

EXPLORING CULTURAL COMPETENCE AND HUMILITY IN THE CARE OF HIV PATIENTS

SESSION 4

ENGAGING TRANS & GENDER NONCONFORMING COMMUNITIES



NCHPA

National Center for Health in Public Housing
a project of North American Management

 **SAC**
SOUTHERN AIDS COALITION

March 23, 2020

NATIONAL CENTER FOR HEALTH IN PUBLIC HOUSING



DISCLAIMER:

The National Center for Health in Public Housing (NCHPH), a project of North American Management, is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number U30CS09734, a National Training and Technical Assistance Cooperative Agreement (NCA) for \$608,000, and is 100% financed by this grant. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.

The mission of the National Center for Health in Public Housing (NCHPH) is to strengthen the capacity of federally funded Public Housing Primary Care (PHPC) health centers and other health center grantees by providing training and a range of technical assistance.



MUTE



CHAT



RAISE HAND



Q&A

Learning Objectives

- Definitions and common terms
- Historical Context of Transgender & GNC persons
- Mental Health
- Bias and Discrimination
- HUD
- Rules and Engagement



Public Housing Demographics

2.2 million residents

2.2 persons/household

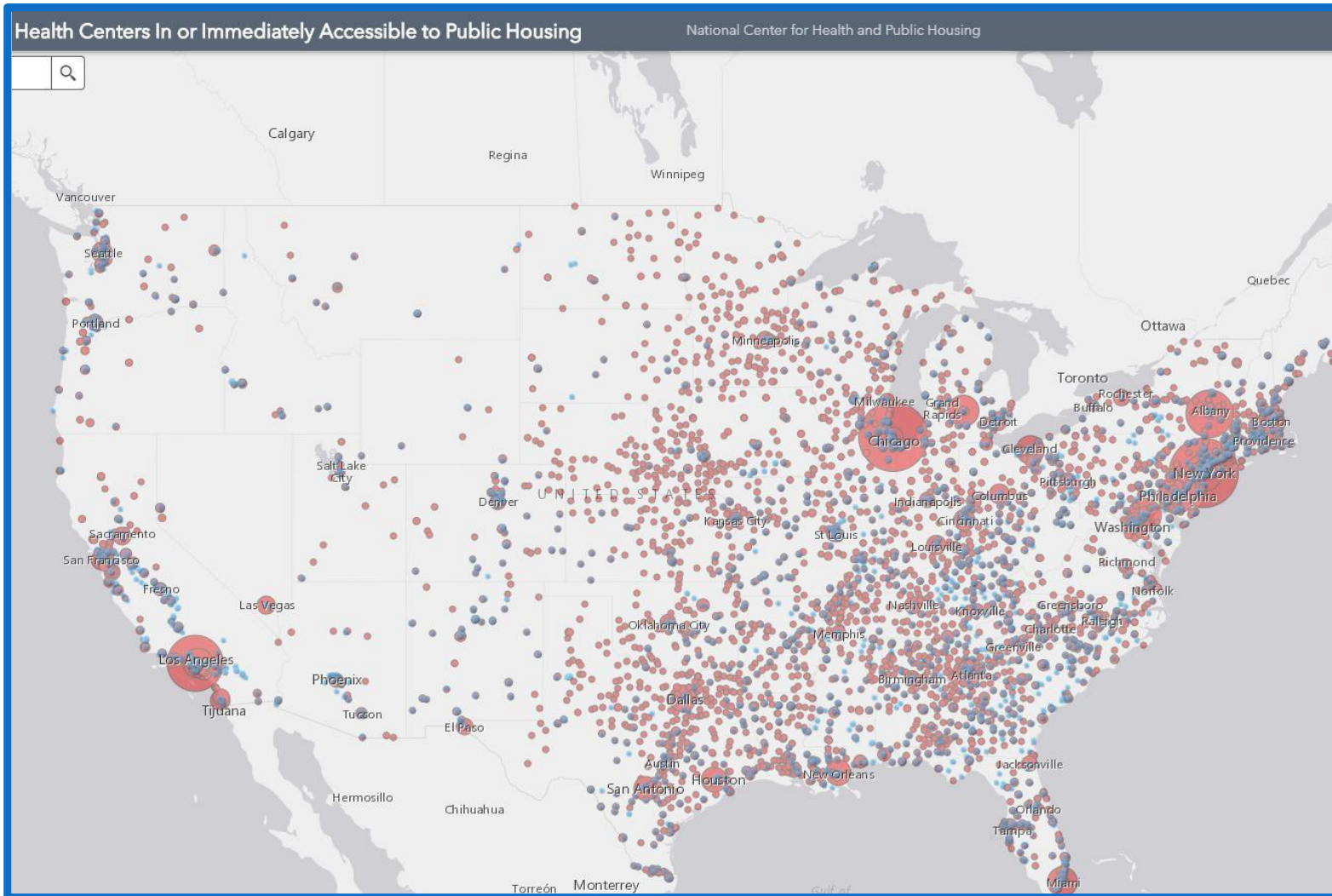
38% children

59% female

55% less than high school diploma

83.2% below federal poverty





Health Centers Close to Public Housing

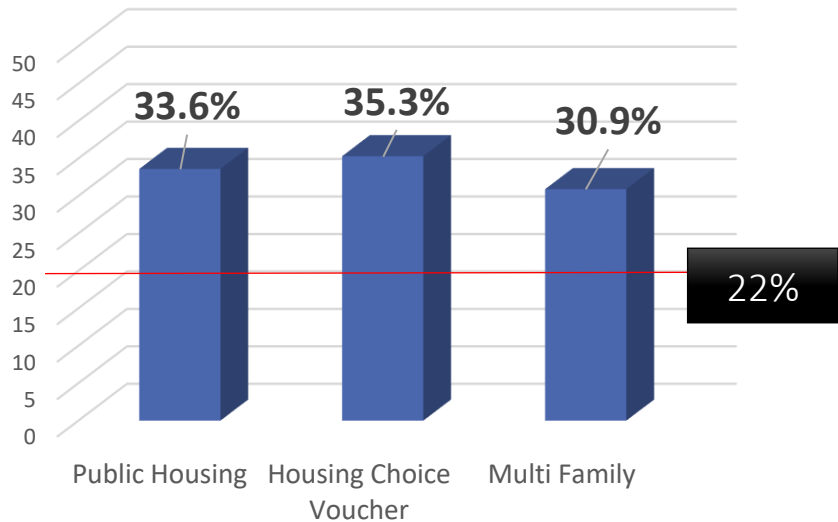
- 1,300 Federally Qualified Health Centers (FQHC)=28.4 million
- 356 FQHCs In or Accessible to Public Housing= 4.4 million patients
- 107 Public Housing Primary Care (PHPC) = 817,123 patients

Source: www.nchph.org

A Health Picture of HUD-Assisted Adults, 2006-2012

Adults in HUD-assisted housing have higher rates of chronic health conditions and are greater utilizers of health care than the general population.

Adult Smokers with Housing Assistance



Source: Helms VE, 2017

	HUD-Assisted	Low-income renters	All Adults
Fair/Poor Health	35.8%	24%	13.8%
Overweight/Obese	71%	60%	64%
Disability	61%	42.8%	35.4%
Diabetes	17.6%	8.8%	9.5%
COPD	13.6%	8.4%	6.3%
Asthma	16.3%	13.5%	8.7%

HIV in PHPC Patients

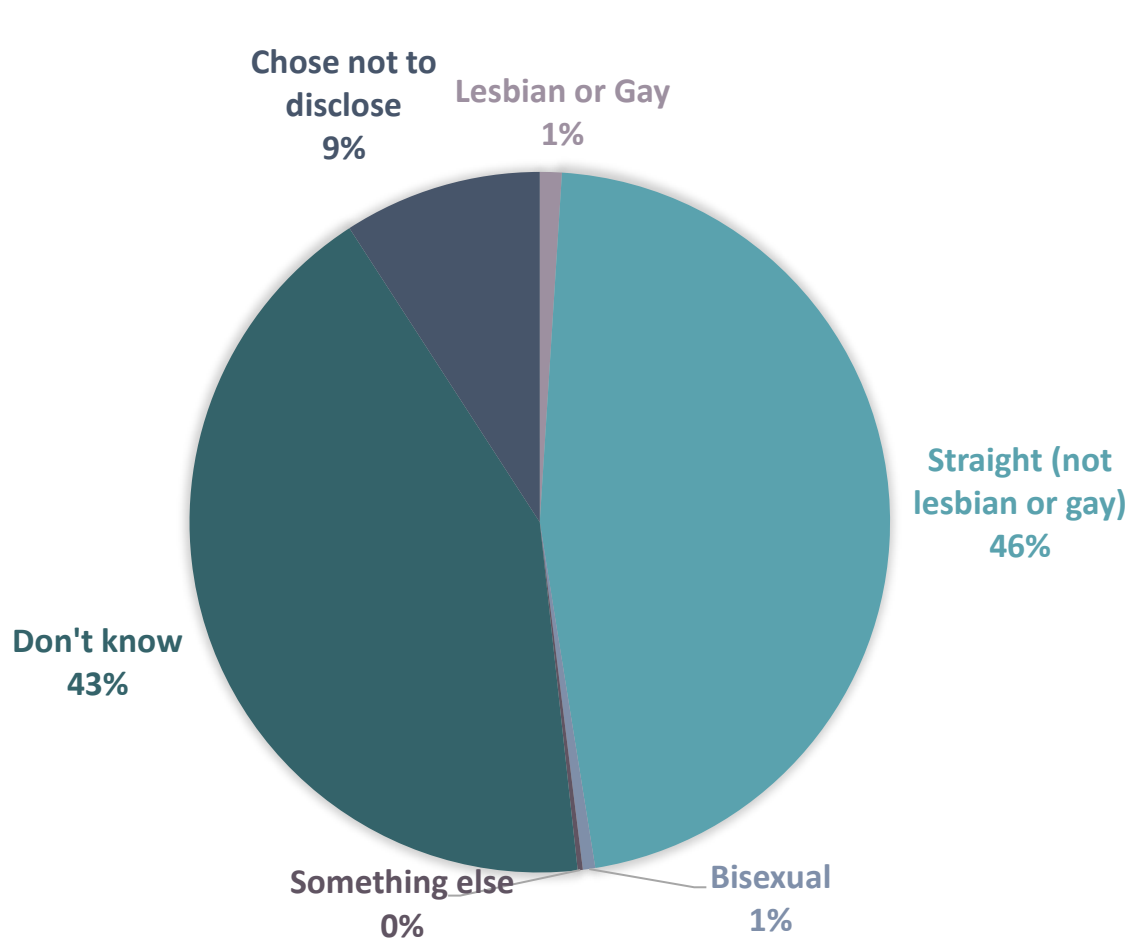
Infectious Diseases		
	Number of Visits by Diagnosis Regardless of Primacy	Number of Patients with Diagnosis
Symptomatic/ Asymptomatic HIV	13,085	4,347
Sexually Transmitted Infections	13,409	9,442
Hepatitis C	14,886	6,743

Diagnostic Tests/Screening/Preventive Services		
	Number of Visits	Number of Patients
HIV test	103,844	89,432
Hepatitis C	55,398	46,224

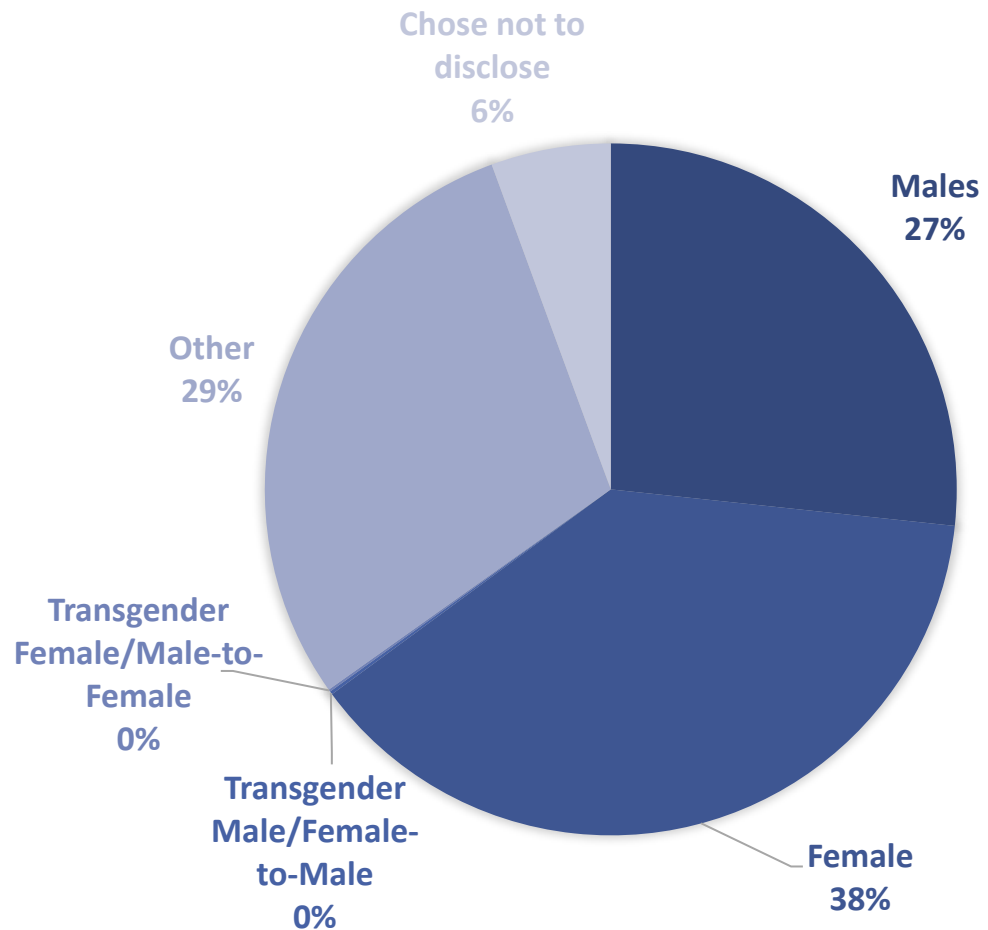
Source: <https://bphc.hrsa.gov/uds/datacenter.aspx>

LGBTQIA+ patients in FQHCs

PATIENTS BY SEXUAL ORIENTATION



PATIENTS BY GENDER IDENTITY



Source: <https://bphc.hrsa.gov/datareporting/reporting/index.html>



Ms. Tori Cooper,
Humans Right Campaign's Director of Community
Engagement for the Transgender Justice Initiative





ENGAGING TRANS & GENDER NONCONFORMING COMMUNITIES

By Ms. Tori Cooper

- She, her, hers
- pronouns matter

DISCLAIMER

- I am AN EXPERT but not the only expert
- Words and language are fluid and regional
- We don't have to agree to be agreeable

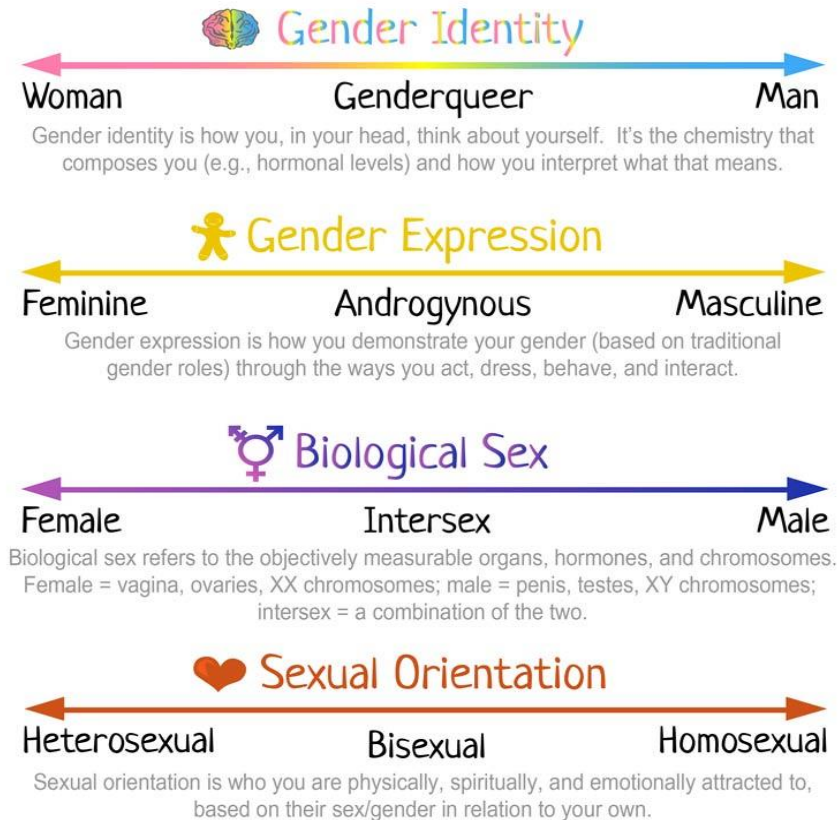
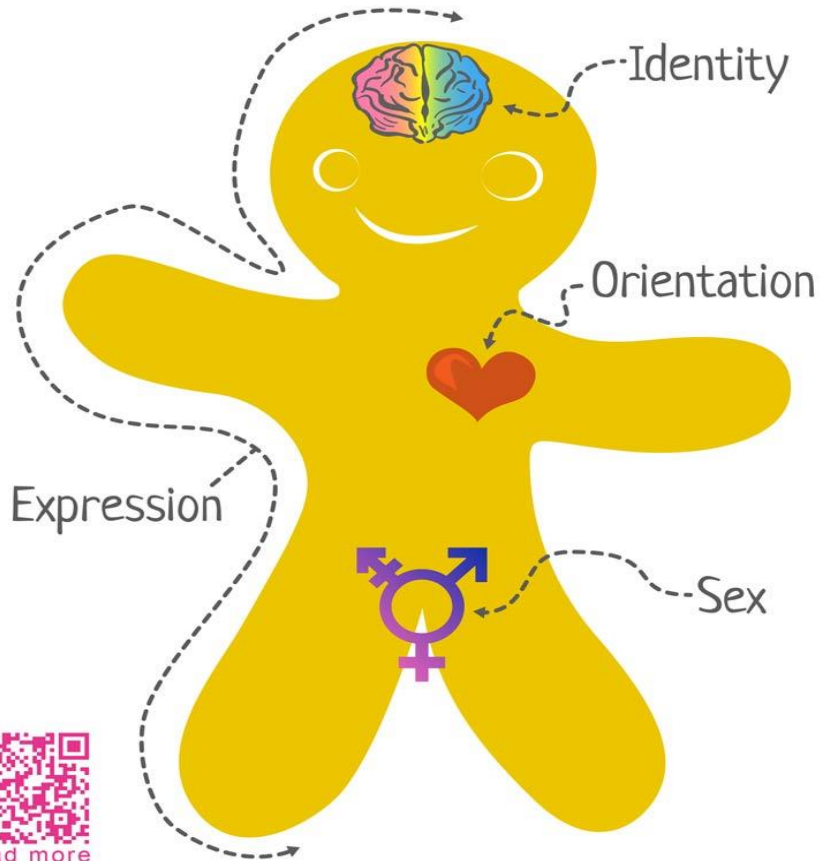
LEARNING OBJECTIVES

- Definitions and Common Terms
- Historical Context of Transgender & GNC persons
- Mental Health
- Bias and Discrimination
- HUD
- Rules of Engagement

WHAT IS TRANS?

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



COMMON TERMS

- Gender Identity - Who I tell you I am
- Gender Expression – Who I show you I am
- Sexual Orientation – Who I am attracted to
- Transgender – I identify as a woman/man/both/neither
- Transexual/Transsexual – I have adjusted my body to more closely match my gender identity
- Drag Queen – I dress up for entertainment (Rupaul)
- Androgyny – Not necessarily masculine or feminine

TRANSGENDER

Transgender and Trans describe someone whose gender identity is different than assigned at birth

Transwoman/Transman are two most popular identities

Often identify as Male/Female/Both/Neither

GENDER NONCONFORMING

- Gender nonconforming (GNC) describes someone who does not fit traditional labels or presentations and may not identify as exclusively male or female
- Pronouns may include but not limited to They, Them, Their, Z, We, Us, Zed

PRONOUNS

- My pronouns are feminine pronouns – She, Her and Hers
- DO NOT assume a person's gender identity
- If you don't know, ask
- If you make a mistake, apologize and move forward

TRANS FOLKS IN HISTORY

- Trans is not new - It just may be new to YOU
- The term Transgender(d) was first used in 1970 to describe Raquel Welch's character in Myra Breckinridge
- Lili Elbe was first person to have gender reassignment surgery in 1930

TRANS AND MSM ARE NOT THE SAME THING

- Intersection of MSM & Trans communities
- We have similar rates of infection and lifetime risk for HIV (1 out of 2) and STDs
- You may have Trans clients and not even know it

WORKPLACE

- Is your staff culturally diverse?
- Does your paperwork and policy include or exclude trans and GNC?
- Bathrooms – big issue for some, small issue for others. Just allow people to pee in peace

MENTAL HEALTH

- Trans individuals tend to have higher rates of mental health issues
- Nearly half of trans people suffer from depression and/or anxiety disorder compared to 6.1% and 18% respectively

MENTAL HEALTH

- Mental health issues primarily arise in response to the discrimination, stigma, lack of acceptance, and abuse they face on an unfortunately regular basis.
- Every person deserves to get the best care
- YOU could make all the difference in a trans or GNC person's life

DISCRIMINATION

- For many trans and GNC adults, dealing with discrimination results in a state of heightened vigilance
- This heightened vigilance leads to changes in behavior, which in itself can trigger stress responses
- Even the anticipation of discrimination is sufficient to cause people to become stressed."

Types of Bias

Bias - believing that some ideas or people are better than others

Explicit bias - deliberately held beliefs about a person or group

Implicit bias - beliefs about others or ideas that are outside of our conscious awareness

Confirmation bias - seeking information to confirm our beliefs

HOUSING & INSTITUTIONAL BARRIERS

- W.E.B. DuBois acknowledged one hundred years ago that the health of minority populations is heavily influenced by the social institutions around them.
- Not only do housing and credit form the lifeline for our national economy, but they serve as the economic lifeline for many of us individually.
- Housing and credit can influence our daily lives: the better one's access to safe, affordable housing, the better one's outcomes tend to be along a range of indicators of individual, family, and community well-being.

HOUSING DISCRIMINATION

- 2019 Giana Desir won a \$25,000 lawsuit in NYC for being denied an apartment
- During the early parts of her transitioning, her then-landlord began to give her “weird” looks
- ‘Why didn’t you tell me you were transgender? Thank God, I had you come here at night. What would people have thought if they had seen you,’
- He also worried he’d be thought of as allowing a sexual encounter with Desir if he were to rent to her, and even suggested she stop the transitioning until she landed an apartment, telling her that she “would look really crazy,”

HOUSING DISCRIMINATION

- Desir estimates she met with five landlords, Walter being the fifth, all of whom would say they had spaces available, and then tell her those spaces had just been rented when she met them in person and the landlords found out that she was transgender.

HUD

- The Fair Housing Act prohibits housing discrimination on the basis of race, color, national origin, religion, sex, familial status, and disability. A person who identifies as LGBTQ who has experienced (or is about to experience) discrimination under any of these bases may file a complaint with HUD.
- HUD's Equal Access Rule
- HUD's Equal Access Rule requires equal access to HUD programs without regard to a person's actual or perceived sexual orientation, gender identity, or marital status. Housing providers that receive HUD funding or have HUD-insured loans are subject to the Rules.

HUD

- One in five transgender individuals reported being homeless in their lifetime
- Trump admin has rolled back many rules protecting trans individuals*
- The current HUD Secretary is attempting to change the 2012 Equal Access Rule, denying transgender individuals the right to homeless shelters based on their gender identity**
- Though Obama era rules are still in effect, Secretary Carson has removed all affirming language from the HUD website

<https://www.cbsnews.com/news/trump-transgender-trump-administration-announces-rollback-of-aca-regulations-protecting-lgbtq-people/>

<https://www.cbsnews.com/news/hud-transgender-rule-change-proposal-new-shelter-policy-ben-carson-rolls-back-homeless-shelter-protections/>

RULES OF ENGAGEMENT

- Do your job
- Practice Cultural Humility
- Do unto others...
- Do not impose your views on anyone
- Your opinions do not matter
- Trans and GNC people's lives are at risk when we are denied housing



THANK YOU FOR
YOUR LISTENING

DO YOU HAVE
ANY QUESTIONS?

MS. TORI COOPER

- MsToriCooper @ yahoo.com
- Director of Community Engagement at HRC
- Health & Equity Consultant
- Atlanta Mayor Bottoms LGBTQ Advisory Committee
- National Trainer CDC
- National Trainer NMAC
- Board Member SISTERLOVE
- Board Member Positively Trans
- Board Member PozVets, US
- Board Member Project Affirm
- Contributing writer Huffington Post, NY Post, Washington Post, The Guardian & others
- Executive Director - Advocates for Better Care Atlanta, LLC.



Q&A



If you would like to ask the presenter a question, please submit it through the questions box on your control panel.



If you are dialed in through your telephone and would like to verbally ask the presenter a question, use the “raise hand” icon on your control panel and your line will be unmuted.



- Symposium Registration, Call for Abstracts and Posters, and sponsorship opportunities are now available for our 2020 Symposium.

- When? June 18 – 19, 2020

- For more information visit:

[2020 Health in Public Housing National Training Symposium](#)

**SIGN
UP...**

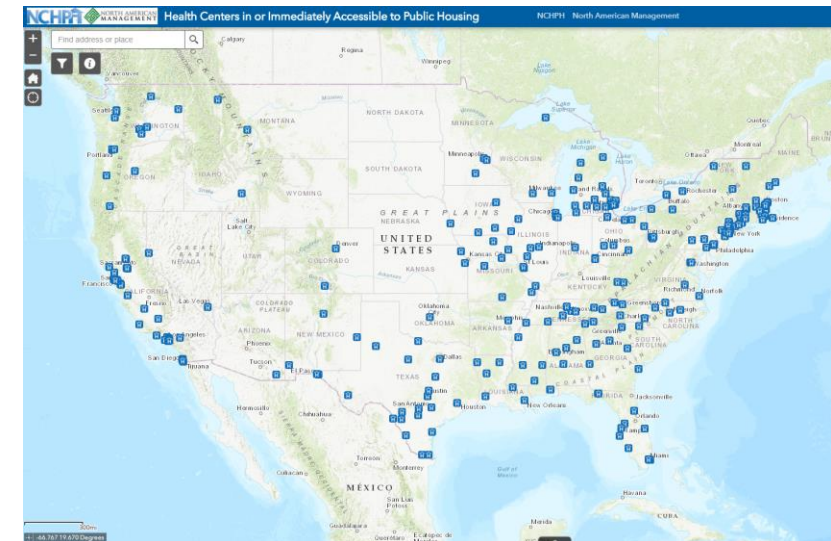
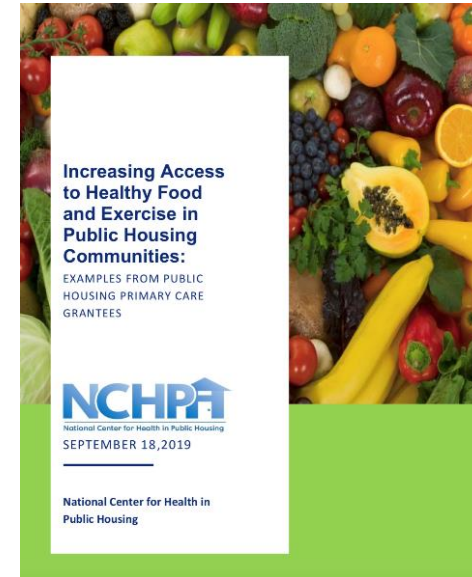


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THANK YOU!

