

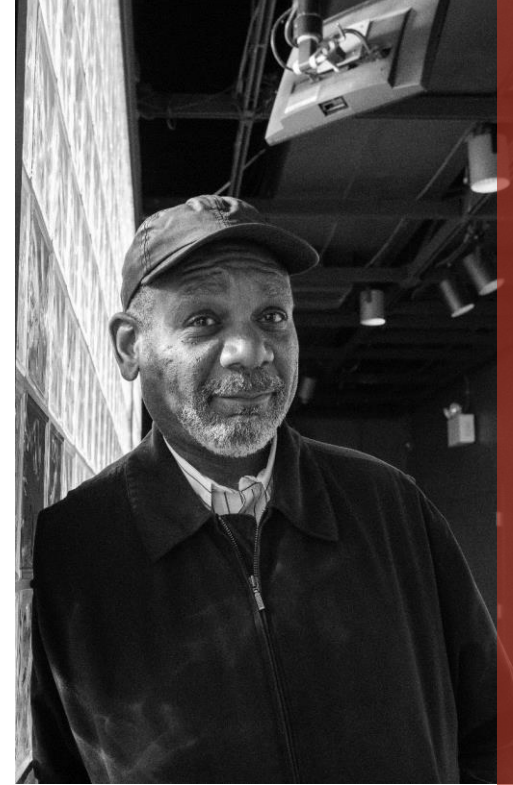


A program of Pathways to Housing PA

Behavioral Health for TGNC+ Communities

Andrew Spiers, MSS, LSW

www.HousingFirstUniversity.org



Learning Objectives

By the end of this session you will be able to...

- Recognize common challenges impacting TGNC+ behavioral health
- Describe the role of intersectionality on behavioral health outcomes
- Name three ways you can make your service provision more TGNC+ affirming



Who's here today?

- Your name
- Your pronouns (he/him, she/her, they/them, etc.)
- Where/how you're interacting with TGNC+ individuals
- One thing you hope to learn or take away from today's session



Health & Wellness Disparities



Why do you need to know this stuff?



- 1.4 million – estimated number of people in the U.S. who identify as transgender
- 1.2 million – estimated number of people in the U.S. who identify as non-binary
- If you have not yet encountered a TGNC+ identified person in your professional workplace (either as a client or a colleague), you will!



Social Determinants of Health

Economic Stability	Neighborhood & Built Environment
<ul style="list-style-type: none">• Poverty• Employment discrimination• Housing instability & homelessness	<ul style="list-style-type: none">• Resource availability (esp. in rural areas)• Safety
Education	Health & Healthcare
<ul style="list-style-type: none">• Rejection or bullying in school• Lack of LGBTQ protections	<ul style="list-style-type: none">• Comprehensive health coverage that meets need• Affirming and knowledgeable primary care
Social & Community	Behavioral Health
<ul style="list-style-type: none">• Family Rejection• Social stigma• Rejection from faith communities• Incarceration• Internalized oppression	<ul style="list-style-type: none">❖ <i>Depression</i>❖ <i>Suicidality</i>❖ <i>Substance use</i>❖ <i>Trauma</i>❖ <i>High risk behaviors</i>

Education

TGNC+ students disproportionately experience violence, harassment, and discrimination, less likely to graduate high school and pursue higher education

Family Rejection

TGNC+ youth and young adults are more likely to experience family rejection, often leading to a lack of stable housing

Job Discrimination

Discrimination, lack of access to education, and other systemic barriers (ID, name change, etc.) result in higher rates of unemployment, harassment, and job termination

Survival Economies

Without access to employment, TGNC+ folks are more likely to rely on underground economies such as sex work or narcotics trade for income

Incarceration

Increased scrutiny and policing ensure that harassment, arrest, and imprisonment are normative experiences for TGNC+ folks

Political Barriers

- Lack of Federal non-discrimination laws
- “Conversion Therapy” still legal in many places
- “Bathroom Bills”
- Lack of social programs for TGNC+ people
- Shortage of providers who are knowledgeable and culturally competent in TGNC+ needs
- Limited or no access to legal processes for documentation reflecting gender identity



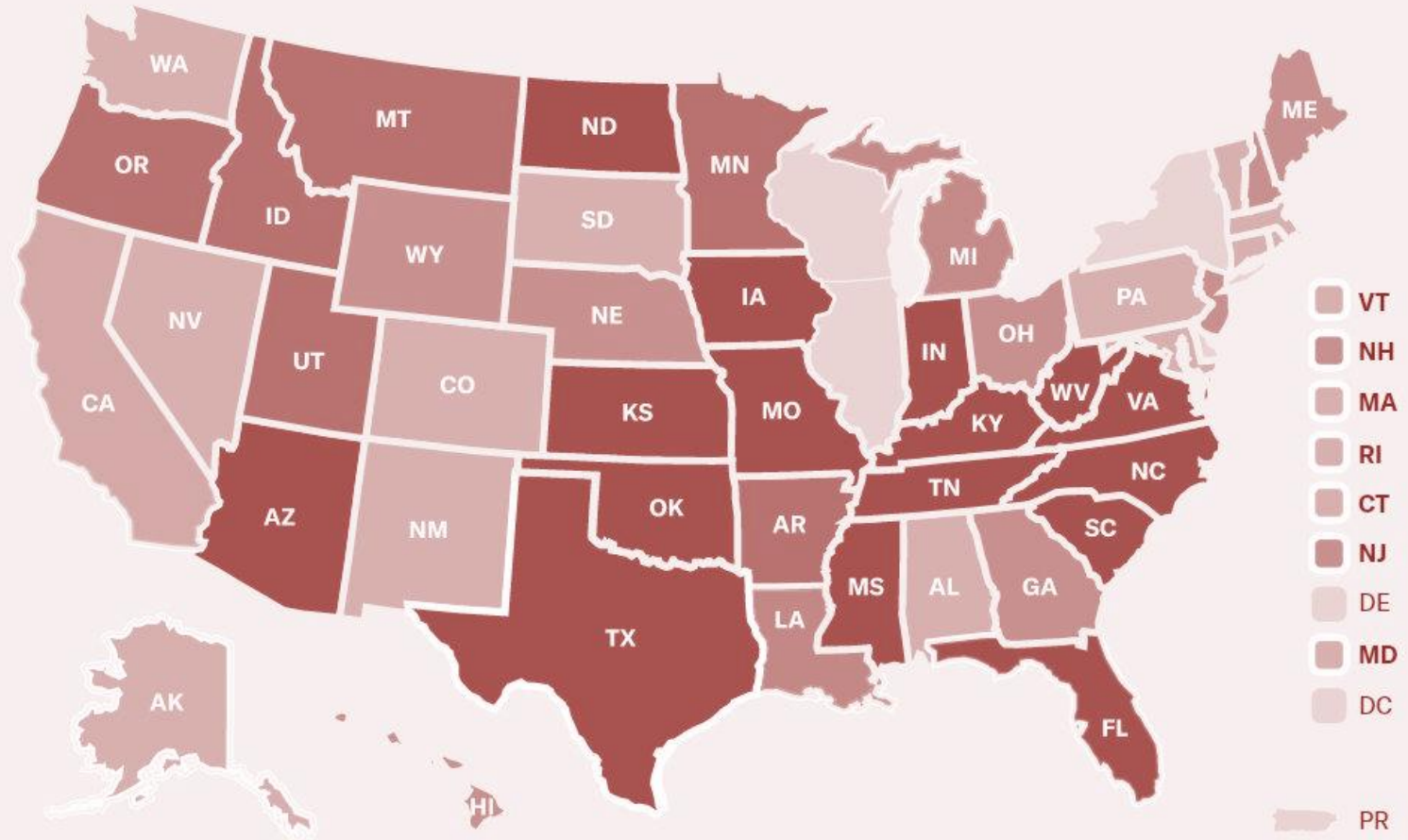
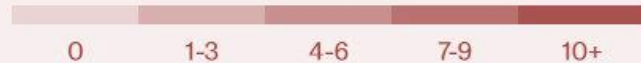
2023 LEGISLATIVE SESSION

The ACLU is tracking **474** anti-LGBTQ bills in the U.S.

Choose a state on the map to show the different bills targeting LGBTQ rights and take action. While not all of these bills will become law, they all cause harm for LGBTQ people.

[View past legislative sessions.](#)

Bills per state



Impact on Mental Health

Anti-trans rights bills

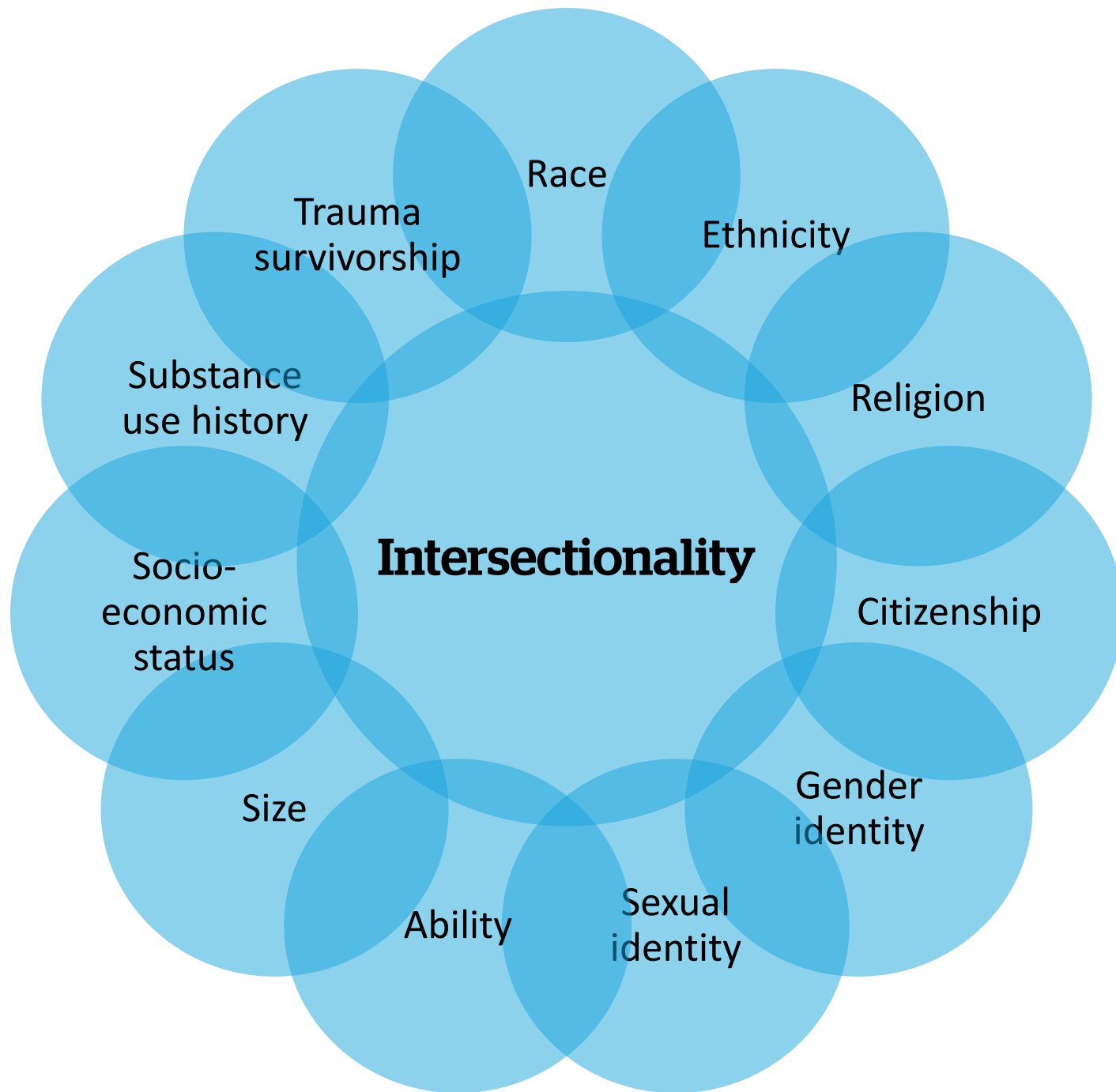
- Intro of bills linked to suicide & depression-related web searches
- Defeat of these bills linked with fewer depression-related searches

Texas “bathroom bill” 2017

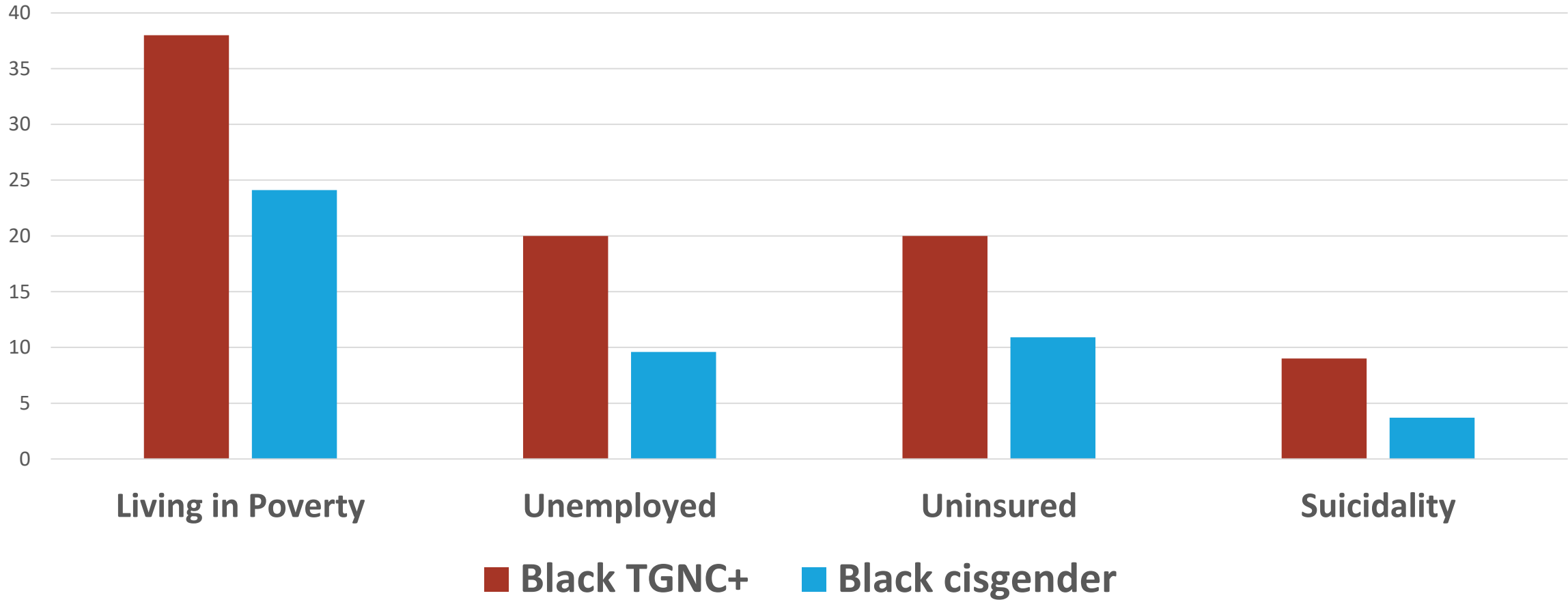
- Trevor Project reports nearly 50% increase in calls from trans youth
- 85% of TGNC+ youth callers reported mental health had declined

Structural-level trans inclusion

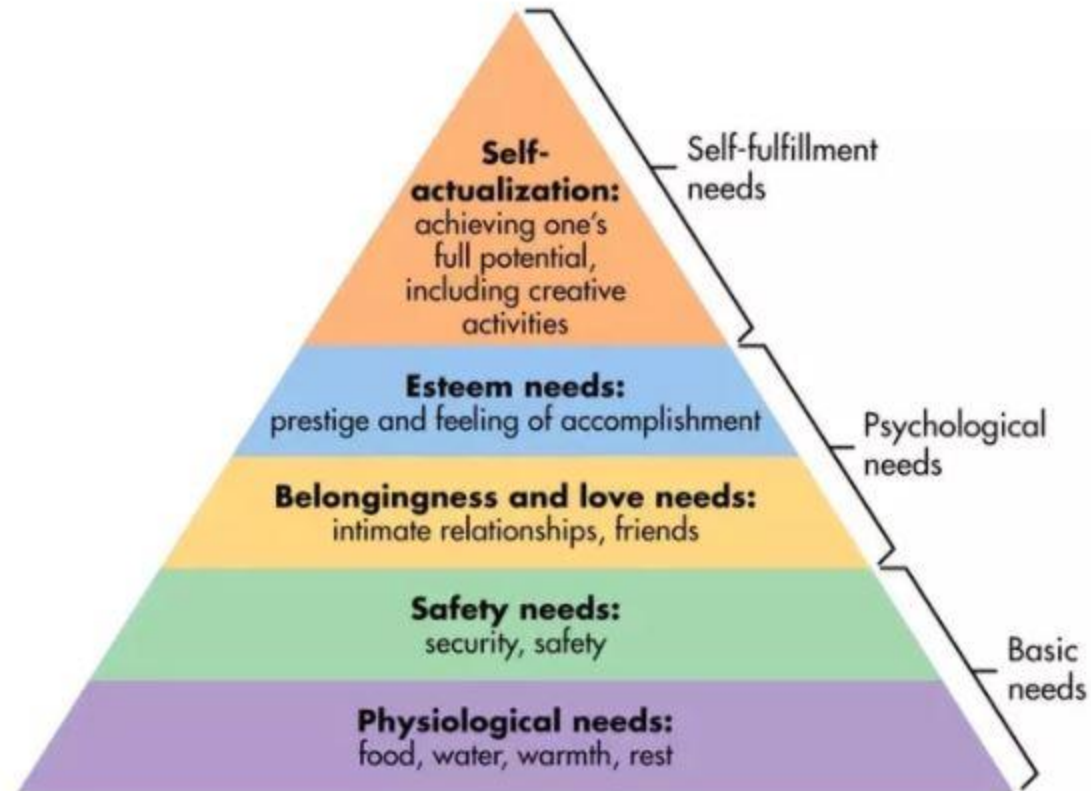
- Such as protection from discrimination in schools, and ability to change name and gender on ID documents
- Predicted better mental health, less alcohol consumption, and more recent health care utilization among trans individuals



Black & TGNC+



Maslow's Hierarchy of Needs



“But I treat everybody the same!”



Affirming Practice



Language

- Avoid gendered language when possible
- Aversion to 12-Step use of heteronormative/binary language
 - “Men with the men, and the women with the women”
 - “An addict/alcoholic is a man or a woman whose life is controlled by drugs/alcohol...”
- “Clean” carries extra stigma with populations disproportionately impacted by HIV

When greeting others

Avoid:

ladies gentlemen ma'am sir girls guys etc.

Consider using instead:

“Thanks, **friends**.
Have a great
night.”

“Good morning,
folks!”

“Hi, **everyone!**”

“And for **you?**”

“Can I get
you **all**
something?”

Clinical Practices

- Client identity may not be central reason for seeking services
- Acknowledge past traumatic experiences with providers
- Physical manifestations of trauma are compounded by complicated relationships to bodies
- Respect self-identification and fluidity
- LGBTQ+ social norms
- Include chosen family in treatment
- Listen, trust, and empower



Clinical Reflection & Treatment Planning

- What are the client's most pressing issues?
- What does the client need from *you*?
- What gender affirming resources does the client need, if any?
- What is the history of problem behavior(s)?
- What are the internal and external struggles?
- How does the person think these behaviors help/benefit them?
- **In what ways is the behavior related/not-related to the person's gender identity?**
- What in the current and past environments supports either ongoing behaviors or recovery/behavior change?
- What strengths and positive supports are present?
- How can self-affirming thoughts and actions help?

Best Practices for Pronoun Use



- Introduce with yours
- Give other people the opportunity to share theirs
- If the pronouns question doesn't resonate, move on
- If you misgender someone, apologize, correct, and move on
- Get comfortable with gender neutral pronouns
- Practice!
- Normalize: put them in your email signature, bio, social media, etc.

Microaggressions

“A brief and commonplace daily verbal, behavioral, or environmental indignity, whether intentional or unintentional, that communicates hostile, derogatory, or negative slights and insults directed towards members of minority groups.”

The person saying it might not realize the hurt they are causing, but it always feels bad for the receiver.

IMPACT > INTENT

Interrupting Transphobia: With Clients



- Listen to concerns and fears
- Allow space for confusion, uncertainty, and fear, but *not* bigotry
- Remind that everyone deserves respect and support, even if you don't understand/agree
- Treatment is a safe zone for *everyone*
- If racism, classism, ableism, etc. are not tolerated, then transphobia can not be tolerated
- What you say to intervene/interrupt depends on the individual, your relationship to them, who else is present, etc.

Interrupting Transphobia: With Staff

- Handled differently based on presence/absence of clients
- **Approach with curiosity – *What makes you think that? Why did you make that comment earlier?***
- **Listen to concerns and fears, respond with education and facts**
- Allow space for confusion, uncertainty, and fear, but *not* bigotry
- Remind that everyone deserves respect and support, even if you don't understand/agree
- **As helpers, we don't get to pick and choose who we help**
- Treatment is a safe zone for *everyone*
- If racism, classism, ableism, etc. are not tolerated, then transphobia can not be tolerated

Remind your peers about correct pronoun usage as needed!

Asking Questions Sensitively

- What is your gender/gender identity? What sex were you assigned at birth?
- My pronouns are _____. I like to be called _____. What pronouns do you use? What do you like to be called?
- What is your name? Is this the same as your legal name? Do you have a preferred name that's different from your legal name?
- Next I'm going to ask you some questions about your sexual history. Is that okay?
- Tell me about the types of people you've dated in the past. What kinds of people do you usually have relationships with? Does this ever change? If so, why?

Only ask questions that are relevant to the work you are doing together.

Physical Environments



- Conduct an environmental assessment
- Have a gender-neutral bathroom
- Remove unnecessary sex-segregated spaces
- Provide inclusive forms, curriculums, and materials
- Consider materials/signage displayed
- Maximize privacy

TGNC+ Staff Representation

“Every single Housing First program needs an LGBTQ person on staff, furthermore, a black or brown Trans person on staff would be best.

Words will never describe what you being on staff at Pathways to Housing means to me. It means that I don't feel alone. It means that when I want to talk about all things Trans related, I can do that with you. It means that when I feel unheard in another department, I'm heard with you.

You leaving is hard. I cannot even name one service coordinator on the team besides you that I would actually be comfortable with having extensive home visits with. It's more than logistics for me and it will always be. My mental stability, my safety, and my well being are the logistics for me.

Thank you so much for the many times you have sat in my home with me as I've shed many tears with you about life. Thank you for holding space for me always about any choice or decision that I have or wish to make about my life.”

Allyship & Advocacy

- Allyship is vital to client success
- Educate funders, partners, & stakeholders
- Allow for budget flexibility
- Signage doesn't equal competency
- Provide affirming referrals
- Practice within your scope
- Admit when you don't know
- Own your mistakes
- Solicit & incorporate feedback



Remember

- TGNC+ clients face significant behavioral health challenges/barriers
- **Equitable**, not “special treatment”
- Culturally-responsive care is more than just pronouns
 - *Physical environment*
 - *Forms/assessments*
 - *The way you ask questions*
 - *The language you use*
- No one expects you to get it right all the time
- You don't have to be an expert on all things TGNC+
- Your allyship is VITAL.







**Intention without
action is useless.**

What are 3 things you will do (something you will change or actions you will take) as a result of what you heard today?



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Andrew Spiers, LSW

Director of Training & Technical Assistance

ASpiers@pthpa.org

215-390-1500 ext. 1708

To learn more visit
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