



# **Belonging**

## **More Than Inclusion for Trans and Nonbinary Clients in Treatment**

Presented By:  
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Visions Teen



March 31, 2022

# Introductions

## VISIONS ADOLESCENT TREATMENT CENTERS

Comprehensive clinically based treatment option for teens and families.

- Primary Residential Mental Health
- Primary Residential Dual Diagnosis
- Extended Care Housing
- PHP & IOP
- Visions Day School
- LGBTQ+ , ED, Trauma Specific Programming
- Specialty Clinic (All Ages)



Beck Gee-Cohen MA CADC-II  
Director of LGBTQ+ Programming



Jordan Held LCSW  
Family Therapist & Gender Specialist





# Objectives

- Participants will be able to have a solid understanding of the basics of gender identity.
- Participants will be able to explain the elements of disclosure.
- Participants will walk away with knowing how to make their spaces more affirming for trans young people.

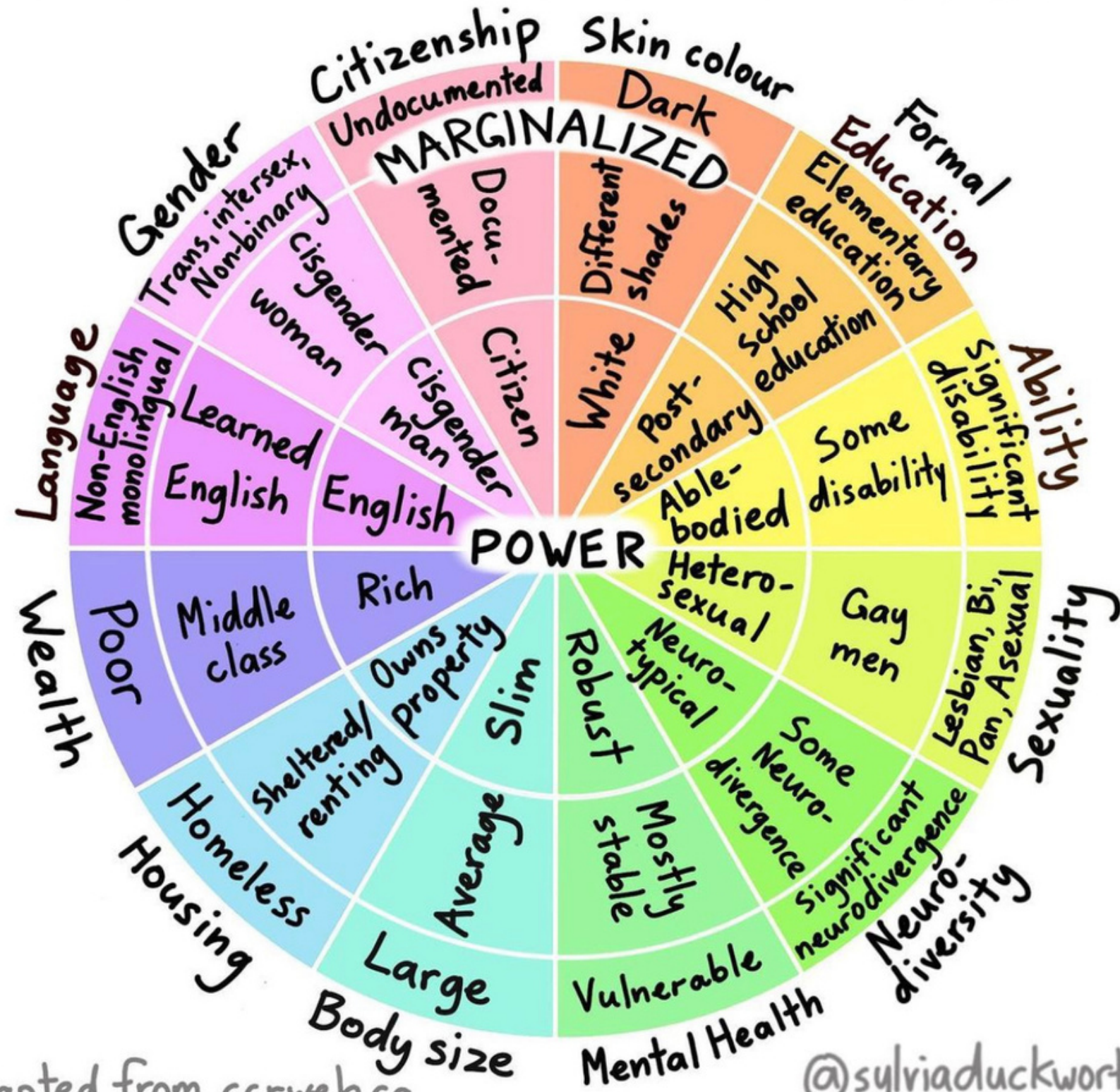


# The Why

- What is your why?
- What does your class look like?
- What does your world outside of work look like?
- Why do we need to show up different?



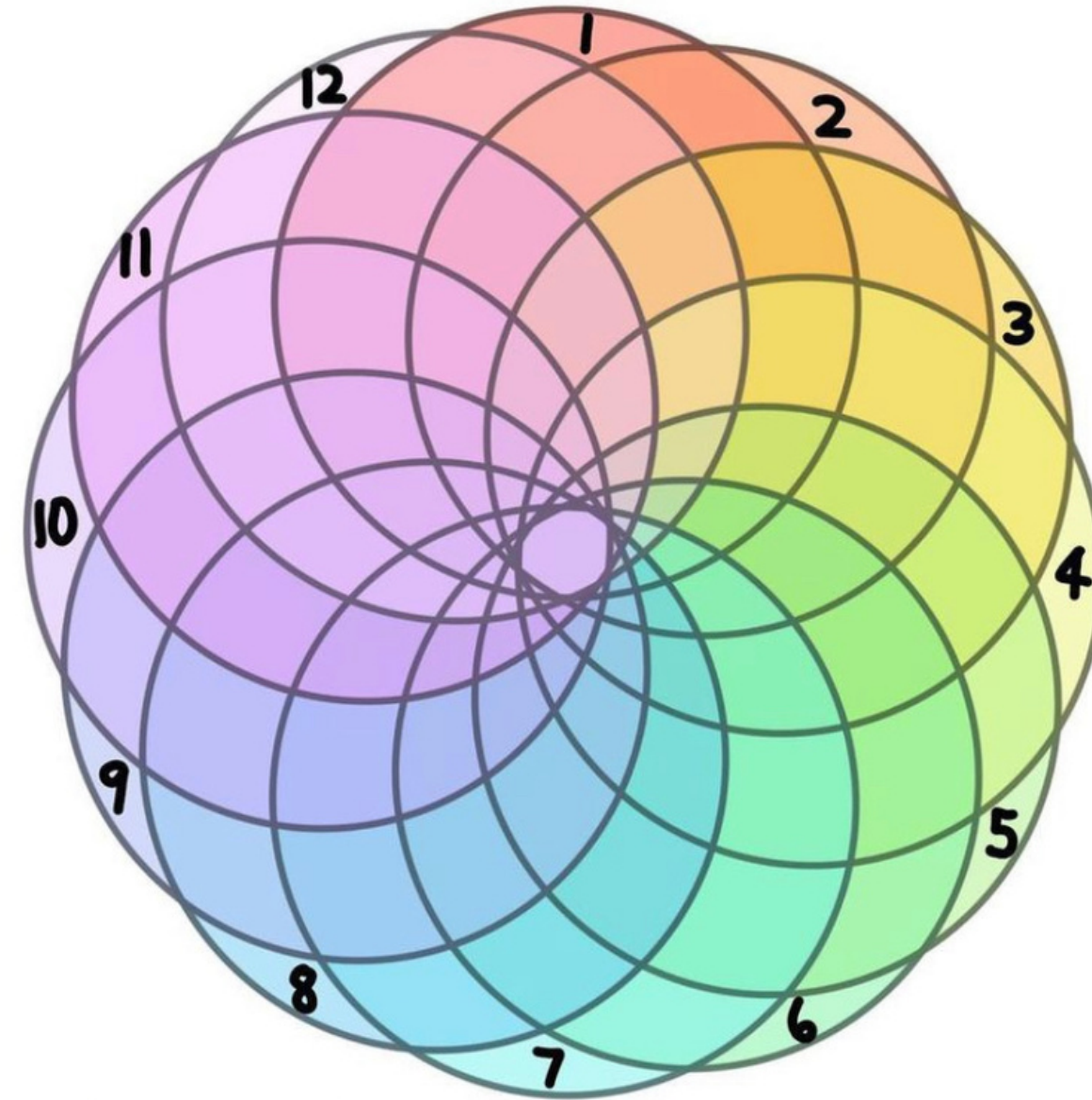
# WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylviaaduckworth

# INTERSECTIONALITY



- 1 Race
- 2 Ethnicity
- 3 Gender identity
- 4 Class
- 5 Language
- 6 Religion
- 7 Ability
- 8 Sexuality
- 9 Mental health
- 10 Age
- 11 Education
- 12 Body size
- (...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

@sylviaaduckworth



# PRIVILEGE

# ACKNOWLEDGMENT

- Living on Wichita, Tawakoni, Jumanos, Kiikaapoi Land
- White
- Jewish
- Queer
- Transgender
- Male

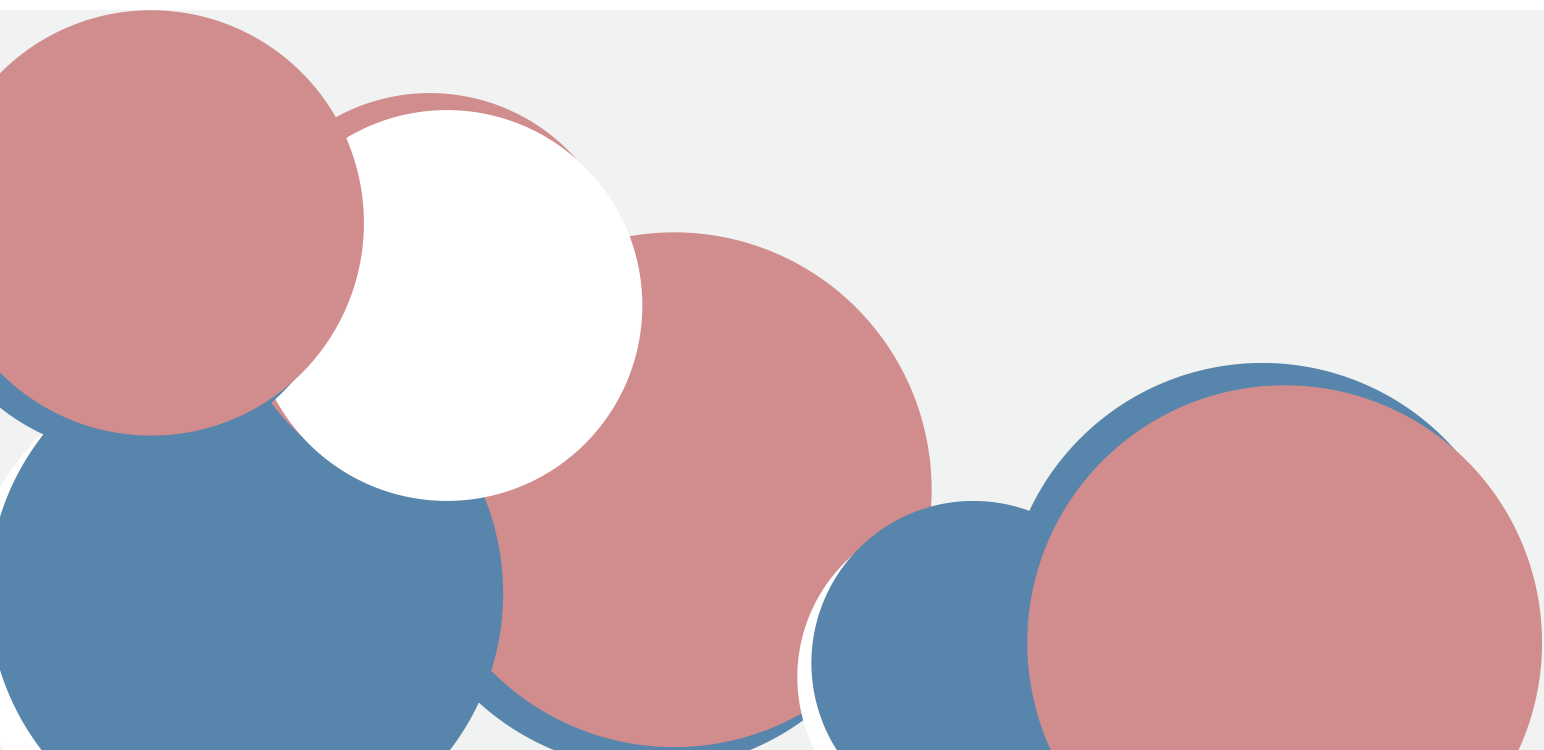
<https://native-land.ca/>

Who am I?  
Who are you?

# **Self Reflection**

## **Cisgender Privilege**

**What privileges do I have  
as a cisgender person?**





# More on Privilege

Do you ever fear that you will receive verbal abuse, physical intimidation, or be arrested when you use a public restroom?

Has any medical provider asked about your genitals when you came in for a cold?

Have you ever had to disclose your gender identity and /or sexual orientation when you did not want to?

How else could cisgender/ heterosexual privilege show up in your work?



# Cultural Humility

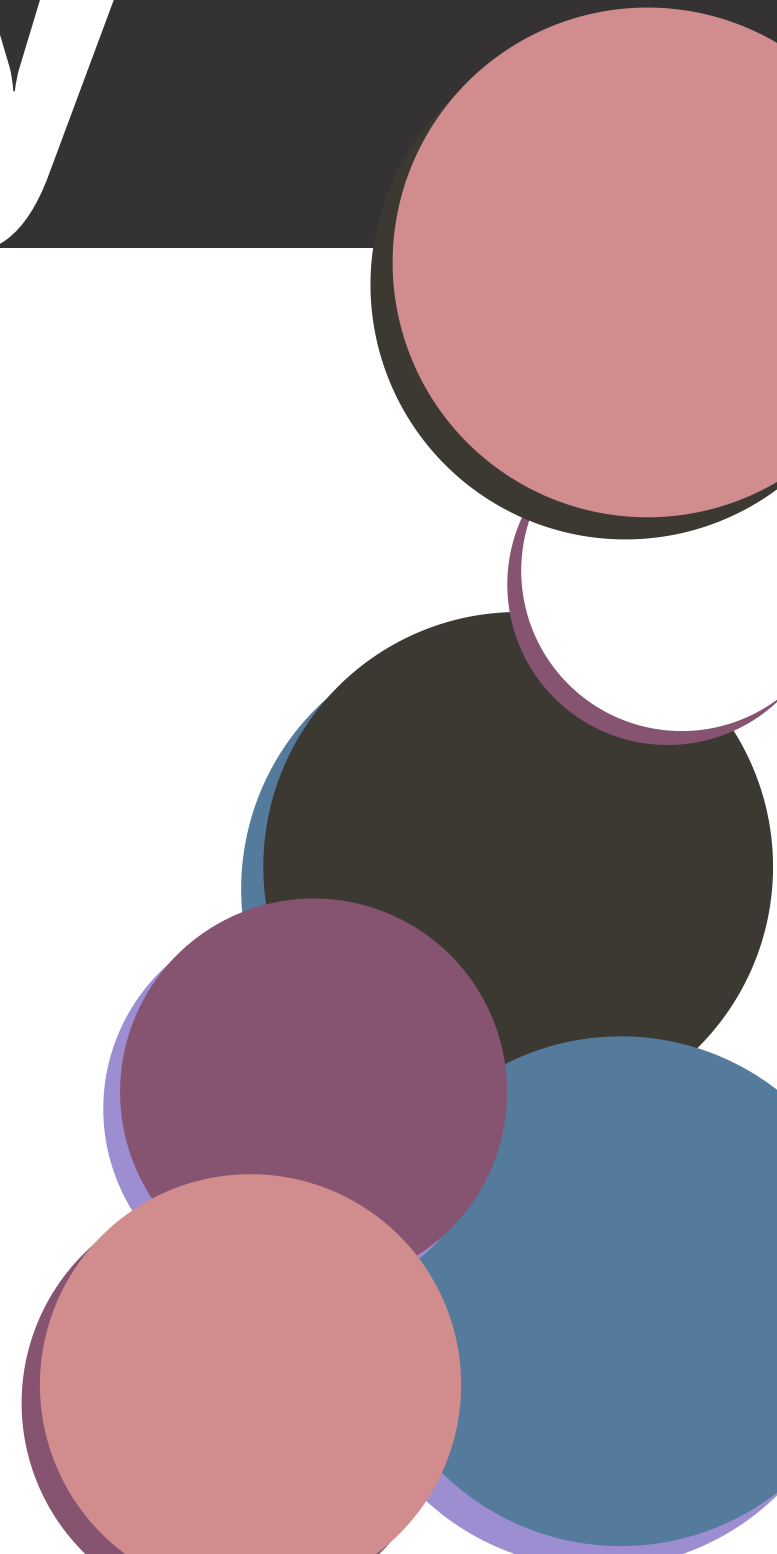
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“A heightened consciousness and analytic grasp of how race and ethnicity, gender and sexual orientation, social class and status, religion and spirituality, age, and development stage, as well as physical or mental abilities affect the lives of people and their environments”

(NASW, 2001)

# Confidentiality

- Confidentiality is crucial for many LGBTQ+ people
- Framing confidentiality as SAFETY
- Disclosing confidential information could expose them to:
  - Abuse, rejection, increased negative mental health outcomes, homelessness
  - Always get written and/ or verbal consent from youth before disclosing identity to teachers, family, etc.





# Importance of Asking and Listening

LGBTQ folks  
all have  
different  
ways of  
identifying

What is our  
job?  
  
To  
Affirm

Terms are  
changing and  
that is a  
good thing

We do not  
need to be  
keepers of  
language and  
identity

# Pronouns

\*This is not an exhaustive list

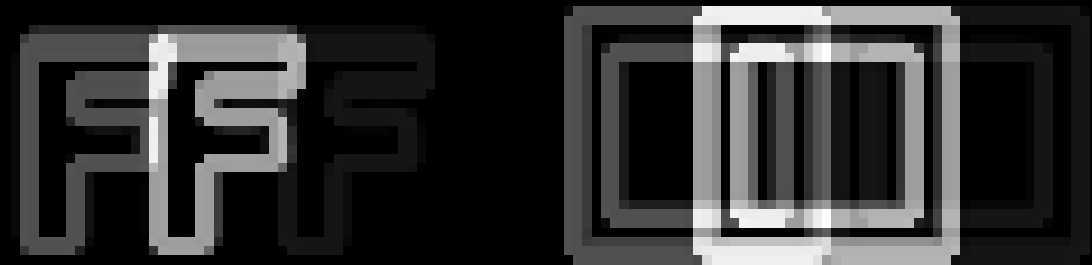
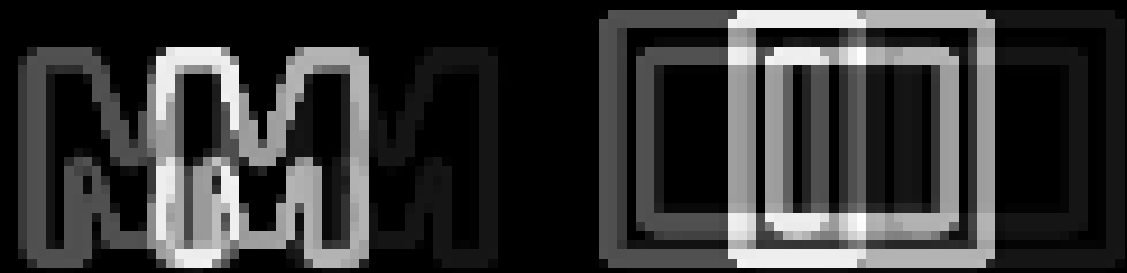
Subjective	Objective	Possessive Adjective	Possessive Pronoun	Reflexive
She <i>(She is here)</i>	Her <i>(I called her)</i>	Her <i>(Her hands are wet)</i>	Hers <i>(That is hers)</i>	Herself
He	Him	His	His	Himself
Ze	Zir	Zir	Zirs	Zirself
Xe	Xem	Xir	Xirs	Xirself
Sie	Hir	Hir	Hirs	Hirself
They	Them	Their	Theirs	Themself

Why pronouns matter

How to introduce yourself

How to correct yourself





# SINGULAR THEY

- They has been in consistent use as a singular pronoun since the late 1300s.
- 
- People have used singular 'they' to describe someone whose gender is unknown for a long time.  
**Example: "The student left their umbrella in the office"**
- The nonbinary use of 'they' is relatively new.  
**Example: "This is my friend, Chris. I met them at work."**

# WHY LANGUAGE MATTERS

# DEATH BY A THOUSAND PAPER CUTS



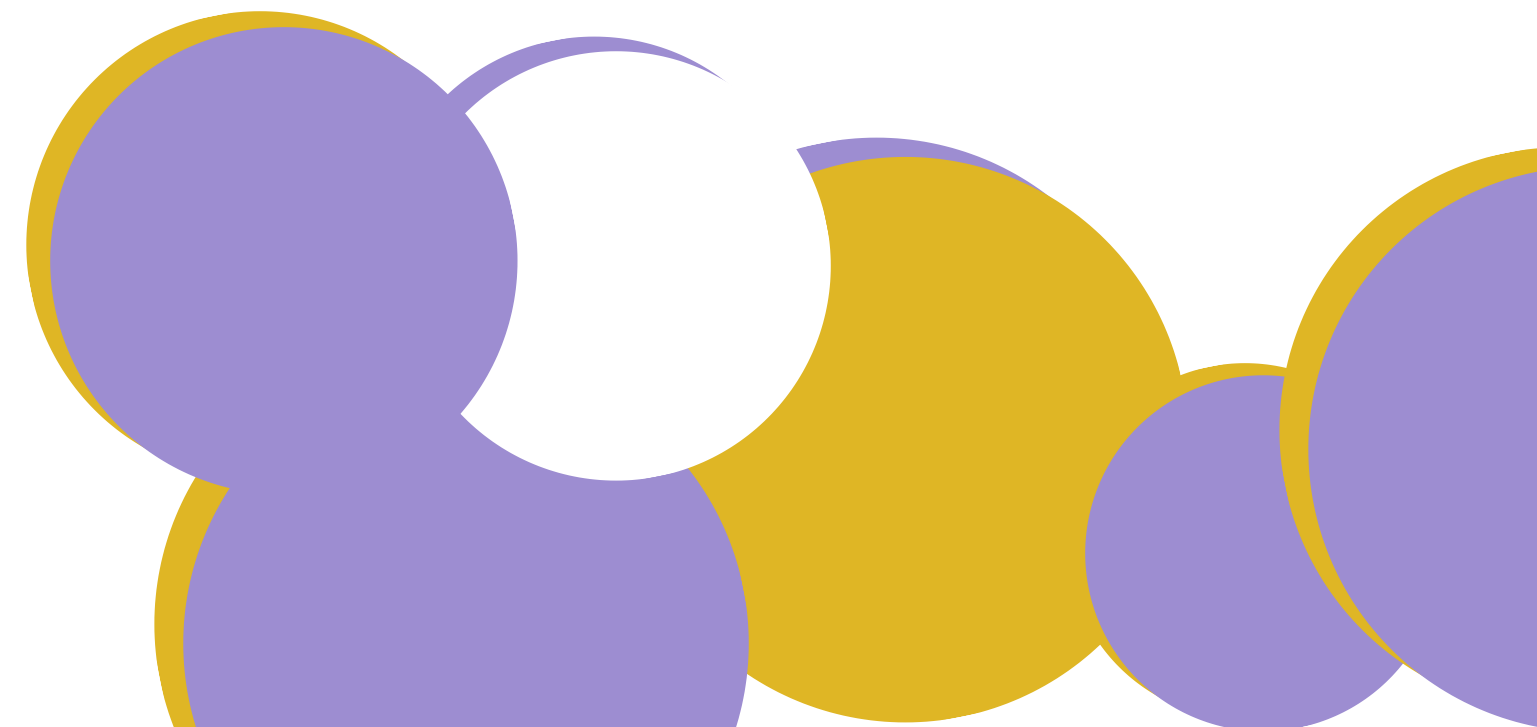


# Importance of using asserted pronouns and names can do

Russel, Pollitt, Li, & Grossman (2017) found that using a youth's asserted name (different than birth/or legal name) is correlated with a reduction in depressive symptoms and suicidal ideations.

This intervention was found to have its highest impact when youth were addressed by their asserted name in all four domains:

School  
Work  
Home  
Friends





# **Gender & Sexuality 101**



# Sex Designated at Birth

The physical structure of one's reproductive organs that is used to assign sex at birth. Natal sex is determined by chromosomes, hormones and internal and external genitalia. Given the potential variation in all of these, biological sex must be seen as a spectrum or range of possibilities rather than a binary set of two options.



Female

Male

Intersex

# Gender Identity

An individual's internal sense of being male, female, both, neither, or something else. Since gender identity is internal, one's gender identity is not necessarily visible to others



Cisgender

Transgender

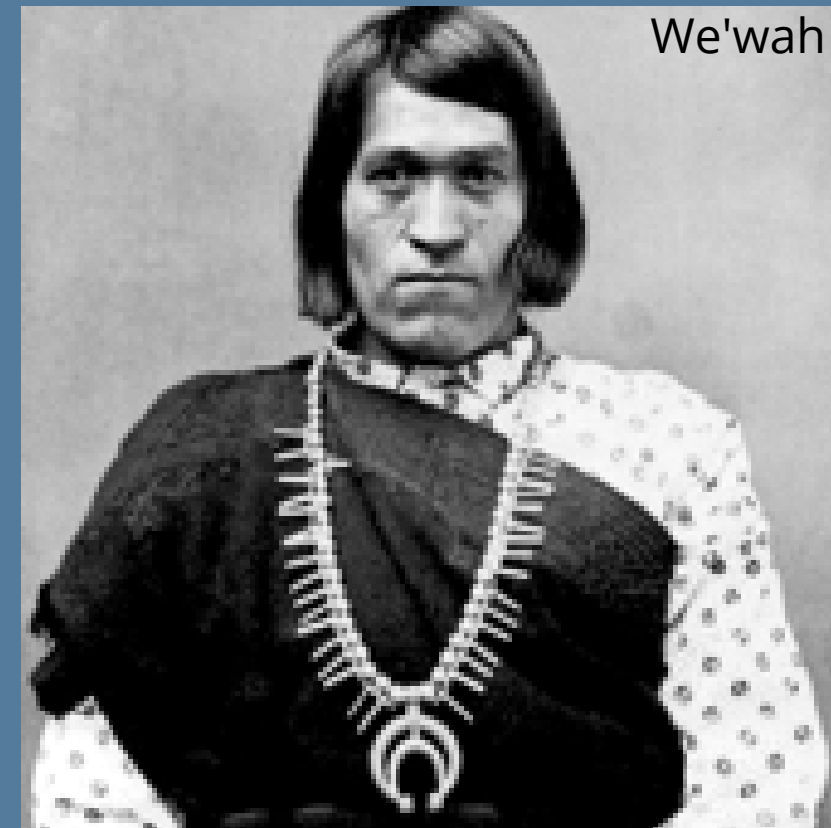
Agender

NonBinary

# THIRD GENDER & NON BINARY ACROSS THE WORLD

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This is not a new concept



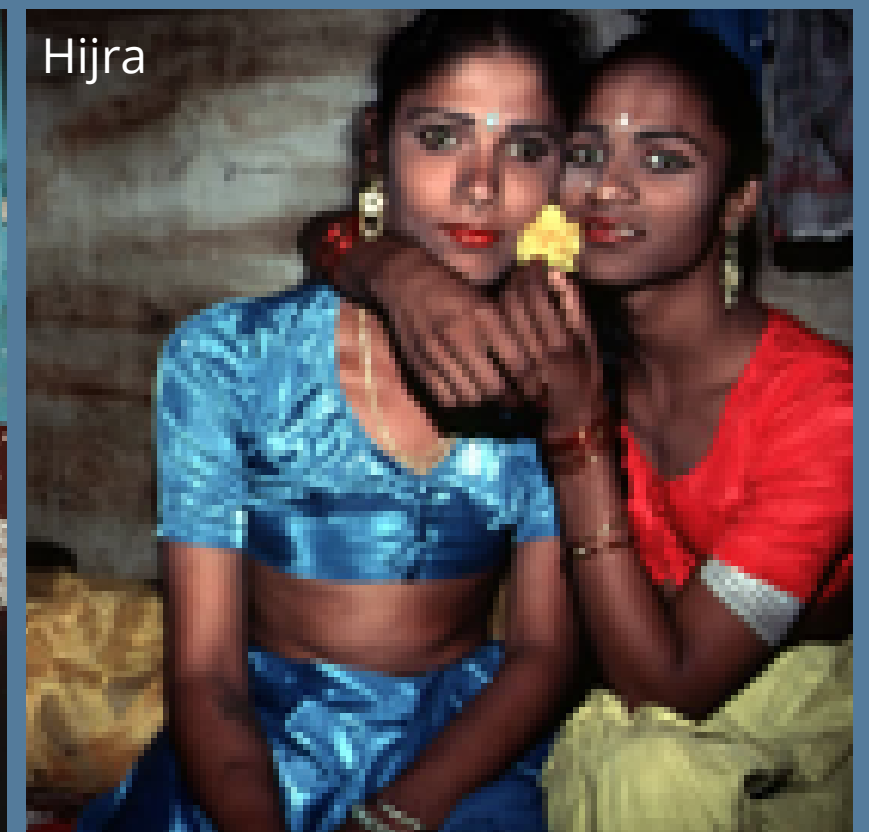
We'wah



Mahu



Muxe



Hijra

Marsha P Johnson



Billy Tipton



Lili Elbe



Sylvia Rivera



# HISTORY OF TRANS PEOPLE

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Importance of a past





# TRANS PEOPLE IN SPORT

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Health for Everyone



# TRANSGENDER REPRESENTATION IN MEDIA

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Possibility Models



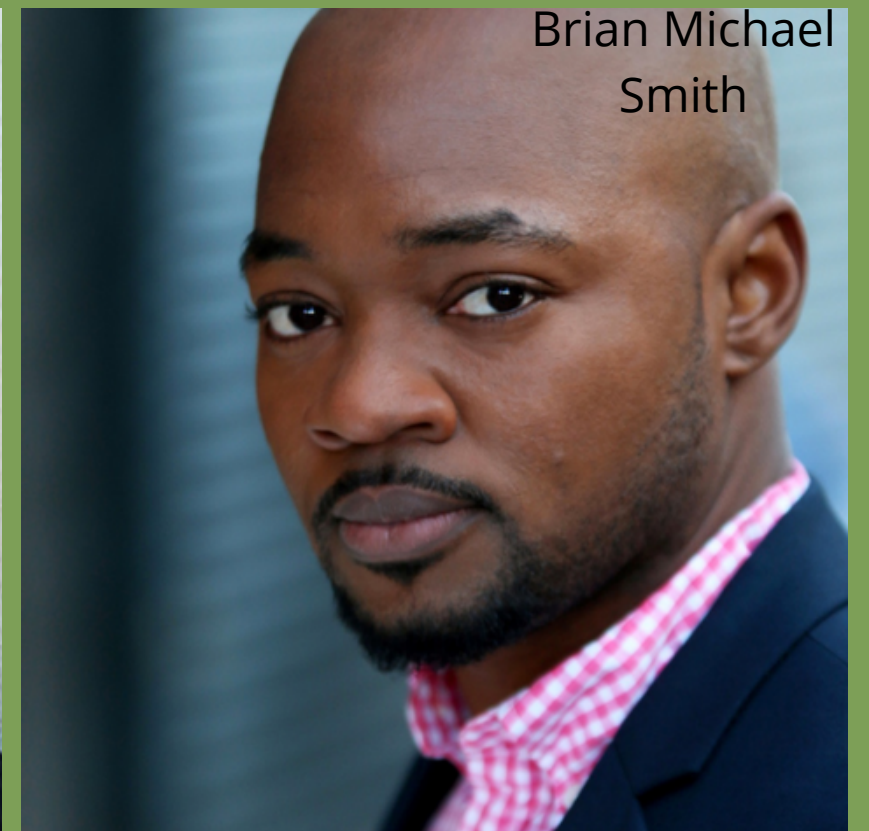
Angelica Ross



Hunter Schafer



Scott Turner  
Schofield



Brian Michael  
Smith

# Gender Presentation

The way in which someone outwardly expresses themselves to the world



Binary

Drag

Androgynous





Billy Porter



Asia Kate  
Dillon



Alok  
Vaid-Menon



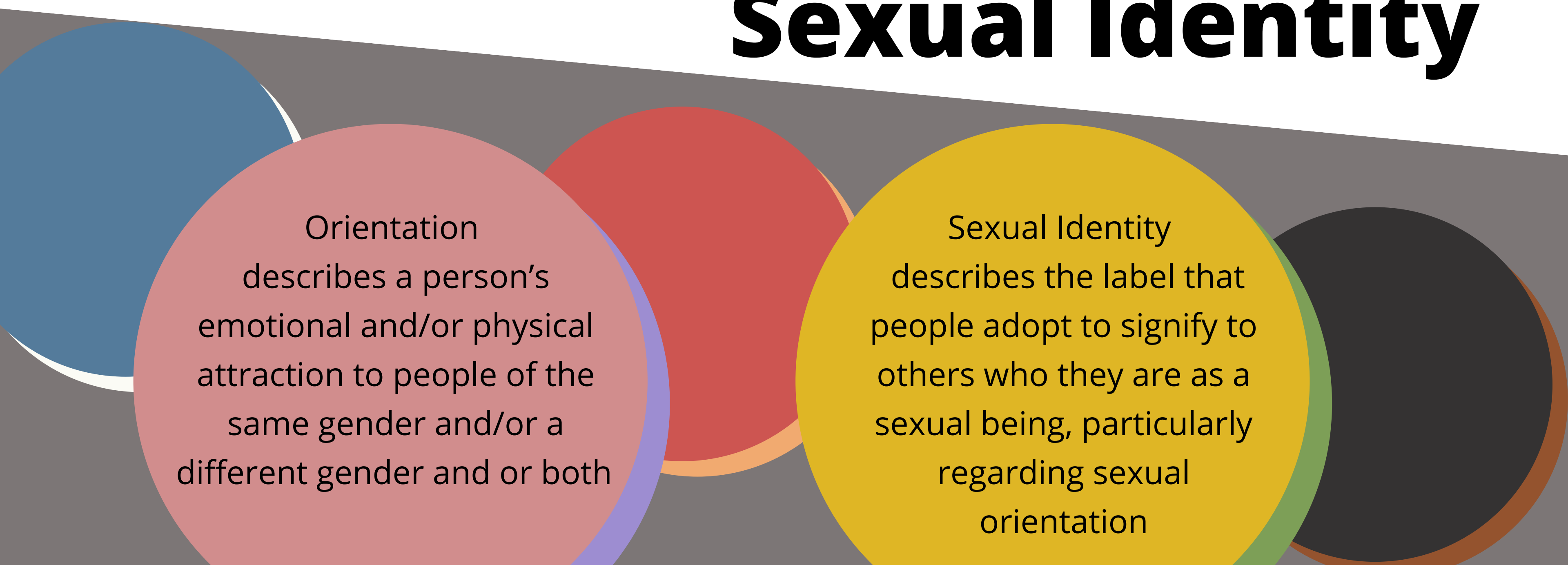
Sam Smith

# GENDER IDENTITY VS GENDER EXPRESSION

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How does gender look?

# Sexual Orientation & Sexual Identity



Orientation  
describes a person's  
emotional and/or physical  
attraction to people of the  
same gender and/or a  
different gender and or both

Sexual Identity  
describes the label that  
people adopt to signify to  
others who they are as a  
sexual being, particularly  
regarding sexual  
orientation



# Queer

ATTRACTED TO  
PEOPLE OF MANY  
GENDERS

Although dominant culture tends to dictate that there are only two genders, gender is actually far more complex. Queer can be a label claimed by a person who is attracted to men, women, genderqueer people, and/or other gender nonconforming people.

NOT FITTING  
CULTURAL NORMS  
AROUND  
SEXUALITY OR  
GENDER

Queer can be a label claimed by a person who feels that they personally don't fit into dominant norms, due to their own gender identity/expression, their sexual practices, their relationship style, etc.

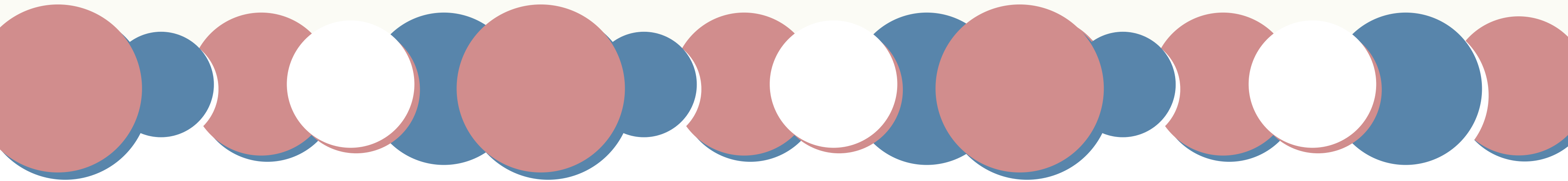
NON-  
HETEROSEXUAL

Queer is sometimes used as an umbrella term to refer to all people with non-heterosexual sexual orientations or all people who are marginalized on the basis of sexual orientation.

TRANSGRESSIVE,  
REVOLUTIONARY,  
ANTI-  
ASSIMILATION

Challenging the status quo. Many people claim the label queer as a badge of honor that has a radical, political edge.

# Elements of Disclosure



Code  
Switching

Repetition  
of  
Coming Out

Issues  
of safety  
and  
security

Fear of  
rejection  
or  
experience  
of rejection

Sense of  
responsibility  
about  
having to  
educate  
others  
about  
trans identity

Fear of  
or  
reality of  
abandonment



# So What is Gender?

## BIO

Physical Changes  
Hormones  
Surgery

## SOCIAL

Relationships  
Institutions  
Connections

## PSYCH

Mental Health  
Internal  
Emotional

## SPIRITUAL

Bigger Picture  
Connection  
Whole Being

# GENDER DYSPHORIA

## DSM-5

- Change from Gender Identity Disorder (DSM-4) to Gender Dysphoria
- Historically a barrier to care (still can be)
- Used for accessing care & services through insurance
- Receiving “diagnosis” may be pathologizing and stigmatizing



# Gender Dysphoria Diagnosis

## Persistent

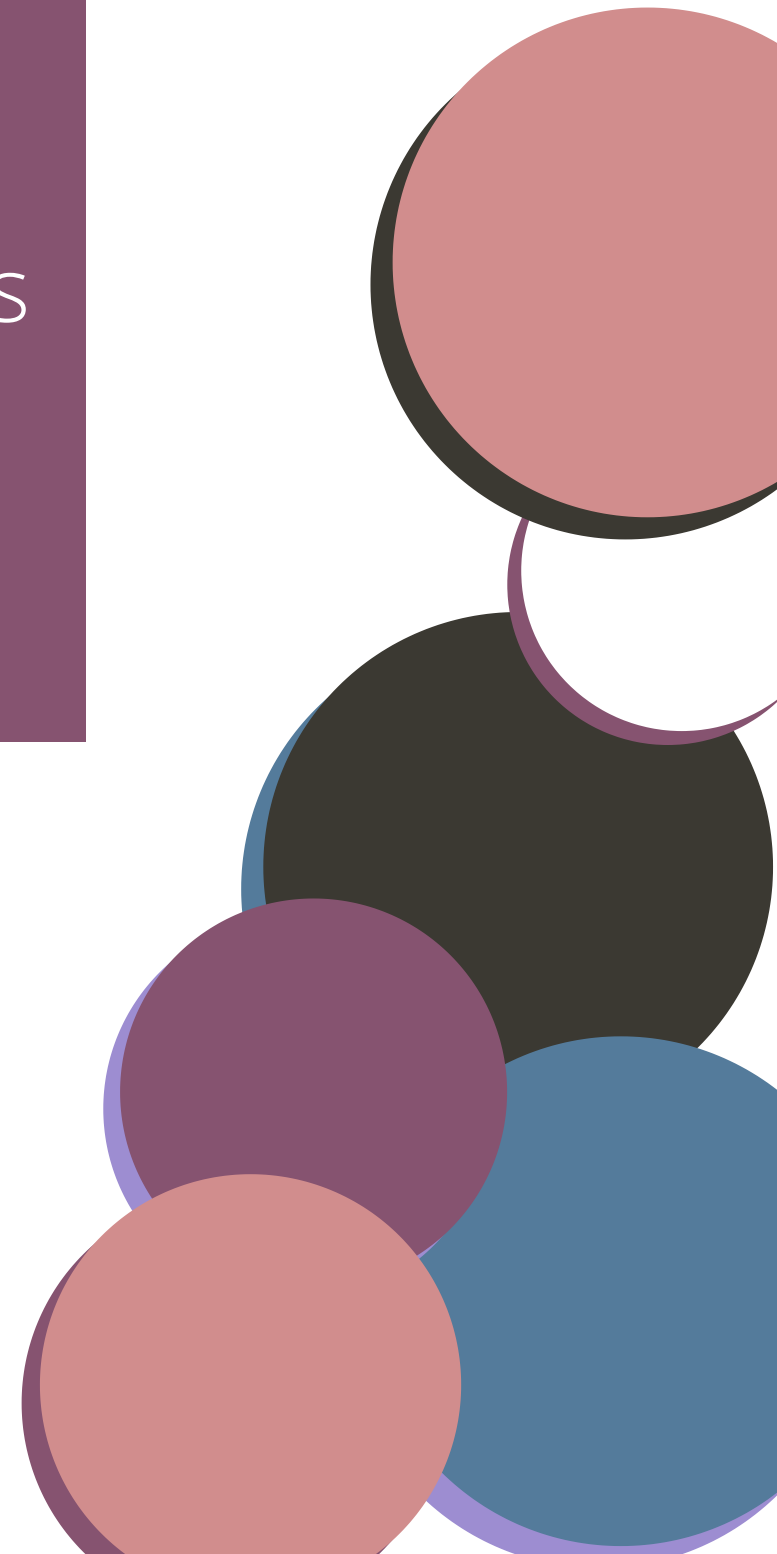
Does the young person have hx of identifying as their stated gender for greater than 6 months

## Consistent

Does the young person identify as their stated gender across situations and time

## Insistent

Does young person emphatically assert their identified gender



# Non-Medical

## Social Transition

- Clothes, Hair, Toys, Name, Pronouns

## Legal Transition

- Change Legal Documents

# Transition Experiences

There is no correct pathway to transition

## Reversible

Puberty Blockers

## Partially Reversible

Phenotypic transition using hormones  
(Feminization or masculinization)

Gender affirming surgeries (GAS)



# Medications: Puberty Blockers

## **Histrelin**

Implant (SQ):  
12-24 months  
(likely up to 36  
months)

## **Leuprolide Acetate**

Injections  
(IM/SQ): daily to  
every 4 months

## **T Block**

Bicalutamide  
Spironolactone

## **Menstrual Support**

Norethindrone  
Depo Provera  
OCPs  
IUDs

# Binding Considerations

TAKE  
BREAKS  
WHENEVER  
POSSIBLE

REMEASURE  
AS  
BODY  
GROWS

LARGER  
SIZES  
FOR  
SWIMMING  
AND  
EXERCISE

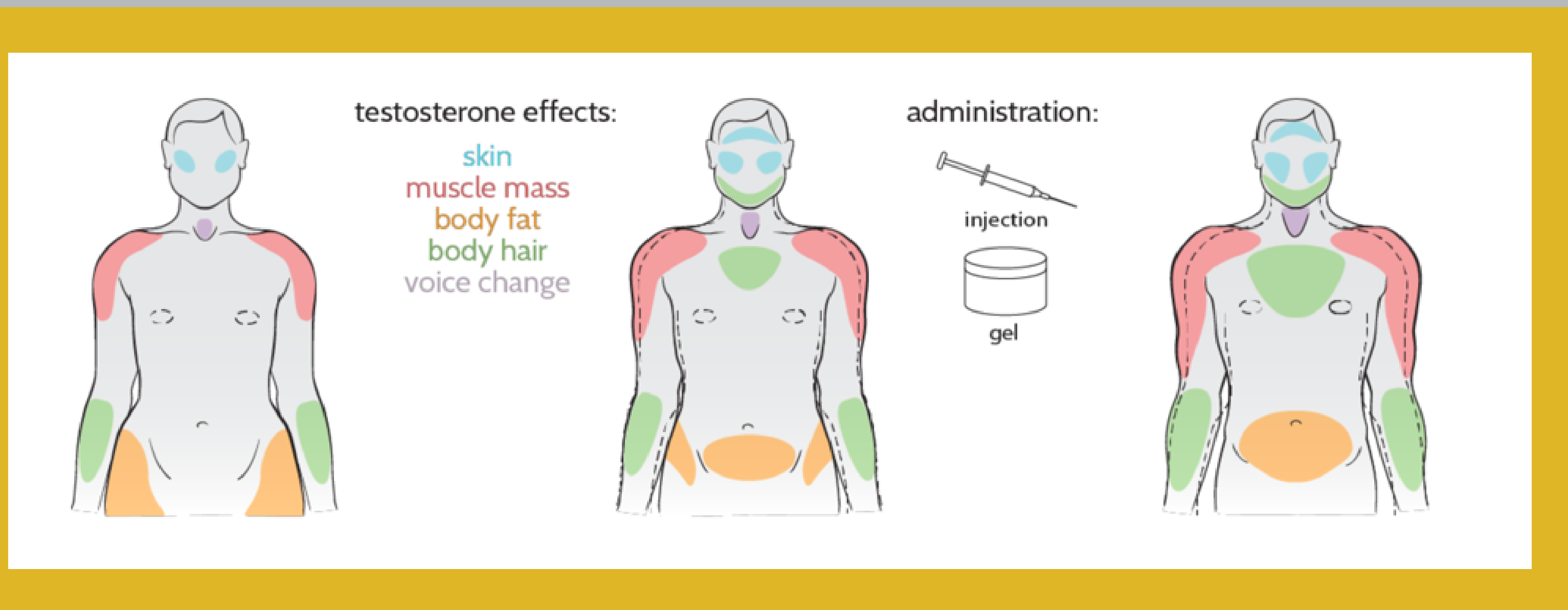
WEAR  
FOR  
LESS  
THAN  
10  
HOURS  
PER DAY



# Masculinizing Hormones

Testosterone Cypionate (SQ/IM)

Topical Testosterone (Gel, Patch)



Full dose: testosterone will stop menses on its own

Lower dose: may also require a medication for menstrual suppression

# Tucking Considerations

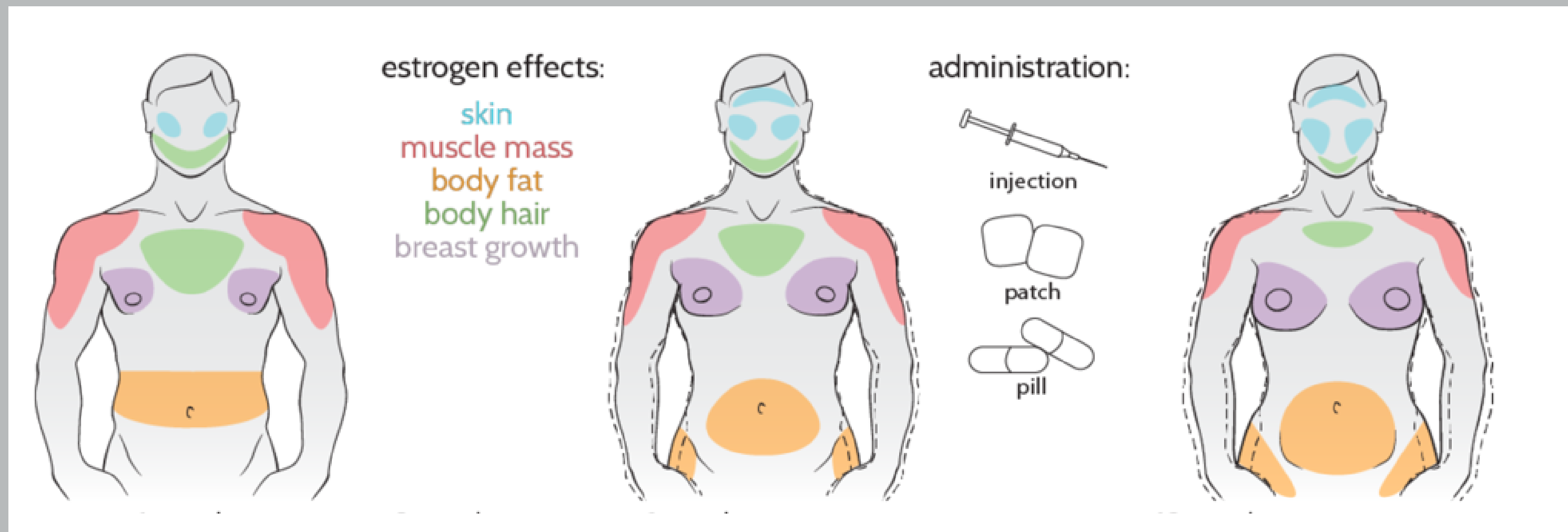
TUCK  
GENITALS  
BACK & INTO  
INGUINAL  
CANAL

TIGHT  
UNDERWEAR  
OR  
GAFF

RISK:  
-PAIN  
-SKIN  
IRRITATION  
-DYSURIA

# Feminizing Hormones

17 $\beta$ -Estradiol (SL/PO, Patch) daily  
Estradiol Valerate (IM) q2wks



Bicalutamide daily or Spironolactone– anti-androgen  
+/- Progesterone nightly (PO) – augment breast development

# Gender Affirming Surgery

Chest Reconstruction  
(Double Incision, Keyhole)

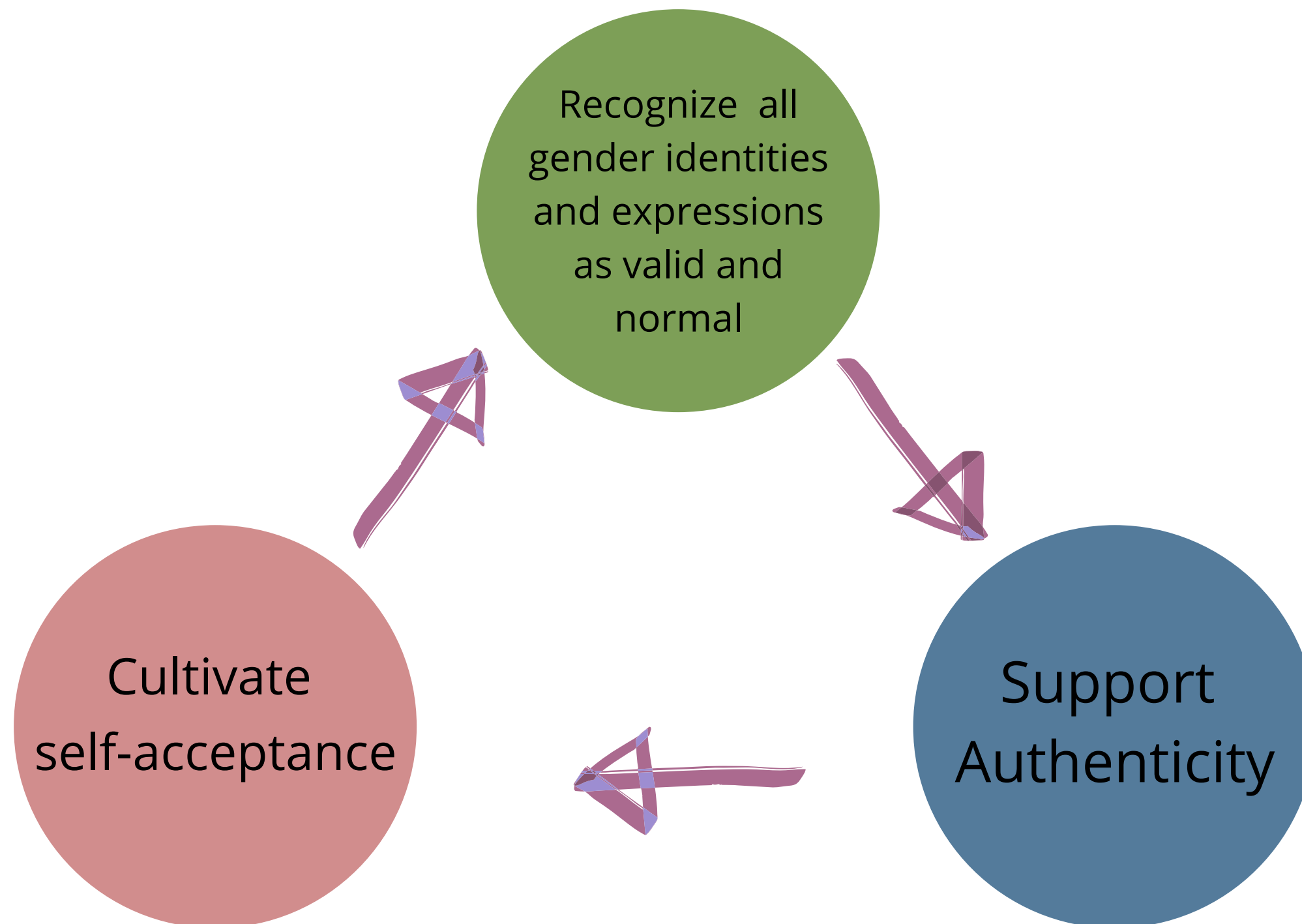
Phalloplasty  
Metoidioplasty  
Scrotoplasty  
Urethoplasty  
Vaginectomy  
Hysterectomy  
Facial Surgery

Breast Augmentation

Orchiectomy  
Vaginoplasty  
Scrotoplasty  
Vulvoplasty  
Facial Feminization  
Electrolysis or Laser  
Vocal Cord Surgery  
Tracheal Shave



# Affirming Faculty & Clinicians:



Recognize that gender is not a deviation from "normal"

Knows that gender is not something to be "changed"

Understands that gender is not a diagnosis to be "addressed"



**"Did You Really Just  
Say That"**

# 3 Types of Microaggressions

## Assaults

Deliberate and intentional;  
meant to hurt

Example:  
"I was just joking"

## Insults

Rude and insensitive  
comments that subtly  
disrespect a persons  
identity

Example:  
"Are you really going to  
wear that?"

## Invalidations

When someone  
attempts to minimize  
experiences of another;  
often unconscious

Example:  
"I can't even grow a  
beard like that"

Asking for "Real"  
Name  
or "Preferred"  
Pronouns

Using words like  
"regular" or "normal"  
as synonyms for  
cisgender

Showing intrusive  
curiosity or  
expressing  
assumptions about  
sex and bodies

# Microaggressions in Healthcare

Focusing on gender  
and sexuality when  
that's not an issue in  
treatment

Expressing  
assumptions about  
trans people's goals  
for transition

Expressing  
assumptions about  
trans narratives

# Client Responses

## Emotional

Disregulated  
Depression  
Anxiety  
Anger  
Numb

## Cognitive

Distracted  
Shutting down  
Checking out  
Hypervigilant  
Fear  
Lack of Safety

## Behavioral

Leaving treatment  
Leaving sessions  
Self Harm  
Acting out  
Not going to class  
Using substances



# Teaching Tolerance

## Speak Up Model



1

### **Interrupt**

"That phrase is harmful"

2

### **Question**

"Tell me more why you said that?"

3

### **Educate**

"Do you know why that word is problematic?"

4

### **Echo**

"Thank you for talking to me about that.  
I didn't realize how problematic that language is"

# Language Matters

- \*Be a lifetime learner
- \*Move past excuses
- \*Be adaptive
- \*Be humble
- \*Be appropriately curious



# **NonVerbal Communication**

## **Visual**

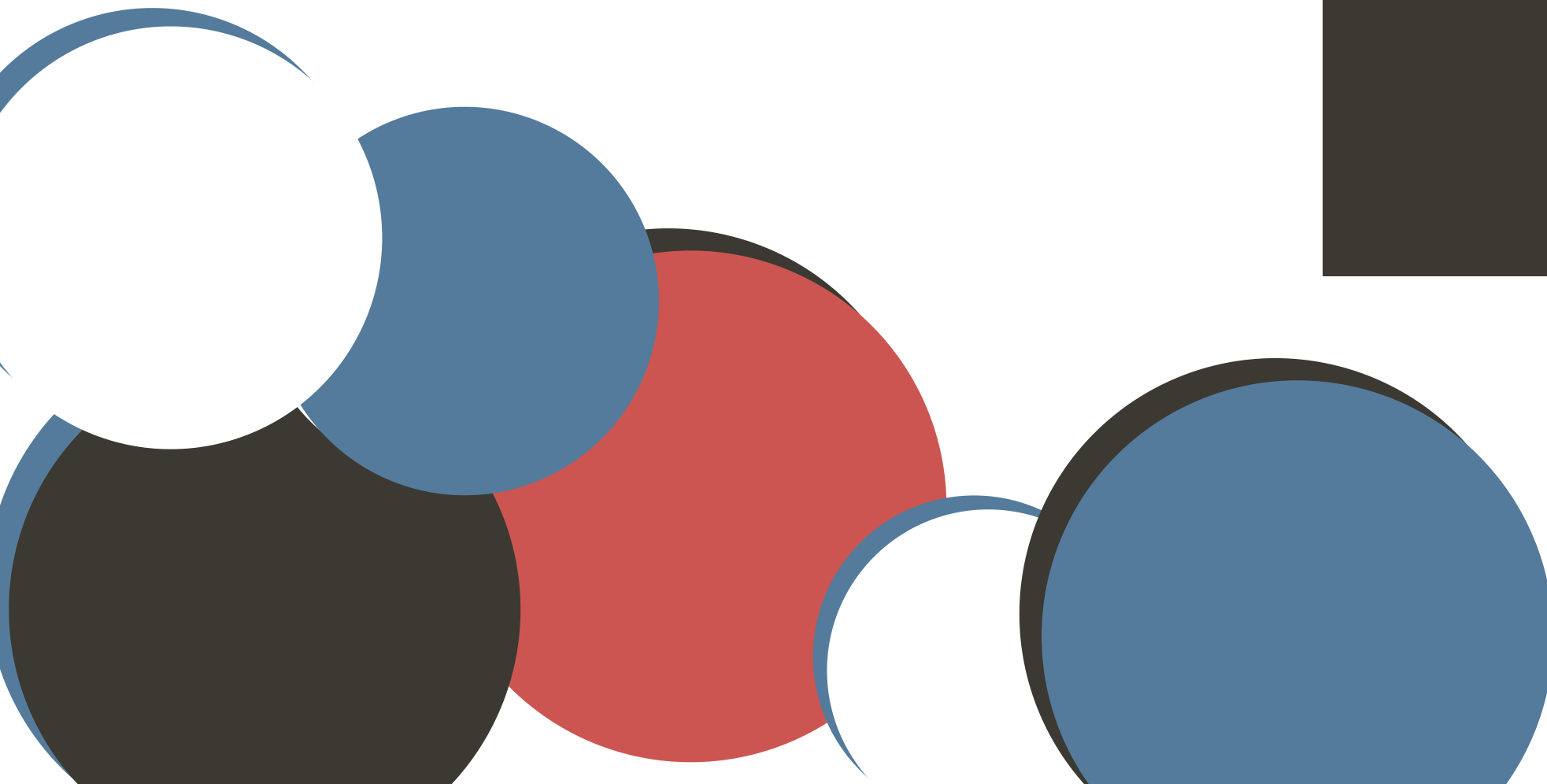
Signage  
Buttons  
Flyers  
Colors

## **Physical Space**

Avoidance  
Connection

## **Body Language**

Posture  
Eyes  
Mouth



# What's in Your Space?



- LGBTQ+ books
- Art by LGBTQ+ artists
- Visual representation



- Dismantling the gender binary
- Teachable moments
- Pockets of Safety



# Belonging

- Increased confidence and awareness that social supports exist
- Increased self-esteem
- Embracing intersectionality
- Improved psychological functioning due to increased empathy
- Empowerment and resilience due to increased resources
- Foster a sense of community



TRANS STUDENT  
EDUCATIONAL  
RESOURCES

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

FAMILY  
ACCEPTANCE  
PROJECT

[www.familyproject.sfsu.edu](http://www.familyproject.sfsu.edu)

TREVOR  
PROJECT

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

# Online Resources

GLSEN

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

Transgender  
Law Center

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

Trans  
Lifeline

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

FLAMINGO  
RAMPANT  
BOOKS

[www.flamingorampant.com](http://www.flamingorampant.com)

SUPPORTING  
TRANSGENDER  
AUTISTIC YOUTH  
AND ADULTS

Finn Gratton

HOW  
TO UNDERSTAND  
YOUR GENDER

Alex Iantaffi

# Books and Shows

DISCLOSURE  
DOCUMENTARY

Netflix

EUPHORIA

HBO

POSE

Netflix

# Questions & Answers



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