

**All Genders Matter:**

**Understanding and  
Working with Individuals  
that Identify Outside the  
Gender Binary**

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  - NALGAP Board of Directors 2014
- Pride Institute
  - LGBT Exclusive Addiction Treatment Facility
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  - Eden Prairie & Minneapolis Minnesota
- NALGAP
  - Association of Lesbian, Gay, Bisexual, Transgender Addiction Professionals and their Allies
  - Serving the LGBTQ community since 1979

## Introduction

- Explain the basics of the Trans\* and Gender Non Conforming (GNC) communities
- Cite examples and discuss trauma and addiction in the Trans\* and GNC communities
- Discuss and understand how to work with individuals that do not conform to societal gender norms and/or gender binaries.

## Objectives

**Gender is less like this:**



**And more like this:**

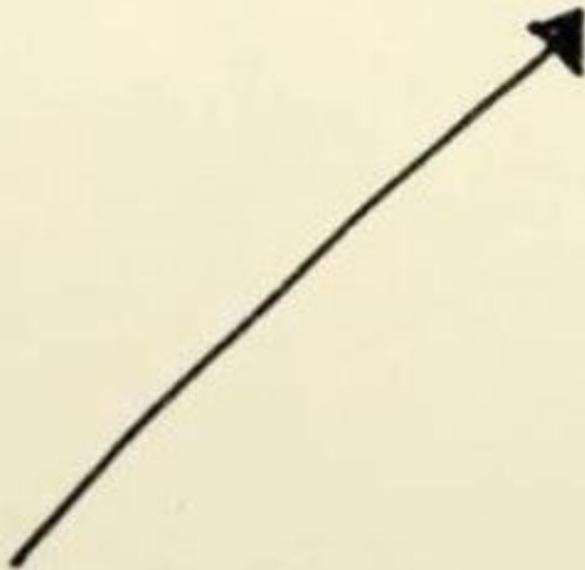


**Creating a Safe Space for  
Discussion**

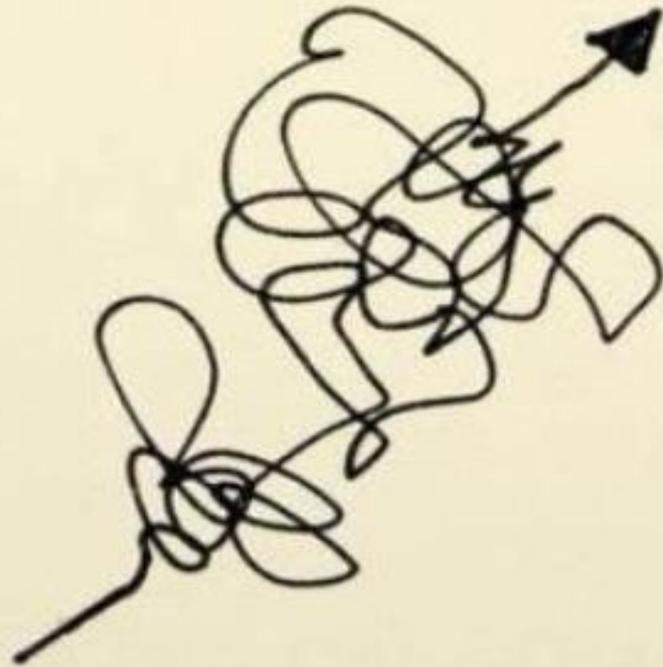
- How do you know if someone is Trans\* or Gender Non Conforming?

**Question**

Expectations



Reality



- **Assigned Sex at Birth:** a person's sex is determined by a number of factors - not simply genetics - and one's biology does not "trump" one's gender identity. People are born babies - they are not "born a man" or "born a woman."
- **Transgender:** people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth.
- **Cisgender:** A term used by some to describe people who are not transgender. "Cis-" is a Latin prefix meaning "on the same side as," and is therefore an antonym of "trans-."
- **Gender Non-conforming:** individuals whose gender expression is different from societal expectations related to gender.

**Terms**

- **Trans Woman:** trans individual that identifies as a woman
- **Trans Man:** trans individual that identifies as a man
- **Genderqueer:** used by some individuals who identify as neither entirely male nor entirely female
- **Two Spirit:** People who display characteristics of both male and female genders. Sometimes referred to as a third gender – the male-female gender. The term is derived from the traditions of some Native North American cultures.

**Terms**

- She/Her

- He/Him

- They/Them

- Ze/Hir

- Ze/Zim

- Phe/Per

- Thon/Thon

- Ey/Em

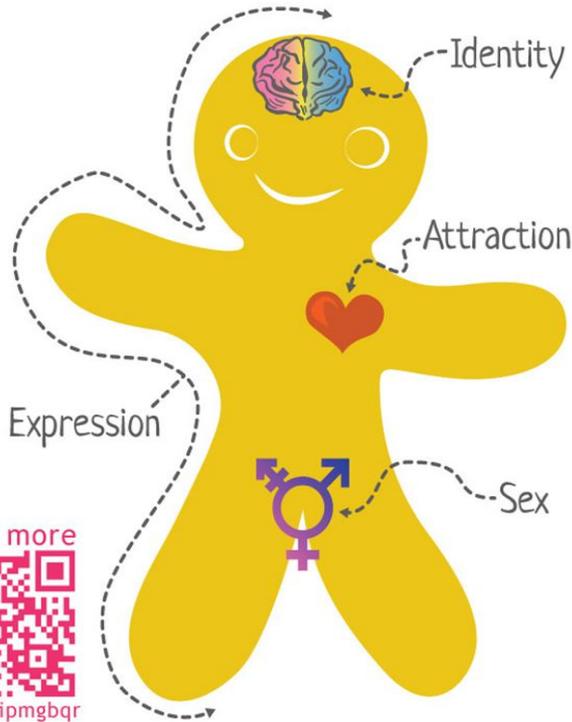
# Pronouns

- What does the asterisk \* stand for?
- Sex vs Gender vs Sexuality vs Expression
- Trans\* History
  - Christine Jorgensen 1952
  - Stonewall June 28, 1969
  - Silvia Rivera & Marsha P. Johnson
  - Brandon Teena

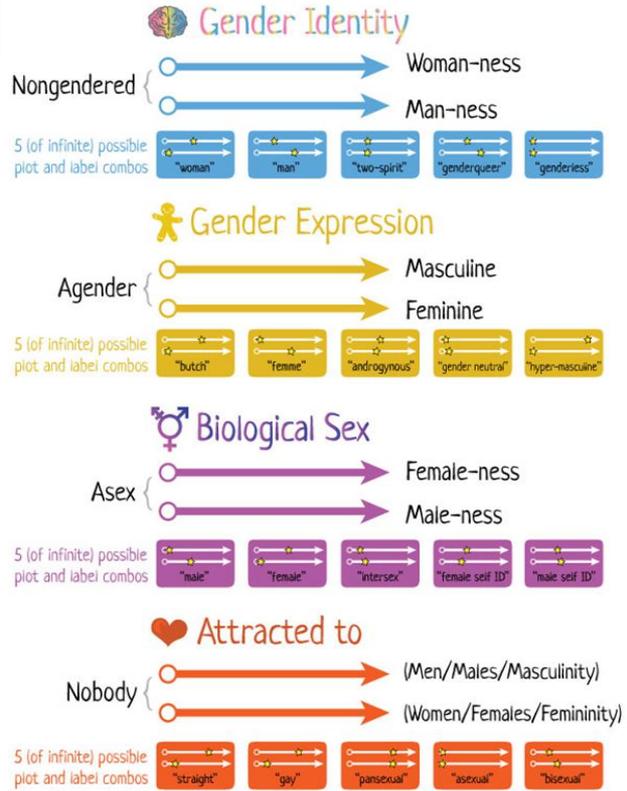
**Trans\* 101**

# The Genderbread Person v2.0 by its pronounced METROsexual.com

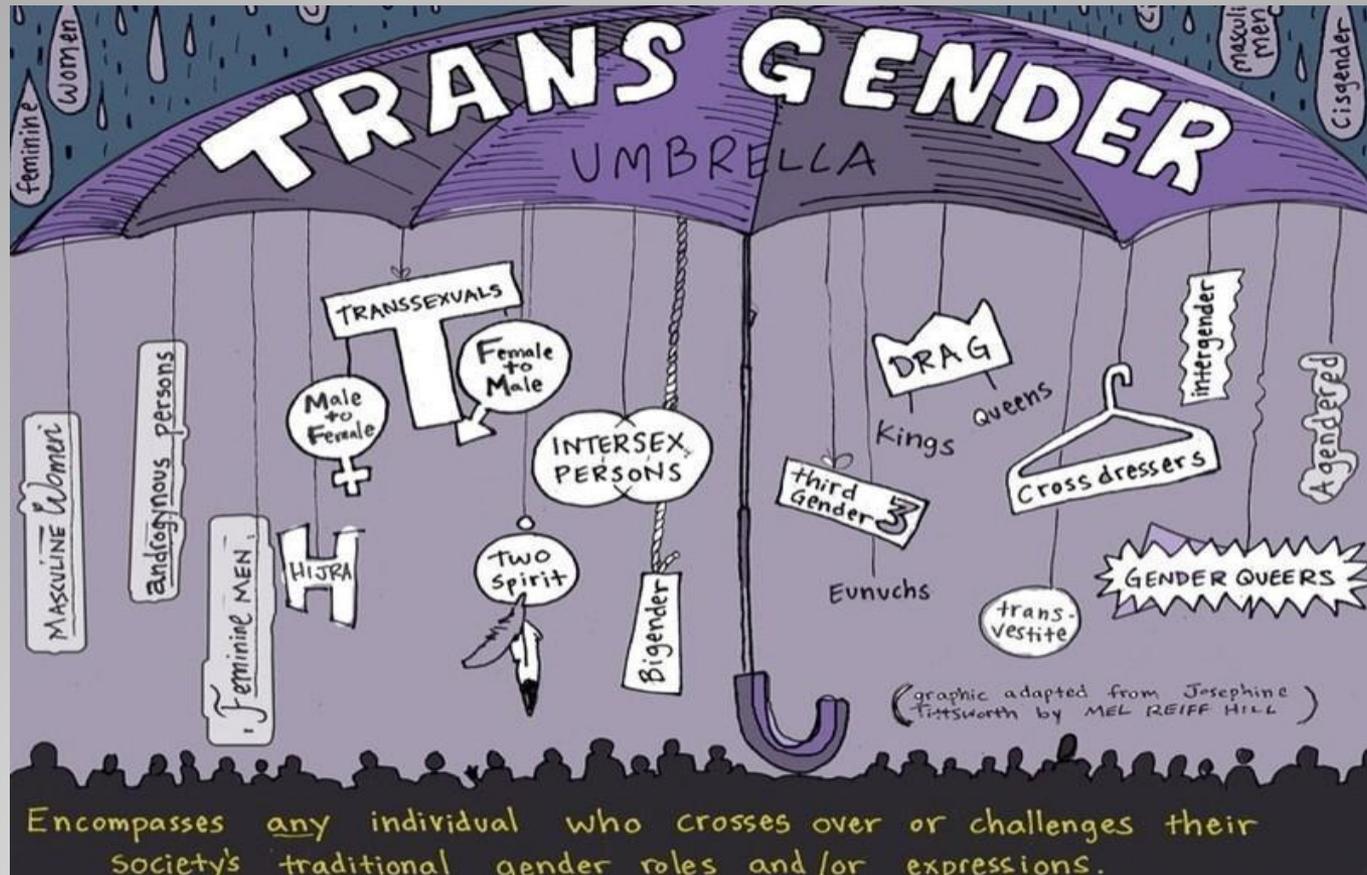
Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It's okay if you're hungry for more.



read more  
  
[bit.ly/ipmgbqr](http://bit.ly/ipmgbqr)



# Genderbread Person



# Transgender Umbrella

- Race
- Class
- Gender
- Sexuality
- Age
- Able-ism

**Intersectionality**

# Gender Identity Disorder VS Gender Dysphoria

In the old DSM-IV, GID focused on the "identity" issue. Namely, the incongruity between someone's birth gender and the gender with which he or she identifies.

While this incongruity is still crucial to gender dysphoria, the drafters of the new DSM-5 wanted to emphasize the importance of ***distress*** about the incongruity for a diagnosis.

**DSM-5**

- Appearance, “Passing”, and body image
- Hiding or suppressing gender identity
- Lack of family and social support
- Isolation and lack of connection to positive, proactive trans\* community
- Hormone therapy and injection history
- Stigma and Discrimination
- Employment Struggles
- Relationship Struggles

**Trans\* Vulnerability**

- 26% of Trans\* people report using drugs or alcohol to cope with discrimination
- 30% report smoking daily, compared to 20.6% of U.S. adults
- 96% have had sex under the influence of alcohol
- 75% regular alcohol use
- 21% Binge Drinking
- 79% Illegal Drug Use
- 34% Trans Women injection drug use (addiction research)
- 18% Trans Men injection drug use (addiction research)
- 55% Trans Women report they have been in Alcohol & Drug Treatment in their lifetime

- 2000 study San Francisco Dr. Clements SF Department of Public Health
- Fenway.org

# Addiction in the Trans\* Community

- 60% were denied health care and/or refused treatment by their doctors.
- 57% had been rejected by their families and were not in contact with them.
- 69% had experienced homelessness.
- 60-70% had experienced physical or sexual harassment by law enforcement officers.
- 65% had experienced physical or sexual harassment at work.
- 78% had experienced physical or sexual harassment in school.

\*American Foundation for Suicide Prevention 2014

# Trans\* Statistics

Successful treatment means developing a deep understanding of the multiple factors that drive a Trans\* person's addiction and then working through those multiple treatment issues to deliver the strongest evidence-based treatment.

**Treatment**

- Binary gender bias
- No gender exploration in treatment
- Lack of knowledge about Trans\* individuals
  - Professional knowledge
  - Literature
  - Research
- Institutional Discrimination
- Barriers to resources & healthcare
- Class & Race privileges

## **Blocks to Treatment**

- Body Image
- Grief and Loss
- Sexual Health
- Social Isolation
- Shame
- Depression & Anxiety
- Trauma

**Treatment Interventions**

- Understanding Body/Gender Dysphoria
- Use of drugs & alcohol in reference to body image
- Understanding the culture of body image and how it relates to trans\* individuals

**Body Image**

- Rejection of family/friends
- Sexual abuse/violence
- Unspeakable deaths
- Loss of Relationships
- Loss of self
- Death of significant people/pets
- Loss of community
- Loss due to sobriety

## **Grief and Loss**

- Importance of talking about sex in treatment
- Struggles with/and understanding Intimacy
- Sexual Compulsion
- Sexual Anorexia
- Setting specific goals with regards to sex and relationships with a sex-positive approach

**Sexual Health**

- Getting engaged with the sober Trans\* community
  - Trans support groups
  - Online support
    - Facebook Trans\* in Recovery group
- Social Anxiety
- Negative thinking errors
  - I'm not good enough
  - No one understands
  - No one accepts me

**Social Isolation**

“Shame corrodes the very part of us that believes we are capable of change.”

-Brene Brown

- Understanding how shame keeps us isolated and addicted

**Shame**

- 62% of Transgender people have experienced depression
- 50 % of Trans\* adults have had suicidal ideation
- 41% have attempted suicide in comparison to 1% of the general population
- Understanding the brain chemistry as well as the environmental struggles of anxiety & depression
- Understanding PAWS and how it relates to depression & anxiety in early recovery

## Depression & Anxiety

- Fear of violence
- Bullying
- Emotional abuse
- Effects of Invisibility
- Sexual violence/abuse
- Physical violence/abuse
- Domestic violence/abuse
- Institutionalized Harassment

**Trauma**

- Transgender people were 2.30 times as likely to experience discrimination compared to cisgender survivors and victims.
- Transgender people were 1.66 times as likely to experience threats and intimidation compared to cisgender survivors and victims.

\*AVP 2013

**Trauma**

- Checking personal bias about transgender individuals: Be aware of your privilege
- Finding resources to answer questions, so your client doesn't have to.
- Establishing and affirming pronoun usage
- Allowance of continued use of prescribed hormones
- Interventions to get legally Prescribed Hormones

**Counseling Trans\* Clients**

- Establishing Safe Space
- Narrative Approach to therapy
- Affirming relationships and chosen family
- Being Trans\* is not the only focus
- Being present to my client's situation as it comes up
- Understanding the differences of sexuality & gender

## **Counseling Trans\* Clients**

- Gender Neutral bathroom facilities
- Allowing Trans\* individuals the use of bathrooms/showers in which they identify
- Nondiscrimination policies for staff and clients
- Establish (or hire) trainings for ALL staff members in regards to the Trans\* community & cultural competency
- Make sure all paperwork is Trans\* inclusive
- When you see something, say something

**Creating Safe Space**

- Don't make assumptions on sexuality
- Pronoun usage
- Confidentiality, Disclosure, "Outing"
- Don't assume the path of transition
- Don't police public restrooms
- Listen to Trans\* voices
- Do your research

**Being a Trans\* Ally**

- Thinking about invisibility of Trans\* Masculine Individuals.
- Talking to Trans\* POC and bringing those individuals into the dialogue.
- Research and Statistics based on Trans\* populations, addiction, and trauma
- Creating space around recovery for the Trans\* community.
- Continuing to understand power dynamics in relationships with Trans\* individuals.

## Next Level Topics

The logo for PRIDE INSTITUTE features a purple inverted triangle on the left side. The word "PRIDE" is written in a large, bold, black sans-serif font across the top, and "INSTITUTE" is written in a smaller, black serif font below it. The text is partially overlaid by the purple triangle.

# PRIDE INSTITUTE

Creating a Healthy LGBT Community



**Questions**

- TransMontana by Roberta Zenker
- Second Son by Ryan Sallans
- My Gender Workbook by Kate Bornstein
- A Queer and Pleasant Danger by Kate Bornstein
- Transgender History by Susan Stryker
- Running on a Mind Rewired by Nate Cannon
- Trans (Documentary)
- Just Gender (Documentary)

**Reference Material**

- [www.itspronouncedmetrosexual.com](http://www.itspronouncedmetrosexual.com)
- [www.avp.org](http://www.avp.org)
- [www.fenway.org](http://www.fenway.org)
- [www.nalgap.org](http://www.nalgap.org)
- [www.runningrewired.com](http://www.runningrewired.com)
- [www.transmontanathebook.com](http://www.transmontanathebook.com)
- [www.afsp.org](http://www.afsp.org)
- [www.thegenderbook.com](http://www.thegenderbook.com)
- [www.artivismproject.com](http://www.artivismproject.com)

## References