How to be a Trans-Inclusive Social Worker

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Pronouns: She/her or they/them

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Associate Director of Student Leadership and Involvement

Pronouns: He/His/Him

Directions: Click on your zoom profile and add your pronouns (pronoun examples below).

Masculine: "He/His/Him"
Feminine: "She/Her/Hers"
Neutral: "They/Them/Their"

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Training Overview

- Learn about the trans-identities included in the LGBTQ+ community
- Be able to identify specific health disparities experienced by transgender and non-binary people
- Understand trans-identity development, gender identity development, and the differences between assigned sex, gender identity, and sexual orientation
- Be knowledgeable on transgender-inclusive best practices such as gender-neutral pronouns
- Be able to apply trans-inclusive best practices to real-world cases and scenarios

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Total Population of LGBT People

- Estimated 13 million LGBT people, age 13 and older, in the U.S., which is about 4% of the U.S. population (Williams Institute, 2019)
- Estimated 1.4 million trans or non-binary adults in the United States(Williams Institute 2016)
- Approximately 6.9 million LGBTQ+ people live in states that do not protect LGBT rights (Williams Institute, 2019)

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LGBT Discrimination in the Workplace

- 20% of LGBT Americans have been denied or fired from a job due to their identity ("Discrimination in America," 2017)
- Until 2020, LGBTQ+ were not recognized as a protected class in the workplace

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Homelessness and LGBTQ+ Populations

- Queer youth, ages 13-25, are 120% more likely to be homeless than their non-LGBT peers (Chapin Hall, 2017)
- 40% of homeless youth identify as queer (Human Rights Campaign, 2019)
- As of 2019, there exists no federal law preventing the housing discrimination of LGBTQ+ people

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Healthcare Discrimination of LGBT People

- 56% of LGB and 76% trans people have been discriminated against by healthcare workers (Lamda Legal, 2010)
  - Includes being refused care, experiencing physical or verbal abuse, being blamed for health issues, and having medical officials refuse physical contact.
- 50% of LGBT people have had to educate their healthcare providers about their identity and health issues (National LGBT Task Force, 2019)

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Friends and Family of LGBT People

- 56.6% LGBT people report feeling isolated by their friends, family, and community (Singh & Durso, 2019)
- 36.5% of LGBT people hid a personal relationship from friends and family due to fear of LGBT discrimination or harassment (Singh & Durso, 2019)

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Depression and Suicide Amongst LGBT People

- 1 in 3 LGBT adults experience mental illness as compared to 1 in 5 non-LGBT adults (Medley, 2016 as cited in HRC, 2019)
- LGB youth are almost 5 times more likely to have attempted suicide as compared to their non-LGB peers (The Trevor Project, 2019)
- 41% of transgender people will attempt suicide during their life (US Transgender Survey, 2015)

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Some Basic Terms

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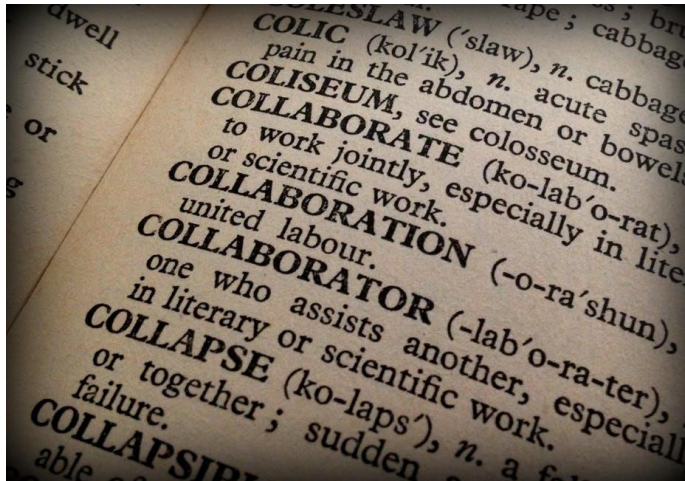
Some Basic Terms

Gender Identity: An internal sense of being a man, woman, or anywhere along the gender continuum.

Gender Expression: The ways we signal our gender to society. This includes styles and behaviors that are interpreted by others.

Birth/Assigned Sex: The gender assigned at birth usually corresponding to genetic or anatomical identifiers.

Sexual Orientation: The inner feelings of who a person is attracted to emotionally and/or physically related to their own gender.

Transgender: An umbrella term related to a person whose sense of personal identity and gender does not correspond with their birth sex.

Gender Fluid/Non-binary: A term used to define individuals who do not feel masculine or feminine.

Cisgender: The term used to identify a person whose current gender identity matches the gender they were assigned at birth.

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Gender on a Spectrum

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Birth/Assigned Sex
- Chromosomal
- Biological
- Physical differences

Gender Identity
- Identity-based
- Social
- Outward expression
- Masculinity vs. femininity
- Societal norms

Sexual Orientation
- Erotic and/or romantic attractions

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Birth/Assigned Sex	Gender Identity

• Tends to relate to biological differences
  ○ Types of innate hormones
  ○ Genetic diseases & disorders
  ○ Internal & External organs
  ○ Chromosomes
	• Tends to relate to social differences
	  ○ Masculinity vs. femininity
	  ○ Societal & cultural norms
	  ○ Behavioral differences

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Let's Come Out!

With a person sitting near you, identify and share one of your guilty pleasures.

CATS ARE LIKE POTATO CHIPS
YOU CAN'T HAVE JUST ONE

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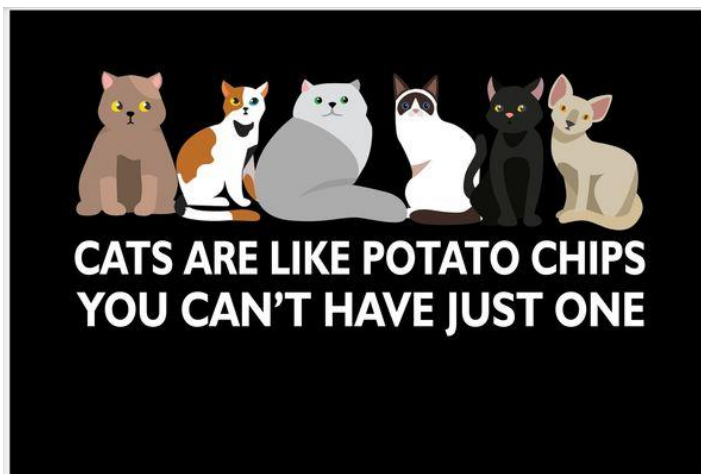
Devor's (2014) Fourteen Stage Model of Transgender Identity Formation

Stage	Name	Characteristics
1	Abiding Anxiety	Unfocussed gender and sex discomfort.
2	Identity Confusion About Originally Assigned Gender and Sex	First doubts about suitability of originally assigned gender and sex.
3	Identity Comparisons About Originally Assigned Gender and Sex	Seeking and weighing alternative gender identities.
4	Discovery of Transsexualism or Transgenderism	Learning that transsexualism or transgenderism exists.
5	Identity Confusion About Transsexualism or Transgenderism	First doubts about the authenticity of own transsexualism or transgenderism.
6	Identity Comparisons About Transsexualism or Transgenderism	Testing transsexual or transgender identity using transsexual or transgender reference group.
7	Tolerance of Transsexual or Transgender Identity	Identify as probably transsexual or transgender
8	Delay Before Acceptance of Transsexual or Transgender Identity	Waiting for changed circumstances. Looking for confirmation of transsexual or transgender identity.
9	Acceptance of Transsexual or Transgender Identity	Transsexual or transgender identity established.
10	Delay Before Transition	Trans identity deepens. Final disidentity as original gender and sex. Anticipatory socialization.
11	Transition	Changing genders and sexes.
12	Acceptance of Post-Transition Gender and Sex Identities	Post-transition identity established.
13	Integration	Transgender identity mostly invisible.
14	Pride	Openly transgender

Gender and Sexuality Development

Gender Schema Theory (Bem 1981)

- Explains how individuals become gendered in society
- Once children form a basic gender identity they start to develop gender schemas to cement that identity
  - Gender Schema: an organized set of gender related beliefs that influence behaviors
- Explain some of the process by which gender stereotypes become so psychologically ingrained in our society
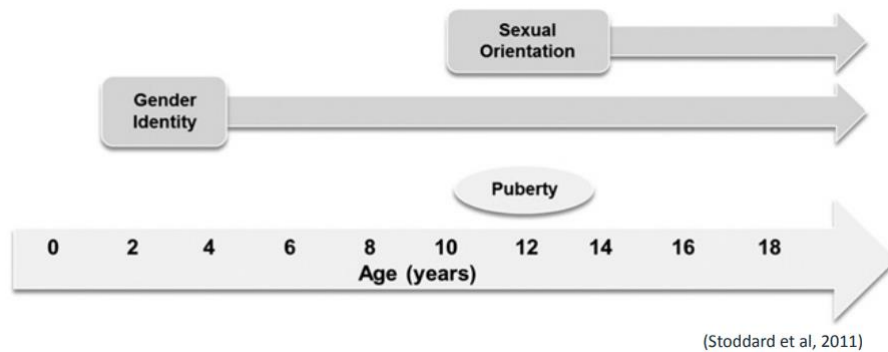
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Gender Identity and Sexual Orientation Development

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Gender as a Self-Fulfilling Prophecy

Child reinforces gender schemas

Child assimilates to gender schemas

Child avoids gendered schema that don't match assigned gender

Child receives gendered schemas
(start)

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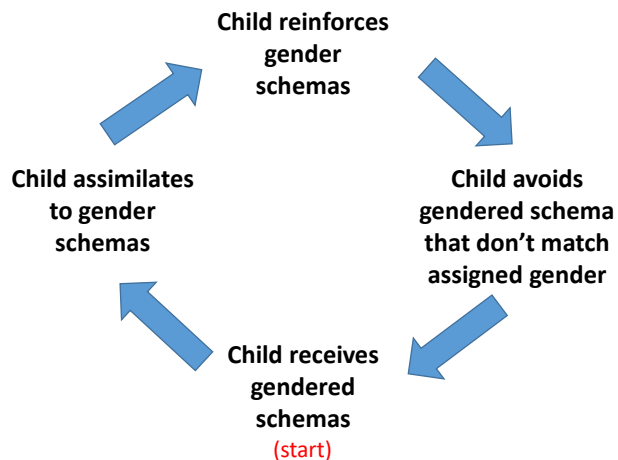
Gender and Sexuality Development Age Scale

(Stoddard et al, 2011)

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Is Gender a Biological Construct?

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Pillars of Heteronormativity

	Relationships	
Marry a woman and have kids	Relationships	Marry a man and have kids
Sex with women	Sexuality	Sex with men
Masculine	Gender Expression	Feminine
Man	Gender Identity	Woman
"It's a boy!"	Sex Assignment	"It's a girl!"

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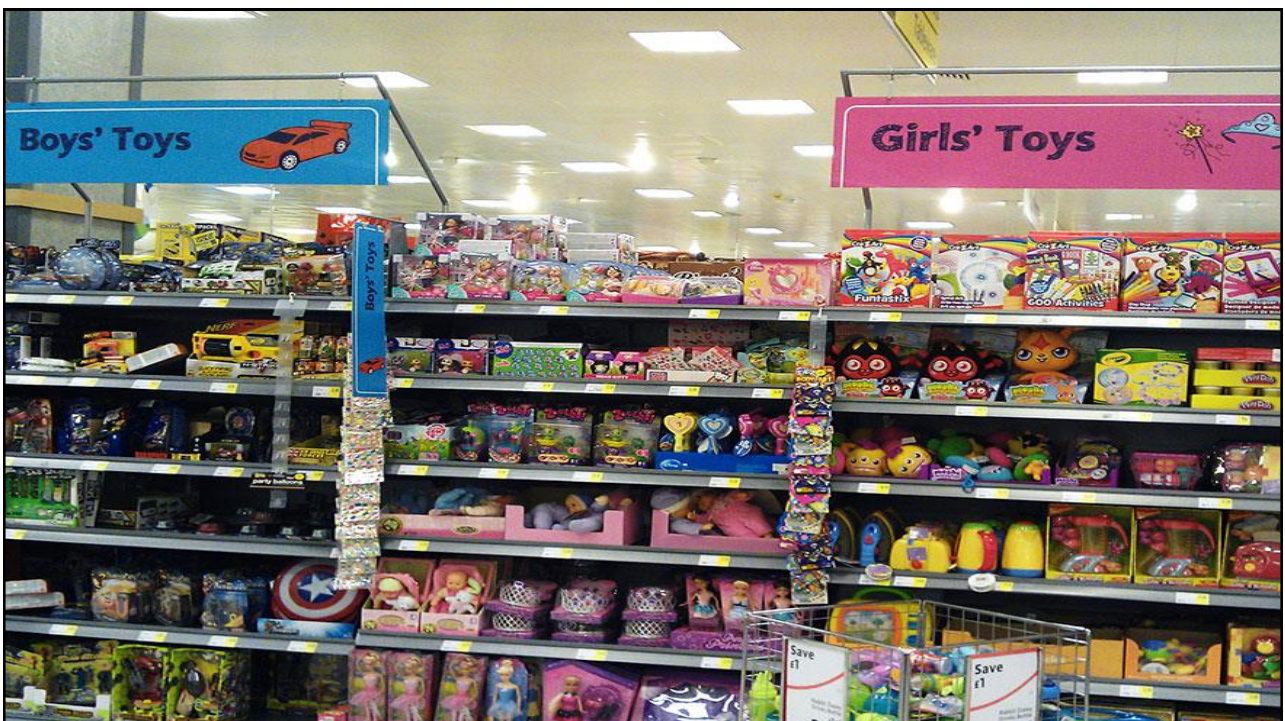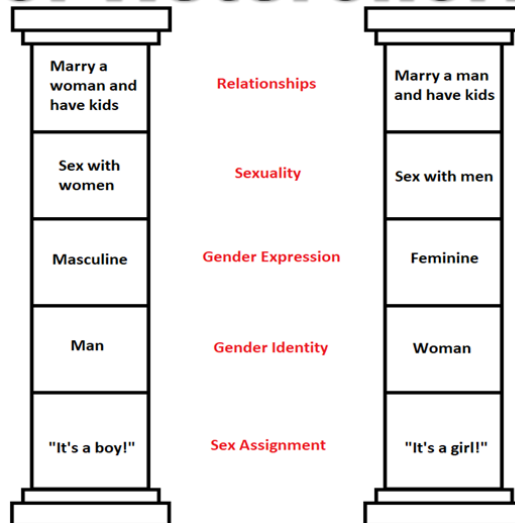
Minority Stress Model

(Meyer, 2003, 2007)

http://www.apa.org/pi/aids/resources/exchange/2012/04/minority-stress.aspx

"Minority stress theory extends the social causation hypothesis by suggesting that social situations do not lead directly to poor health for minority individuals, but that difficult social situations cause stress for minority individuals, which accrues over time, resulting in long-term health deficits."

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Minority Stress Model

(Marshall et al., 2008; Meyer, 2003, 2007)
http://www.apa.org/pi/aids/resources/exchange/2012/04/minority-stress.aspx

| Lifetime of discrimination and stigmatization | Stress and emotional strain | Mental and physical wellness/health affected |

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Gender and Pronouns

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THE WORLD ATLAS
OF LANGUAGE STRUCTURES
ONLINE

- 257 languages surveyed by the World Atlas of Syntactic Structures
  - 112 have some form of grammatical gender (43%)

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SUBJECT	OBJECT	ADJECTIVE	POSSESIVE
I	Me	My	Mine
You	You	Your	Yours
He	Him	His	His
She	Her	Her	Hers
It	It	Its	Its
We	Us	Our	Ours
They	Them	Their	Theirs

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The History of Modern English and Pronouns

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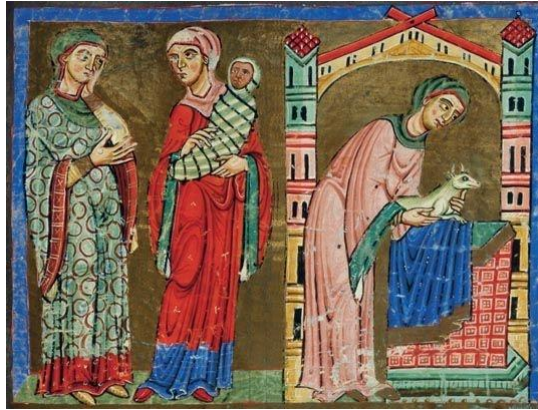
The History of Modern English and Pronouns

Historical Fans of the Singular "They"

Jane Austin

William Shakespeare
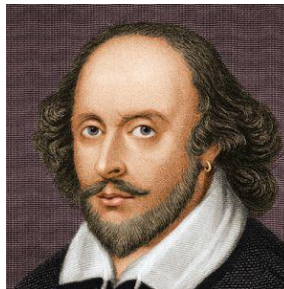
Geoffrey Chaucer

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The History of Modern English and Pronouns

In 1884, Charles C. Converse suggests a new gender-neutral pronoun.

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Above: Converse introduced thon in an article in *The Critic*, here reported in the *Boston Daily Advertiser*, Aug. 6, 1884. Below: *thon* defined in *Webster's Second New International Dictionary* (1934); it appeared as well in *Funk and Wagnall's Standard Dictionary* from 1898 through 1964.

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The History of Modern English and Pronouns

In January of 2015, the American Dialect Society choose singular, "they" as the word of the year.

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But Greg, why aren't gender-neutral pronouns more popular?

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Gender Neutral Pronouns

- Jordan was wearing a really nice blue shirt today. **Ey** must have recently bought it at the store. I want to compliment **em** on it and find out more about **eir** sty

- I saw Alex today walking **their** dog down the street. **They** recently rescued the dog from a shelter. I canno wait to talk to **them** about their new puppy.

- Noel was in a meeting today and had a really good id **Xe** said that we could increase enrollment through better marketing. **Xyr** idea could really help us out in the long run and we should talk to **xem** about it more at the next meeting.

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Commonly Used Gender Neutral Pronouns

- Xe, Xem, Xers: Developed by Don Rickter and published to the Unitarian Universalist on May 1st, 1973
- Spivak: First recorded use in 1890 by James Rogers but later named after Michael Spivak in the 1970's
- Singular "They": Used sporadically throughout history post 1100 A.C.E.(AD)

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https://www.youtube.com/watch?v=3xpvricekxU

	Subject	Object	Possessive determiner	Possessive Pronoun	Reflexive
Gendered Pronouns					
He	He laughed	I called him	His eyes gleam	That is his	He likes himself
She	She laughed	I called her	Her eyes gleam	That is hers	She likes herself
Gender Neutral Pronouns					
Spivak	Ey laughed	I called em	Eir eyes gleam	That is eirs	Ey likes emself
They	They laughed	I called them	Their eyes gleam	That is theirs	They like themselves
Xe	Xe laughed	I called xem	Xyr eyes gleam	That is xyrs	Xe likes xemself

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Gender Neutral Pronoun Best Practices

1. Introduce your pronouns first
2. Provide a Safe Space for people to share their pronouns
3. When in doubt just ask (but refer back to rule 1)
4. Do not blame the person or shame them
5. Correct others and yourself
6. If you make a mistake
   - Stop what you are saying
   - Correct yourself (you can say sorry)
   - Move on

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NASW Code of Ethics: 6 Core Values

- Service
- Social Justice
- Dignity and Worth of the Person
- Importance of Human Relationships
- Integrity
- Competence

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NASW Code of Ethics: Values and Ethical Principles

- **Value:** *Service*
- **Ethical Principle:** *Social workers' primary goal is to help people in need and to address social problems.*
  - **Social workers elevate service to others above self-interest.**
  - Social workers draw on their knowledge, values, and skills to help people in need and to address social problems.

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NASW Code of Ethics: Values and Ethical Principles

- **Value:** *Social Justice*

- **Ethical Principle:** *Social workers challenge social injustice.*
  - Social workers pursue social change, particularly with and on behalf of vulnerable and oppressed individuals and groups of people.
  - Social workers' social change efforts are focused primarily on issues of poverty, unemployment, discrimination, and other forms of social injustice. These activities seek to promote sensitivity to and knowledge about oppression and cultural and ethnic diversity.
  - Social workers strive to ensure access to needed information, services, and resources; equality of opportunity; and meaningful participation in decision making for all people.

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NASW Code of Ethics: Values and Ethical Principles

- **Value:** *Dignity and Worth of the Person*

- **Ethical Principle:** *Social workers respect the inherent dignity and worth of the person.*

  - Social workers treat each person in a caring and respectful fashion, mindful of individual differences and cultural and ethnic diversity.

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NASW Code of Ethics: Values and Ethical Principles

- **Value:** *Integrity*
- **Ethical Principle:** *Social workers behave in a trustworthy manner.*
  - Social workers are continually aware of the profession's mission, values, ethical principles, and ethical standards and practice in a manner consistent with them.
  - Social workers act honestly and responsibly and promote ethical practices on the part of the organizations with which they are affiliated.

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NASW Code of Ethics: Values and Ethical Principles

- **Value:** *Competence*
- **Ethical Principle**: *Social workers practice within their areas of competence and develop and enhance their professional expertise.*

  - Social workers continually strive to increase their professional knowledge and skills and to apply them in practice.
  - Social workers should aspire to contribute to the knowledge base of the profession.

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NASW Standards and Indicators for Cultural Competence

- Ethics and Values
- Self-Awareness
- Cross-Cultural Knowledge
- Cross-Cultural Skills
- Service Delivery

- Empowerment and Advocacy
- Diverse Workforce
- Professional Education
- Language and Communication
- Leadership to Advance Cultural Competence

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NASW Standards and Indicators for Cultural Competence

- Standard 1. Ethics and Values
- Social workers shall function in accordance with the values, ethics, and standards of the NASW (2008) *Code of Ethics*.
  - Cultural competence requires:
  - Self-awareness
  - Cultural humility
  - Commitment to understanding and embracing culture as central to effective practice.

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NASW Standards and Indicators for Cultural Competence

- Standard 2. Self-Awareness
  - Social workers shall demonstrate an appreciation of their own cultural identities and those of others.
  - Social workers must also be aware of their own privilege and power and must acknowledge the impact of this privilege and power in their work with and on behalf of clients.
  - Social workers will also demonstrate cultural humility and sensitivity to the dynamics of power and privilege in all areas of social work.

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NASW Standards and Indicators for Cultural Competence

- Standard 3. Cross-Cultural Knowledge
  - Social workers shall possess and continue to develop specialized knowledge and understanding that is inclusive of, but not limited to, the history, traditions, values, family systems, and artistic expressions such as race and ethnicity; immigration and refugee status; tribal groups; religion and spirituality; sexual orientation; gender identity or expression; social class; and mental or physical abilities of various cultural groups.

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3/17/2021

Additional Resources

- The World Professional Association for Transgender Health Standards of Care
  - WPATH World Professional Association for Transgender Health
- A Practitioner's Resource Guide: Helping Families to Support Their LGBT Children (sfsu.edu)

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What happens when social work boards don't uphold social work values and ethics?

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Case Studies for Small Group Discussion

- Case Study #1

You are a field instructor working at an agency in a rural setting that serves a diverse client population. Your advanced year intern has been taking new clients for the past two months and has expressed willingness to increase their caseload. You do the intake assessment for a transgender non-binary (TGNB) client who presents with symptoms of depression. You assign the client to your intern, who in turn expresses reluctance to work with "people like that". How do you respond to the intern?

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Case Studies for Small Group Discussion

- Case Study #2

You are a field instructor at a large hospital in Baltimore City. Your new intern, who identifies as TGNB, presents to their first day of internship. The student has not changed their legal name (Scott) but prefers the name Sarah. The Your intern does not yet have a badge, so they must introduce themself the front desk staff to call you, presenting their ID and signing in. The front desk staff calls you stating that "Scott is here to see you". You and the intern walk to HR to get complete the onboarding process, which includes getting a badge. The person tasked with taking the photo and printing the badge seems confused as to how to navigate legal vs preferred name and says that they will need to consult their supervisor before a badge is provided. You and Sarah return to your office where Sarah expressed their frustration and feelings of alienation. What do you do?

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Case Studies for Small Group Discussion

• Case Study #3

You are a field instructor at Child Protective Services and supervising an intern who is working with a family toward unification. The thirteen-year-old child who was removed from their parent's care recently came out as TGNB, which led to increased conflict with their parents who do not "condone this decision". Your intern wants to support the child and is unsure how to approach the parents. Where do you begin?

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Thank you

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