

Trans-Inclusive Social Work Practice

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Presented by:
AIDS Community Care Montreal
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Welcome!

- We work for AIDS Community Care Montreal
 - Support Services
 - Education for Prevention (E4P)
- Today we'll provide an introduction to trans issues, including:
 - Differentiating sex, gender, and gender expression
 - Using pronouns
 - Respectful and inclusive vocabulary
 - Barriers to accessing services commonly faced by trans people.

Land Acknowledgement

We would like to acknowledge that our organization, AIDS Community Care Montreal, and the work that we do, take place on the traditional and unceded territory of the Kanien'keha:ka. Tiotia:ke, or as we commonly know it, "Montreal" has historically been known as a site of meeting and exchange among nations. Colonisation has had and continues to have devastating impacts on the lives of countless Indigenous people, their culture, language, families and connection to the land. We also recognize that thousands of Afro-descendants have been enslaved, displaced and policed in the same territory.

As an AIDS Service Organization, we see it happening in communities who are affected with HIV. While Indigenous people account for about 4.9% of the total population in Canada, they represented about 11.3% of new cases of HIV in 2016. We also see higher rates among black, POC, trans and queer folks. Why? Because we live in systems that were constructed through colonisation that help certain groups thrive at the expense of others.

So we ask you: Take the time to learn from the past and be critical. Listen to those around you. Challenge yourself and others. Don't be complicit with the status quo. Understand that so much of what has happened to Indigenous people and many other groups has been erased so that these cycles can continue. Get involved and support organizations that fight against oppression. Be a part of this larger movement so that we can rise together towards positive social change.

Safer Space

- What is a safer space?
- What guidelines do we want to establish and follow that would help everyone feel more comfortable participating in this workshop?

Safer Space

- Respect
- Take turns when speaking
- No judgment
- It's okay not to know everything. We're to help and provide gentle corrections if inappropriate words or ideas come up
- Confidentiality
- Take a break if you need one

Safer Space

- Trigger warnings!
 - We will be talking about:
 - Harmful language
 - Discrimination
 - Transphobia

Brainstorm

- When you think of the word “trans” what comes to mind?
- What do you think might come to mind for people generally?
- What identities under the trans umbrella have you heard of?
- What other vocabulary are you familiar with that is related to transness?
- What are you hoping to learn today?
- Have trans identities come up in your practice? Do you have experiences or questions you’d like to share?

Sex chromosomes, genitals, hormones

Gender social, culturally specific, how you identify yourself

Gender identity

how you see yourself

Gender expression

how you present yourself to the world



Terminology

- Trans, trans*, transgender
- Trans person/people
- Trans man/trans woman
- Cis, cisgender

Terminology

- Non-binary umbrella
 - Genderqueer
 - Gender non-conforming
 - Agender
 - Genderfluid
 - Two-Spirit | 2S
 - Enby
- Everyone is free to choose their own label!
 - Highly personal and often based on a person's experience
 - Should be respected

Terminology

- Terms to avoid
 - Transsexual
 - Transvestite
 - Other terms?

- Intersex versus hermaphrodite

Terminology

- Gender dysphoria
 - Feeling of unease and distress that some trans people experience about their bodies
 - Not every trans person experiences gender dysphoria

Pronouns

- A word used to replace a noun (in this case a name)
- Pronouns aren't the same as gender
- Neopronouns: Set of pronouns that were created recently by trans folks to fill in the gaps of the language
 - Examples: ze/zir, ey/em, xe/zem
- French neopronouns
 - Examples: iel, el, y, ul, ol, ael, ceux, elle, toustes
- Some people use multiple pronouns
 - Examples: he/him, she/her, they/them, he/they, they/she, ze/zir, xe/xem

Pronoun Examples

Subjective	Objective	Possessive Adjective	Possessive Pronoun	Reflexive
She <i>(She is here)</i>	Her <i>(I called her)</i>	Her <i>(Her hands are wet)</i>	Hers <i>(That is hers)</i>	Herself
He	Him	His	His	Himself
Ze	Zir	Zir	Zirs	Zirself
Xe	Xem	Xir	Xirs	Xirself
Sie	Hir	Hir	Hirs	Hirself
They	Them	Their	Theirs	Themself

them.

Practicing Pronouns

- We'll put you into small groups in breakout rooms
- Take turns choosing a pronoun set and have other group members choose a verb, noun and name for you
- Create a sentence using these words
- Give each person at least one chance to practice creating a sentence and saying it aloud
- Do this a few times to practice using different pronoun sets

Misgendering

If you misgender someone...

- Apologize but keep it brief
- Don't make excuses
- Don't make it about you
- If you need to talk about it, consider a cis friend or coworker

To avoid misgendering...

- Don't make assumptions
- Practice on your own and internalize names, pronouns, and genders
- Correct others if you hear them misgendering someone

Break!

- Check out this comic by Robot Hugs until we come back!

Gender Quest

- We'll put you into groups in breakout rooms
- Open <https://genderadvocacy.org/genderquest.html>
- Choose one of the characters and play through the game
- Afterwards we'll talk about your experiences

Gender Quest

- How did it feel to play through Gender Quest?
- Were you successful in meeting your character's goals?
- Was there anything that surprised you?
- Did you see situations that parallel things you've seen in your own work or workplace?

Scenarios

- We'll put you into groups in breakout rooms
- Each group will receive a scenario to work on
- Afterwards we'll debrief each scenario

Resources

What local resources do you know for trans clients?

- Physical transition
- Legal transition
- Access to hormones
- Top surgery
- Changing legal sex

Montréal and National Services for Trans People

- **ASTT(e)Q:** peer-run service providing support, advocacy, education, and outreach for trans people <http://astteq.org/>
- **ATQ:** peer-run services providing individual and group support for trans people <https://atq1980.org/>
- **Centre for Gender Advocacy:** support and advocacy for trans people including help with name and gender marker changes, and Trans Support Fund <https://genderadvocacy.org/trans-health-advocacy/>
- **Project 10:** downtown drop-in for LGBTQ youth, listen line, weekly support meeting, summer camp, and other events <http://p10.qc.ca/>
- **Interligne:** general listening line with email and online chat for LGBTQ+ people (bilingual): 1-888-505-1010 <http://interligne.co/>
- **Trans Lifeline:** by-and-for listening line for trans people, with listener profiles for specific areas: (877) 330-6366, <http://www.translifeline.org/>

Medical Resources

*note that for hormone replacement therapy (HRT) most clinics have waitlists or are temporarily not accepting new patients

- **Head & Hands:** drop-in medical clinic, young parents program, legal aid, support for street youth and drug users, and more
<http://headandhands.ca/>
- **Meraki Health Centre:** medical clinic offering health services to young trans people <https://centremeraki.com/>
- **Clinique L'Agora:** medical clinic specializing in sexual health and addiction that accepts trans patients for HRT <http://cliniquelagora.com/>
- **Clinique La Licorne:** medical clinic specializing in sexual health that accepts trans patients for HRT <https://cliniquemedicalelalicorne.com/>
- **Hôpital St-Luc Endocrinology department:** provides HRT with a referral from a doctor 514-890-8000 ext. 32597

For an updated list of providers including doctors, therapists, shelters, and more: <https://p10.qc.ca/trans-health-network/>

Other Resources

- **Grammaire neutre:** a resource speaking/writing in French
<https://egale.ca/wp-content/uploads/2020/06/French-Inclusive-Language-4.0.pdf>
- **Trans Student Educational Resources:** an up-to-date resource on vocabulary used by and to describe the LGBTQ+ community
<https://transstudent.org/about/definitions/>
- **Gender Unicorn:** a helpful resource handout that outlines concepts like Gender Identity, Gender Expression, Sex Assigned at Birth and Attraction <https://transstudent.org/gender/>
- **Practice with Pronouns:** a website to practice using different pronouns <https://www.practicewithpronouns.com>
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Questions?

Feedback survey

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**Thanks for your
participation!**