



## Transgender Care

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## Conflict of Interest Disclosure

Emile and Sue do not have any real or apparent conflict(s) of interests or vested interest(s) that may have a direct bearing on the subject matter of the continuing education activity.

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## Additional Disclosures

Well, there is this...

- I am a heterosexual cisfemale and my preferred pronoun is she
- I am a nonbinary, sexual minority transman and my preferred pronoun is he

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## Learning Objectives

This presentation will enable participants to:

- Differentiate between sexual orientation, gender identity and gender expression
- Identify 3 age specific concerns to consider when caring for transgender patients
- Identify 3 risk considerations unique to the care of transgender patients
- Discuss 3 strategies to improve the environment of care for transgender patients
- Explore the transgender experience in America

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## Binary is for computers not people

### Sexual Orientation

Gay or Straight

Lesbian  
Gay  
Bisexual  
Heterosexual  
Asexual  
Demisexual  
Pansexual ...

### Gender Identity

Male or Female

Cisman  
Ciswoman  
Transman (FTM)  
Transwoman (MTF)  
Gender queer,  
Gender fluid  
Gender non-conforming  
Intergender  
Agender  
Two Spirit ...

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## What's the Big Deal: Pronouns



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## Being Trans in America

### Suicide:

- All: **82%** had seriously considered suicide
- Adults: **40%** had attempted suicide at least once
- Adolescents: **54%** attempted suicide if family/healthcare providers were unsupportive

### Work:

- **30%** were fired, denied a promotion, harassed or physically abused in the workplace

Source: US Transgender Survey 2016

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## LGBTQ Claims (2014-2017)

12 claims (six closed, six remain open)

- 58% occurred in 2016

### Allegations:

- Deliberate Indifference (gender dysphoria care)
- Gender Discrimination
- Denial of Medical Care (suicided before trial)

### Geography:

- Florida, Washington and Illinois (EPL coverage)

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## Transgender Identity in Michigan

### Name Change:

- Court Order

### Gender Change

- Court Order which requires affidavit of “sex reassignment”

### Driver’s License:

- Proof of name change
- Proof of gender: U.S. passport, birth certificate, or court order

### Birth Certificate

- Name: Court order
- Gender: Affidavit of required

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## Healthcare Disparity?

### 2015 US Transgender Survey results:

- 33% of respondents were verbally harassed or refused medical treatment
- 23% of respondents avoided seeking care for fear of mistreatment
- 24% of respondents had to teach their provider about transgender care

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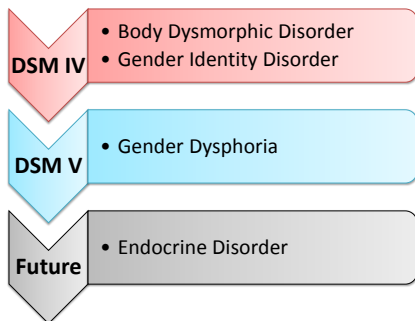
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## Gender Identity is NOT a disorder



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## Strategy: Gender Affirmation Therapy

### Pediatric

- Suppression of Puberty: GnRH agonists

### Adult

- Hormone therapy:
  - MTF: Estrogen and anti-androgens spironolactone
  - FTM: Testosterone
- Gender Affirmation Surgery

### Geriatric

- Changes in hormone dosing?

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## What we need to know:

Birth sex (organ inventory) appropriate screening

- MTF
  - Cancer screening: prostate, colon, breast
- FTM
  - Cancer screening: cervical, ovarian, colon, breast

How does hormone therapy affect:

- Heart disease?
- Diabetes?
- Cancer?
- Surgery?
- Reproduction?



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## EHR: What does the gender marker mean?

Natal gender, legal gender, both, neither?

We do not collect gender *identity*

**“If you’re not counted,  
you don’t count.”**

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## Gender Identity and the EHR

What is your current gender identity?

1. Male
2. Female
3. Female-to-Male (FTM)/Transgender Male/Trans Man
4. Male-to-Female (MTF)/Transgender Female/Trans Woman
5. Genderqueer, neither exclusively male nor female
6. Additional Gender Category/(or Other), please specify:
7. Decline to answer

Ferway Institute Do Ask Do Tell Toolkit <http://doaskdoell.org/hb/toolkit/boedock/>

## Strategy: Gender Identity

Develop a mechanism to address name changes and to represent the patient's gender identity

- In the EMR
  - Nickname field
  - Patient photograph block
  - Secondary address field
  - Paper form scanned
  
- On the wristband?
  - Pen and ink
  - Second wristband?

## Discrimination

- ACA (§ 1557) prohibits discrimination based on sexual orientation and sex (gender identity) in healthcare facilities that receive federal funds
  - Currently enjoined
  
- State specific
  - Rumble v Fairview (MN)
  - Prescott v Rady Childrens Hospital
  
- The Joint Commission prohibits discrimination based on sexual orientation and gender identity (RI.01.01.01 EP 29)

## Strategy: Patient's Rights Policies

Sample language:

[Facility Name] respects the dignity of each individual we serve. Every patient has the right to have his/her rights respected without regard to age, gender, disability, race, color, ancestry, citizenship, religion, pregnancy, sexual orientation, gender identity or expression, national origin, medical condition, marital status, veteran status, payment source or ability, or any other basis prohibited by federal, state, or local law.

Include equal visitation for LGBT patients and their visitors

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## Strategy: Transgender Affirming Care

Use the patient's identified gender

- In the demographics
- When addressing the patient
- On wristbands and labels
- Follow the Fenway guidelines (MTF, FTM)

Room according to gender identity

When a private room is used for organizational convenience do not charge extra

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## Strategy: Register with Care

Mismatch between presentation and historical data

Use scripts

- "Have we registered you previously under another name?"
- "What name would you prefer we use"
- "What pronoun do you prefer?"



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## Strategy: Facilitate Referrals

Know where to find:

- Pediatric Endocrinologists
- Adult endocrinologists or reproductive endocrinologists
- Centers that provide gender affirmation services including:
  - MTF and FTM chest reconstruction (top surgery)
  - MTF and FTM gender reassignment (bottom surgery)
  - Facial contouring, Adams apple reduction
- Counselling and therapy for gender dysphoria

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## Strategy: Understand Health Insurance

Automated screening protocols reject claims with “marker mismatch” for example:

Prostate exam for a female

Pelvic exam for a male

- Educate registration, billing and care management staff so they can educate patients
- Advise transgender patients how to file an appeal
- Work with health insurers up front to reduce the risk of claim rejection

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## Strategy: Provide Staff Training

Visit the National LGBT Health Education Center for Training Resources

- <http://www.lgbthealtheducation.org/>



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## Strategy: Participate in the Healthcare Equality Index

MI has 2 Leaders and 5 top performers

Did your organization participate?



<http://www.hrc.org/campaigns/healthcare-equality-index>

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## Questions?



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## Resources

Advancing Effective Communication, Cultural Competence and Patient- and Family-Centered Care for the LGBT Community

[http://www.hhs.gov/office-of-equity-practice/sites/default/files/18/LGBTFieldGuide\\_WEB\\_LINKED\\_VER.pdf](http://www.hhs.gov/office-of-equity-practice/sites/default/files/18/LGBTFieldGuide_WEB_LINKED_VER.pdf)

Creating Equal Access to Quality Healthcare for Transgender Patients: Transgender Affirming Hospital Policies

[http://www.lambdalegal.org/sites/default/files/publications/downloads/hospital-policies-2016\\_9-26-16.pdf](http://www.lambdalegal.org/sites/default/files/publications/downloads/hospital-policies-2016_9-26-16.pdf)

World Professional Association for Transgender Health Standards of Care

[http://www.wpath.org/uploaded\\_files/140/files/Standards%20of%20Care\\_%20V7%20Full%20Book.pdf](http://www.wpath.org/uploaded_files/140/files/Standards%20of%20Care_%20V7%20Full%20Book.pdf)

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**Thank you!**

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