



Essential Practices for Inclusive Care: Supporting Health Equity for Trans, Non-Binary, and Intersex Patients

Title of Course	Course Developer(s)	Hours	Learning Format
<i>Essential Practices for Trans-Inclusive Care: Supporting Health Equity for Transgender, Non-Binary, and Intersex Patients</i>	Malakai Coté, Ph.D. and GHC Staff Team	2 Credit Hours - Introductory Level	On-Demand Course

Course Description: This interactive, self-paced learning experience consists of 4 modules, designed to be completed in approximately 2 hours. The goal is to eliminate barriers that transgender, gender diverse, and intersex (TGI) patients face when seeking gender-affirming care. It is designed for healthcare professionals, health plans, staff who directly assist covered persons, and administrators. This course provides a pathway to delivering equitable, respectful, and affirming care for TGI patients by using real-world examples, community testimonials, and evidence-based approaches. This learning experience is grounded in community-defined best practices, current best practice guidelines, and the lived experiences of Queer, Trans, Black, Indigenous, and People of Color. Participants will receive practical tools to enhance access to and quality of care for TGI patients. Participants will also learn actionable strategies to improve patient engagement, foster belonging, and create welcoming environments across clinical and community settings.

Course Modules Outline

Name of Module	Module Overview	Module Objectives
<p>Introducing Trans-Inclusive Care</p> <ul style="list-style-type: none"> • Module I Introduction • Developing Gender Literacy • The Gender Binary • Exploring Gender & Sexuality Spectrums • Supporting People with Intersex Traits • Introducing Trans-Inclusive Care • Quiz 	<p>In this module, you'll begin your journey toward creating affirming and inclusive care for transgender, gender diverse, and intersex (TGI) people. We'll start by exploring essential concepts around gender identity and sexuality, laying a strong foundation for your understanding.</p> <p>But this is more than just definitions—it's about listening to the voices of those who have lived through the deepest impacts of systemic oppression. By centering their experiences, you'll learn how to approach care with compassion, empathy, and a commitment to equity. We anticipate that you may also begin to reflect on and be in touch with biases and stereotypes about gender and sexuality. It is our hope that you stay engaged in the process as this preparation is your first step in fostering trust, respect, and belonging for the TGI community in your professional or peer practice.</p>	<ul style="list-style-type: none"> • Construct a detailed definition of inclusive care in serving diverse transgender, non-binary, and intersex persons, including at least 3 key components that ensure its implementation. • Accurately define and explain at least 5 key terms related to gender identity, sexuality, gender expression, and assigned-sex-at birth • Be able to differentiate between gender identity and sexuality. • Provide at least 2 examples of how practices of inclusion enhance belonging and patient engagement in a community and clinical settings.

<p>Unveiling Systemic Oppression in Healthcare</p> <ul style="list-style-type: none"> • Module II Introduction • Unveiling the Impact of Systemic Oppression in Healthcare • Quiz 	<p>In this module, we dive into the layers of historical and contemporary oppression impacting transgender, gender diverse, and intersex communities, critically examining how these systems create inequities in healthcare access and health outcomes. By understanding this history, we can begin to dismantle harmful narratives about TGI people and begin to uproot systemic health inequities.</p> <p>Through community member lived experiences, empirical research, and didactic information, you'll walk in the shoes of TGI individuals navigating systems that often overlook them, and you'll gain insights into the profound effects of how oppression impacts social drivers of health.</p>	<ul style="list-style-type: none"> • Be able to identify and describe at least 3 historical antecedents and contemporary manifestations of exclusion, microaggressions, and oppression, and explain their impact on TGI communities. • Outline at least 3 specific challenges that transgender and gender non-conforming individuals face when accessing health care services, supported by real-life examples. • Detail at least 3 health inequities and social drivers of health, and how they contribute to inequities in care for intersectional diverse transgender, nonbinary, and intersex community members. • Explain at least 2 factors related to ecological resilience and family/community acceptance that influence health outcomes, supported by examples. • Discuss 2 key considerations for providing gender-affirming care, including specific strategies to improve care and access.
---	--	--

<p>Building Inclusive and Affirming Healthcare Spaces for TGI Community</p> <ul style="list-style-type: none"> • Module III Introduction • Center Dignity, Respect, & Healing • Developing Effective Communication Strategies • Asking For Community Member Feedback • Collecting SOGIE Data • Supporting Non-Binary Patients • Reflection on Inclusive Practices • Module Summary • Quiz 	<p>This module teaches ways to communicate with all patients and community members in a respectful and inclusive way, with a focus on transgender, gender-diverse, and intersex (TGI) people. You will learn how to listen to the community and use their feedback to improve services. The module also covers how to find and fix gaps in data about TGI people, making sure information is collected in a fair and accurate way. By using these skills, healthcare workers can help create a safer and more welcoming space for everyone.</p>	<ul style="list-style-type: none"> • Articulate and apply at least 3 advanced communication techniques for interacting respectfully with persons across different gender identities, beyond the use of pronouns. • Identify and explain at least 3 key gaps in data collection related to TGI communities, and propose solutions to improve data inclusivity in healthcare settings. • Assess the impact of health plan denials, specifically for gender-affirming care and overlapping health issues, and be able to articulate the at least 2 systemic barriers faced by TGI individuals in accessing comprehensive healthcare. • Demonstrate knowledge of at least 2 privacy considerations and best practices for collecting Sexual Orientation, Gender Identity and Expression (SOGIE) data, ensuring that data collection respects patient privacy and promotes safety.
---	---	---

<p>Working Across the Diverse Gender Spectrum</p> <ul style="list-style-type: none"> • Module IV Introduction • Working Across the Diverse Gender Spectrum • Module Summary • Quiz 	<p>Transgender, gender-diverse, and intersex (TGI) people are not all the same. While some may share similar experiences in a society that can be unwelcoming or even hostile, each person's journey is shaped by their unique identities and life circumstances. This module gives participants the chance to learn about different groups within the TGI community, such as transgender and non-binary youth and their families, neurodiverse transgender people, transgender and gender-diverse older adults, and people with physical and mental health disabilities. By understanding these diverse experiences, we can provide better support and care for all TGI people.</p>	<ul style="list-style-type: none"> • Discuss the transgender, gender-diverse, and intersex (TGI) people have unique experiences shaped by their identities, social locations, and life circumstances. • Assess at least 2 unique challenges and experiences of different TGI sub-populations, including transgender and non-binary youth and their families, neurodiverse transgender individuals, disabled, and transgender and gender-diverse older adults. • Develop and refine at least 2 strategies to provide more affirming, inclusive, and responsive support for TGI individuals by recognizing and addressing their diverse needs.
---	--	---

Evidence-Based Cultural Competency Training Crosswalk			
<i>Essential Practices for Inclusive Care: Supporting Health Equity for TGI Patients</i>			
Training Curriculum		Provision, Paragraph, and/or Page of Plan Document	Gender Health Center Training Module
1	Introduction: Warmly welcome participants to the training program and emphasize the significance of the content.	pp. 3 - 5	Introduction to Trans-Inclusive Care
2	Important Terms: Explain who TGI individuals are and review the most updated common terms and definitions. Explain the difference between gender identity and sexual orientation and explain how both work on a spectrum.	pp. 4 - 5, 8 -15	Introduction to Trans-Inclusive Care
3	Intended Use: Clarify the target audience and purpose of the training, focusing on health care professionals, health plan and insured staff with direct contact with covered persons, and administrators. (page 1, 3)	pp. 1, 3	Introduction to Trans-Inclusive Care
4	Evidence-Based Practices: Emphasize the evidence-based cultural competency training requirements and practices that underpin the curriculum	pp. 3 - 4, 16 - 20	Introduction to Trans-Inclusive Care
5	Importance of Gender Diversity, Sensitivity, and Inclusivity Training: Emphasize the importance of training for health care staff, including the need for clear coding information, improved communication between providers and health care plan staff, and addressing misinformation and unreliable resources.	p. 3 - 4, 16 - 18	Introduction to Trans-Inclusive Care
6	Facilitation by TGI-Serving Organizations: Collaborate with TGI-serving organizations to facilitate training sessions, leveraging their expertise. (The entire curriculum developed by TGI- Serving Organization - Gender Health Center)	1 - 79	ALL MODULES
7	Introduction to Cultural Competency in Health Care Coverage: Explain the significance of cultural competency in the context of a TGI individual's health care needs	pp. 3-4, 21 - 24	Introduction to Trans-Inclusive Care

8	Effects of Historical, Contemporary, and Present-Day Exclusion, Microaggressions, and Oppression: Examine the lasting impact of historical and contemporary exclusion, microaggressions, and oppression on TGI communities and TGI individuals and their health outcomes	pp. 31 - 40	Unveiling the Impact: How Oppression Shapes TGI Health Outcomes
9	Effective Communication Across Gender Identities: Provide guidelines for respectful and inclusive communication with TGI individuals, emphasizing the use of inclusive language and correct names and pronouns, and avoiding assumptions about gender identity or that all individuals are heterosexual, gender conforming, or non intersex	pp. 49 - 53	Building Inclusive and Affirming Healthcare Spaces for TGI Patients
10	Trauma-Informed Approaches to Care Delivery: Review the basic tenets of trauma-informed care and how to use	pp. 40 - 42	Unveiling the Impact: How Oppression Shapes TGI Health Outcomes
11	Health Inequities and Family/Community Acceptance: Explain the health disparities within the TGI communities and the role of family and community acceptance in health outcomes.	pp. 42 - 43	Unveiling the Impact: How Oppression Shapes TGI Health Outcomes
12	Perspectives from Diverse Constituency Groups and TGI-Serving Organizations: Incorporate the experiences of local TGI-serving community groups and incorporate best practices and insights.	pp. 11, 17, 32 - 33, 49 - 50, 68 - 71	ALL MODULES
13	Personal Values and Professional Responsibilities: Explore the distinction between personal values and professional responsibilities, highlighting the importance of unbiased care delivery and engagement.	p. 27	Introduction to Trans-Inclusive Care
14	Health Plan or Insurer Considerations for Gender Affirming Care: Inform health plan or insurer staff by providing examples about the impact of burdensome administrative processes that create barriers to members receiving needed care.	p. 21	Introduction to Trans-Inclusive Care; Unveiling the Impact: How Oppression Shapes TGI Health Outcomes

15	Ensure Culturally Competent Health Care Services: Discuss how to embed cultural competency in the healthcare delivery system, including training staff, incorporating TGI inclusive language, providing ongoing education, and addressing complaints of discrimination on the basis of gender identity or failures of staff to provide trans-inclusive care.	p. 21	ALL MODULES
16	Collaborative Approaches to Enhance TGI Access to Care: Encourage partnerships between health plans and insurers, health care professionals, and TGI-serving organizations to improve access to gender-affirming care and promote transparency in health care coverage. Discuss strategies for appropriate oversight of delegated entities	pp. 40 - 42	Unveiling the Impact: How Oppression Shapes TGI Health Outcomes
17	Continuous Quality Improvement: Discuss the importance of feedback mechanisms and ongoing quality improvement efforts to ensure equitable coverage and services for TGI individuals.	p. 54	Building Inclusive and Affirming Healthcare Spaces for TGI Patients
18	Challenges with Accessing Health Care Services: Address barriers faced by TGI individuals, such as limited network providers, geographical constraints, timely access to care, and difficulties in navigating the health care system.	pp. 17 - 18	Introduction to Trans-Inclusive Care
18	Challenges with Accessing Health Care Services: Address barriers faced by TGI individuals, such as limited network providers, geographical constraints, timely access to care, and difficulties in navigating the health care system.	pp. 39 - 40	Unveiling the Impact: How Oppression Shapes TGI Health Outcomes
19	Lack of Knowledge Among Health Plan or Insurer Staff: Recognize the low level of knowledge and training among health care providers about the TGI community.	1-78	ALL MODULES
20	Gaps in Data Collection: Discuss the importance of collecting sexual orientation, gender identity, gender expression, and sex characteristics (SOGIESC) data.	p. 55	Building Inclusive and Affirming Healthcare Spaces for TGI Patients
21	Denials in Plans – Gender Affirming Care: Discuss common denials in gender affirming care and the reason for these denials.	p. 21	Introduction to Trans-Inclusive Care; Unveiling the Impact: How Oppression Shapes TGI Health Outcomes

22	Denials in Plans – Overlapping Health Care Problems: Discuss common denials in overlapping health care problems and the reason for these denials	p. 21	Unveiling the Impact: How Oppression Shapes TGI Health Outcomes
23	Effects on Mental Health: Discuss how interactions between patients and the health care system can exacerbate a mental health crisis. Recognize that delaying treatment of gender dysphoria can exacerbate mental health crises, and that adequate mental health treatment often necessitates timely access to gender-affirming care	p. 40	Introduction to Trans-Inclusive Care; Unveiling the Impact: How Oppression Shapes TGI Health Outcomes
24	Privacy Considerations: Discuss privacy and its importance. Educate and inform staff about heightened legal protections that attach to sensitive services, including gender affirming care.	pp. 55 - 57, pp. 69 - 70	Building Inclusive and Affirming Healthcare Spaces for TGI Patients & Working Across Diverse Gender Spectrums
25	Positive Experiences with Healthcare Providers and Health Plans or Insurers: Share positive experiences, emphasizing the importance of informed consent models and obtaining Gender-Affirming Hormone Therapy (GAHT) without difficulty	pp. 40 - 43	Unveiling the Impact: How Oppression Shapes TGI Health Outcomes
26	Considerations of Sub-Populations: Recognize that within the TGI communities, there are populations with unique needs, including intersex individuals , TGI youth, elders, non-binary individuals, disabled individuals, and neurodivergent individuals.	pp. 12 - 14	Introduction to Trans-Inclusive Care
26	Considerations of Sub-Populations: Recognize that within the TGI communities, there are populations with unique needs, including intersex individuals, TGI youth , elders, non-binary individuals, disabled individuals, and neurodivergent individuals.	pp. 17, 69 - 71, 73	Working Across Diverse Gender Spectrums
26	Considerations of Sub-Populations: Recognize that within the TGI communities, there are populations with unique needs, including intersex individuals, TGI youth, elders, non-binary individuals , disabled individuals, and neurodivergent individuals.	pp. 60 - 61	Building Inclusive and Affirming Healthcare Spaces for TGI Patients
26	Considerations of Sub-Populations: Recognize that within the TGI communities, there are populations with unique needs, including intersex individuals, TGI youth, elders , non-binary individuals, disabled individuals, and neurodivergent individuals.	pp. 73 - 74	Working Across Diverse Gender Spectrums

26	Considerations of Sub-Populations: Recognize that within the TGI communities, there are populations with unique needs, including intersex individuals, TGI youth, elders, non-binary individuals, disabled individuals , and neurodivergent individuals.	p. 76	Working Across Diverse Gender Spectrums
26	Considerations of Sub-Populations: Recognize that within the TGI communities, there are populations with unique needs, including intersex individuals, TGI youth, elders, non-binary individuals, disabled individuals, and neurodivergent individuals.	pp. 74 -75	Working Across Diverse Gender Spectrums
27	Intersex Individuals: Explore the specific challenges faced by intersex individuals, such as expensive testing, coverage denials, and the impact of intersex surgeries	pp. 12 -14	Introduction to Trans-Inclusive Care
28	TGI Youth: Recognize that TGI youth may have varying sensitivities, privacy concerns, communication styles, and processing differences, which can impact their health care experiences and interactions with insurance providers. Further recognize that TGI youth are uniquely vulnerable to their home environments and experience higher rates of physical and emotional abuse. This leads to higher rates of mental health crises, homelessness, and conflicts with guardians — all of which can complicate interactions with healthcare and insurance providers.	pp. 68 - 73	Unveiling the Impact: How Oppression Shapes TGI Health Outcomes & Working Across the Diverse Gender Spectrum
29	Elderly TGI Individuals: Address the unique complications faced by elderly TGI individuals in accessing care, including HRT and surgeries	pp. 73 -74	Working Across Diverse Gender Spectrums
30	Non-Binary Individuals: Discuss the challenges non-binary individuals encounter, such as binary assumptions, hormone therapy barriers, and difficulties accessing medical care	pp. 17, 60 - 61	Building Inclusive and Affirming Healthcare Spaces for TGI Patients, Introduction to Trans-Inclusive Care
31	Physical Health Disabilities: Highlight the unique needs and challenges faced by those with physical disabilities	p. 76	Working Across Diverse Gender Spectrums
32	Mental Health Disabilities: Highlight the unique needs and challenges faced by those with mental health disabilities.	pp. 36 -39	Unveiling the Impact: How Oppression Shapes TGI Health Outcomes

33	Neurodivergence: Highlight the unique needs and challenges faced by those with neurodivergence, and how this differs from mental health disabilities	pp. 74 - 75	Working Across Diverse Gender Spectrums
34	Guardians: Highlight how considering potential conflict between TGI individuals and their guardians is essential for tailoring interventions and support services. Health care providers and support organizations should address and mitigate guardian conflicts to create safer environments that promote mental health and reduce suicidality	p. 73	Working Across Diverse Gender Spectrums
35	The Spectrum of Reproductive Healthcare for TGI Individuals: Highlight the needs and challenges faced by reproducing and future reproducing TGI individuals. Ensure that family planning is included in the spectrum, including a discussion of methods of birth control, abortion access, and sexual health	pp. 25 -27	Introduction to Trans-Inclusive Care



Essential Practices for Trans-Inclusive Care: Supporting Health Equity for TGI Patients

TRAINING RESOURCES & LINKS

Module I: Introduction to Trans-Inclusive Care

This module equips participants with the awareness and knowledge to provide inclusive, gender affirming care working alongside transgender, gender diverse and intersex (TGI) persons by a) defining key concepts of gender identity and sexuality and b) identifying essential components of gender affirming care. Participants also have the opportunity to reflect on how their professional responsibilities align with fostering belonging and patient engagement in both community and clinical settings. Through real-life testimonials and didactic learning, participants learn to prioritize and improve the lived experiences of TGI persons most impacted by oppressive systems.

Article & Book References

- American Psychiatric Association. (2022). *Diagnostic and statistical manual of mental disorders* (5th ed., text rev.). <https://doi.org/10.1176/appi.books.9780890425787>
- Benestad, E. (2019). 'Some of us have a body that we need to adjust in order for them to be a good place to live': Belonging, resting places and gender talents. *The International Journal of Narrative Therapy and Community Work*. 2, 11-15.
- Coleman, E., Radix, A. E., Bouman, W. P., Brown, G. R., de Vries, A. L. C., Deutsch, M. B., Ettner, R., Fraser, L., Goodman, M., Green, J., Hancock, A. B., Johnson, T. W., Karasic, D. H., Knudson, G. A., Leibowitz, S. F., Meyer-Bahlburg, H. F. L., Monstrey, S. J., Motmans, J., Nahata, L., Nieder, T. O., ... Arcelus, J. (2022). Standards of Care for the Health of Transgender and Gender Diverse People, Version 8. *International Journal of Transgender Health*, 23(Suppl 1), S1–S259. <https://doi.org/10.1080/26895269.2022.2100644>
- Garrett-Walker, J. J., & Montagno, M. J. (2021). Queering labels: Expanding identity categories in LGBTQ + research and clinical practice. *Journal of LGBT Youth*, 1–17. <https://doi.org/10.1080/19361653.2021.1896411>



- Hyde, J. S., Bigler, R. S., Joel, D., Tate, C. C., & van Anders, S. M. (2019). The future of sex and gender in psychology: Five challenges to the gender binary. *American Psychologist*, 74(2), 171–193. <https://doi.org/10.1037/amp0000307>
- Kuhn, R. (2024). *Somacultural liberation: An Indigenous, Two-Spirit somatic guide to integrating cultural experiences toward freedom*. North Atlantic Books.
- Mahfouda, S., Moore, J. K., Siafarikas, A., Zepf, F. D., & Lin, A. (2017). Puberty suppression in transgender children and adolescents. *The Lancet Diabetes & Endocrinology*, 5(10), 816–826. [https://doi.org/10.1016/S2213-8587\(17\)30099-2](https://doi.org/10.1016/S2213-8587(17)30099-2).

Handouts

- Gender Identity Labels Handout
- The Trevor Project Research Brief: Diversity of Youth Gender Identity (2019)

Website Links & Resources

- Trans Student Educational Resources
 - <https://transstudent.org/gender/>
- The Genderbread Person
 - <https://www.itspronouncedmetrosexual.com/2018/10/the-genderbread-person-v4/>
- Intersex Society of North America
 - <https://isna.org/>
- DSD Families
 - <https://www.dsdamilies.org/charity>
- interACT
 - <https://interactadvocates.org/>
- World Professional Association for Transgender Health
 - <https://www.wpath.org/soc8>
- UCSF Transgender Care
 - <https://transcare.ucsf.edu/guidelines>
- Endocrine Society
 - <https://www.endocrine.org/-/media/endocrine/files/cpg/gdgi-cpg-resource-page-13feb18.pdf>



Essential Practices for Trans-Inclusive Care: Supporting Health Equity for TGI Patients

TRAINING RESOURCES & LINKS

Module II: Unveiling Systemic Oppression in Healthcare

This module supports participants to critically analyze historical and contemporary forms of exclusion and oppression impacting TGI communities, identify challenges and disparities in healthcare access, and gain practical strategies to enhance access to trans-affirming care. Through patient lived experiences and didactic learning, participants explore social determinants of health and the role of resilience and community acceptance in improving health outcomes for TGI patients.

Article & Book References

- Grant, J. M., Mottet, L. A., Tanis, J., Harrison, J., Herman, J. L., & Kiesling, M. (2011). Injustice at every turn: A report of the national transgender discrimination survey. Washington, DC: National Center for Transgender Equality & National Gay and Lesbian Task Force. Retrieved from http://endtransdiscrimination.org/PDFs/NTDS_Report.pdf
- James, S.E., Herman, J.L., Durso, L.E., & Heng-Lehtinen, R. (2024). *Early Insights: A Report of the 2022 U.S. Transgender Survey*. National Center for Transgender Equality, Washington, DC.
- Lipson, S. K., Raifman, J., Abelson, S., & Reisner, S. L. (2019). Gender Minority Mental Health in the U.S.: Results of a National Survey on College Campuses. *American journal of preventive medicine*, 57(3), 293–301. <https://doi.org/10.1016/j.amepre.2019.04.025>
- Neville, H. A., Ruedas-Gracia, N., Lee, B. A., Ogunfemi, N., Maghsoodi, A. H., Mosley, D. V., LaFromboise, T. D., & Fine, M. (2021). The public psychology for liberation training model: A call to transform the discipline. *American Psychologist*, 76(8), 1248–1265. <https://doi.org/10.1037/amp0000887>
- Stryker, S. (2019). *Transgender History: The Roots of Today's Revolution*. Seal Studies.



- Testa, R. J., Habarth, J., Peta, J., Balsam, K., & Bockting, W. (2015). Development of the Gender Minority Stress and Resilience Measure. *Psychology of Sexual Orientation and Gender Diversity*, 2(1), 65–77. <https://doi.org/10.1037/sgd0000081>
- Trujillo, M. A., Perrin, P. B., Sutter, M., Tabaac, A., & Benotsch, E. G. (2017). The buffering role of social support on the associations among discrimination, mental health, and suicidality in a transgender sample. *The international journal of transgenderism*, 18(1), 39–52. <https://doi.org/10.1080/15532739.2016.1247405>
- Toomey, R. B., Syvertsen, A. K., & Shramko, M. (2018). Transgender Adolescent Suicide Behavior. *Pediatrics*, 142(4), e20174218. <https://doi.org/10.1542/peds.2017-4218>

Handouts

- FAP_English General Acceptance (2023)
- FAP_English Rejection Poster (2023)

Website Links & Resources

- American Psychological Association Racism Apology
 - <https://www.apa.org/about/policy/racism-apology>
- American Medical Association Statement
 - <https://www.ama-assn.org/press-center/press-releases/ama-reinforces-opposition-restrictions-transgender-medical-care>
- American Nurses Association Statement
 - <https://www.nursingworld.org/news/news-releases/2022-news-releases/american-nurses-association-opposes-restrictions-on-transgender-healthcare-and-criminalizing-gender-affirming-care/>
- American Psychological Association Statement
 - <https://www.apa.org/news/press/releases/2024/02/policy-supporting-transgender-nonbinary>
- National Association of Social Workers Statement
 - <https://www.socialworkers.org/News/News-Releases/ID/2642/Gender-Affirming-Health-Care-Saves-Lives#:~:text=NASW%20calls%20on%20all%20members,someone's%20self%20identified%20gender%20identity>



- SAMHSA Trauma-Informed Care
 - <https://store.samhsa.gov/sites/default/files/sma14-4884.pdf>
- The Family Acceptance Project
 - <https://lgbtqfamilyacceptance.org/>



Essential Practices for Trans-Inclusive Care: Supporting Health Equity for TGI Patients

TRAINING RESOURCES & LINKS

Module III: Building Inclusive and Affirming Healthcare Spaces for TGI Community

This module equips participants with communication strategies to respectfully and inclusively interact with TGI patients. Through real-world examples and the development of a healing-centered communication approach, participants will learn to apply effective methods and techniques that foster positive, affirming interactions, going beyond the use of correct pronouns to ensure overall inclusive and compassionate care. Lastly, the module assists participants to critically evaluate gaps in data collection related to transgender, gender-diverse, and intersex (TGI) communities, while developing strategies to improve data inclusivity and apply best practices for collecting Sexual Orientation and Gender Identity (SOGIE) data.

Article & Book References

- Grasso, C., Goldhammer, H., Thompson, J., & Keuroghlian, A. S. (2021). Optimizing gender-affirming medical care through anatomical inventories, clinical decision support, and population health management in electronic health record systems. *Journal of the American Medical Informatics Association : JAMIA*, 28(11), 2531–2535.
<https://doi.org/10.1093/jamia/ocab080>

Handouts

- GHC's Community Member Care Rights Handout

Website Links & Resources

- The National SOGIE Center
 - <https://sogiecenter.org/offerings/data-collection/>
- Medi-Cal Statistical Report



- <https://www.dhcs.ca.gov/dataandstats/statistics/Documents/SOGI-Data-Collection-Jun2023.pdf>
- APA Division 44: Non-Binary Fact Sheet
 - <https://www.apadivisions.org/division-44/resources/nonbinary-fact-sheet.pdf>



Essential Practices for Trans-Inclusive Care: Supporting Health Equity for TGI Patients

TRAINING RESOURCES & LINKS

Module IV: Working Across the Diverse Gender Spectrum

Through reflections from healthcare professionals and community health workers and didactic learning, participants will expand their knowledge of the unique experiences of TGI people across the lifespan. This module provides participants with the opportunity to explore the unique experiences of “sub-populations” of gender diverse people such as TGI youth and families, TGI older adults, guardians of TGI people, and neurodiverse community members.

Article & Book References

- Adan, M., Scribani, M., Tallman, N., Wolf-Gould, C., Campo-Engelstein, L., & Gadowski, A. (2021). Worry and Wisdom: A Qualitative Study of Transgender Elders' Perspectives on Aging. *Transgender health*, 6(6), 332–342. <https://doi.org/10.1089/trgh.2020.0098>
- Crenshaw, K. (1991). Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color. *Stanford Law Review*, 43(6), 1241–1299. <https://doi.org/10.2307/1229039>
- Crenshaw, K. (2005). *Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color (1994)*. In R. K. Bergen, J. L. Edleson, & C. M. Renzetti, Violence against women: Classic papers (pp. 282–313). Pearson Education New Zealand.

Website Links & Resources

- Transgender Aging Network
 - <https://forge-forward.org/resource/transgender-aging-network/>
- National Resource on LGBT+ Aging



- <https://lgbtagencycenter.org/>
- Supporting Autistic Transgender Youth and Adults
 - <https://www.nctsn.org/resources/supporting-transgender-autistic-youth-and-adults-a-guide-for-professionals-and-families>