

NHCBH Workforce Development Network

Foundational Competencies in Children's
Behavioral Health

**Sex, Gender Identity, Gender
Expression, and Sexual Orientation**



Mission

The NH Children's Behavioral Health Workforce Development Network is to build a sustainable infrastructure for the professional development of the children's behavioral health workforce based upon the core competencies and infused with the system of care core values and guiding principles.



NH Children's Behavioral Health Core Competencies

- System of Care Core Values and Principles
- 7 Key Domains
- Levels: Foundational
Intermediary
Advanced



Foundational Competency Modules

Sex, Gender Identity, Gender
Expression, and Sexual Orientation

Foundational Level

➤ *Cultural and Linguistic Competence (CLC)*




Chloé Lacasse
Transgender Organizing & Leadership Development
Rights & Democracy

2017

Learning Objectives

Upon completion of this module, you should be able to:

1. Identify the difference between sex, gender, and sexual orientation
2. Understand the difference between binary and continuum
-  3. List at least one strategy or resource for improving your organization

WHY PARTICIPATE IN THIS ONLINE TRAINING?



The stats...

- **50%** of bullying incidents in elementary and middle school are based on gender or orientation slurs.
- **80%** harassed as gay in schools identify as heterosexual
 - These youth are **5 times** more likely to attempt suicide than their non-harassed peers
- Gay or lesbian youth are **more than 2 times** more likely to attempt suicide
- Among homeless gay youth, **73%** report being kicked out of their homes due to parental rejection
- Transgender youth have a **33%** suicide attempt rate
- **60%** of transgender youth are attacked in violent assaults



The stats...

- Gay and transgender youth rejected by their parents/caregivers are:
 - More than **8 times** as likely to have attempted suicide
 - Nearly **6 times** as likely to report high levels of depression
 - More than **3 times** as likely to use illegal drugs, and
 - More than **3 times** as likely to be at high risk for HIV and sexually transmitted diseases



In New Hampshire...

- **74%** of surveyed trans students report experiencing any mistreatment at school
 - 65% verbally harassed
 - 26% physically assaulted
 - 21% sexually assaulted
- **35%** report experiencing serious psychological distress in the month prior to completing the survey (Kessler 6)
- **27%** of respondents who saw a health care provider in the past year reported having at least one negative experience related to being transgender.
- **18%** were living in poverty (US Census measure = 125% FPL)
- **7%** of respondents were unemployed (double the rate of NH in general)
- **35%** report attempting suicide (**22 times** the rate of the general population)*
- **10%** report becoming homeless because of their gender identity (**4 times** the national rate)*



**WHAT IS THE DIFFERENCE BETWEEN
SEX, GENDER IDENTITY, GENDER
EXPRESSION, AND ORIENTATION**



Sex & Gender



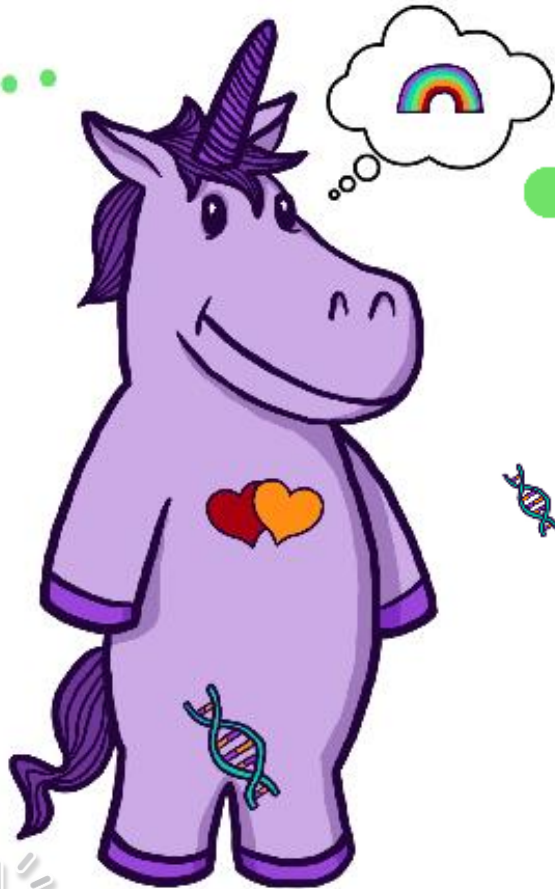
Gender Identity – One’s internal sense of being male, female, neither of these, both, or another gender(s). Everyone has a gender identity.

● **Gender Expression** – The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.



Sex Assigned at Birth–. The assignment and classification of people as male, female, intersex, or another sex based on a combination of anatomy, hormones, chromosomes. Chromosomes are frequently used to determine sex from prenatal karyotyping (although not as often as genitalia). Chromosomes do not determine genitalia.

(<http://www.transstudent.org/gender>)

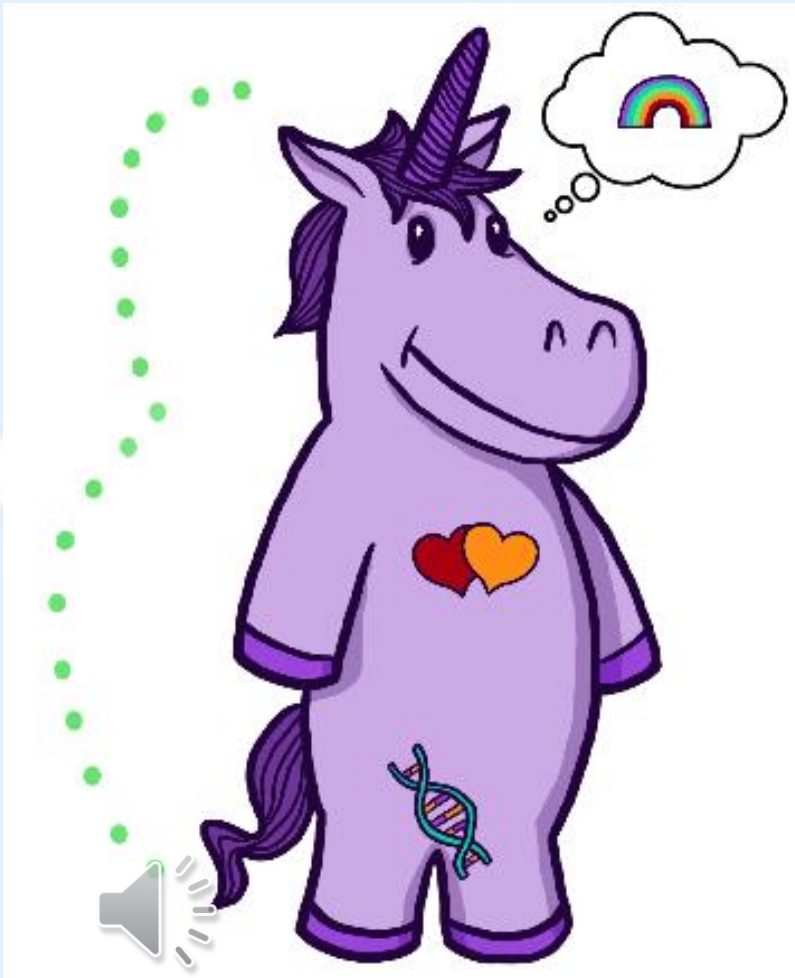


Orientation

Physically/Sexually Attracted To: Sexual Orientation. It is important to note that sexual and romantic/emotional attraction can be from a variety of factors including but not limited to gender identity, gender expression/presentation, and sex assigned at birth.



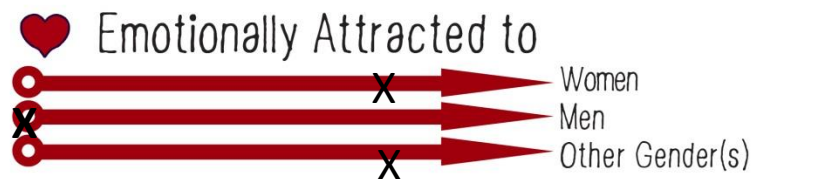
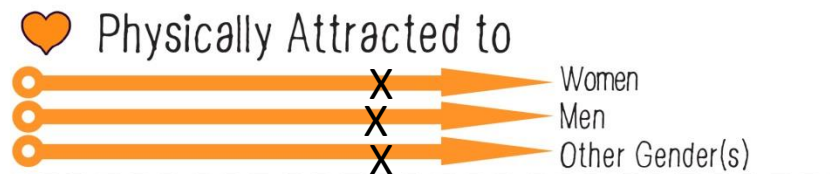
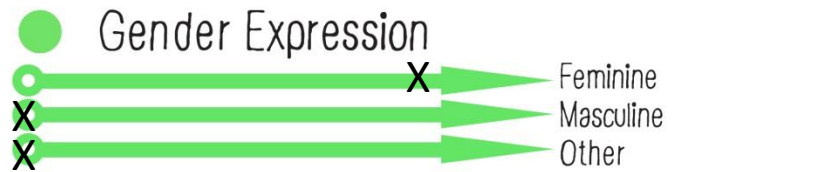
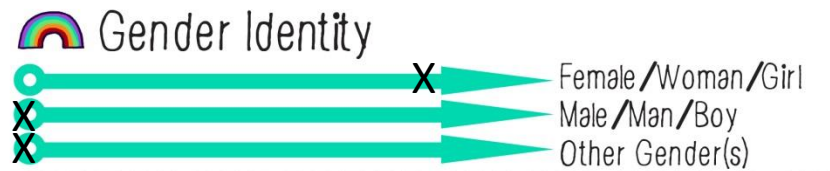
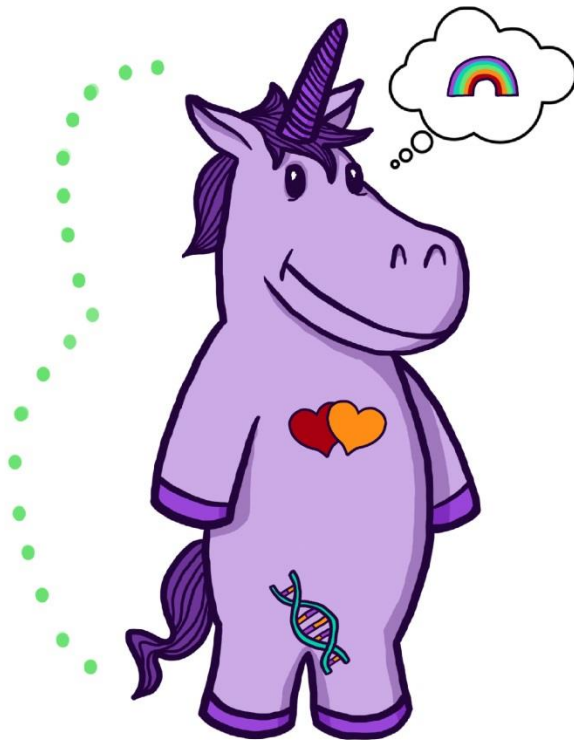
Romantically/Emotionally Attracted To: Romantic/emotional orientation. It is important to note that sexual and romantic/emotional attraction can be from a variety of factors including but not limited to gender identity, gender expression/presentation, and sex assigned at birth.



Self Reflection

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

(<http://www.transstudent.org/gender>)

TRANSGENDER



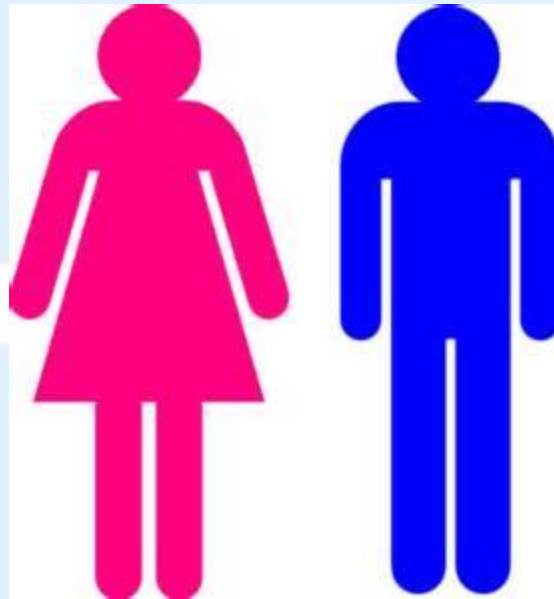
Heteronormative Culture

- Our cultural belief that people fall into distinct and complementary genders (man and woman) with natural roles in life. It asserts that heterosexuality is the only sexual orientation or only norm, and states that sexual and marital relations are most (or only) fitting between people of opposite sexes. Consequently, a 'heteronormative' view is one that involves alignment of biological sex, sexual orientation, gender identity, and gender roles.



Binary

- Consisting of only two parts



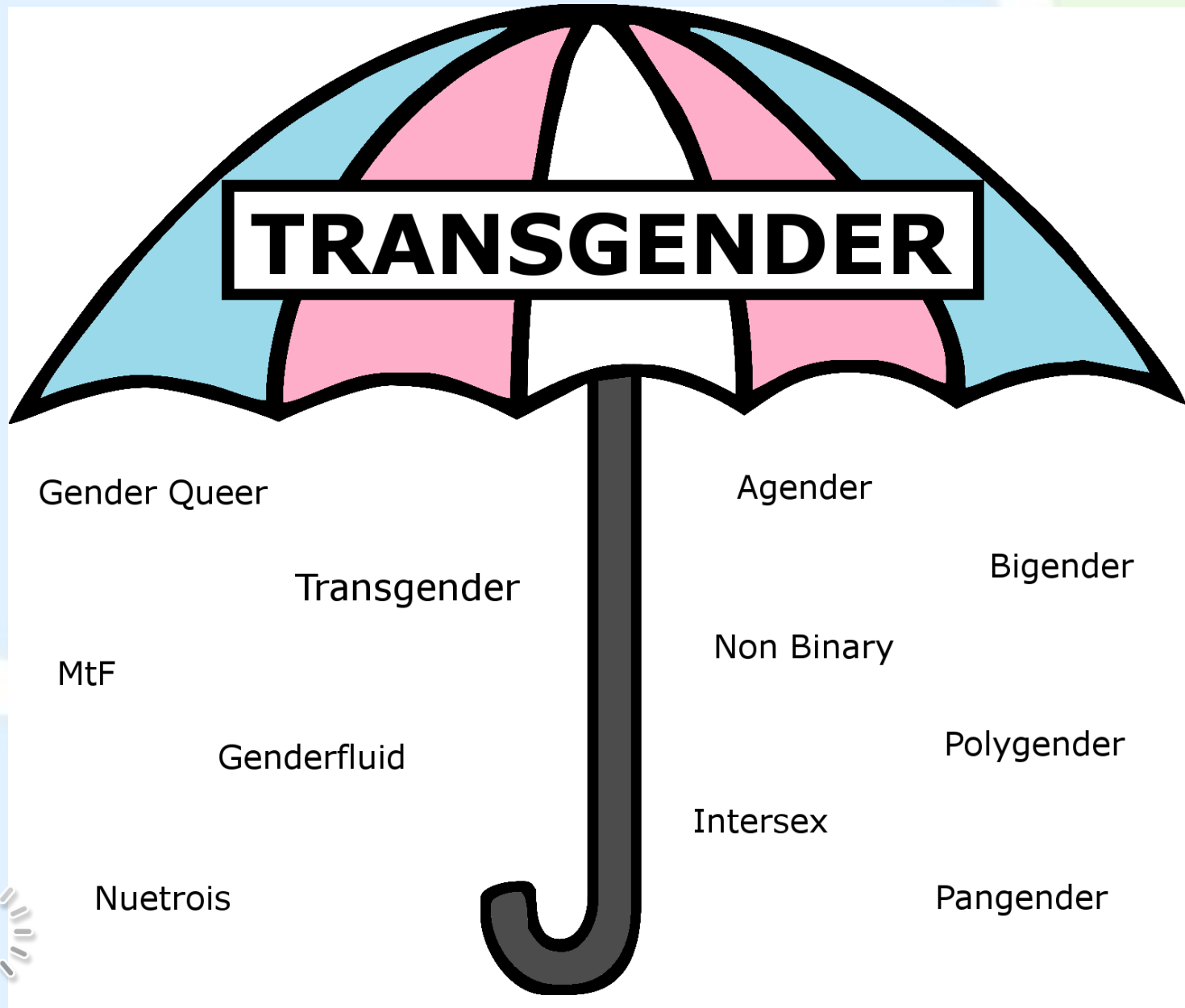
We 'think' binary and meaning is given to everything



Transgender and Cisgender

- Cisgender –
 - The term used to describe individuals whose gender identity or expression align with those typically associated with the sex assigned to them at birth.
- Transgender –
 - An umbrella term for individuals whose gender identity, expression, or behavior is not traditionally associated with their birth sex.





Encompasses any individual who crosses over or challenges their society's traditional gender roles and/or expressions.

Pronouns are Hard...

- Turn to your neighbor on your left and introduce yourself with name and pronouns.
- Now ask their name and what pronouns they use.



Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.



Design by Lindyn Pan

transstudent.tumblr.com
facebook.com/transstudent
twitter.com/transstudent

For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources

Pronouns are EASY!

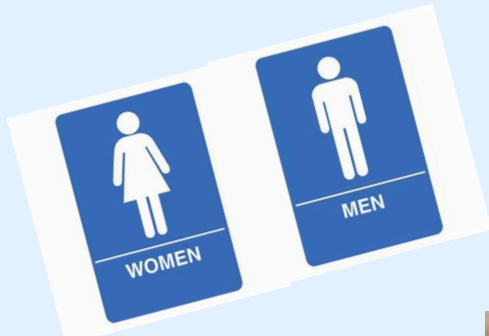
- Now turn to your neighbor on your right and introduce yourself with name and pronouns.
- Now ask their name and what pronouns they use.





**HOW CAN WE
IMPROVE SERVICES?**

Understand Cisgender Privileges



Other areas of discrimination: Housing discrimination, legal documentation (birth certificate, passport, license, etc), parental rights/adoption, workplace discrimination, hiring discrimination, violence, healthcare and insurance, loss of friends and family

Creating a Transgender-Affirming Environment

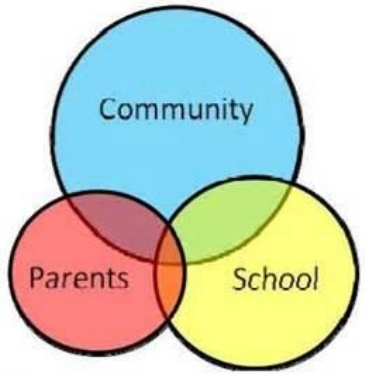


HELLO

My name is: _____

My preferred pronouns are: _____

And you? _____



CLIENT INTAKE FORM
HINES FAMILY COUNSELING

Date: _____

A. Client's Name: _____ Age: _____ Birth Date: _____
Parent/Guardian's Name(s): _____
Address: _____
Phone Number: _____
How long for symptoms: less than 1 year 1-2 years 3-5 years 6-10 years more than 10 years
 occasional/intermittent frequent/constant
Education: _____ Occupation: _____
Special interests: _____
Special activities: _____

B. List names, birth dates, sex, relationship of all children, and whether this list of three with you:
Birth date: _____ Sex: _____ Relationship: _____

C. What is causing the concern? _____ Any prior counseling? Yes No
If yes, when? _____ What? _____
Are you or another family member currently seeing a professional or another counselor?
 Yes No
Was there family violence? _____
If so, what type? _____
Please list contact information (name, relationship, phone, address): _____

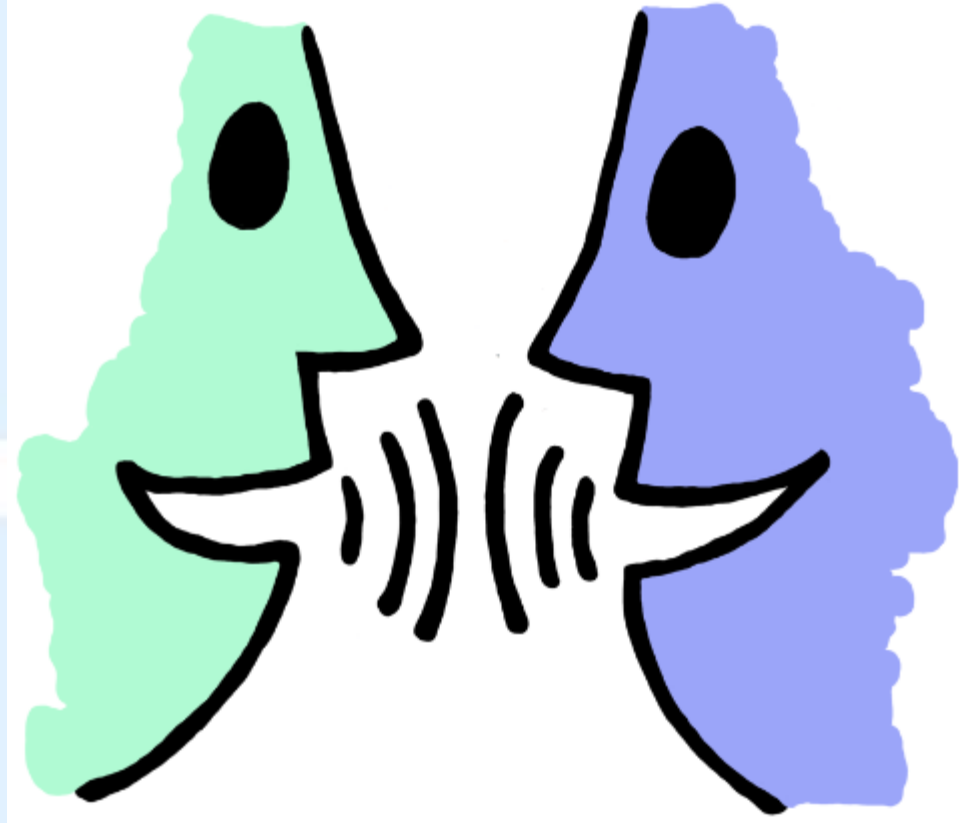
PLEASE FILL OUT THE FOLLOWING INFORMATION AS IT APPLIES TO THE CLIENT:

D. How do you see the problem in your own words: _____
What is your most difficult relationship right now? _____
What is your most difficult relationship right now? _____

E. OTHER INFORMATION: Any current suicidal thoughts, feelings, or wishes?
 Yes No If yes, explain: _____
Any current thoughts or feelings about self-harm, or suicidal thoughts?
 Yes No If yes, explain: _____
Any past problems, hospitalizations, or getting the medical or psychiatric help?



What do we say???



ASK THE QUESTIONS



The 'Two-Step' Approach for Assigned Sex and Current Gender Identity

1. What sex were you assigned at birth, on your original birth certificate?
 - Female
 - Male
2. What is your current gender identity? (Check all that apply)
 - Female
 - Male
 - Trans female / Trans woman
 - Trans male / Trans man
 - Genderqueer / Gender non-conforming
 - Different identity (please state): _____



How to ask about Sexual Orientation

3. Do you think of yourself as:

- Bisexual
- Lesbian or Gay
- Straight
- Something else
- Don't know



Remember



Connect to Community Supports



Seacoast Outright



Credits

Chloé Lacasse

Transgender Organizing & Leadership Development
Rights & Democracy

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Thank You!

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- the work of many people who are passionate about helping children, youth and families.