

With, Not For

Community Experiences
and Collaborations for
Health Equity

M Pease, M.S.
October 18, 2024

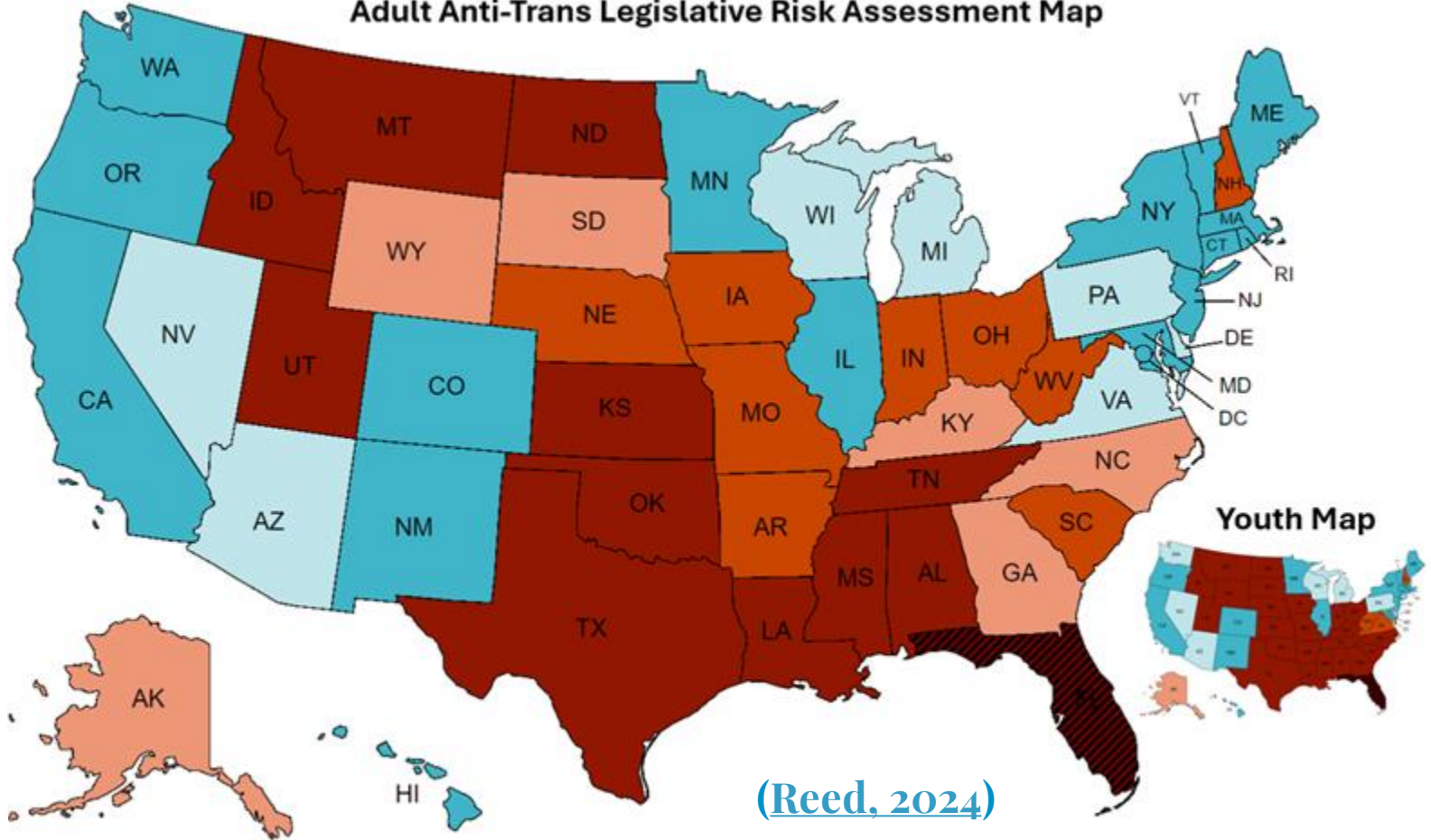
Hello!

M Pease (they/she)

- Director of Research and Assessment, Trans Maryland
- Commissioner, Maryland Commission on LGBTQIA+ Affairs
- Counseling Psychology Doctoral Student, University of Maryland



Adult Anti-Trans Legislative Risk Assessment Map



Community partnerships
must meet the **current needs**
of the **community**

Case Study

The Maryland Trans Survey

Trans Maryland & QT-Crew Collaboration



Queer/Trans Collective for
Research on Equity & Wellness

Maryland Trans Survey

- Community-based research project examining the experiences of trans people in Maryland with policies and institutions

Read more: transmaryland.org/md-trans-survey



Queer/Trans Collective for
Research on Equity & Wellness

MARYLAND TRANS PARTICIPANTS NEEDED



Fill out our online survey:

- If you are 18+, identify as transgender and/or nonbinary, and currently live in Maryland fill out our survey.
- No compensation.
- Survey will take approximately 30-40 minutes.

Please Share This Flyer



QT-CREW
Queer/Trans Collective for
Research on Equity & Wellness

Scan code to participate



TRANS MARYLAND

Questions?

If you have any questions please do not hesitate to contact Son Taylor (they/them) at mtaylor38@students.towson.edu or the faculty advisor, Dr. Paz Galupo (she/they) at pgalupo@towson.edu

Learn More About The Study

www.transmaryland.org/md-trans-survey

Survey Development and Methods



- The survey was created by conducting individual interviews with community panelists.
 - All of the panelists were trans researchers and community organizers. Feedback focused on highlighting local/regional challenges specific to Maryland.
- Each panelists was structure interviewed twice for feedback for the formation of the survey.
 - For example, we asked “Is there anything you feel is missing from the survey in terms of data collection?” during the creation of the survey. A second round of feedback was acquired and incorporated before launch.
- Data collected May 2023 and December 2023 through online and physical outreach
 - Participants (N = 750) included representation from all 24 Maryland jurisdictions

Initial Findings Report

(Pease et al., 2024)

Documented community demographics ($N = 750$; Ages 18-18, Mean = 29.6, SD = 10.4) and community concerns in:

- Discrimination and Violence
- Healthcare Access
- Employment and Economic Factors
- Experiences with Legal Systems



Queer/Trans Collective for
Research on Equity & Wellness



INITIAL FINDINGS FROM THE MARYLAND TRANS SURVEY

M V. Pease, Son Taylor, Lee Blinder, Zakary A. Clements, M. Paz Galupo
March 2024

The Maryland Trans Survey is a community-based research project conducted by Trans Maryland and the Queer/Trans Collective for Research on Equity and Wellness examining experiences of trans¹ people in the State of Maryland in areas such as health and healthcare, employment and economic wellbeing, and legal and policy experiences. To date, it is the **largest survey of trans people in the State**, with 750 trans people representing all 23 counties in Maryland and Baltimore City.

Data were collected from May to December 2023 through in-person and online community outreach² and the project was approved by the Towson University Institutional Review Board. This brief contains preliminary descriptive results³ from the project for advocates, policymakers, and community-serving entities to better understand and support the current needs of trans people in Maryland.

COMMUNITY DEMOGRAPHICS

The trans community in Maryland is **incredibly diverse**, specifically:

- In terms of gender, 43.3% were nonbinary, genderqueer, genderfluid, or agender; 29.3% were men/transmasculine; 24.7% were women/transfeminine; and 2.4% were another gender identity
- In terms of sex assigned at birth, 66.1% were assigned female at birth while 32.8% were assigned male at birth
- In terms of race, 76.3% were white, 7.7% were multiracial, 6.4% were Black, 4.8% were Asian/Pacific Islander, and 3.6% were Hispanic/Latinx, and 1.2% were another identity
- In terms of sexual orientation, 62.4% were queer, 41.1% were bisexual, 28.9% were pansexual, 27.3% were gay, 23.5% were lesbian, 21.5% were asexual, 14.3% were dyke, 8.5% were fluid, 8.0% were same-gender loving, 4.9% were heterosexual/straight, 4.5% were homoflexible, 2.5% were heteroflexible, and 1.1% were two-spirit; 10.9% also identified with another sexual orientation

¹ "Trans" is used in this report as an umbrella term for people with gender diverse experiences or gender identities different from their sex assigned at birth, including but not limited to binary identities (e.g., women, men), nonbinary identities (e.g., nonbinary, genderqueer), and people without gender (e.g., agender).

² It is important to acknowledge that this survey method generally limited participation to people who had access to the internet, could respond to an English survey, and were in some ways connected to people, groups, or organizations who were aware of the survey, as such, trans people who are not represented in our sample may be expected to have worse outcomes than those described in this report due to experiences of further marginalization.
³ Note that statistics may not appear to add to 100% due to small percentages of respondents declining to answer. Others may appear to add above 100% in cases where participants were permitted to select more than one.

Research & Community Panel (transmaryland.org/researchteam)



Community partnerships
must understand and
minimize **power differentials**

Decision-Making Considerations

Decisions: How are decisions made? Who gets to make decisions? Are community members consultants or true partners?

- Community partners made decisions about what items were in the survey and could add items that met community data needs
- Community partners made decisions about how and where to recruit participants
- Community partners set priorities around initial data analysis

Ethical Considerations

What has been the relationship between the researcher/their institution and the community?

How do we account for historical harm and ensure we adhere to beneficence and nonmaleficence?

- Particular focus on confidentiality and safety at all stages
- Use of Transgender Research Informed Consent ([TRICON](#)) Disclosures

TRICON Informed Consent Statement

What is the specific objective of the study and its intended impact on future trans lives?

The present study is designed to identify unique sociopolitical factors in Maryland that impact health disparities for trans and nonbinary individuals. These findings will help us advocate for policies in Maryland in order to improve the lives and health care related experiences of trans individuals.

Who are the principal investigators? What is the sponsoring institution/s or organization?

This study is being conducted by Dr. Pat Galupo (she/they), director of the Queer/Trans Collective for Research on Equity & Wellness (QT-CREW) at Towson University in collaboration with Ms. Lee Blinder (they/them) Trans Maryland.

How are trans scholars/researchers included in this research work?

This survey was developed in collaboration with a trans community panel and a panel of trans-identified researchers who focus on health disparities research. All researchers involved in the development of the project and in data collection and analysis, identify within the trans and nonbinary community. Collectively, we represent a range of identities across gender, sexuality and race/ethnicity.

Who is funding the study? Describe any conflicts of interest

This study is funded by the ~~Ekins Professorship~~ (University System of Maryland) awarded to Pat Galupo. There are no conflicts of interest to report.

Is there IRB/Ethics board approval? Describe ethical practices specific to trans participants.

This study has been approved by the Towson University IRB. Ethical practices specific to trans and nonbinary individuals include not recording identifiable information, using trans-affirmative language, and including researchers who identify within the trans and nonbinary community.

How are trans scholars represented in the institution's IRB or HRPP staff?

Up until recently, Towson University's IRB included one member on their committee who identified within community (whose appointment on the committee recently ended). However, our IRB chair has intentionally sought out full board training on issues related to gender diversity and has a content expert on gender identity available for consultation when needed.

What is the target study population? Describe geographic scope, languages, and intersectional inclusion.

The target study population is transgender Marylanders. Any individual, regardless of ability, ethnicity, gender identity, level, neurotype, race, religion, or sex assigned at birth, may participate.

Is there a cost or travel requirement, or is there compensation for participants?

As this research is being conducted online, there is no travel requirement. There is no compensation for participants.

Will the results of this research be published in open access journals or channels?

It is our intention to submit these findings for publication in a peer-review journal and to also use these findings to inform community organizing and advocacy in the state of Maryland.

Considerations for Resource Distribution

Resources: Who controls the project's resources? How are those resources being used? Are those resources directly supporting community-articulated needs?

- Resources used to compensate community members for their time
- Time used to prioritize creation of research products helpful for the community

Considerations for Dissemination

- Bringing the survey results back to the community through pride events and flyering at places where the survey was distributed
- Meetings with community members to discuss findings and potential advocacy needs

FINDINGS FROM THE 2023 MARYLAND TRANS SURVEY

Surveying 750 Trans Marylanders, with people from Baltimore City and all 23 counties, we found that:

- 78.2% had experienced verbal assault or abuse in their life
- 46.1% had experienced physical/sexual assault in their life
- 85.2% of people who had wanted gender-related surgery experienced barriers, particularly financial concerns (52.1%), insurance issues (30.4%), and long waitlists (24.6%)
- 31.6% had delayed seeking healthcare when needed due to discrimination concerns; 27.6% had delayed care to cost
- 20.1% did not have a regular place to seek health advice or care
- 49.9% had a disability
- 22.7% had a major financial crisis in the last year
- 2.3% did not have current housing
- 51.2% had no IDs or records reflecting their correct gender; 37.1% had no IDs or records reflecting their correct name
- 38.8% had bad experiences with police in the past

By highlighting the continued impacts of anti-trans bias in Maryland, this research has been and will continue to be used to advocate for changes in laws, policies, and practices to better support and uplift trans communities across the state.

Read the Initial Report

transmaryland.org/findings

The Maryland Trans Survey is a community-based research project conducted by Trans Maryland and the Queer/Trans Collective for Research on Equity and Wellness funded by the University System of Maryland Wilson H. Elkins Professorship.



Community partnerships
must be leveraged to pursue
long-term, structural change

State Advocacy: Maryland Senate Bill 119 (2024)

SENATE BILL 119

E2, J2, J1

(PRE-FILED)

4lr0422
CF HB 691

By: **Senators Lam, Hettleman, and Waldstreicher**

Requested: July 10, 2023

Introduced and read first time: January 10, 2024

Assigned to: Finance

Committee Report: Favorable

Senate action: Adopted

Read second time: February 18, 2024

CHAPTER _____

AN ACT concerning

Legally Protected Health Care – Gender-Affirming Treatment

Legislation that would protect people seeking and providing gender-affirming care from out-of-state attacks

Trans Day of Visibility Op-Ed

Published in *The Baltimore Sun*
using data from the initial
findings report ([Pease, 2024](#))

OPINION | COMMENTARY

Maryland must protect and uplift trans communities | GUEST COMMENTARY



A photo of Meghan Riley Lewis sits on an easel during a January candle light vigil for the slain trans woman, Jeffrey P. (B&B/Staff photo)



By M PEASE

April 1, 2024 at 6:31 a.m.



Listen to this article



Sunday was International Trans Day of Visibility, a day commemorating the strength, resilience and joy of trans people and communities. As a trans person, I found myself reflecting on what it means to be “visible” today. With [hundreds of anti-trans and broader anti-LGBTQIA+ bills](#) already proposed in state legislatures this year, it hurts me to see people reacting to our visibility with attempts to erase it.



MAY 16 '24
MAY 10 '24

SB 119

Preparations for 2025

- Preparing policy briefs based on anticipated legislative issues in collaboration with community advocates
- Meeting with legislators to pitch potential legislation, using the data to highlight urgency

HOUSE BILL 361

J1
HB 370/22 – HGO

3lr1598

By: **Delegates Smith, Acevero, Boyce, Charkoudian, Edelson, Fair, Kaiser, Lehman, R. Lewis, Palakovich Carr, Simpson, Solomon, Stewart, Vogel, and Wells**

Introduced and read first time: January 26, 2023
Assigned to: Health and Government Operations

A BILL ENTITLED

1 AN ACT concerning

2 **Certificates of Birth – Issuance of New Certificates – Sex Designation**
3 **(Birth Certificate Modernization Act)**

4 FOR the purpose of altering the circumstances under which the Secretary of Health is
5 required to make a new certificate of birth due to the change of a sex designation of
6 an individual; establishing requirements and a prohibition related to the making of
7 new certificates of birth; and generally relating to the issuance of new certificates of
8 birth.

9 BY repealing and reenacting, with amendments,
10 Article – Health – General
11 Section 4–211
12 Annotated Code of Maryland
13 (2019 Replacement Volume and 2022 Supplement)

14 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
15 That the Laws of Maryland read as follows:

16 **Article – Health – General**

17 4–211.

18 (a) Except as provided in subsection [(d)] (E) of this section, the Secretary shall
19 make a new certificate of birth for an individual if the Department receives satisfactory
20 proof that:

21 (1) The individual was born in this State; and

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter deleted from existing law.



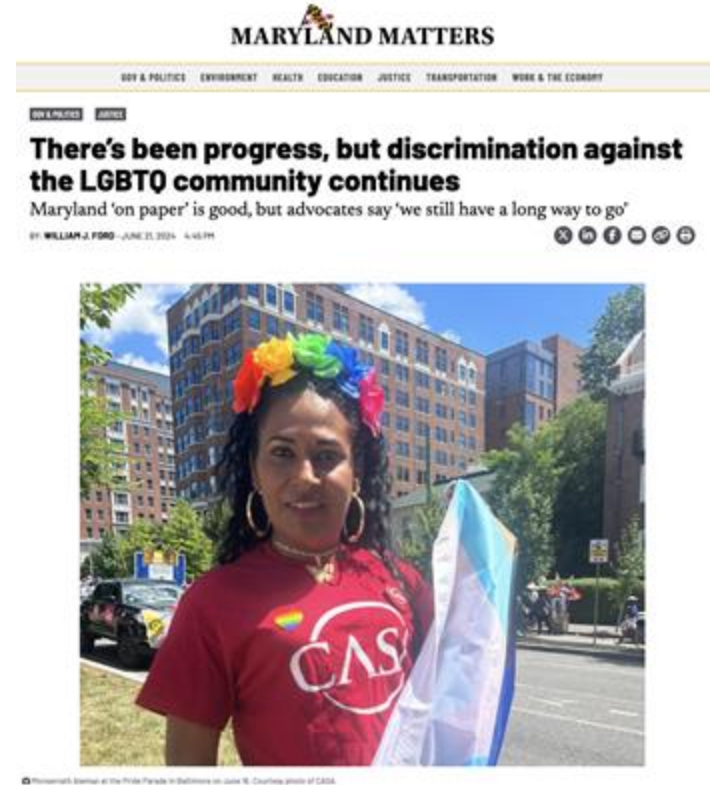
Engaging in Legislative Processes

- Familiarize yourself with legislative processes (formal and informal) in your state (talk to existing advocates!)
- [APA Advocacy Resources](#)



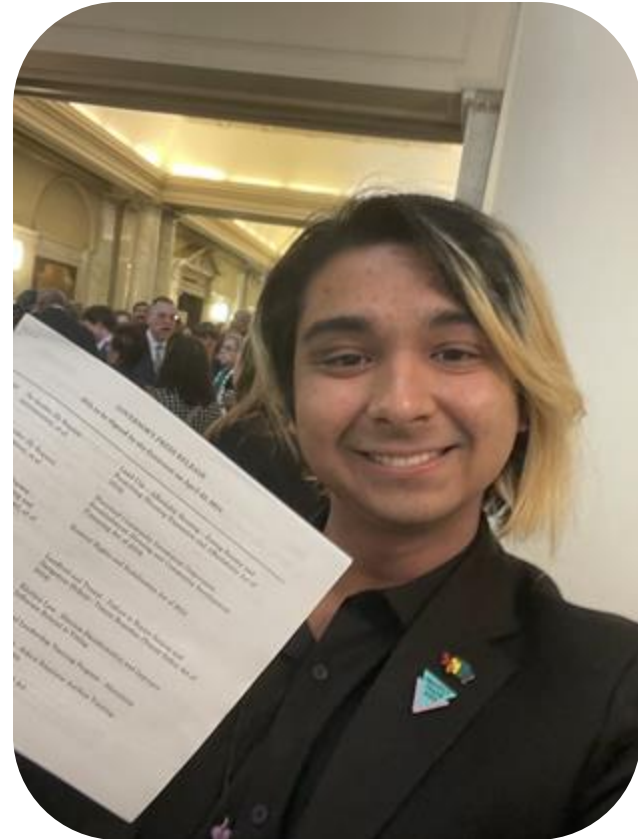
Engaging in Legislative Processes

- Providing legislative testimony during committee hearings
- Meeting with individual legislators (particularly those on the committee the bill is assigned to)
- Writing and pitching Op-Eds and articles to media outlets
- Organizing/attending protests and rallies
- Meeting with legislators to highlight issues facing the community, pitch potential legislation



Further Reflections

- **This work took years** - Lee Blinder has been working on this legislative work for the last decade - patience, sustainability, and community/relationship-building
- **This work (including the research and clinical components) can be dangerous** - Recognizing risks; need to take steps to protect yourself, your practice/peers, and your personal data
- **This work is vulnerable** - Impacts of exposure to anti-trans bias from institutions; need for support, self-care, and community care



Community partnerships
must honor lived
experiences and center care,
compassion, and love for
people and communities



Review: Community Partnerships Must...

- Meet the current needs of the community
- Understand and minimize power differentials
- Be leveraged to pursue long-term, structural change
- Honor lived experiences and center care, compassion, and love for people and communities



Queer/Trans Collective for
Research on Equity & Wellness



Action Item

Identify community organizations representing diverse and intersectional communities, compile a list, and make a concrete plan to reach out to them

Thank You! Contact: mpease1@terpmail.umd.edu