue with several large, overlapping circles in orange, teal, and light peach on the left side, and a large, stylized graphic of concentric curved bands in orange, teal, and light peach on the right side.

**National
Wraparound
Implementation
Academy**

Unit 1: Terms and Definitions

Gender Pronouns

- She/her/hers
- He/him/his
- They/them/theirs
- Hir/Ze
- All
- No pronoun



Pronoun Activity

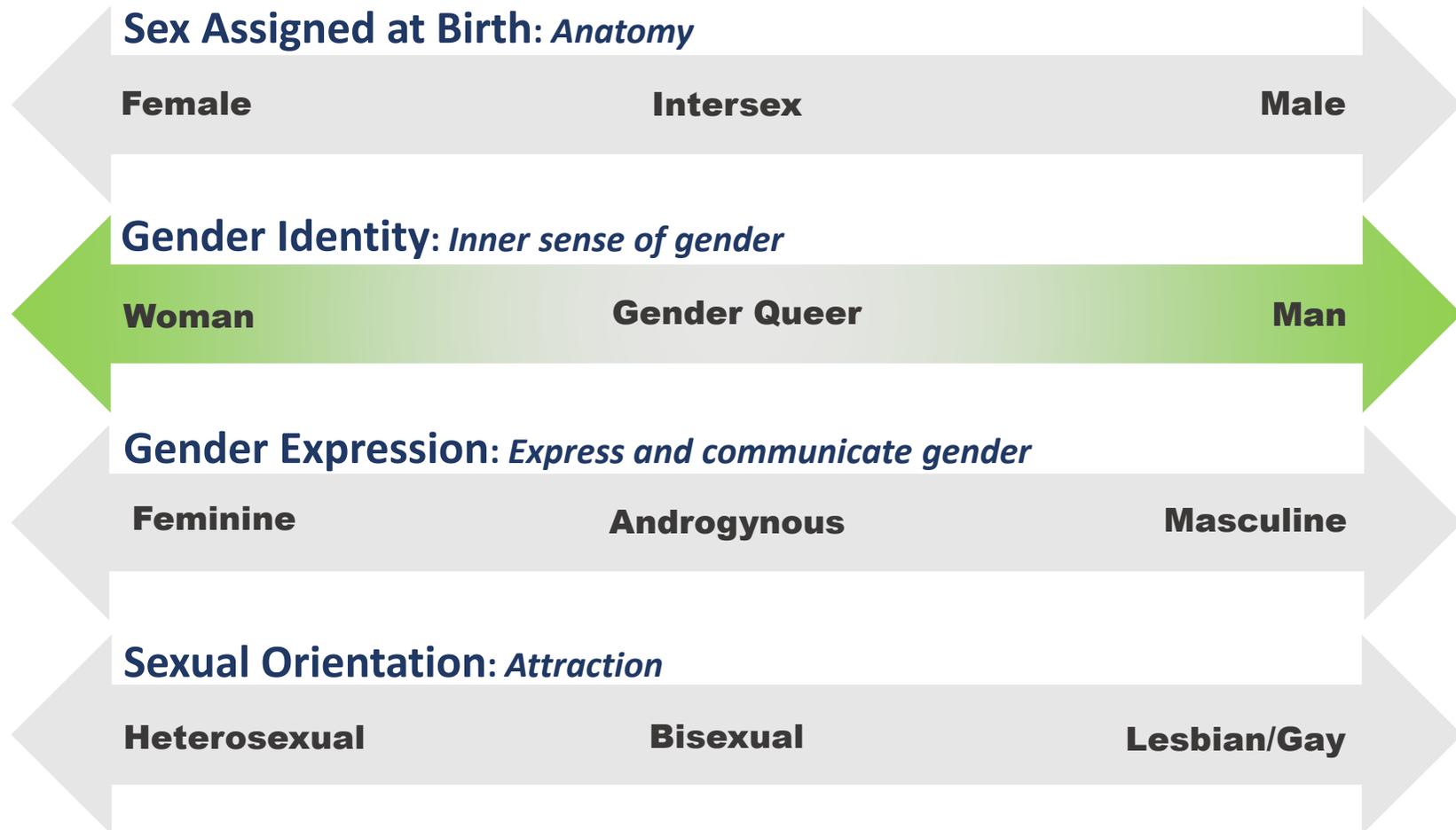
- Find a partner at your table
- Take 60 seconds to ask your partner any of the following:
 - Where is your partner from?
 - What are your partner's favorite activities?
 - Where did your partner go on vacation this summer?
- Volunteers will be selected to introduce your partner without using she/her or he/him pronouns.



Intersex Experiences



Gender Identity



Cisgender

A description for a person whose gender identity and assigned sex at birth align (e.g., a person identifies as a man and was assigned male at birth by a doctor).

Transgender

An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under this umbrella may describe their gender identity using one or more of a wide variety of terms – including but not limited to transgender. “Trans” is often used as shorthand.

Definitions

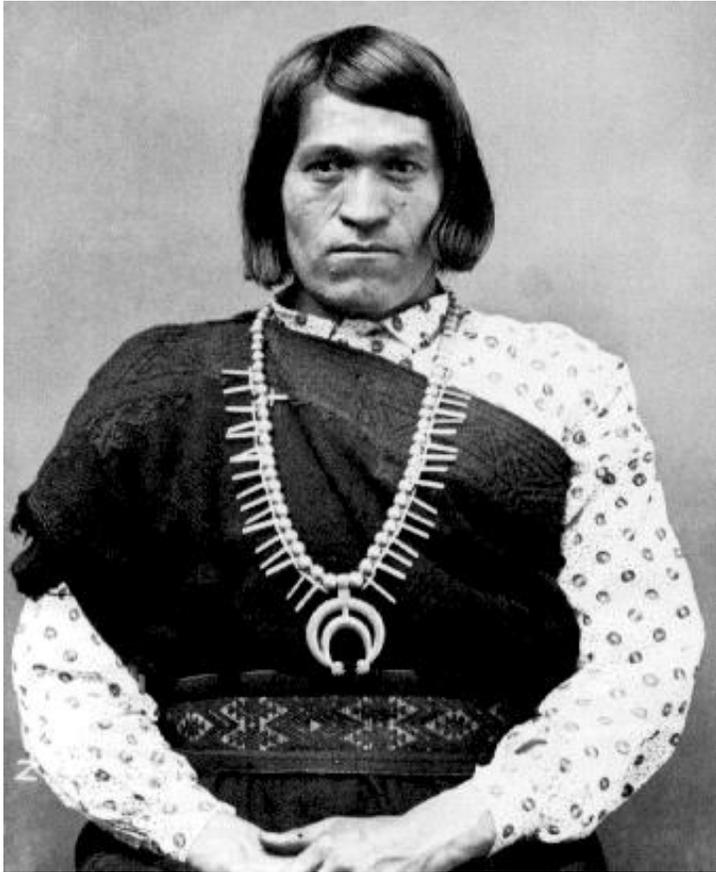
Trans man- someone who was assigned female at birth and identifies as a man (usually uses he/him)



Trans woman – someone who was assigned male at birth and identifies as a woman (usually uses she/her)



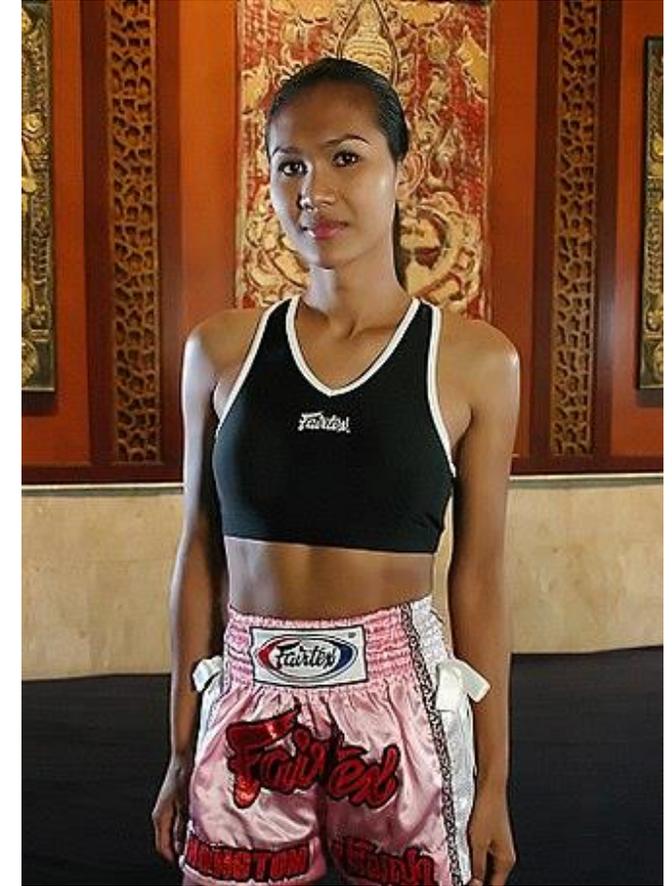
Trans People in Other Cultures



Two-Spirit, Native Americans



Hijra, India

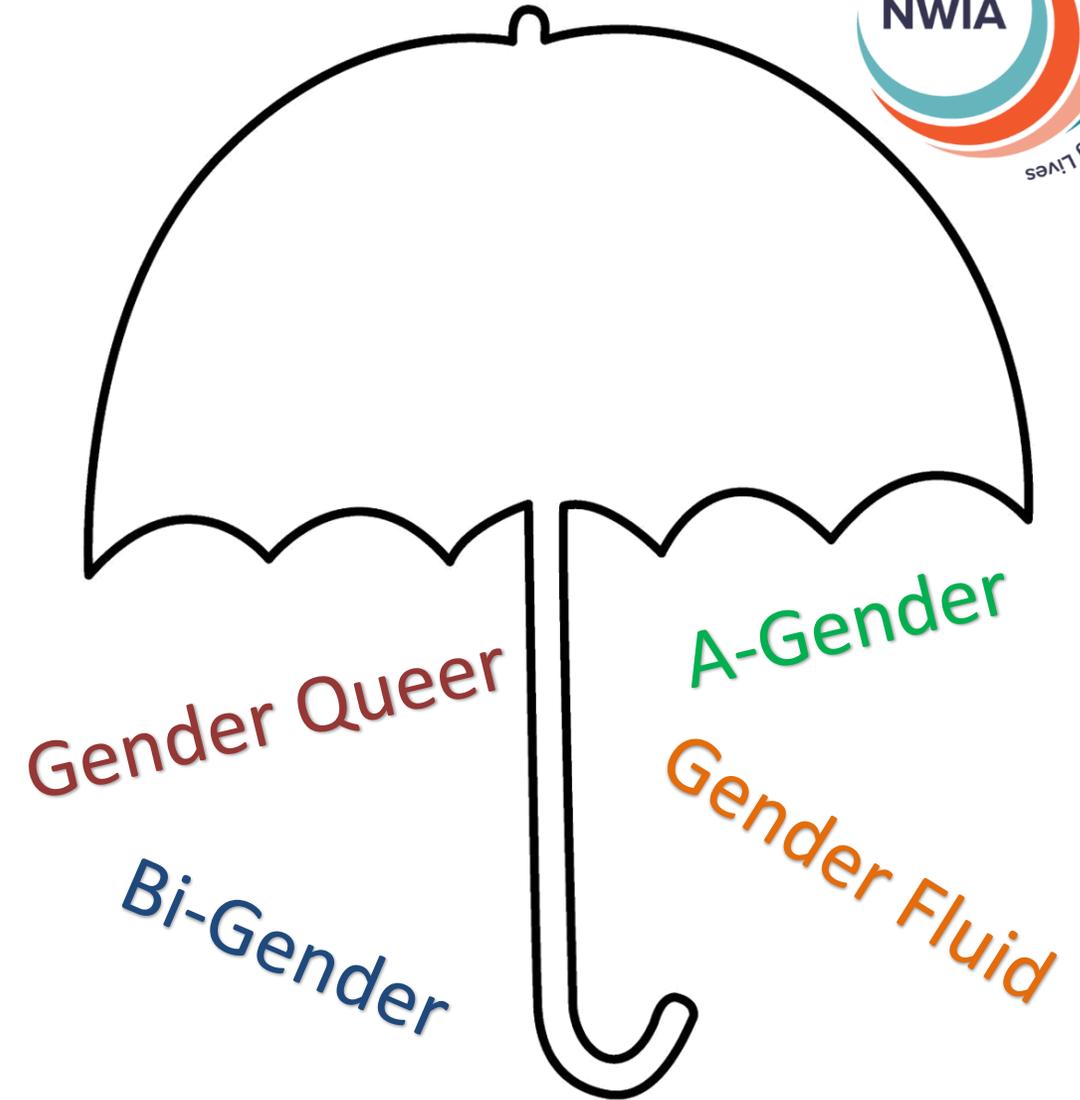


Kathoey, Thailand

Non-Binary Umbrella



Jacob Tobia: Writer/Producer/Author/LGBTQ+ Activist
Pronouns: They/Them/Theirs



Singular “They” Really is Grammatically Correct



Merriam-Webster ✓

@MerriamWebster

Follow

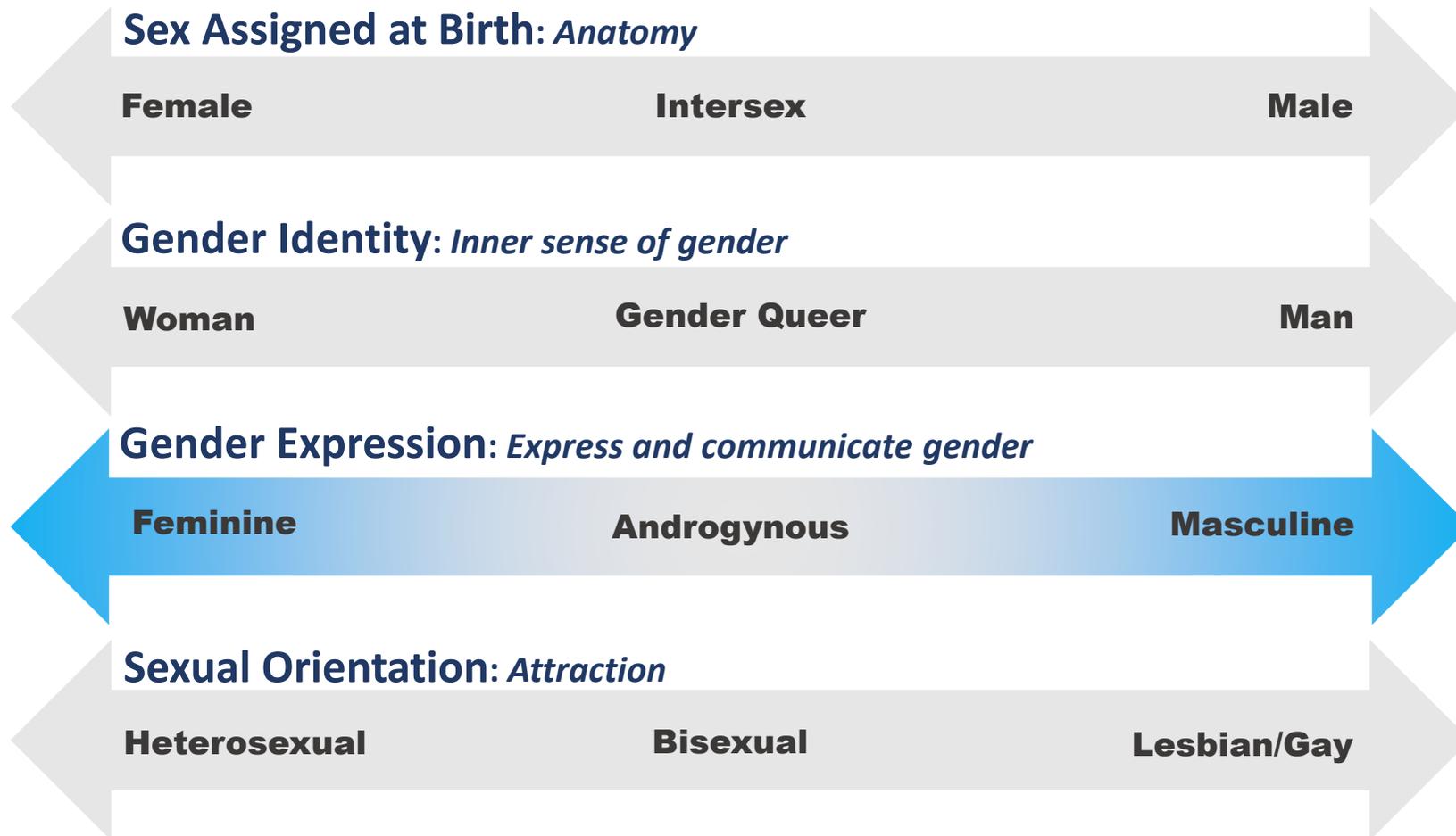
Though singular 'they' is old, 'they' as a nonbinary pronoun is new—and useful.



Even I
used it!



Gender Expression



Gender Expression is Cultural



Gender Expression Changes Over Time



“Girl” Toys Vs. “Boy” Toys: The Experiment



Gender Police



Activity- Gender Messages

Take 2 minutes and talk with your group about the messages you received about gender:

- What were you encouraged to do?
- What weren't you allowed to do?
- When were you told you had to change something because of your gender?

You should grow out
your hair.

That's not very lady
like!

You should wear
heels to work.



Why haven't I ever
seen you in a dress?
Why don't you wear
makeup?

Don't be a wuss!

Don't be such a girl!

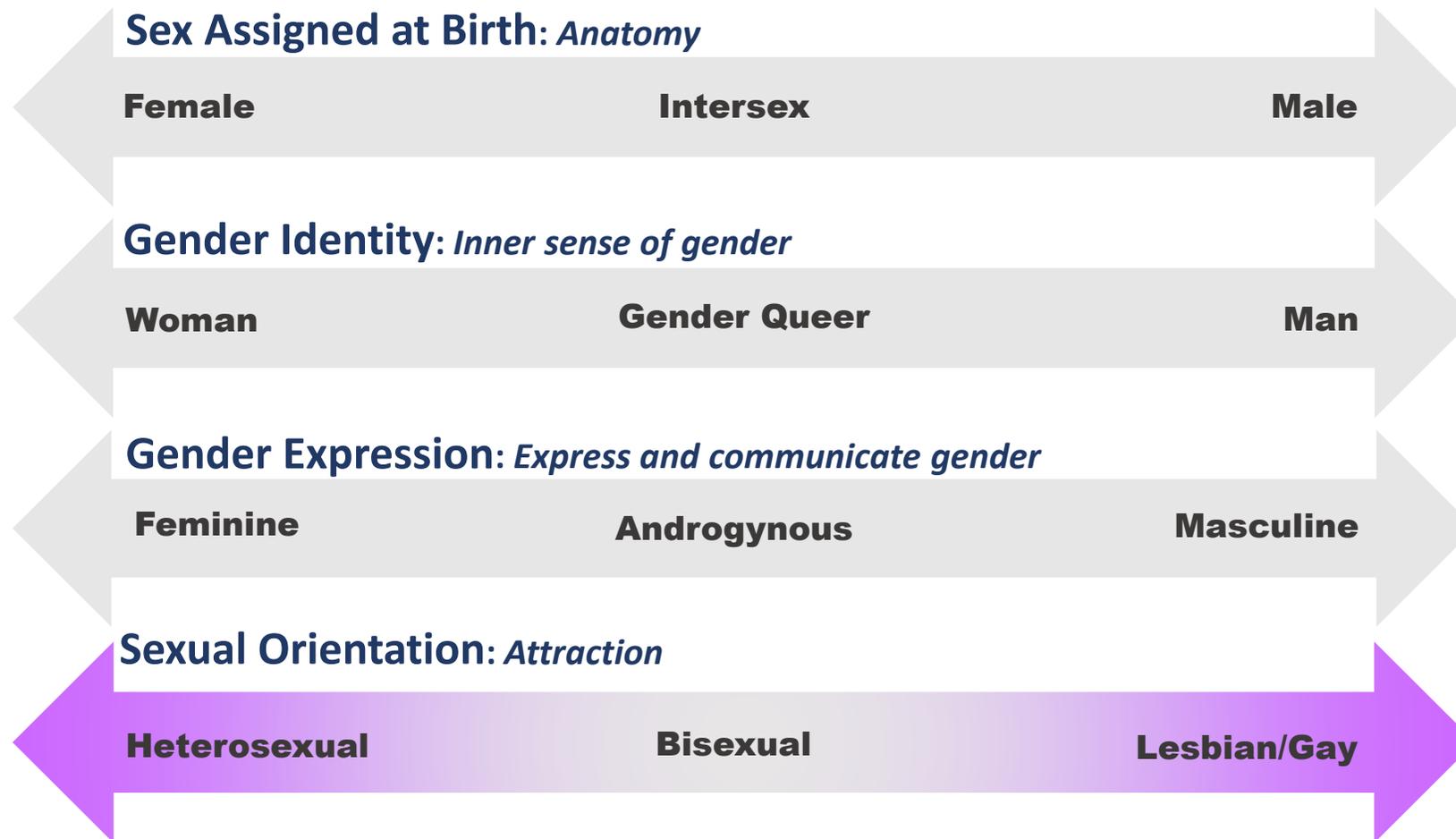
Man up!

You should cut your hair!



Why haven't you grown out a beard?

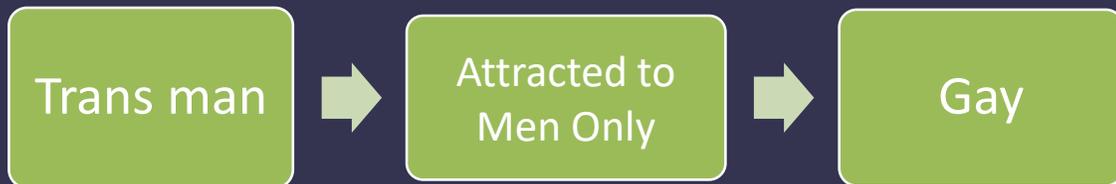
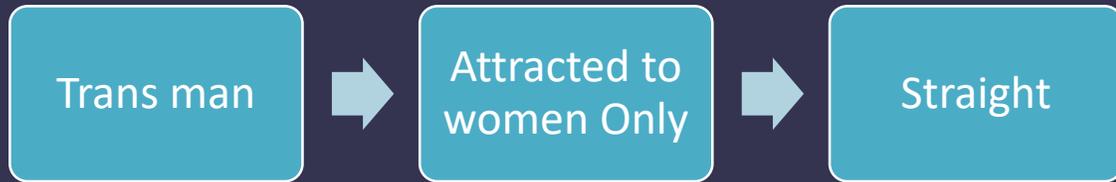
Sexual Orientation



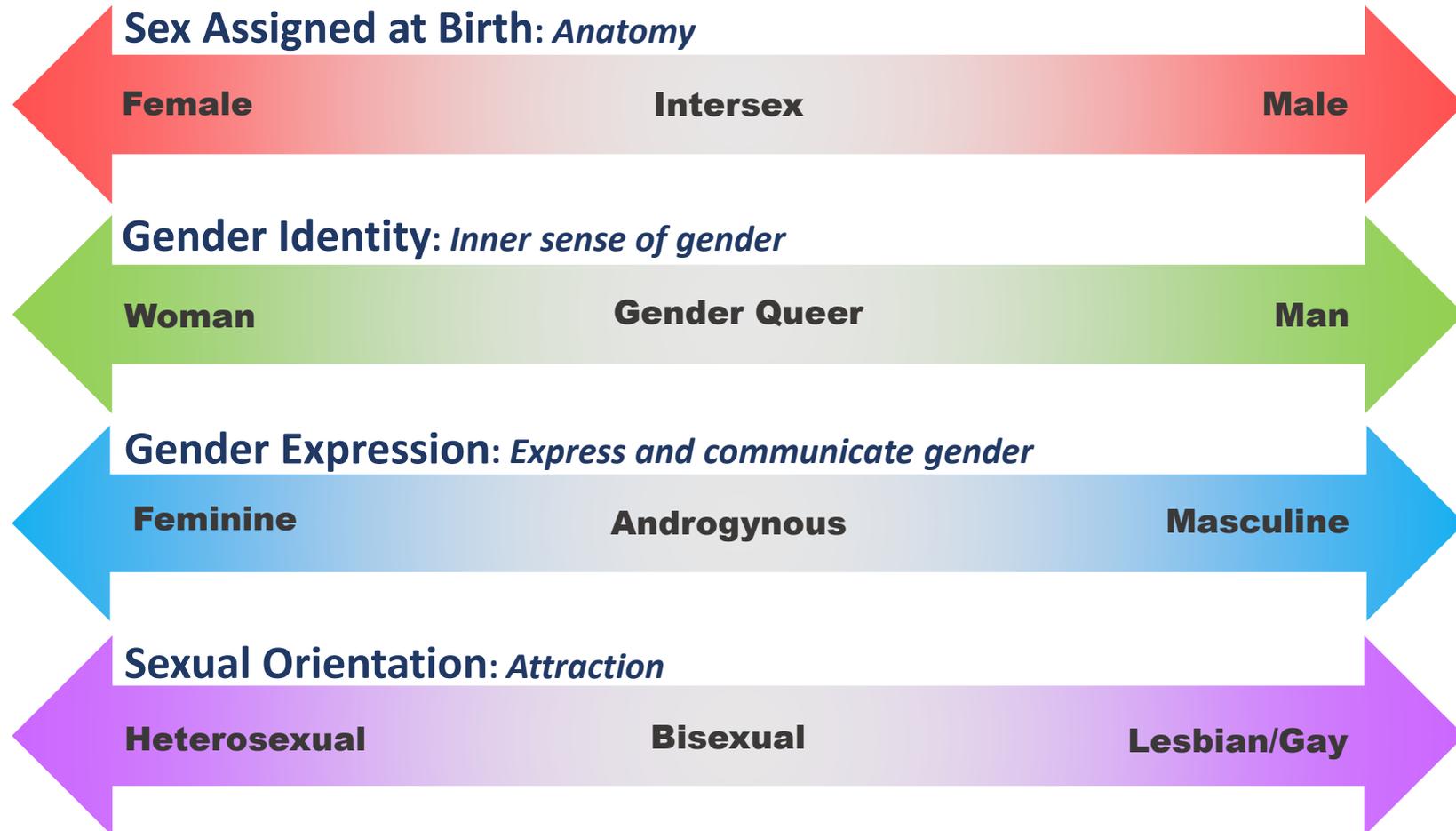


Sexual Orientation, Continued

Trans people can be straight, gay, lesbian, or bi just like cis people.



Attraction and Gender: Summary



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The background is a dark blue-grey color. On the left side, there are several overlapping circles in shades of orange, teal, and light peach. On the right side, there are large, stylized, overlapping arcs in the same color palette, resembling a partial rainbow or a series of concentric bands.

Unit 2: Transitioning & Related Care

Nate's Story



Types of Transition

Social Transition

- Coming out
- Clothing
- Hairstyle
- Name/pronouns

Legal Transition

- Name Change
- Drivers License
- Social Security card
- Birth Certificate

Medical Transition

- Hormone Blockers
- Hormone Replacement Therapy
- Surgeries



1. Not everyone transitions the same way
2. What steps someone takes are private
3. Self-identification is key- the only “proof” you need of someone’s identity is them telling you who they are

Barriers to Transitioning

Social Transition

- Family rejection
- Un-affirming workplace/school environment
- Safety concerns
- Lack of legal protections

Legal Transition

- Expenses
- Complicated process
- Often must “prove transness”

Medical Transition

- Insurance coverage
- Expenses
- Often must “prove transness”
- Lack of competent providers

Name and Gender Marker Change Process in Maryland



- Name Change with SSA:**
- Court Order
 - Application for Social Security Card
 - Unexpired Legal Identification
 - Proof of Citizenship

- Gender Marker Change with SSA:**
- Application for Social Security Card
 - Unexpired Legal Identification
 - Proof of Transition

- Proof of Transition:**
- Valid passport with updated gender marker
 - Birth certificate with updated gender marker
 - Court order showing change of gender *OR*
 - Letter from doctor

- Name Change with MVA (in person, within 30 days, after name change with SSA):**
- Original documents:
 - Proof of age & identity
 - Proof of lawful status from Homeland Security
 - Proof of valid SSN
 - Two proofs of MD Residency
 - Current driver's license
 - Certified copy of court order
 - New social security card

- Gender Marker Change with MVA:**
- Letter from Gender Reassignment Surgery surgeon *OR*
 - Court Ordered Gender Change *OR*
 - Letters from:
 - Applicant
 - Physician administering HRT
 - Psychotherapist



What Happens If They Regret Transitioning?

- ✓ Overwhelmingly, research has found that over 90% of individuals who transition report positive life outcomes as a result.
- ✓ More people regret gastric bypass, than do those who regret surgical transition.
- ✓ Every major medical organization supports access to transition-related-care and deems it medically necessary for a reason: The actual peer-reviewed evidence supports it.

Activity: How prepared are you?

Each group will be given a scenario. Work together to plan what actions you would take for the youth on your paper. Be sure to consider:

- How would you go about addressing this need?
- What biases or barriers will you have to overcome?
 - *From colleagues?*
 - *From supervisors?*
 - *Systemic barriers?*
- What areas do you need more support in?



Discussion

- Group 1: *You routinely hear another staff member using incorrect name and pronouns to refer to a non-binary youth. You've even heard them say "that's not how I know her, she'll always be a girl to me. It doesn't even make sense to say 'they.'"*
- Group 2: *A trans girl you work with is being harassed by some of the other girls around using the girls' bathroom.*
- Group 3: *A teenage trans boy in foster care has requested a binder and gender-specific clothing items such as boxers but their case worker doesn't think these items are necessary and that it would be "special treatment" to get them for the youth.*



Unit 3: Supporting Toward Permanency



Luke's Story



YOUTH *today*

What makes a place feel safe to you?

Love

Acceptance

Representation

Community

Symbols





Gendered Language

- Use correct name & pronouns consistently
- Correct colleagues (whether youth is present or not)
- Ask pronouns routinely – not just with *some* youth
- Use language inclusive of all genders when referring to groups





Instead of "Ladies," "Guys," or "Ladies and Gentlemen"...

Companions Team Faculty and Staff
Friends Folks People Colleagues
Associates Team Members You All
Peers Partners Individuals
Guests Everyone Gentlepeople
Collaborators All Everybody

Common Language Mistakes



Instead of:

Use:

“Transgendered” or
“A transgender”



“Trans man, trans woman, person of trans experience” or simply say “man” or “woman” (*reflecting how the person identifies- no need to say “trans” if it’s not necessary/relevant*).

“Used to be,” “wants to be,” or “turning into” a man/woman



These statements imply the person isn’t who they say they are.

Gendered Practices

- Dress codes
- Lines
- Restrooms
- Ensure access to clothing, resources, medical care that align with young person's gender identity



Respect Privacy

- Never ask questions about body parts/medical information (unless relevant & necessary)
- Consult young person before discussing gender identity with others
- Don't "out" or "deadname" young person



John Oliver Video





True Colors
Sexual Minority Youth and Family Services



This BATHROOM is for EVERYONE

NOTICE HOW YOU FEEL, WHAT YOU EXPERIENCE, THINK, FEAR....

Imagine having to do this every time you need to go. That's what many Transgender, Non-Binary, and Gender Fluid People deal with every day.

Gendered Bathrooms are available on the 2nd floor of each building

Work Against Stereotypes

- Educate staff
- Avoid making assumptions
- Speak out when colleagues make biased statements
- Be mindful when discussing mental health & Gender Identity





Visual Cues

- Posters, brochures
- Flags/Safe Space Stickers
- Pronoun Buttons
- LGBTQ Symbols



Final Discussion

Take a few minutes to write down:

1. 1 new thing you learned
2. 2 names of colleagues you'll enlist in this work
3. 3 steps you can try in your work with trans youth

Now, share with a neighbor one thing you wrote down.

Questions



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