

Introduction

Key of Icons:

-  = indicates slide change/title
-  = indicates estimated duration of topic
-  = indicates script for trainer
-  = indicates a note for the trainer

Supplies

-  Projector with speakers and audio set up ahead of time, internet connection for video, laptop with PowerPoint presentation

Facilitator Notes

This outline is designed to be used for health centers where professional development time is very limited. If the script is closely followed and the facilitator does not allow much time for discussion, the presentation runs at 15-20 minutes.

Objectives

1. Identify essential terms and concepts about gender.
2. Hear about some of the frustrations and opportunities for growth from transgender and gender non-conforming youth.
3. Identify respectful and inclusive practices when working with transgender adolescents.

Additional Resources

1. World Professional Association for Transgender Health: Standards of Care: <http://www.wpath.org>
2. Department of Veteran's Affairs Directive: Providing Health Care for Transgender and Intersex Veterans: http://www.va.gov/vhapublications/ViewPublication.asp?pub_ID=2416
3. Center of Excellence for Transgender Health Primary Care Protocols: <http://www.transhealth.ucsf.edu>
4. Vancouver Coastal Health: Guidelines for Transgender Care: <http://www.transhealth.vch.ca>
5. Transgender Law Center: Health Care Issues: <http://transgenderlawcenter.org/issues/health>
6. Creating Equal Access to Quality Health Care for Transgender Patients: Transgender-Affirming Hospital Policies http://www.lambdalegal.org/publications/fs_transgender-affirming-hospital-policies
7. Affirmative Care for Transgender and Gender Non-Conforming People: Best Practices for Front-line Health Care Staff. Retrieved February 26, 2016, from http://www.lgbthealtheducation.org/wp-content/uploads/13-017_TransBestPracticesforFrontlineStaff_v6_02-19-13_FINAL.pdf
8. Transgender and Non-Binary People Face Health Care Discrimination every day in the US. Retrieved October 23rd, 2018, from <https://theconversation.com/transgender-and-non-binary-people-face-health-care-discrimination-every-day-in-the-us-99732>

Intro/Hook (5 minutes)

1 – TITLE SLIDE

 Introduce yourself/yourselfes.

 Today we're going to do a mini-training called a Spark. We'll be focusing on providing patient-centered care to adolescents and young adults who are transgender. There are a few things we can do to address the unique needs of transgender youth, and most of these center on being respectful. As one young person says, "We're not 'special' for being trans, we're just ourselves and we were born this way. So don't go, 'Oh my God it's a trans patient, what do I do?!' They're a person. Just talk to 'em." This Spark includes a video with transgender youth sharing what they need in a health care setting, and hopefully we'll each end up with a few ideas of how we can provide affirming care.

2 – LGBTQ+ SPARK SERIES

 Today's Spark is part of a four-part series on providing patient centered care for LGBTQ+ youth. Sparks are short, and they don't cover all of the information about a topic. These four Sparks are the tip of the iceberg, and they're meant to "spark" thinking and discussion. We can all commit to learning more on our own outside of today and recognize that learning is a lifelong process.

Also, it's helpful to remember that each of us has a gender identity and a sexual orientation. The topics we are discussing may have personal relevance to the people sitting in this room. When we discuss these issues, let's do our best to be respectful.

Key Concepts (10 minutes)

3 – LGBTQ+ 101

 The LGBTQ+ umbrella can include many identities. Today, we're going to focus in on the "T" in the acronym "LGBTQ+". The word "transgender" is an adjective which describes someone whose internal sense of their gender does not align with the gender they were assigned at birth.

4 – TRANSGENDER AS AN UMBRELLA TERM

 The word "transgender" itself is an umbrella term which includes many identities, including non-binary, genderqueer, agender, and gender non-conforming. The plus sign is a reminder that there are many more, and language evolves quickly, especially within youth culture.

5 – VOICES OF TRANSGENDER ADOLESCENTS

It's important when learning about youth culture and priorities to hear from youth directly. We're going to watch a video that highlights the experiences of a few transgender youth. It was created for the purpose of training health care professionals and is about 8 minutes long. As you listen to youth tell about ways health centers have been respectful or disrespectful, think about how the practices apply here. On your piece of paper, jot down your thoughts in three columns.

 [\[Advance slide to show example\]](#)

Application (15 minutes)

6 – REFLECTION AND PLANNING NOTES

The STOP column on the left is for things we do as an organization or that you do individually that could be hurtful or unwelcoming to transgender youth. This might be something like having only bathrooms designated male/female, or not using someone's chosen name. The START column in the middle is a practice that we should consider starting, like collecting chosen names and pronouns along with sexual orientation at every registration appointment, or adding pronouns to an email signature, business card, or name tag. The CONTINUE column on the right is for practices that we are doing now that we should continue doing. What are some things that we are doing now that are affirming and supportive to our transgender patients that we should definitely continue? We'll talk about these ideas after the video.

7 – VOICES OF TRANSGENDER ADOLESCENTS

Before we talk about your detailed notes, let's discuss your initial reactions.

 [Allow for brief discussion after each question.](#)

What did you learn from the video? Did anything surprise you?

8 – PRACTICES

As we talk about how we're doing, keep in mind that even if we are already doing some things well we could still have some room to grow. For instance, sites that have inclusive paperwork may feel confident that they are being supportive, but if not all staff and providers are using the names listed in the chosen or preferred field, there's still work to be done.

Who is willing to share some of the things they jotted down on their paper, from any of the columns?

9 – THANK YOU!

I hope that you found this discussion useful, and that this discussion can be a part of our ongoing work to meet the needs of all of our patients. Thanks for participating!