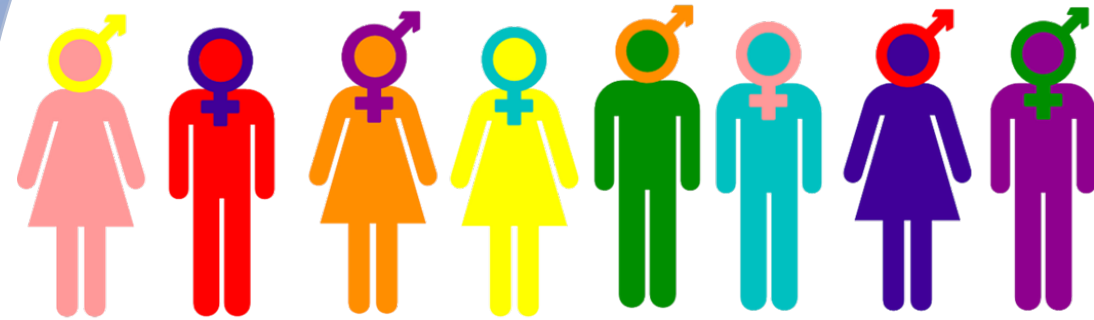


NHS Espresso – LGBT Inclusion Part 3



Alice Fox
MindOut LGBTQ Mental Health Services

Overall Training Objectives

To review our understanding of LGBTQ identities, communities and mental health; what's different and why?

Expand understanding of the challenges that LGBTQ communities face

To deepen awareness of trans issues, trans care pathways, and trans experiences

Where we're headed!



- The Privilege knapsack
- Minority stress
- Intersectionality

Group agreement

Space for learning

Confidentiality

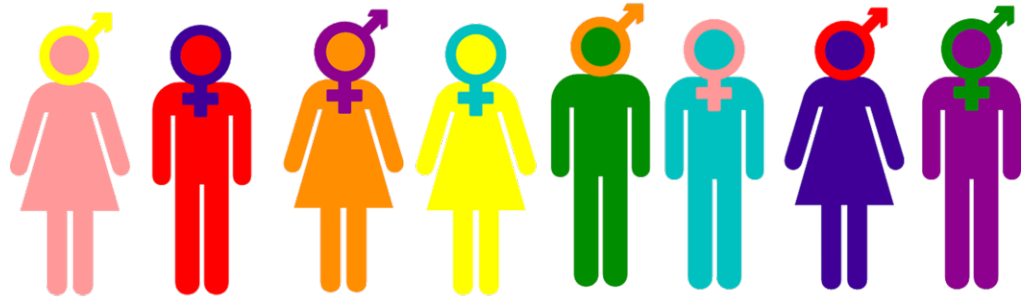
Respect for other identities and experiences

Reserve the right to change your mind

Share the airtime

Oops and ouch approach

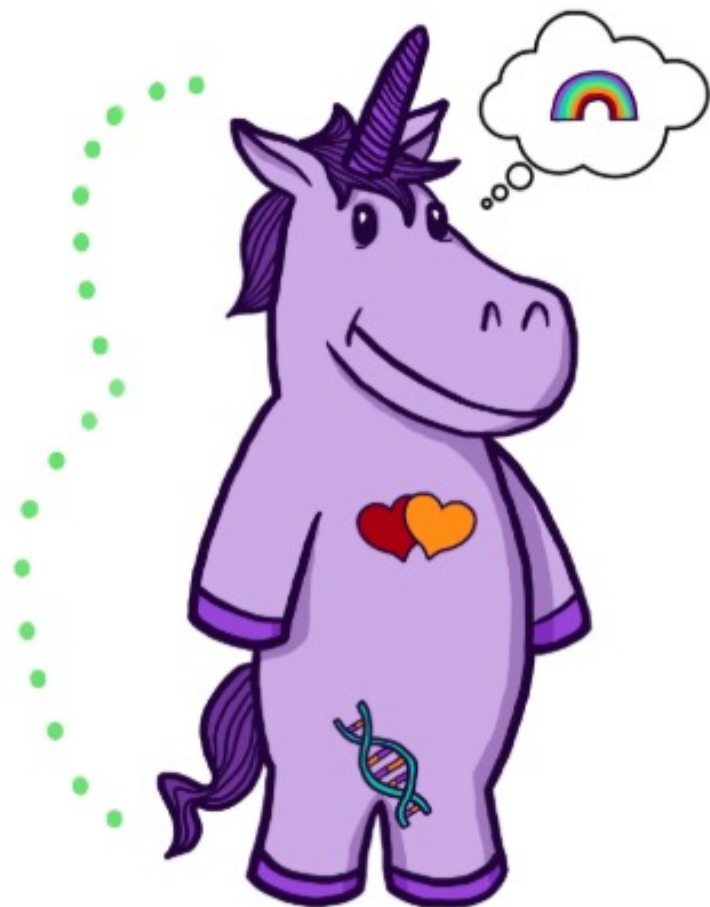
Questions please



Trans identities

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



 Gender Identity

-  Female/Woman/Girl
-  Male/Man/Boy
-  Other Gender(s)

 Gender Expression

-  Feminine
-  Masculine
-  Other

 Sex Assigned at Birth

Female Male Other/Intersex

- 
- 
- 

 Physically Attracted to

-  Women
-  Men
-  Other Gender(s)

 Emotionally Attracted to

-  Women
-  Men
-  Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

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The Trans Umbrella



Transmasculine

Gender non-conforming

Queer

Transgender

Androgynous

Non-binary

Agender

Transfeminine

Transsexual

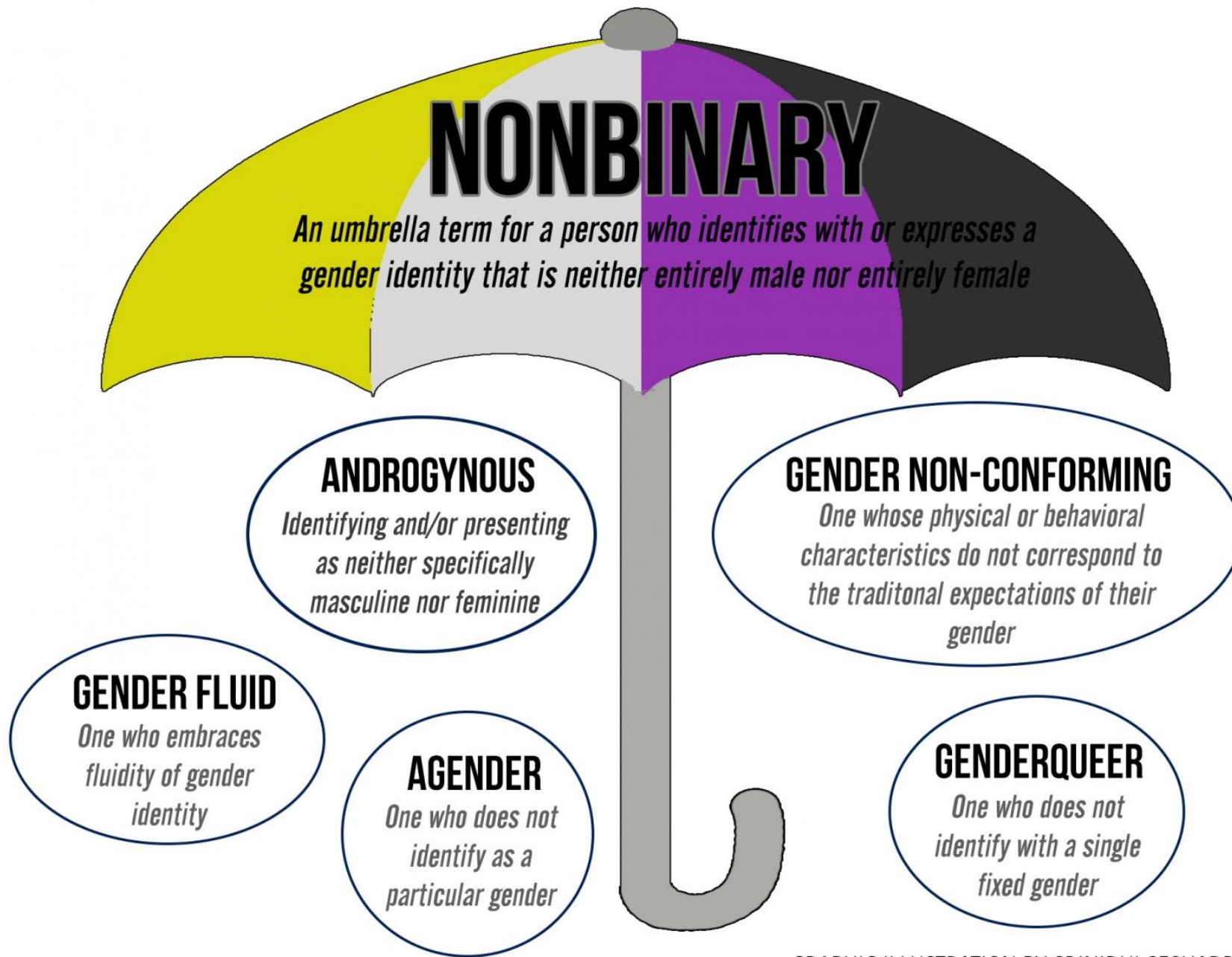
Genderqueer

Transvestite

Genderfluid

Intersex

Trans



GRAPHIC ILLUSTRATION BY SRINIDHI SESHADRI

Transmasculine

a term used to describe transgender people who were assigned female at birth, but identify with masculinity to a greater extent than with femininity.

Transfeminine

a term used to describe transgender people who were assigned male at birth, but identify with femininity to a greater extent than with masculinity.

Transsexual

An older term for transgender people, still used by some but used less and less due to its medical connotations. Essentially means the same as transgender, but the term is falling out of fashion.

Transvestite

A person who likes to dress in the clothes associated with the 'opposite' gender (i.e. a man who likes to wear women's clothes).

Gender Neutral Language:

- **Folks, guests, or everybody** instead of guys or ladies/gentleman
- **Humankind** instead of mankind, **People** instead of man/men
- **Machine-made, synthetic, or artificial** instead of man-made
- **Parent** instead of mother/father
- **Child** instead of son/daughter, **Kiddo** instead of boy/girl
- **Sibling** instead of sister/brother, **Nibling** instead of niece/nephew
- **Partner, significant other, or spouse** instead of girlfriend/boyfriend or wife/husband
- **Flight attendant** instead of steward/stewardess
- **Salesperson or sales representative** instead of salesman/saleswoman
- **Server** instead of waiter/waitress
- **Firefighter** instead of fireman



Minus 18 - Being a Trans Ally - Video



<https://www.youtube.com/watch?v=9av5WbSSlyM>

Breakout Discussion

In your work, what can you do as individuals, and what could be done on a policy level to demonstrate your trans awareness and trans allyship?

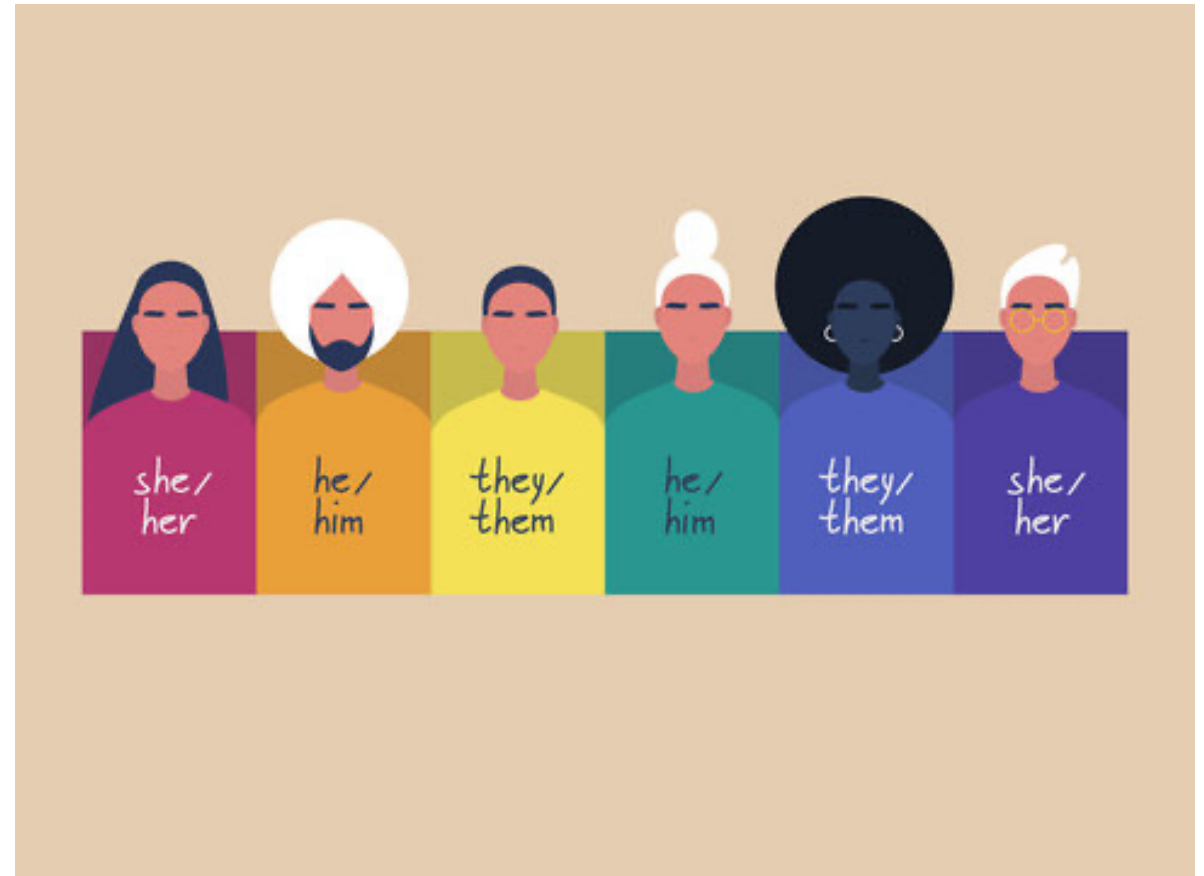
- Consider how to influence your team culture, and the work your team may do with patients or members of the public.
- Don't just think about the big issues but also smaller things which might link to trans people's experiences of minority stress, as we discussed last week.

'Trans in the Workplace' Video



Pronouns and Honorifics

- Always respect a person's pronouns, just like you would someone's name
- It's good to ask privately & politely
- If you can't ask someone, use 'they' until you know.
- Use their name
- Some use the gender-neutral honorific **Mx**
- Honorifics are not mandatory
- Correct each other (kindly)



Hello
Address me as

Please Use: **They, Them, Theirs**

Please Use: **He, Him, His**

Please Use:

Please Use: **She, Her, Hers**

Please Use: **Ze, Hir, Hirs**

Please Use: **Xe, Xem, Xyrs**

Pronouns Best Practice

- Meeting people for the first time
- EDI / Contact information
- GDPR and accuracy of data
- Pronoun Badges
- Email Signatures
- Pronounarounds
- Don't trivialize it

If you make a mistake



If you make a mistake



Strategies for when you Misgender someone



Calm your defenses

Listen and practice self-management.

Breathe!



Apologize and acknowledge your mistake

Apologize without leading with your intention

"I'm so sorry."
"Wow I really messed that up - sorry!"



Express gratitude for correction (if applicable)

Thank them for their courage for correcting you

"Thank you so much for telling me"
"I really appreciate your feedback"



Commit to doing better, then do better!

Actions over promises!
How will you work on this? Practice out loud?
Write it down?

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LGBTQ mental health service

Questions?



Transition 101

- Transition is the process of changing from living in the gender you were assigned at birth to living in the gender you identify as
- This can be split into social and medical transition
- This is not a given for *all* trans and non-binary people
- Often the result of many years of worrying, thinking, researching and planning

Social transition



- Coming out – choosing a new name, asking people to use this name and different pronouns
- Changing physical appearance e.g. clothes, hair
- Informing friends, families, partners, children
- Informing authorities – HMRC, banks, new passport, doctors, DVLA, DWP etc
- Informing work
- Deed poll
- Gender Recognition Certificate (GRC)



Issues with social transition

The Gender Spectrum Collection – Broadly

- Rejection from friends, family, partner, children
- Some places may not accept your deedpoll out of ignorance
- Workplace discrimination
- GRC can be problematic for married people
- Inappropriate or intrusive questions
- Isolation



Medical transition



The Gender Spectrum Collection – Broadly

- GP can refer to a Gender Identity Clinic
- Lack of institutional knowledge
- Set of appointments over 12 months to gain a diagnosis of 'gender dysphoria'
- Hormones
- Surgery – wait can be up to 5 years
- Speech therapy
- Can go privately for any of these, but the cost is high

Issues with medical transition

- Long waiting lists
- Medical staff with out of date or incorrect info
- Side effects from taking hormones
- Self medicating
- Painful, expensive surgeries with high risk of complications
- Can lead to loss of fertility

Useful websites: transhealth.ucsf.edu (learning centre) or wpath.org

The Gender Spectrum Collection – Broadly

