

The Brave New World of Gender


A Media Exploration of Gender Variance



LGBTQ Behavioral Health Coalition of Southern Arizona
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Some content based on "Gender Identity 101" by Alexander John Goodrum

LGBTQ Behavioral Health Coalition of Southern Arizona




Founded in 2006, the mission of the Coalition is to assure culturally appropriate services to lesbian/gay/bisexual/transgender/questioning (LGBTQ) individuals and their families, and work to eliminate the stigma of LGBTQ stereotypes within the behavioral health community.

Allied agencies:

- Arizona Psychological Assoc. GLBT Committee
- Cissey Family Foundation
- City of Tucson Commission on GLBT Issues
- CODAC Behavioral Health Services, Inc.
- Community Partnership of Southern Arizona (CPSA)
- Gay Lesbian Straight Education Network
- Human Relations Commission
- La Frontera, Inc.
- LgbtQAA Diversity & Inclusion Consulting
- Open Inn
- Our Family
- Parents & Friends of Lesbians & Gays (PFLAG)
- Pima County Health Department
- Southern Arizona Mental Health Corp. (SAMHC)
- Southern Arizona AIDS Foundation (SAAF)
- Sunshine Prevention Office
- Wingspan/Southern Arizona Gender Alliance

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LGBT&S Alliance Fund,
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 Community Foundation for Southern Arizona (CFSA)



Today's Clips

<p>Normal</p> <ul style="list-style-type: none"> • Fiction: motion picture • Director: Jane Anderson • 2005 • Avenue Pictures Productions <p>The L Word Season 4 Episodes 9 & 10</p> <ul style="list-style-type: none"> • Fiction: television • Creators: Michele Abbott, Ilene Chaiken, Kathy Greenberg • 2007 • Viacom Productions 	<p>Southern Comfort</p> <ul style="list-style-type: none"> • Documentary • Director: Kate Davis • 2002 • Q-Ball Productions <p>Wigstock: The Movie</p> <ul style="list-style-type: none"> • Documentary • Director: Barry Shils • 1995 • Samuel Goldwyn Company <p>"Expressing the Infinite"</p> <ul style="list-style-type: none"> • Keynote address • Alexander John Goodrum • 2002 True Spirit Conference Washington, DC
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It's a Binary, Binary World

Sex (Biological Anatomy)


Male ----- Female

Remember the
Kinsey Scale?

Sexual Orientation (Romantic/Erotic Response)

Towards Women ----- Towards Men


1 ----- 3 ----- 6



"Who Am I?"

Sex (Biological Anatomy)
Male ----- Female

Gender Identity (Psychological Sense of Self)
Man ----- Woman




Closer Look:
Gender Identity

"How Does the World See Me?"

Sex (Biological Anatomy)
Male ----- Female

Gender Identity (Psychological Sense of Self)
Man ----- Woman

Gender Expression (External Presentation)
Masculine ----- Feminine



Closer Look:
Gender Expression

The Gender Continua

Sex (Biological Anatomy)
Male ----- Female

Gender Identity (Psychological Sense of Self)
Man ----- Woman

Gender Expression (External Presentation)
Masculine ----- Feminine

Sexual Orientation (Romantic/Erotic Response)
Towards Women ----- Towards Men

"They Say..."

Sex (Biological Anatomy)
Male ----- Female

Gender Identity (Psychological Sense of Self)
Man ----- Woman

Gender Expression (External Presentation)
Masculine ----- Feminine

Sexual Orientation (Romantic/Erotic Response)
Towards Women ----- Towards Men

Majority Rules

Closer Look: Societal Expectations

Sexual Orientation

Sex (Biological Anatomy)
Male ----- Female

Gender Identity (Psychological Sense of Self)
Man ----- Woman

Gender Expression (External Presentation)
Masculine ----- Feminine

Sexual Orientation (Romantic/Erotic Response)
Towards Women ----- Towards Men

"Lesbian woman" "Gay man"

Transgender


Sex (Biological Anatomy)
Male ----- Female

Gender Identity (Psychological Sense of Self)
Man ----- Woman

Gender Expression (External Presentation)
Masculine ----- Feminine

Sexual Orientation (Romantic/Erotic Response)
Towards Women ----- Towards Men

"MTF" = Male-to-Female (born male, transitioning to female)



Closer Look: Sexual Orientation vs. Gender Identity

So what is transgender?



"Trans" means different things to different people



So what is transgender?

Transsexual

- desire medical assistance/intervention
- desire full-time life in intended gender
- usually aware since early childhood




So what is transgender?

Cross-Dresser (CD)

pejorative term: *transvestite*

- usually part-time
- often heterosexual, married
- often secretive
- sometimes erotically motivated



So what is transgender?

Drag

kings and queens

- performance (impersonation, gender illusion), often flamboyant
- may or may not be transgender
- may or may not gay
- rarely live full-time
- sometimes modify body



So what is transgender?

Transgender

- don't fully "fit" assigned gender
- may or may not modify body or life


- gender blender
- gender-queer
- two-spirit
- eunuch, hijra
- butch, femme
- AG/aggressive, ...



Not to be confused with...

Intersex

- pejorative term: *hermaphrodite*
- ambiguous anatomy/chromosomes
- prevalence 1:2000
- usually **NOT** trans-identified
- may have to "transition" nevertheless



Transition Process

Sex (Biological Anatomy)
Male → Female

Gender Identity (Psychological Sense of Self)
Man → Woman

Transition *may or may not* include:

- WPATH's "Benjamin Standards" of Care
- Therapy/Counseling
- Hormone replacement therapy
- Variety of surgical procedures
- Legal process; identity documentation

Rule #1

Never assume
anyone's gender identity or sexual orientation regardless of appearance or behavior

There are as many gender expressions as there are people

Sex (Biological Anatomy)
Male ----- Female

Gender Identity (Psychological Sense of Self)
Man ----- Woman

Gender Expression (External Presentation)
Masculine ----- Feminine

Sexual Orientation (Romantic/Erotic Response)
Towards Women ----- Towards Men

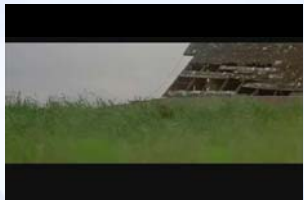

Disparities & Risks

Health Disparities

- **Provider bias**
- **Provider ignorance**
- **Lack of insurance coverage, discriminatory coverage**
- **Limited clinical research and clinical literature**
- **Lack of FDA approval for hormone therapy**
- **Classification of treatment as experimental**

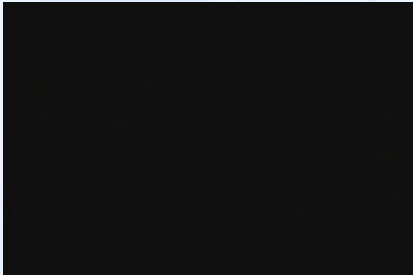

Provider Priorities

- **Hormone use may increase risk for certain cancers and other health problems**
- **Black market hormone use (31%)** [SAGA 2006]
- **HIV/STD prevention/treatment**
- **Substance & tobacco use prevention/treatment**
- **Injection silicone use**
- **Depression, suicide**
(Tucson)= **49.6%** [SAGA 2006]

Loss & Grief

- **Loss of friends, family, church, job, everything familiar...**


Closer Look: Loss & Grief



Violence & Harassment

- **86% reported some form of assault or harassment** [SAGA 2006]
- **On-the-job harassment legal most places**
- **1998: Matthew Shepard murdered**
- **1998: 36 transgender people murdered – name one**
- **Often gruesome hate crimes, “overkill”**




Legal Issues: An Overview

- Due to wide-spread, legal discrimination, transgender people report **unemployment and underemployment typical (50%)** despite **advanced education (65%)**

[National Transgender Advocacy Coalition]





Legal Issues: An Overview

- Current Federal laws offer **no protection** (however, recent favorable court decision...)
- Very few states have specific "gender identity" protections (Arizona is not one of them)
- **City of Tucson** is the **only jurisdiction** in Arizona to include **gender identity*** (Scottsdale - city employees only)
- Most GLB discrimination **not based on sexual orientation: gender stereotyping and bias** are the issues
- Policies/laws that cover "sex" or "sexual orientation" only do **not** automatically cover gender identity or expression



Marriage & Immigration

- No standard **legal definition** of "man" or "woman"
- Ability to change birth certificate and/or important documentation **impossible** in some states
- No consistency: **law/court varies** from state to state as well as internationally; **immigration** also problematic
- **Homeland Security** measures directly impact our community (REAL ID Act, new passport regulations)




Becoming an Ally

Creating a Trans-Friendly Environment

- **Staff training**
- **Posted non-discrimination statement:**
Equal care will be provided to all patients regardless of age, race, ethnicity, physical ability, sexual orientation, gender identity, or gender expression.
- **Revise intake forms**
- **Signage, art, publications**
- **Gender-neutral bathrooms**
- **All staff participates**
- **Recruit T people**




Respect, Support, Validate, Advocate

- **Gender is self-defined** – “Tell me about yourself”
- **Pronouns** – **Cue by presentation; when in doubt, ask. Be consistent. Don’t over-apologize when you forget.**
- **Refer to only by chosen name** regardless of legal status
- **Never “out” someone w/o permission**
 - HIPAA
- **Lead by example**
 - be a positive role model



Respect, Support, Validate, Advocate


- **Be open to life beyond your own experience**
- **Acknowledge barriers** – talk about it; OK to disagree but not to disrespect
- **Put policies in writing; practice zero tolerance**
- **Do unto others...**




Closer Look:
Becoming an Ally

Foster the Alliance

- **Support and encourage trans-inclusive language in policies and legislation – contact your legislators.**
- **VOTE! Use your power. Support trans-positive candidates.**
- **Get involved...**
- attend (or start) a trans group or event
- *join the LGBTQ Behavioral Health Coalition!*
- **Volunteer your time. Allies are our greatest advocates for change.**
- **Donate your money, goods, or services.**

Parting Thoughts

Questions?

Resources

Wingspan's Southern Arizona Gender Alliance (SAGA)
www.sagatucson.org • alison@sagatucson.org

Alexander John Goodrum
 Transgender Mental Health Advocacy Project • www.goodrumproject.info

National Center for Transgender Equality (NCTE) • www.nctequality.org

Gender Education and Advocacy • www.gender.org

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