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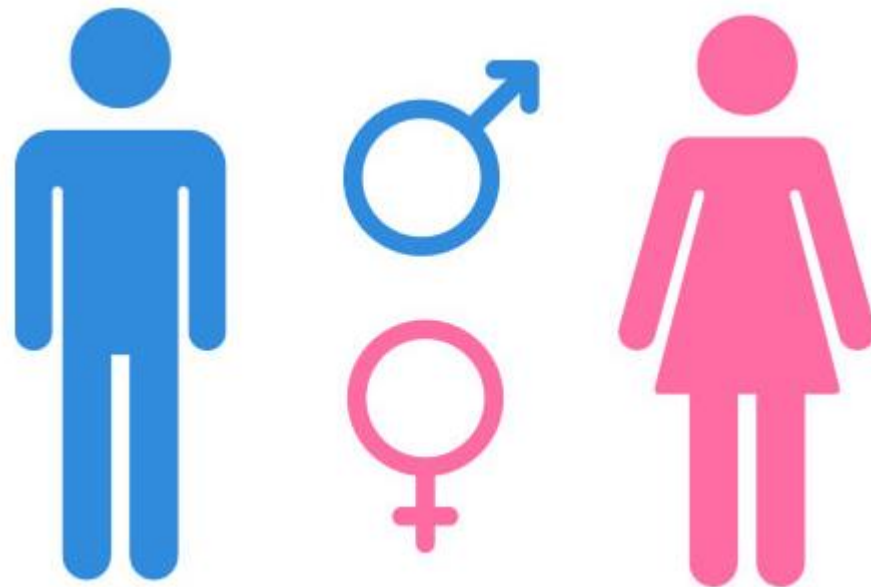
# CULTURAL HUMILITY AND WORKING WITH TRANSGENDER AND GENDER NONCONFORMING NURSING STUDENTS

F. Patrick Robinson, PhD, RN,ACRN, CNE, FAAN

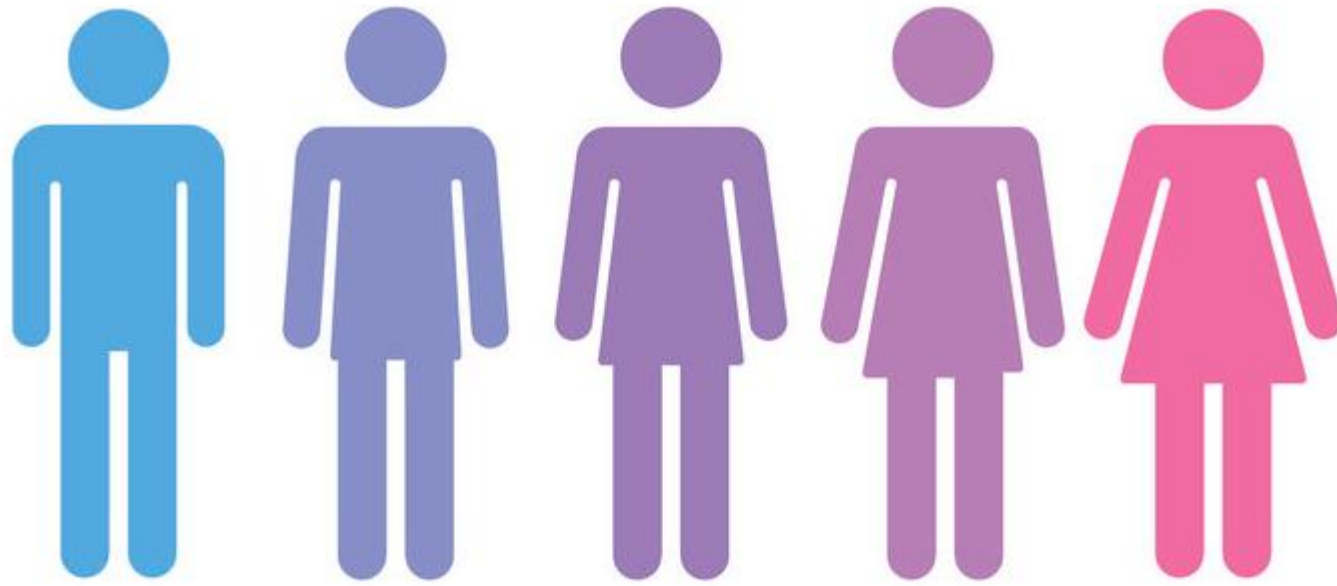
*Provost & Vice President for Academic Affairs  
Arizona College*



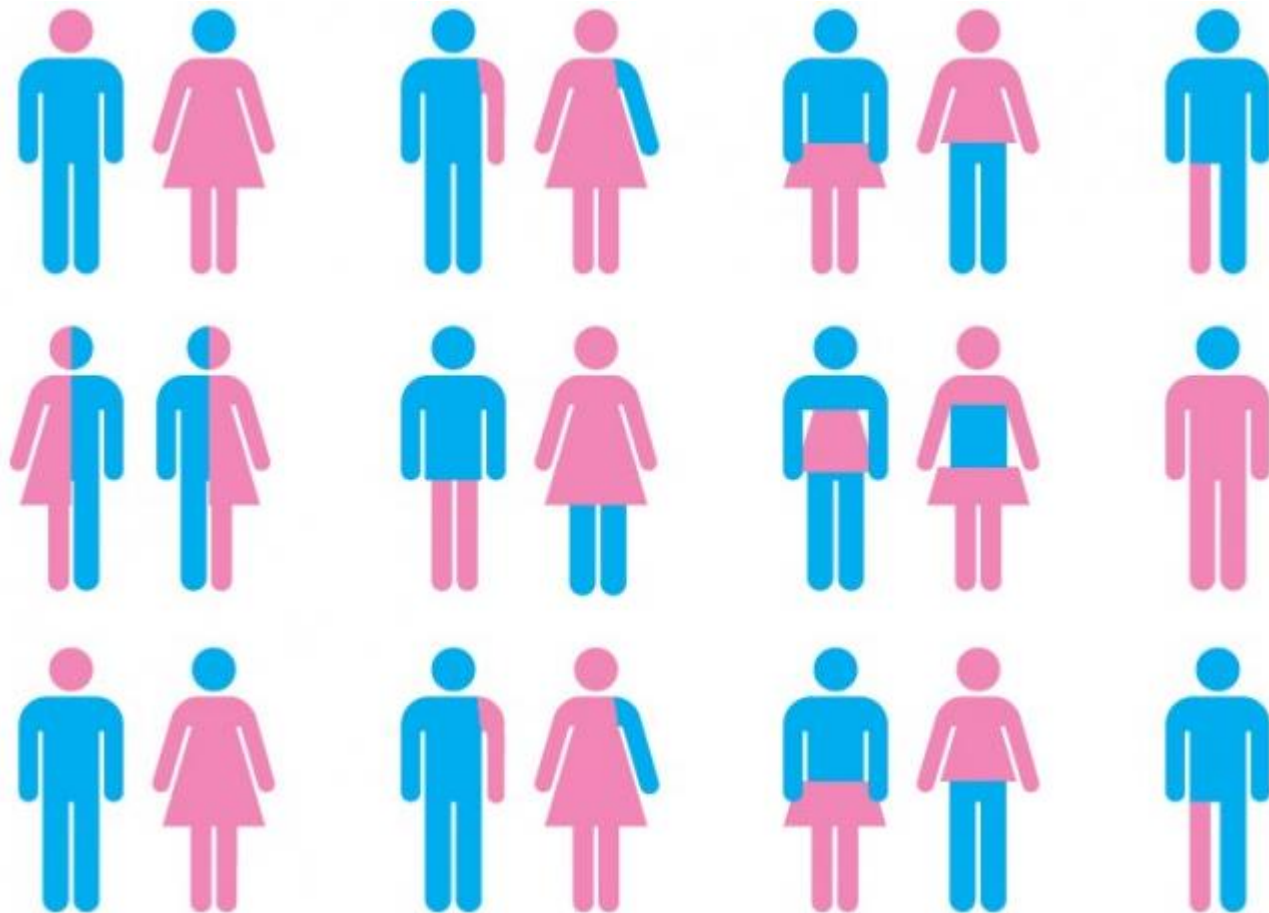
# THE BINARY MYTH



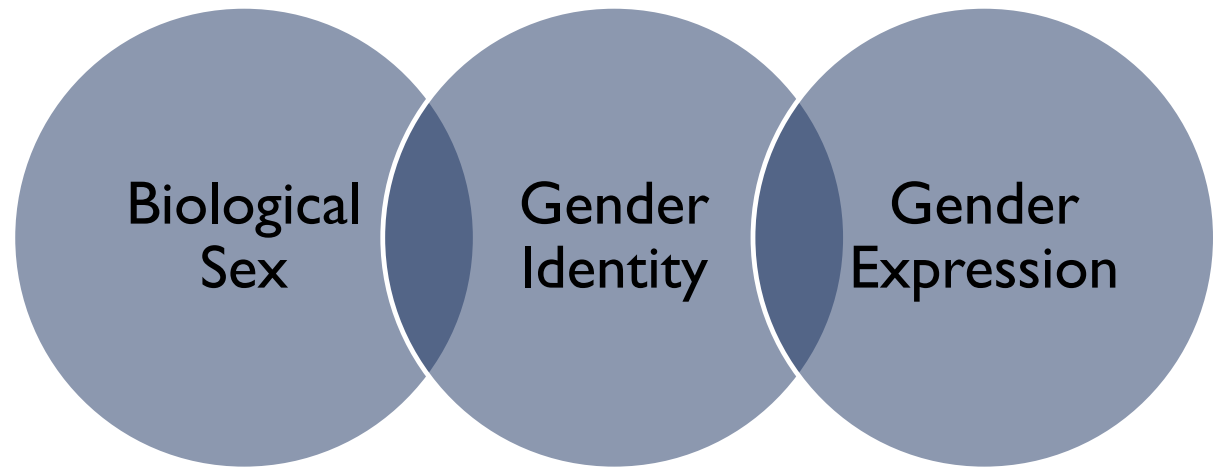
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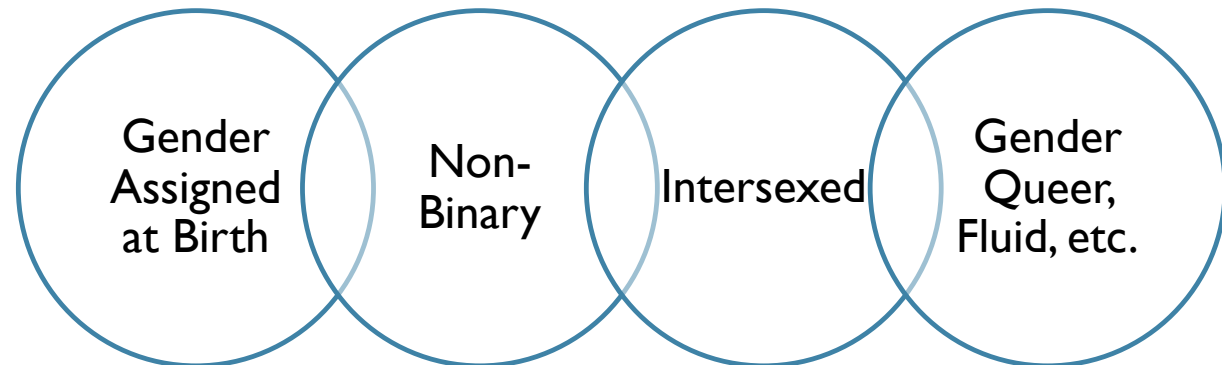
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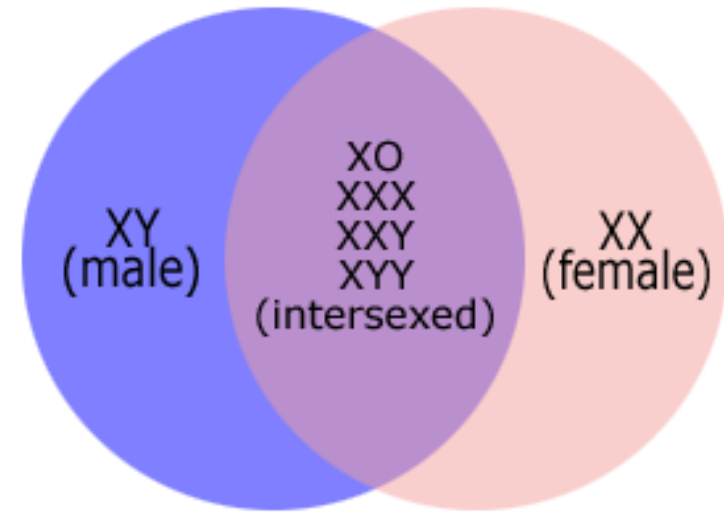
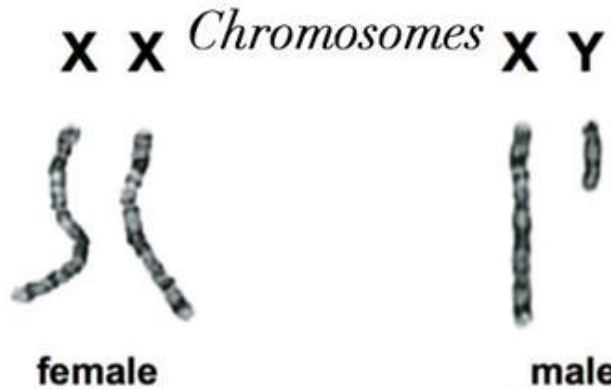
# GENDER IS NOT A SIMPLE CONCEPT



A group of related constructs



# BIOLOGICAL SEX



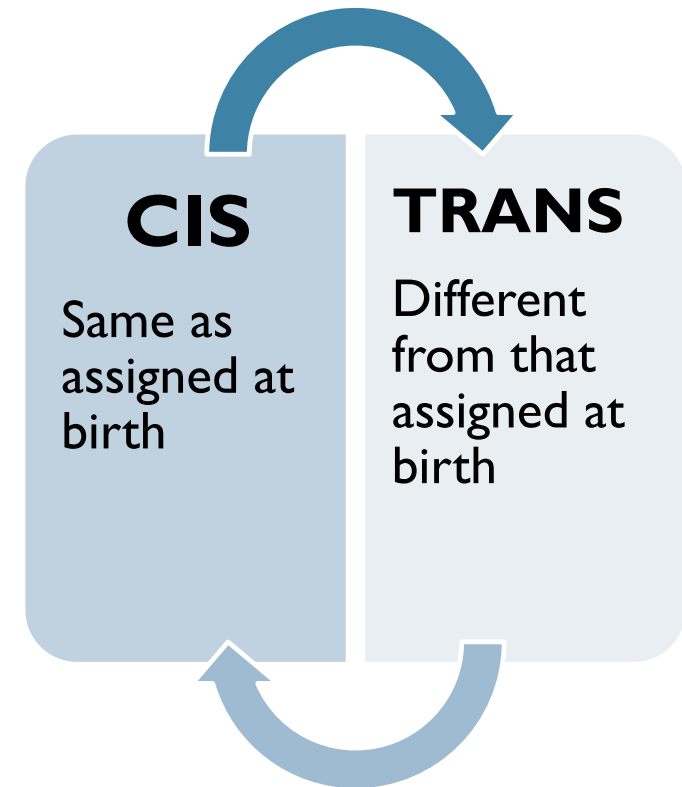
“**Intersex**” is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

# GENDER ASSIGNED AT BIRTH



# GENDER IDENTITY

One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.





# GENDER EXPRESSION

External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

*Barbie*

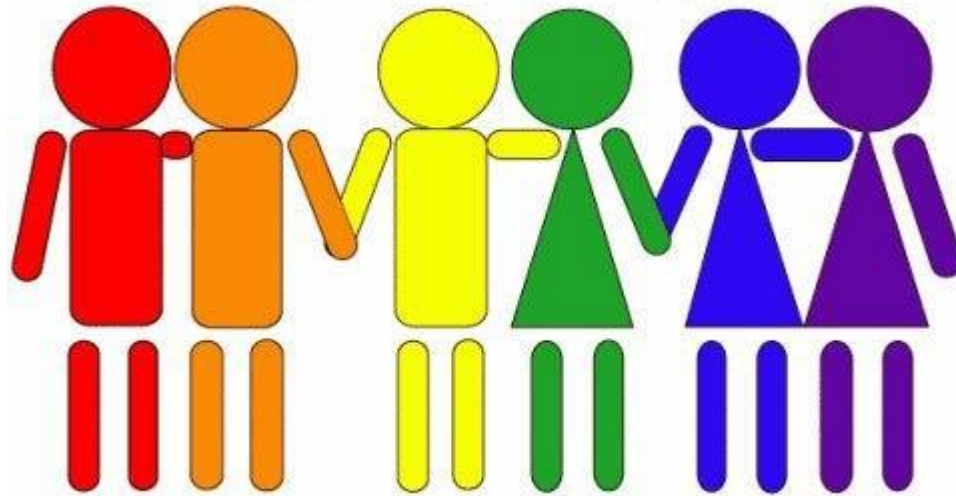


Conforming

Non-Conforming

# NOT RELATED, BUT ... SEXUAL ORIENTATION

An inherent or immutable enduring emotional, romantic or sexual attraction to other people

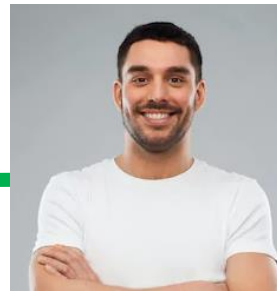


# ALL OF THESE SPECTRUMS (AND COUNTLESS OTHERS) INTERSECT SOMEWHERE TO CREATE YOU

Cis ————— Trans

Conforming ————— Non-Conforming

Straight ————— Gay



# TRANS & NONCONFORMING YOUTH ARE AT RISK OF DYING

Pediatrics  
September 2018  
Article

## Transgender Adolescent Suicide Behavior

Russell B. Toomey, Amy K. Syvertsen, Maura Shramko

Nearly **14%** of adolescents reported a previous suicide attempt; disparities by gender identity in suicide attempts were found. **Female to male adolescents** reported the highest rate of attempted suicide (**50.8%**), followed by adolescents who identified as **not exclusively male or female (41.8%)**, **male to female adolescents (29.9%)**, **questioning adolescents (27.9%)**, female adolescents (17.6%), and male adolescents (9.8%). Identifying as **nonheterosexual exacerbated the risk for all adolescents except for those who did not exclusively identify as male or female (ie, nonbinary)**. For transgender adolescents, no other sociodemographic characteristic was associated with suicide attempts.

# CULTURAL HUMILITY: MOVING BEYOND COMPETENCE

**Cultural humility** is a humble and respectful attitude toward individuals of other cultures that pushes one to challenge their own cultural biases, realize they cannot possibly know everything about other cultures, and approach learning about other cultures as a lifelong goal and process.

Gonzalez, K. (n.d.) study.com <https://study.com/academy/lesson/cultural-humility-definition-example.html>

**Cultural humility** is the ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the person.

Waters & Asbill (2013). Reflections on Cultural Humility. <https://www.apa.org/pi/families/resources/newsletter/2013/08/cultural-humility.aspx>

# CULTURAL HUMILITY: HUMILITY-MOVING BEYOND COMPETENCE

## **Lifelong commitment to self-evaluation and self-critique**

We are never finished — we never arrive at a point where we are done learning. We must be humble and flexible, bold enough to look at ourselves critically and desire to learn more.

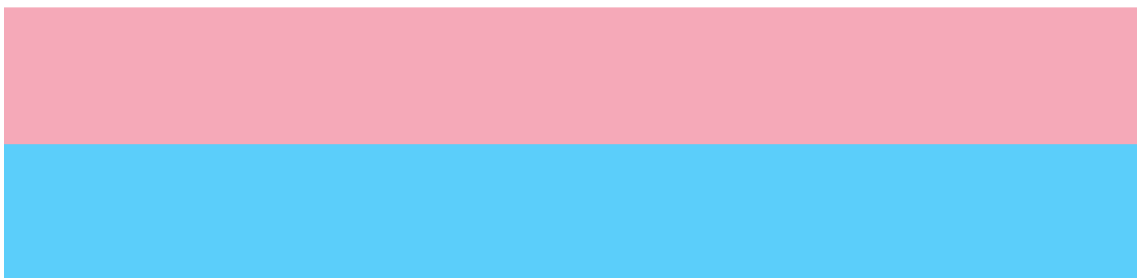
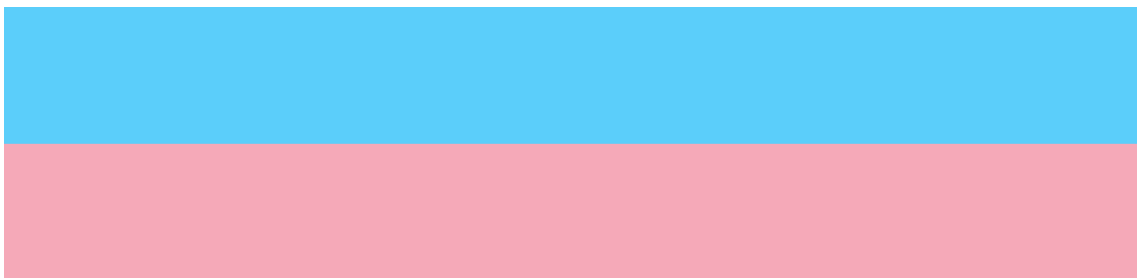
## **Fix power imbalances**

Each person brings something different to the proverbial table of life and all are valued equally. Every individual holds power in personal history and preferences.

## **Develop partnerships with people and groups who advocate for other**

Though individuals can create positive change, communities and groups can also have a profound impact on systems. We cannot individually commit to self-evaluation and fixing power imbalances without advocating within the larger organizations in which we participate. Cultural humility, by definition, is larger than our individual selves — we must advocate for it systemically.

# THERE IS NO ONE WAY TO BE TRANS



- Some opt for gender affirming therapy, some don't
- Some are gender conforming, some are not
- Some use familiar pronouns, some don't
- Some are gay, some are straight, and some are bi
- Some are out, some are not
- Some have gender dysphoria, some do not
- Some have known they are trans their whole life, some have not



# THE FUNDAMENTALS





# HONOR NAMES

- Not all trans people have legally transitioned or moved forward with a legal name change
  - Or want to
  - Or can afford to
  - Or are safe to
- A person's name is what they tell you it is
- Consider not taking roll
- Do not post any names to you are sure they are correct (small groups, clinical groups, etc.) or use only last names

# PRONOUNS ARE IMPORTANT

- Don't assume anything about the use of pronouns
- Call people by their name until you are sure
- Listen for pronouns
- If unsure, ask. Start with I use the pronouns he, him, his ...
- The singular they, them, theirs
- Novel pronouns
  - ze, zir, zirs
  - ze, hir, hirs
- If you make a mistake (likely), apologize and move on!

# YOUR TRANS STUDENT AND OTHERS

- Just because you know, doesn't mean they are out and want everyone to know
  - This includes
    - Other faculty members
    - Clinical agency staff
    - Patients
- Answer all questions firmly and accurately in terms of gender identity (man, woman, non-binary, etc.)
- It is always appropriate to correct someone using the wrong name or pronoun (in a matter of fact way and move on)
- Do not give a pass to oppressive, demeaning, or insulting language

# ADVOCATE FOR TRANSINCLUSIVE POLICIES

- Gender identity and expression as part of nondiscrimination policy
- No gender specific dress codes
- Restroom of choice and non-gendered restrooms for all
- Pronouns on rosters and e-mails
- Healthcare benefit coverage for gender affirming therapies

# THE NEVER LIST

- Never inquire about gender affirming therapy
- Never discuss the status of someone's internal or external sexual and reproductive organs (common sense, but you would be surprised)
- Never ask about before transition (including their name)
- Never attempt to compliment by comparing them to a cis individual
- Never offer advice on how to be anything other than what they are



BE A KNOWN AND OUT ALLY & ADVOCATE:  
A SAFE SPACE FOR EVERYONE

# REFERENCES & RESOURCES

- GLAAD Transgender Media Program <https://www.glaad.org/transgender>
- Human Rights Campaign: Explore Transgender <https://www.hrc.org/explore/topic/transgender>
- Intersex Society of North America <http://www.isna.org>
- National Center for Transgender Equality <https://transequality.org/>
- Transgender Law Center <https://transgenderlawcenter.org/>
- World Professional Association for Transgender Health Standards of Care <https://www.wpath.org/publications/soc>