

Appendix B11: Transgender Cultural Humility Awareness/ Responsiveness - Creating a Tran-Inclusive & Affirming Workplace Presentation

Transgender Cultural Humility Awareness/Responsiveness

Creating a Trans-Inclusive & Affirming Workplace

Tiffany Woods, She/Her

Transgender Sexual Health and Community Engagement Specialist

HIV
PREVENTION
BRANCH

Purpose

- Why the need for this training/learning collaborative?
- The mission of the California Department of Public Health is to advance the health and well-being of the diverse communities and people of California
- To better serve California's diverse transgender communities as specified in our strategic plan.
- To continue OA's work to be a more inclusive and affirming workplace, increase our racial and health equity lens, welcome everyone with humility.

Group Agreements



USE "I" STATEMENTS

STEP UP, STEP BACK

CONFIDENTIALITY
Respect confidentiality – take the stories, leave the names

RESPECT DIVERSITY

AGREE TO DISAGREE

SELF CARE

SAY IT UGY

ELMO

ASSUME GOOD INTENTIONS

ALLOW OTHERS TO LEARN WHAT YOU ALREADY KNOW



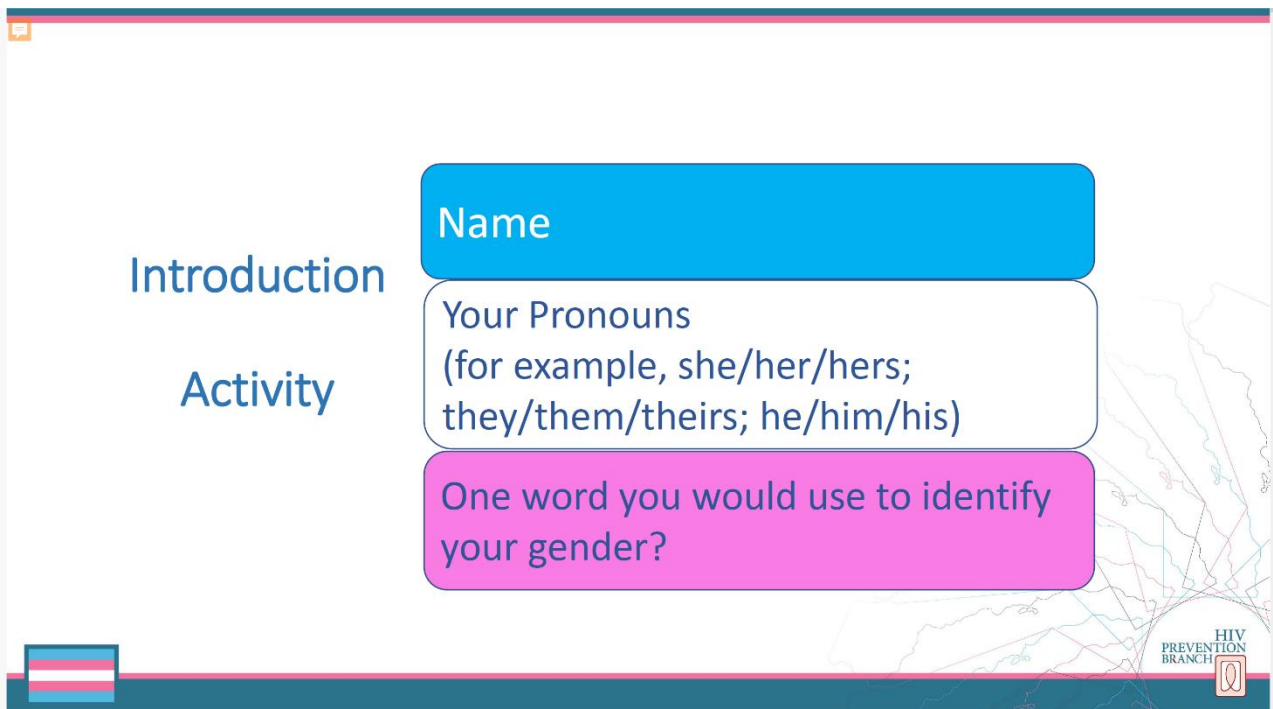


Introduction Activity

Name

Your Pronouns
(for example, she/her/hers; they/them/theirs; he/him/his)

One word you would use to identify your gender?



Introduction Activity

On a scale of 0-5, where do you place yourself on knowledge of transgender and gender expansive communities?

0 = No knowledge or exposure to transgender people

1 = Not very knowledgeable (I have heard of transgender/non-binary people, but I don't know anyone trans)

2 = Somewhat knowledgeable (I have read some things about transgender/non-binary people, and know a few people in my community, but no close friends/family)

3 = Fairly knowledgeable (know a fair amount, but feel I need to learn more, and have a few friends/family members that are transgender/nonbinary)

4 = Knowledgeable (I have educated myself on transgender/non-binary people and the issues they face, and have several friends and family)

5 = Very Knowledgeable (I'm well educated on transgender and gender expansive issues, and consider myself an ally and advocate, have Friends/Family or self-identify as transgender/non-binary)



Training Goals Objectives

Understand

- Understand how taking a Cultural Humility approach can be helpful when working across differences in lived experience.

Familiarize

- Familiarize ourselves with terms and concepts related to gender identity.

Recognize

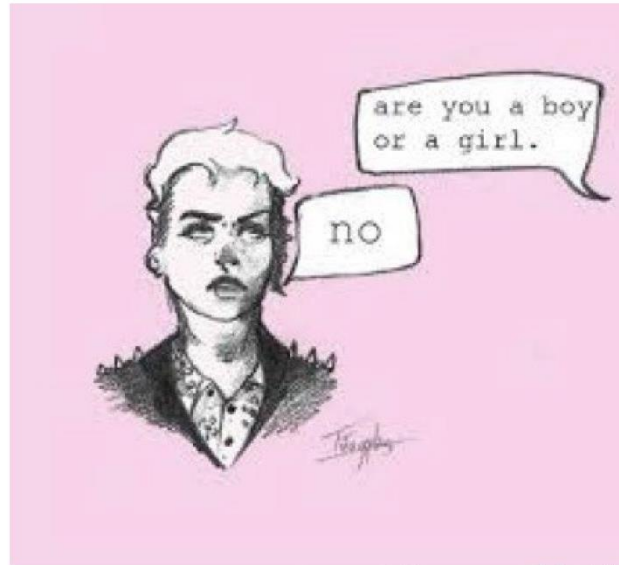
- Recognize the impact of minority stress, transphobia, and microaggressions on trans & gender non-conforming individuals—including in the workplace.

Identify

- Identify best practices and policies we can use to create a more trans-inclusive and affirming workplace.



ESTABLISHING A COMMON LANGUAGE



Training

Goals

Objectives

Understand

- Understand how taking a Cultural Humility approach can be helpful when working across differences in lived experience



Let's take a

CULTURAL HUMILITY PERSPECTIVE

Cultural Competence Vs. Cultural Humility

- Cultural competence implies a discrete endpoint
- Cultural humility is a commitment for active engagement in a process of:
 - Lifelong learning and critical self-reflection
 - Recognizing and challenging power imbalances
 - Patient-focused interviewing and care strategies
 - Community-based research and advocacy
 - Pursuing institutional accountability

all the time.

Tervalon & Murray Garcia (1998)

Taken in part from <https://www.apa.org/pi/families/resources/newsletter/2013/08/cultural-humility.aspx>



Gender Language and Concepts



Gender Identity:

- Refers to one's internal understanding of one's own gender, or the gender with which an individual identifies.



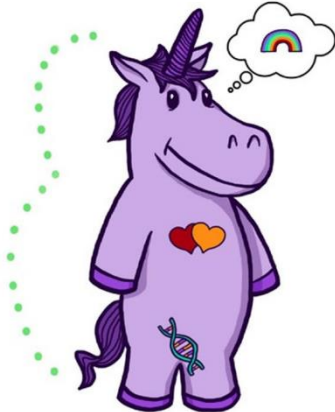
Gender Expression:

- A term used to describe individuals' outward presentation of their gender.
- No two people experience their gender, gender identity, or gender expression the same way.



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



Training

Goals

Objectives

Familiarize

- Familiarize ourselves with terms and concepts related to gender identity



Concepts, Terms, Definitions

- An individual's gender does not determine an individual's sexual orientation.
- Lesbian, Gay, Bisexual, Heterosexual/Straight:
 - Sexual Orientation
- Queer:
 - Can be both sexual orientation/gender identity
 - More fluid and inclusive
- Trans/Transgender/Gender Non-Binary:
 - Gender Identity
 - The T in LGBTQ+
 - Many identify as Trans/Non-Binary and Queer



Gender Identity and Sexual Orientation are Different Things

Every individual has a biological or assigned sex at birth (ASAB), a gender identity, sexual orientation.

Being trans/transgender does not mean you're gay; being gay does not mean you're trans/transgender.

Gender is about who we believe ourselves to be; sexual orientation is about who we are attracted to.



Current Gender Identity

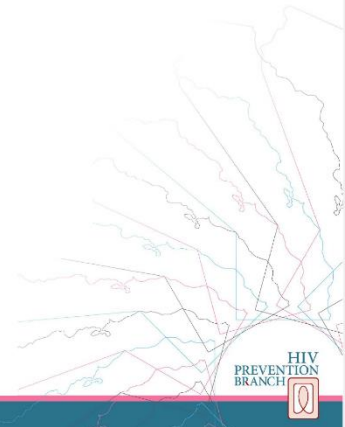
- Gender identity can be fluid and changing
- Let clients/patients/consumers decide

1. What is your current gender identity? (Check and/or circle ALL that apply)

- Male
- Female
- Transgender Female/Transwoman/MTF/Trans Feminine
- Transgender Male/Transman/FTM/Trans Masculine
- Genderqueer
- Non-Binary
- Additional category (please specify): _____
- Decline to answer

2. What sex were you assigned at birth? (Check one)

- Male
- Female
- Decline to answer



Evolving Terms and Data Collection

zoom

CoP - Shared screen with speaker view

What information should be collected in forms and or EHRs?

- Name and Legal Name
- Pronouns
- Gender Identity
- Sex assigned at Birth
- Legal Gender Marker
- Sexual Orientation
- Race
- Ethnicity
- (Written and spoken) language
- Veteran Status
- And many more dependent on your org



zoom

CoP - Shared screen with speaker view

What information should be collected in forms and or EHRs?

- Pronouns
 - She/Her/Hers/Elle
 - He/Him/His/El
 - They/Them/Elle
 - Ze/Zemr/Zir
 - Per/ Per/Pers
 - Name
 - Write in:
- Gender Identity
 - Cisgender Woman
 - Transgender Woman
 - Cisgender Man
 - Transgender Man
 - Non-Binary
 - A-Gender
 - Two-Spirit
 - Write in:
- Sex assigned at Birth
 - Female
 - Male
 - Intersex
 - Write in:
- Legal Gender Marker
 - Female
 - Male
 - X
- Sexual Orientation
 - Lesbian
 - Gay
 - Bisexual
 - Pansexual
 - Queer
 - Straight
 - Write in:



[Denver Prevention Training Center](https://www.denverprevention.org/)



New Pew Research Center Survey

Rising shares of U.S. adults know someone who is transgender or goes by gender-neutral pronouns

Overall, about four-in-ten Americans (42%) say they personally know someone who is transgender, up 5 percentage points since 2017.

Growing shares in U.S. know someone who is transgender or goes by gender-neutral pronouns

% saying they personally know ...

Someone who is transgender



Someone who goes by gender-neutral pronouns



Note: The term transgender was defined for respondents as someone who identifies as a gender that is different from the sex they were assigned at birth.

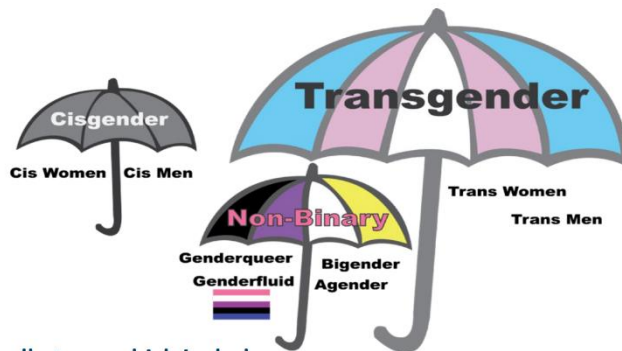
Source: Survey of U.S. adults conducted June 14-27, 2021.

PEW RESEARCH CENTER

<https://www.pewresearch.org/fact-tank/2021/07/27/rising-shares-of-u-s-adults-know-someone-who-is-transgender-or-goes-by-gender-neutral-pronouns/>



Transgender: A “Working Definition”



An umbrella term which includes:

People who reassign the sex and gender they were labeled at birth.

People whose gender expression is considered “nontraditional” for their sex or gender.

Gender Identity

Genderqueer

Cisgender

Gender Non-Conforming

Gender Non-Binary/Non-Binary

Gender Expression

Assigned Sex

Sexual Orientation



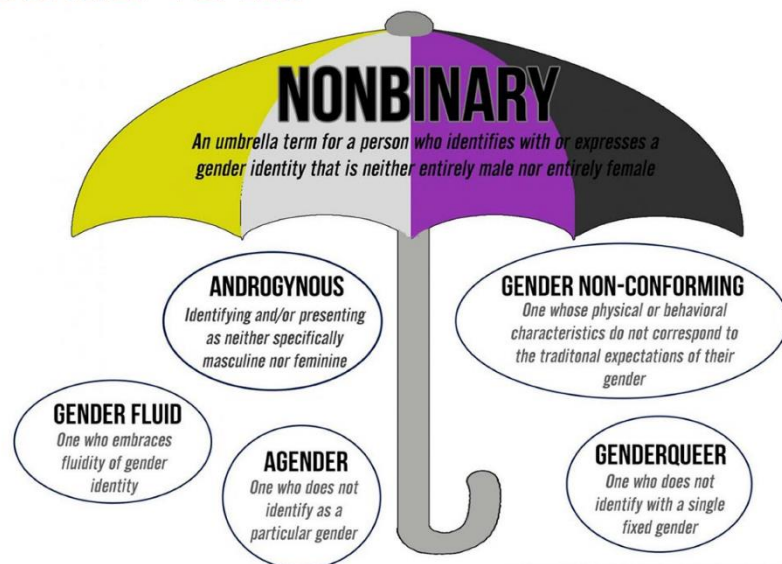
Transgender vs. Transgendered

- What to say when interacting with a trans person?
- Pronouns
- Body
- You should not refer to them as "a transgender" or "transgendered."

Transgender is not an action/verb,
it is an identity.



Evolution of Gender Terms (continued)



GRAPHIC ILLUSTRATION BY SRINIDHI SESHADRI





"I am expected to be in this box, but I am not going to be in the box because I'm not going to conform to the expectations that are set for me,"

"I identify as non-binary because I do not identify with either gender,"

"To me, 'genderqueer' represents a queering of gender, so to speak," said Laura A. Jacobs, a psychotherapist who specializes in trans and gender non-binary issues, LGBTQ issues, and other forms of gender and sexual diversity.

"It's a deliberate playing with gender in a very political sense, and being provocative around gender norms to highlight the gender stereotypes of our culture. It is also how I identify."



Evolution of Gender Terms


Many transgender people identify as:

- Trans masculine
- Trans man/Trans men
- Trans feminine
- Trans woman/Trans women

Or simply: *Trans*

- more inclusive/widely used/preferred in the community






Current Trans Terminology



Language changes over time. While certain terms may have been commonly used years ago, they are now outdated.

OUTDATED TERM	CURRENT TERM
A Transgender/Transgendered	Transgender
Female-to-Male (FTM)	Trans Man
Male-to-Female (MTF)	Trans Woman
Biologically Female	Assigned Female at Birth (AFAB)
Biologically Male	Assigned Male at Birth (AMAB)
Gender Identity Disorder	Gender Dysphoria
Preferred Pronouns	Personal Pronouns
Sex Reassignment Surgery (SRS)	Gender Confirming Surgery (GCS)

She was a boy!
She was born a male!
He was a girl!
He was born a female?

He was assigned female at birth!
She was assigned female at birth




Current OA Usage

Trans women and Trans men, and Alternative Gender Identity in HIV Surveillance.

We use transgender in the reports and writing, same as CDC and HRSA.

We use gender non-binary (GNB) and many communities use variations: non-binary (NB), gender non-binary (GNB), or gender non-conforming (GNC).

OA is also now using transgender individuals instead of transgender people which the CDC currently uses



Trans Terms to Avoid

"Real" boy/man or girl/woman in reference to a transgender person

"He-She", "She Male",

"Thing", "It"

Avoid: "transgendered,"
"a transgender" (n.),
"transgenders" (n.),
"transvestite," "tranny"

Preferred:
"transgender" (adj.),
"transgender people,"
"a transgender person",
"Transgenderism"

Avoid: "sex change,"
"sex-change operation,"
"pre-operative," "post-operative," "pre-op,"
"post-op"

Preferred: "transition",
"gender affirmation"
"gender confirmation"

LGBTQ Terms to Avoid

Avoid: "Fa*got",
"homosexual" (n. or adj.),
"gay" (n.) (as in, "He is a gay."),
"D*ke"

Preferred: "gay" (adj.);
"gay man" or "lesbian" (n.);
"gay person/people"

Avoid:
"homosexuality,"
"lesbianism"

Preferred: "being gay"

"gay agenda" or
"homosexual agenda"

"sexual preference,"
"gay lifestyle" or
"homosexual lifestyle,"
"same-sex attractions,"

"sexual identity"

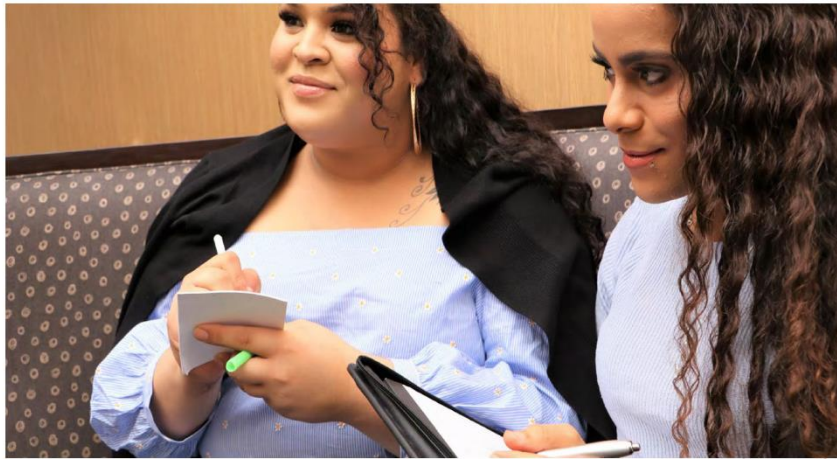
Preferred: "sexual orientation" or
"orientation"

Avoid: "special rights,"
"civil rights," "gay rights"

Preferred: "fairness and equality,"
"equal protection"

Sources: *Movement Advancement Project* (www.lgbtmap.org) • *GLAAD* (www.glaad.org)
<https://freedomforallamericans.org/messaging-terms-avoid>

Don't over trans a trans or non-binary person.
It is not complicated.



shutterstock.com · 291210086

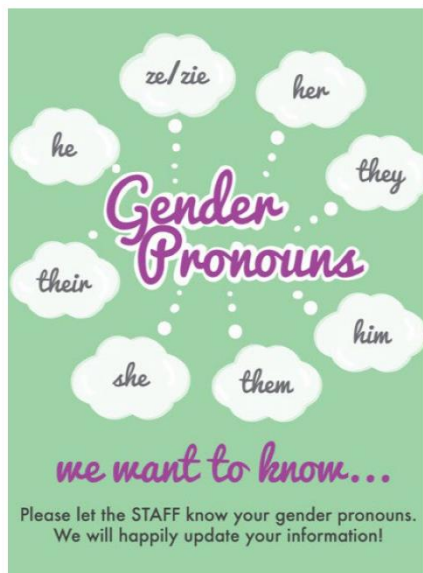


Let's Talk About Pronouns



theirs	zim	their	
her	ze	she	his
xe	they	them	xim
hers	xey	him	he





Why are they such a big deal?

The Callen-Lorde Center explains:

https://www.youtube.com/watch?v=QQIVjE_P5jA

Image from <http://jane-han.com/portfolio/2016/1/26/pgcyvboxbvytio03iv0h4fabc4ix5>



Pronouns and Misgendering

- Misgendering
- Deadnaming (using birth name)
- Disrespectful
- Considered act of violence against

3. What pronouns do you prefer?

Male: Mr., He, Him,

Female: Ms., Mrs., Her, She

Gender Neutral: They, Them, Ze

Others: Please State: _____

Decline to answer



Be Intentional: Why Are You Including Your Pronouns?

- Verbal introductions are a great time to share your own pronouns and ask others theirs.
- Using pronouns in a virtual space such as Zoom helps create an inclusive, safe space for everyone
- Pronouns can change over time, so sharing pronouns at meetings can be useful.
- If possible, wear your own pronouns on your work badge.
- Update your pronouns in work directories and have them in your email signature.
- Don't assume pronouns based on appearance.
- "They" is OK!

PRONOUNS



Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

Design by Lindyn Pan
transstudent.tumblr.com
facebook.com/transstudent
twitter.com/transstudent

For more information, go to transstudent.org/ graphics



Resources: MyPronouns.org <https://pronounsday.org/>



Mistakes and Reconciliation

- If you misgender a trans/non-binary person ...
- Do not turn your apology into a monologue, apologize; fix it; and move on.
- Misgendering happens most often in public/social situations
- Explaining your mistake make it worse
- Questions?
- How does this feel for you?

<https://www.youtube.com/watch?v=1Ed3ddeDQEI>



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The World's 1st Trans Clinic Germany, 1919-1933



Institut für Sexualwissenschaft

(Dr. Magnus Hirschfeld - Stiftung) Berlin, In den Zeiten 10 und 9a und Bertholdstrasse 3
Leitung: Sanitätsrat Dr. Magnus Hirschfeld

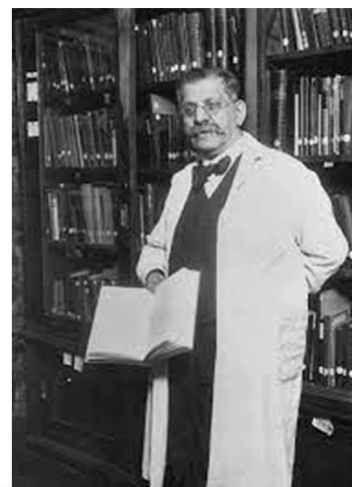


Hirschfeld's institute was the first to offer gender reassignment surgery.



Dr. Magnus Hirschfeld

- Magnus Hirschfeld, German physician considered the father of transgender health care, coined the term “[transvestite](#)” in 1918 at his Institute for Sexual Science in Berlin.
- Defined transvestism as the desire to express one’s gender in opposition to their defined sex.
- **A time when his contemporaries aimed to “cure” transgender patients of their alleged mental affliction**



[A History of Transgender Health Care - Scientific American Blog Network](#)





Dora Richter

- Going against the grain, Hirschfeld was one of the first to offer his patients the means to achieve sex change, either through hormone therapy, sex change operations, or both.
- Dora "Dörchen" Richter (1891–1933) was the first known person to undergo complete male-to-female gender reassignment surgery. She was one of a number of transgender people in the care of Hirschfeld at Berlin's Institute for Sexual Research during the 1920s and early 1930s. She underwent surgical removal of the testicles in 1922, followed in 1931 by removal of the penis and vaginoplasty.



May 6, 1933



A bit of trans-story

1959 - Cooper's Donuts Los Angeles



1966 - Compton's Cafeteria San Francisco

To the historian Mack Friedman, the Compton's Cafeteria riot represented "*an expression of pangender sex worker unity in the face of an affront.*" Yet the role played by full- or part-time (people engaged in sex work) is often forgotten in the thumbnail histories of these uprisings.

1966 - Vanguard

The historian Laura Renata Martin said this, "*(for) Vanguard, resistance to the criminalization of sex work and police targeting of sex workers was woven in with resistance to harassment based on gender expression and sexual identity.*"^[1]



1969 - Stonewall

The story of one June night in 1969 in Greenwich Village often doesn't mention how the outlaws and outcasts who patronized the Stonewall Inn "*made their living,*" the historian Melinda Chateauvert has commented.



Stonewall

"Transvestites, transsexuals, gays and lesbians stood shoulder-to-shoulder here, so it's appropriate to salute their fearlessness here."

- Jimmy Pisano,
Stonewall Owner

As the historian Susan Stryker has argued,

transgender women—among the most marginalized members of the queer community—were often the instigators of ALL these uprisings.

The uprising at Stonewall was a fight for the rights of trans people, gender-nonconforming people, queer people of color, homeless queer people—and queer sex workers.



Marsha P Johnson Sylvia Rivera



The (sex) work was *"the only alternative that we have to survive because the laws do not give us the right to go and get a job the way we feel comfortable,"* Rivera once said.

According to Johnson, it was possible for trans women to hold down *"straight" jobs at this time, but only if they hid who they were:*

"I think it will be quite a while before a natural transvestite will be able to get a job," she once said, using the parlance of the time.



<https://vimeo.com/1667849>







Disclosure, Trailer
<https://www.youtube.com/watch>



End Day One
Questions?



Transgender Cultural Humility Awareness/Responsiveness

*Creating a Trans-Inclusive & Affirming Workplace
Day 2*

Tiffany Woods
Transgender Sexual Health Specialist
HIV Prevention Branch



Group Agreements



USE "I"
STATEMENTS



STEP UP,
STEP BACK



CONFIDENTIALITY

Respect
confidentiality –
take the stories,
leave the names



RESPECT
DIVERSITY



AGREE TO
DISAGREE

SELF CARE

OK TO SAY
IT UGY



ELMO



ASSUME
GOOD
INTENTIONS

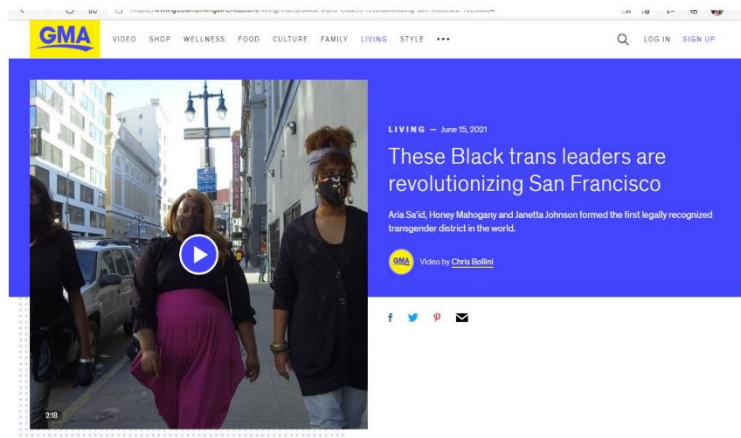
ALLOW OTHERS
TO LEARN WHAT
YOU ALREADY
KNOW



Walk A Mile In Our Shoes



The Transgender District: Compton's Cafeteria 2021



Training

Goals

Objectives

Recognize

- Recognize the impact of minority stress, transphobia, and microaggressions on trans & gender non-conforming individuals— including in the workplace.



What people think trans issues are:



What trans issues actually are:



Stigma

- Stigma is the social process of labeling, stereotyping, and rejecting human difference as a form of social control.
- In the US, transgender individuals are considered deviant for having a gender identity or expression that is discordant with the gender typically associated with their assigned birth sex and experience widespread stigma as a result

Phelan JC, Link BG, Dovidio JF. Stigma and prejudice: One animal or two? *Social Science and Medicine*. 2008;67(3):358–367.

Grant JM, Lisa A, Mottet Justin, Tanis Jack, Harrison Jody, Herman L, Keisling Mara. *Injustice at every turn: A report of the National Transgender Discrimination Survey*. Washington, DC; National Center for Transgender Equality and National Gay and Lesbian Task Force; 2011.



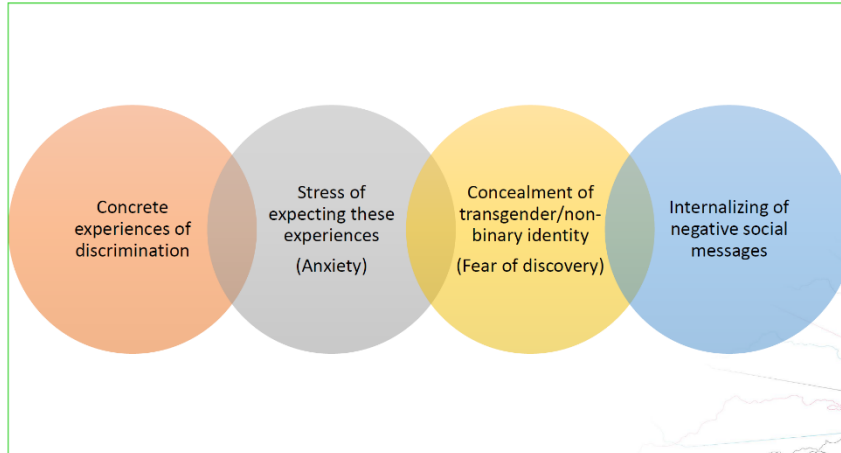
Minority Stress Theory

- Excessive and chronic stress experienced by members of socially stigmatized minority groups
- Ilan Meyer (2003) states that it is:
 - Addictive
 - Chronic
 - Requires great adaptation effort
 - Is socially based and out of the individual's control

Meyer, I.H. (2003). Bias, social stress, and mental health in lesbian, gay, and bisexual populations: Conceptual issues and research evidence. *Psychological Bulletin*, 129(5), 674-697.



Minority Stress Theory



Meyer, I.H.(2003).Bias, social stress, and mental health in lesbian, gay, and bisexual populations: Conceptual issues and research evidence. *Psychological Bulletin*, 129(5), 674-697.

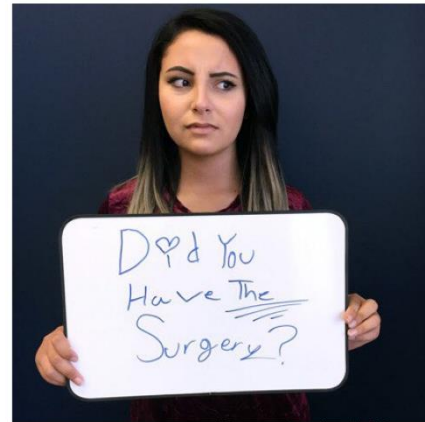


Microaggressions



The Basics—Trans/Non-Binary Folks and Microaggressions

- **Microaggressions** are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based on their marginalized group membership: people of color, women, LGBTQI+ individuals, persons with disability, religious minorities.
- These are sometimes small offenses, often not intended, that together can add up to a “death of a thousand cuts” for those who experience them.



GLAAD Microaggressions Photo Project.
<https://www.glaad.org/blog/glaad-launches-trans-microaggressions-photo-project-transwk>



<https://www.glaad.org/blog/glaad-launches-trans-microaggressions-photo-project-transwk>



ADVANCING ORGANIZATIONAL EQUITY TOOLKIT



GLAAD Microaggressions Photo Project. <https://www.glaad.org/blog/glaad-launches-trans-microaggressions-photo-project-transwk>



ELEVATE



<https://www.frameofmindfilm.com/#video-section>






Activity Discussion:
ELEVATE Microaggressions

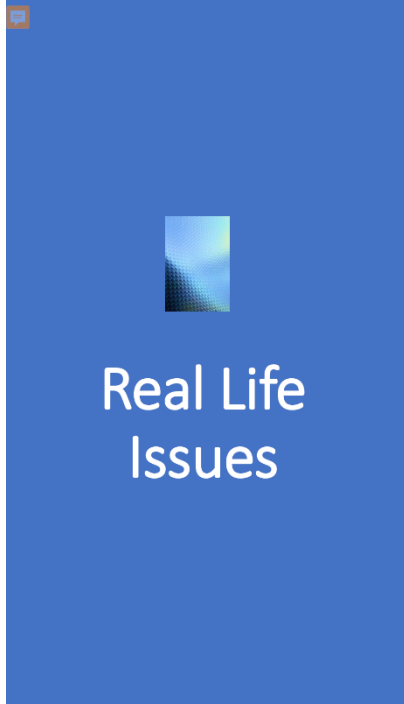


Transgender Awareness Month

- November is dedicated to education about transgender communities and important issues facing trans people across the country.
- To uplift the voices, experiences, successes of the transgender and gender non-conforming (TGNC) community.
- Transgender Awareness Week occurs between November 13th and 19th, as a lead up to November 20th: Transgender Day of Remembrance (TDOR)

<https://gywire.com/2021/04/20/2020-was-the-deadliest-year-on-record-for-transgender-people-in-the-us-insider-database-shows-experts-say-its-getting-worse/>





Consequences for not conforming to gender binary/ gender expectations/gender roles assigned to us?

Trans/Gender Non-Binary people are globally marginalized populations.

Extreme Social Stigma

Family/Cultural Rejection

Institutional Transphobia/Homophobia

Institutional Discrimination

Hostility/Targeted Violence/Murder

High rates of poverty/homelessness

Trans Women of Color have higher rates of HIV/STD's

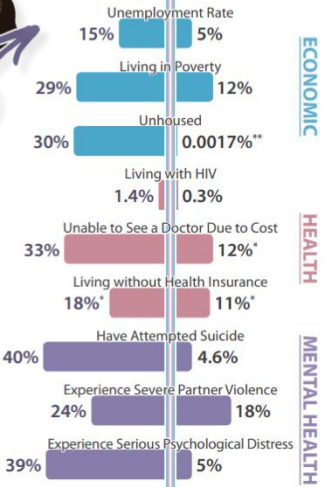
Higher rates of Suicide and Self Harm



Transgender people face **discrimination** and violence throughout society, from their family growing up, in school, at work, by homeless shelters, by doctors, in emergency rooms, before judges, by landlords, and even police officers. In comparison to the U.S. general population, the disparities are striking, especially in the areas of unemployment, poverty, and health. Here is a snapshot:

- 1 in 12 have been kicked out of the house due to their gender identity.
- 19% of Black transwomen are living with HIV.
- 17% leave K-12 schooling due to severe mistreatment.
- 1 in 4 experience verbal, physical, or sexual harassment in college or vocational school.
- 32% limit food and water intake to avoid needing to use the bathroom.

Populations: **TRANS vs. GENERAL**



Note: All statistics are derived from the 2015 U.S. Transgender Survey (James, S.E., Herman, J.L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). *The Report of the 2015 U.S. Transgender Survey*. Washington, DC: National Center for Transgender Equality) except: * Health of Transgender Adults in the U.S., 2014-2016, Janelle M. Downing, PhD, Julia M. Przedworski, PhD, Am J Prev Med 2018;55 (3):336-344; ** <https://endhomelessness.org/homelessness-in-america/homelessness-statistics/state-of-homelessness-report/>



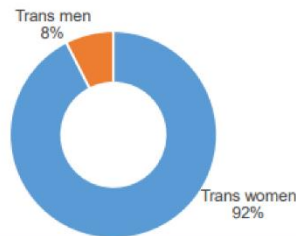
HIV and Transgender People California 2019

Transgender people

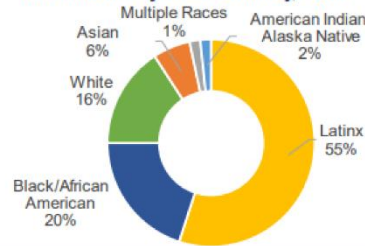
New HIV Diagnoses among Transgender People

In 2019, 92 percent of transgender people who received an HIV diagnosis were trans women. Although rates among transgender people are not available, it is estimated that both trans women and men are disproportionately affected by HIV. According to an analysis conducted by CDC scientists, HIV prevalence among transgender people in the US is estimated to be 9.2 percent overall, and higher among trans women (14.1 percent) than trans men (3.2 percent).¹

Percent of New HIV Diagnoses among Transgender in California, 2019 (N= 120)



New HIV Diagnoses among Transgender in California by Race/Ethnicity, 2019



What are we doing
at OA



Priority Populations

Transgender women and men who have sex with men, transgender women of color, prioritizing African-American/Black and Latinx trans women

Current Strategic Plan

New statewide HIV, STD, and HCV Strategic Plan, 2022 – 2026

PrEP Navigator Project

Project Empowerment

Strategic Rapid ART



Internal Systems

SURVILLANCE/PEMS/CARE/PREVENTION

Annual review of community terms

Update current terminology

Working to be consistent language across all branch's

CARE

Ryan White Clinal Quality Management (CQM) Data:
Trans women & Trans men

Transgender Cultural Humility Awareness/Responsiveness

Creating a Trans-Inclusive & Affirming Workplace

Tiffany Woods, She/Her
 Transgender Sexual Health and Community Engagement Specialist
Alej Contreras, They/He
 HIV Program Capacity Building and Health Equity Coordinator
 HIV Prevention Branch

Training

Aligns with strategic plan

Continue OA's work to be a more:

- Inclusive/affirming workplace
- Increase our racial and health equity lens
- Welcome everyone with humility.

the OA Voice
Issue: November 2020

This newsletter is organized to align the updates with Strategies from the *Laying a Foundation for Getting to Zero: California's Integrated HIV Surveillance, Prevention, and Care Plan* (Integrated Plan). The Integrated Plan is available on the Office of AIDS (OA) website at www.cdph.ca.gov/Programs/CID/DCDC/CDPH%20Document%20Library/IP_2016_Final_ADA.pdf.

In This Issue:

- Strategy A
- Strategy F
- Strategy I
- Strategy J
- Strategy K
- Strategy O

International Pronouns Day

11/19

11/20

11/21

11/22

11/23

11/24

11/25

11/26

11/27

11/28

11/29

11/30

Communication/Education

Key Community dates/information/resources send in emails via ALL OA Staff & OA Voice

- International Transgender Day of Visibility
- National Transgender HIV Testing Day
- International Pronouns Day
- International Non-Binary People's Day
- LGBT History Month
- Transgender Awareness Month
- Transgender Awareness Week
- Transgender Day of Remembrance

WHAT LEADS TO FATAL VIOLENCE AGAINST TRANSGENDER AND GENDER NON-CONFORMING PEOPLE

Since 2013, HRC and other advocates have tracked 202 cases of fatal violence against transgender and gender non-conforming people across 30 states and 113 cities nationwide. Although each case is unique in its circumstances, we know this epidemic disproportionately impacts Black transgender women, who comprise 66% of all victims of fatal violence against transgender and gender non-conforming people.

THE DEHUMANIZATION OF TRANSGENDER PEOPLE BEGINS WITH ANTI-TRANS STIGMA

- Lack of Family Acceptance
- Hostile Political Climate
- Cultural Stigmatization & Intolerance

DENIAL OF OPPORTUNITY PREVENTS FULL PARTICIPATION IN SOCIETY

- Exclusion from Education
- Employment Discrimination
- Exclusion from Health Care & Social Services
- Exclusion from Housing & Religion
- Exclusion from Voting & Criminal Justice System
- Exclusion from Social Relationships

INCREASED RISK FACTORS

- Witnessing Partner Violence & Sexual Assault
- Engagement in Substance Use
- Homelessness
- Parental & Family Abuse
- Sexual & Mental Health Inequities

HIGHER RISK OF VIOLENCE

Ending this epidemic requires addressing and eliminating anti-transgender stigma and discrimination across all facets of society and embracing people of all genders for who they are. Click on the following sections to learn how you can take action to help end the violence.

[FatalViolence-2020Report-Final.pdf \(hrc-prod-requests.s3-us-west-2.amazonaws.com\)](#)

International Transgender Day of Remembrance (TDOR)



- Founded by SF Bay Area Trans Activist Gwen Smith
- The Transgender Day of Remembrance was set aside to memorialize those who were killed due to anti-transgender hatred or prejudice. The event is held in November to honor Rita Hester, whose murder on November 28th, 1998 kicked off the “Remembering Our Dead” web project and a San Francisco candlelight vigil in 1999. Rita Hester’s murder — like most anti-transgender murder cases — has yet to be solved.

*About TDOR | Transgender Day of Remembrance (transgendertdor.org)



International Transgender Day of Remembrance (TDOR)

- 2021 Is the Deadliest Year on Record for Transgender Humans
- At least 55 trans/gender non-conforming Americans were violently killed
- A majority were Black trans women
- 375 Transgender people killed globally in 2021

[Fatal Violence Against the Transgender and Gender Non-Conforming Community in 2021 - HRC](#)



Forbes

375 Transgender People Murdered In 2021 - 'Deadliest Year' Since Records Began

Jamie Wareham Contributor @ Diversity, Equity & Inclusion
I report on LGBT life, identities and being queer.

Follow

Listen to article 5 minutes



BRANCH

US Trans/Non- Conforming Deaths Nov 2020 – Nov 2021



California



Natalia Smüt Lopez
Age 24
San Jose, California (USA)
Shot. 23 Apr 2021

Natalia was murdered by her boyfriend.



Kimberly Susan Fial
Age 55
San Jose, California (USA)
Stabbed. 22 Nov 2020

[Remembering Our Dead \(translivesmatter.info\)](https://translivesmatter.info)



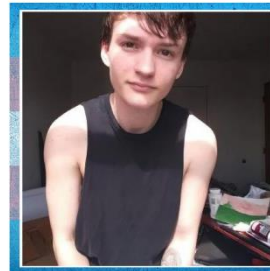
California



Rayanna Pardo
Age 26 (born 14 Aug 1994)
Los Angeles, California (USA)
Run over. 17 Mar 2021



Kryz Brandon Ruiz
Age 26 (born 8 Dec 1994)
Lompoc, California (USA)
Shot. 28 Mar 2021



Poe Black/Oliver Jackson
("Legion", "Tommi")
Age 21
Slab City, California (USA)
Stabbed. 26 May 2021

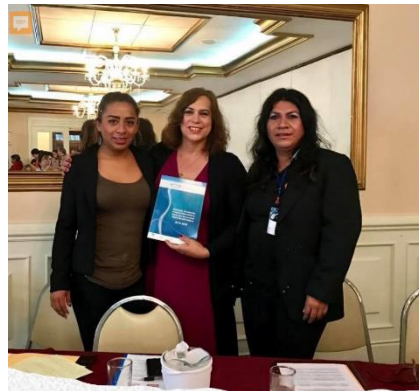
[Remembering Our Dead \(translivesmatter.info\)](https://translivesmatter.info)



Brandy Martell

Oakland, CA.
Shot to Death, 4/29/2012

Copywrite Tiffany Woods



OTRANS

Las Reinas de la Noche nos encontramos de duelo por la pérdida irreparable de nuestra compañera, hermana, amiga, lidereza...

Andrea González

"Soy fuerte y merecedora de las cosas positivas que la vida me da, sueltos los hilos que me detienen y avanzo con toda la energía que el universo me abraza." AG.

Guatemala, 11 Junio 2021

Andrea Gonzalez

- June 11, 2021
- Guatemala City, Gautemala

POLITICS LOCAL NATIONAL WORLD OPINIONS AGE LIFESTYLE HEALTH CLASSIFIEDS

WORLD

US condemns murder of prominent transgender activist in Guatemala

Andrea González murdered days after vice president visited country

Published 5 months ago on June 17, 2021
By Michael K. Lavers

Chyna Gibson



Training

Goals

Objectives

Identify

- Identify best practices and polices we can use to create a more trans-inclusive and affirming workplace.



My Name is Jennifer

(Trans Workplace Discrimination)



[My Name is Jennifer \(Trans Workplace Discrimination\)](#)



Affirm

 **af·firm**
/eˈfɜrm/

verb
gerund or present participle: **affirming**


1. state as a fact; assert strongly and publicly.
"he affirmed the country's commitment to peace"

Similar: declare state assert aver proclaim pronounce attest ▼

2. offer (someone) emotional support or encouragement.
"there are five common ways parents fail to affirm their children"



Definitions from Oxford Languages

[Feedback](#)



Affirming Behaviors

- Use proper pronouns
- Treat all people the same
- Be demonstratively inclusive
- Recognize errors or mistakes regardless of intentions



Affirming Language and Approaches

Affirming Language

- Inclusive Language matters

Affirming approaches

- Create affirming spaces
- Include community at the table when possible



Allyship

Definition:

An Ally is someone who makes the commitment and effort to recognize their privilege (based on race, gender, class, etc.) and works in solidarity with oppressed groups in the struggle for justice. Allies commit to reducing their own complicity or collusion in the oppression of those groups and understand that it is in their own interest to end all forms of oppression, including those from which they may benefit from either directly or indirectly.



INSIGHTS

and

ACTIONS

Identify 1-3 things that might make your workspace more affirming and inclusive for transgender people.

What would make it a safer environment for anybody to explore a variety of gender expressions?

What barriers might prevent us from achieving what we want to achieve? Consider individual barriers (for example, individuals' attitudes, beliefs, and skills), cultural barriers (such as broadly accepted stereotypes, norms about how change happens in this context), and institutional barriers (like policies, power structure).

What specific steps can we take to overcome these barriers?

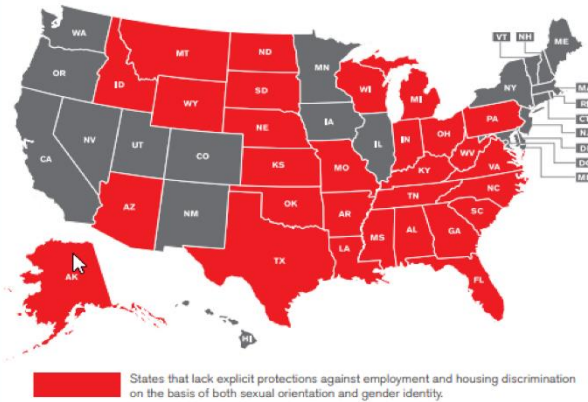


EMPLOYMENT DISCRIMINATION



The percent of LGBTQ Americans who report experiencing discrimination in their everyday lives. Of those who have experienced discrimination, **nearly half have experienced discrimination in the workplace**. 14 percent reported discrimination in housing and 8 percent reported discrimination while in the education system. (GQR Poll, 3/17/15)

Decades of civil rights history show that civil rights laws are effective in decreasing discrimination because they provide strong federal remedies targeted to specific vulnerable groups. By explicitly including sexual orientation and gender identity in these fundamental laws, LGBTQ people will finally be afforded the exact same protections as other covered characteristics under federal law.



HIV
PREVENTION
BRANCH

Legal Protections

Landmark Supreme Court decision in *Bostock v. Clayton County*:

“protections guaranteed by the 1964 Civil Rights Act on the basis of sex also extend to discrimination against lesbian, gay, and transgender Americans”

- **Equality Act**
- The [Equality Act](#) would amend the 1964 Civil Rights Act to explicitly prevent discrimination based on sexual orientation and gender identity.

President Biden Executive Order

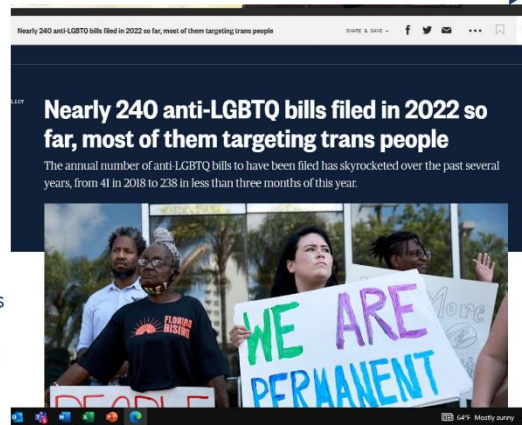
- Prevents workplace discrimination on the basis of sexual orientation or gender identity

HIV
PREVENTION
BRANCH

2022 Anti-Transgender/LGBTQ Legislation

The slate of legislation includes measures that would restrict LGBTQ issues in school curriculums, permit religious exemptions to discriminate against LGBTQ people and limit trans people's ability to play sports, use bathrooms that correspond with their gender identity and receive gender-affirming health care.

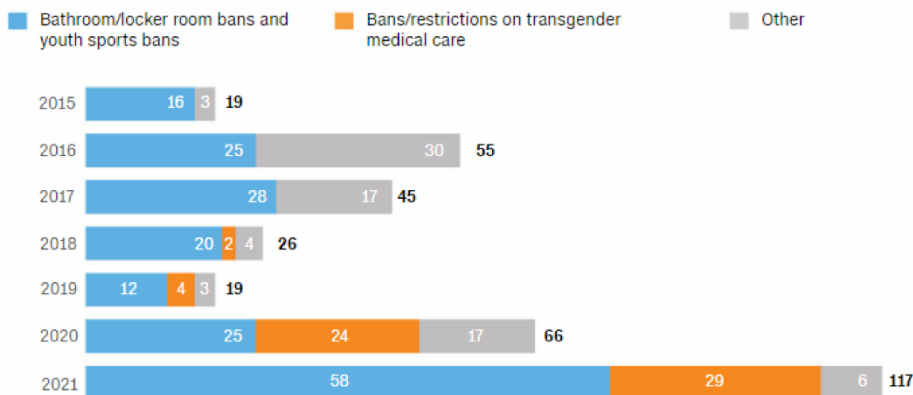
The Governor of Texas directed officials to investigate parents of trans children for child abuse after declaring gender-affirming care as a crime although a federal judge has issued a temporary injunction.



Nearly 240 anti-LGBTQ bills filed in 2022 so far, most of them targeting trans people (nbcnews.com)

2021 Anti-Transgender Bills

Number of anti-transgender bills introduced in state legislatures each year



Note: Data is as of April 12



Florida & Texas

- It's important for people to pause and think about what is happening — especially in the health care context — because what we're seeing is that the state should have the authority to declare a population of people so undesirable that their medical care that they need to survive becomes a crime," Chase Strangio, the deputy director for transgender justice at the ACLU LGBT & HIV Project, said.
- "What we're seeing is a national, well-funded effort to attack and eradicate trans youth and trans lives specifically," says Strangio, who is also an attorney in the ACLU's lawsuit against Abbott.



https://www.democracynow.org/2022/3/9/chase_strangio_on_anti_trans_legislation



California Legal Protections



The Gender Nondiscrimination Act

- January 1, 2012 - Law clarifies existing legal protections.
- Gender identity/gender expression are protected categories in specified non-discrimination laws.
- Discrimination based on gender identity/ gender expression illegal.
- California has prohibited discrimination against transgender/gender non-binary people in housing, employment since 2004, public accommodations since 2005.



Fair Employment and Housing Act

- Gender identity and gender expression are protected characteristics under the Fair Employment and Housing Act (FEHA).
- Employers, housing providers, and businesses may not discriminate against someone because they identify as transgender/gender non-binary
- Includes the perception that someone is transgender or gender non-conforming.



THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

TRANSGENDER RIGHTS IN THE WORKPLACE

WHAT DOES "TRANSGENDER" MEAN?

Transgender is a term used to describe people whose gender identity differs from the sex they were assigned at birth. Gender expression is defined by the law to mean a "person's gender-related appearance and behavior whether or not stereotypically associated with the person's assigned sex at birth." Gender identity and gender expression are protected characteristics under the Fair Employment and Housing Act. That means that employers, housing providers, and businesses may not discriminate against someone because they identify as transgender or gender non-conforming. This includes the perception that someone is transgender or gender non-conforming.

WHAT IS A GENDER TRANSITION?

- "Social transition" involves a process of socially aligning one's gender with the internal sense of self (e.g., changes in name and pronoun, bathroom facility usage, participation in activities like sports teams).
- "Physical transition" refers to medical treatments an individual may undergo to physically align their body with internal sense of self (e.g., hormone therapies or surgical procedures).

A person does not need to complete any particular step in a gender transition in order to be protected by the law. An employer may not condition its treatment or accommodation of a transitioning employee upon completion of a particular step in a gender transition.

FAQ FOR EMPLOYERS

What is an employer allowed to ask? Employers may ask about an employee's employment history, and may ask for personal references, in addition to other non-discriminatory questions. An interviewer should not ask questions designed to detect a person's gender identity, including asking about their marital status, spouse's name, or relation of household members to one another. Employers should not ask questions about a person's body or whether they plan to have surgery.

How do employers implement dress codes and grooming standards? An employer who requires a dress code must enforce it in a non-discriminatory manner. This means that, unless an employer can demonstrate business necessity, each employee must be allowed to dress in accordance with their gender identity and gender expression. Transgender or gender non-conforming employees may not be held to any different standard of dress or grooming than any other employee.

What are the obligations of employers when it comes to restrooms, showers, and locker rooms? All employees have a right to safe and appropriate restroom and locker room facilities. This includes the right to use a restroom or locker room that corresponds to the employee's gender identity, regardless of the employee's assigned sex at birth. In addition, where possible, an employer should provide an easily accessible unisex single stall bathroom for use by any employee who desires increased privacy, regardless of the underlying reason. Use of a unisex single stall restroom should always be a matter of choice. No employee should be forced to use one either as a matter of policy or due to harassment in a gender-appropriate facility. Unless exempted by other provisions of state law, all single-use toilet facilities in any business establishment, place of public accommodation, or state or local government agency must be identified as all-gender toilet facilities.

FILE A COMPLAINT

If you believe you are a victim of discrimination you may, within one year of the discrimination, file a complaint of discrimination by contacting DFPH.

If you have a disability that prevents you from submitting a written intake form on-line, by mail, or email, DFPH can assist you by scripting your intake by phone or, for individuals who are Deaf or Hard of Hearing or have speech disabilities, through the California Relay Service (711), or call us through your TDD at (800) 884-1684 (voice). DFPH is committed to providing access to our materials in an alternative format as a reasonable accommodation for people with disabilities when requested.

To schedule an appointment or to discuss your preferred format to access our materials on websites, contact the Communication Center at (800) 884-1684 (voice) or via relay operator 711) or (800) 780-1326 (TDD) or by email at contact.center@dfph.ca.gov.

FOR MORE INFORMATION

Department of Fair Employment and Housing
Toll free: (800) 884-1684 TDD: (800) 780-1326 dfph.ca.gov

Also find us on:

DFPH-000P-0016 / November 2017

Training Legislation

Senate Bill 396

- Added to Fair Employment and Housing Act, 2018.
- Introduces a new mandatory training requirement.

Assembly Bill 2504

- New section added to California Penal Code
- Requires LGBT awareness training for peace officers and dispatchers in California, January 1, 2019.



2020 Legislation

- **SB 932**
 - Ensures comprehensive data collection to understand how COVID-19 is impacting the LGBTQ+ community.
 - We have already begun collecting in CalREDIE
- **AB 2218**
 - Establishes the Transgender Wellness and Equity Fund
 - First in the nation and the very first very bill written entirely by the trans community.



Please share:

- Something you liked
- Something you learned
- Something you're going to do to support trans & non-binary inclusion in our work at OA

HIV PREVENTION BRANCH

Resources

- **A Transgender Community Health Page:**
https://www.cdph.ca.gov/Programs/CID/DOA/Pages/OA_Transgender_Community_Health_in_California.aspx
 - Transgender Law Center: <https://transgenderlawcenter.org/legal>
 - Department of Fair Employment: www.dfeh.ca.gov
 - The National Center for Transgender Equality advocates to change policies and society to increase understanding and acceptance of transgender people: <https://transequality.org/>
 - Equal Employment Opportunity Commission: <https://www.eeoc.gov/>
- HIV PREVENTION BRANCH

Thank You!!!

Q and A ?



HIV
PREVENTION
BRANCH



HIV
PREVENTION
BRANCH

