

Welcome to the Gender Affirmative Consultation Group of Nevada

We are so glad you are here. This is a group of psychotherapists, social workers, medical professionals and other service providers sharing the following goals: 1) to increase the quantity and accessibility of accurately trained, Gender Affirmative providers, and 2) to create a richly diverse, supportive and effective learning environment for Gender Affirmative care. We will be meeting monthly starting March 2021.

New participants and new practitioners should read the outline and general guidelines to our meeting prior to attending your first meeting. These guidelines have been formed to provide a streamlined opportunity to learn and connect with other practitioners. In addition, new practitioners should read from the resource list to begin to understand their role, complications and resources available to develop a competent practice treating transgender/ gender-expansive clients. In conjunction with the monthly meeting, regular consultation and attending related conferences you can build a solid foundation to work well within this population. This work is ongoing for all professionals in the field as the field and resources are continuing to grow and change.

The origins of this group were to support Mental Health Clinicians in writing letters to meet the current requirements for medical intervention in Gender diversity care. Though this remains a primary focus, this group will also include case consultations, resource knowledge sharing, referrals and theoretical questions/discussions. There is a lot to learn, so please do not hesitate to ask for support. For example, if a client asks you for a letter and you do not have experience with letter writing, please request assistance from a group member with experience.

Our shared goals are best achieved when a safe, curious and supportive environment is created in conjunction with an open mind. Ten years ago, you could tell if someone was somewhat competent if they used the term PGP (preferred gender pronoun), that term is no longer used. As this field develops everyone has to be humble enough to take new direction/ information/correction. Being open to this process can be the most rewarding but a little uncomfortable at times. Updates in language, treatment protocols and social economic issues can be challenging. Keeping that open mind stance will assist you in providing the best care for your clients/patients and prevent even the most well-intentioned biases. This can be true for no matter your own gender identity. Even trans practitioners can be biased and be blinded by their own lived experience as time goes on. Be willing to make mistakes.

This group is privileged to include an increasing diversity of members including transgender/gender non-confirming (TGNC) clinicians. As group participants we agree to listen to, learn from, and respect the personal and professional experiences that trans clinicians bring to the table. Because our group is of mixed cis and transgender/gender non-confirming (TGNC) experience, we make every effort to be aware of and encourage participants to own (and learn about) cis privilege. We are also committed to being aware of race, class, age, ability and other privileges that impact our ability to see and

respond affirmatively to our clients and our colleagues, and work to center the experience of providers in the group with other oppressed and marginalized identities.

Inevitably, this process will result in unintentionally saying something that is inaccurate, clinically inappropriate, and possibly even hurtful to (some) people and a group member may respond and give you that feedback. Although it is difficult, please do not let fear of feedback silence or shut you down, as both making the mistake and an open response to feedback about it are critical for the learning process for everyone in the room. If you are discussing a client in a case please follow the below case presentation form. Be aware that we are a small community. If you know the client and feel it would be a conflict of interest, please let us know so that we can call you back into the meeting after that case is discussed. If you have the appropriate releases, please still remember that is a human being and to tread lightly in a group discussion of a case.

Some suggestions about how to best take advantage of feedback include:

- Remain open, curious and receptive. Group members are expected to give feedback with respect and kindness.
- If you do not feel comfortable asking a question of the entire group, ask an individual member to consult.
- If there has been a personal difficulty between group members during a meeting, we strongly encourage follow-up via phone or email contact between the parties involved.

Thank you for your commitment to serve trans folks. We look forward to your participation!

General Information About the GA Consultation Group

Meetings

Meetings are held from 1:30-3:30pm on *the first Friday of every month*, via Zoom. The priority is case consultation but will also have time for questions, resource, referral, announcement and discussion topics. The Presentation Outline at the end of this packet provides guidance in presenting cases. Notes are taken at each meeting and distributed (with only general information about case consultations/ no identifying information). These meetings serve as ongoing training for participants, currently no CEUs provided.

Meeting outline

We will start with a quick self-introduction of each participant providing: how many openings they currently have, what kind of insurance they take, and if they have a case/questions/ announcement for the meeting. We take one hour for case presentations and discussion (15mins max each). The remainder of the meeting will work through questions, announcements or discussion topics at the moderator's discretion.

Member Expectations

Expectations include: (1) regular monthly meeting attendance; (2) commitment to ongoing training; (3) concerted effort to unlearn cis-normative binary socialization; (4) commitment to supporting low- income trans folks by providing 1-2 very low fee spots or taking Medicaid insured clients, provide \$60 letters or other efforts to support those without financial means to access most fee-based care.

Leadership

The leadership team currently consists of three members: Dr. Mary Minten, MFT; Victoria (Vic) Campbell, LMFT; Dr. Sage Rian, CPC, LPC; and Laura Baker, MFT. Leadership team responsibilities include: facilitating or arranging for facilitation of meetings, interviewing proposed members and providing new members with initial support as needed, maintaining communication and arranging for meeting space. We are open to other joining the leadership team, please inquire.

Communication

Members share information through group email. New members share contact information and basic information about their practice with the leadership team, which is then added to updated contact list for members. You will be placed on the SOCC provider list once you have completed 6 meetings and one letter under the consultation of an experienced provider. We also are beginning to add materials to google docs that will be shared with members.

Emails sent to group members should pertain to trans therapy related items, including:

- a. need for a therapist who can take a client•
- b. need for a trans-affirming non-therapy referral: doctor, voice person, attorney, etc.•

- c. a trans-related resource or event that would be beneficial to most or all people in the group
- d. responding to a meeting announcement (we all like to know if you'll be there)
- e. a trans-related question that you need help with and don't know who in the group might be able to answer it •
- f. a big personal announcement (e.g., "I'm leaving town to work in a new city." "I'm needing to take a year off from my practice.")

•If sending a request for a provider or a question related to a client issue, please be very careful to not give information that could identify the client, but put request in terms of provider or type of information you need. (e.g., "Need therapist for adolescent anywhere in the county, sliding scale \$100 max," "Looking for trans-affirming adult psychiatrist in Carson")

Training Guide

Ways to develop greater skills in supporting trans clients:

1. Conferences
2. Self-Study
3. Local Resources
4. Online Resources
5. Informed Consent and Letters

1. Conferences

Group participants are strongly encouraged to attend the many gender related conferences held in California and worldwide. Gender related language, hormone protocols, surgical options, research, and community resources are evolving at a rapid rate. Staying current with concerns relevant to your clients' care will be facilitated by attending at least one gender related conference per year. Most conferences offer a professional development track for clinicians. Conferences to consider attending include:

- *Gender Spectrum*: <https://www.genderspectrum.org/> -
- *USPATH/WPATH*: <https://www.wpath.org/>
- *Gender Odyssey*: <http://www.genderodyssey.org/>
- *National Trans Health Summit*:
<https://prevention.ucsf.edu/transhealth/education/nths>
- *Do Something Identity(ies) Conference*: <https://vanethanlevy.com/conference/>

2. Self-study

The following online educational materials include videos, audio presentations, and other information. Online materials can provide an understanding of current legal, medical, and societal issues, as well as the history of transgender people. **Please complete both the Fenway and Jo Olson-Kennedy training modules in advance of attending your first meeting.**

Fenway: [http://www.lgbthealtheducation.org/lgbt-education/webinars/Mental Health Care and Assessment of Transgender Adults](http://www.lgbthealtheducation.org/lgbt-education/webinars/Mental%20Health%20Care%20and%20Assessment%20of%20Transgender%20Adults), Dan Karasic, MD, Health Sciences Clinical Professor of Psychiatry, UCSF, (2/17/2015)
(Please also note other Fenway training webinars to watch after your first meeting.)

Jo Olson-Kennedy, MD: In-depth clinical treatment of trans and gender non-conforming adolescents. <http://www.cardeaservices.org/resourcecenter/clinical-care-for-gender-nonconforming-and-transgender-adolescents>

Read trans narratives: It is critically important to hear/read a variety of trans/ gender expansive voices. Ask about good books, videos, and blog posts, and dive into the lived experience of transgender/ non-binary people of different gender identities, ages, and racial and cultural backgrounds.

Read books for gender professionals. The following two books are a great start.

- *The Transgender Teen*: Stephanie Brill
- *A Clinician's Guide to Gender-Affirming Care: Working with Transgender and Gender Nonconforming Clients*: Sand Chang, Anneliese Singh, Iore Dickey

3. Local Resources

Client Support Groups

- Our Center

Other Resources:

- More coming soon!

4. Online Resources

You will learn a great deal by reviewing online resources. It will be helpful to have these resources within easy access to share with clients as needed. This is a starting list. Group participants often share additional resources as they find them.

Legal Document Changes

- [*Changing Legal Identity Documents in Nevada*](#) - Transgender Law Center
A general overview of documents that many trans individuals in Nevada change
<http://transgenderlawcenter.org/resources/id/changing-legal-identity-documents-in-nevada>
- [*ID Please*](#)
- [*How to change your passport*](#) - regulations from the U.S. Department of State
<https://travel.state.gov/content/passports/en/passports/information/gender.html>
- [*Changing Birth Certificate Sex Designations: State by State Guidelines*](#) - Lambda Legal: State by State breakdown of document change procedures
<http://www.lambdalegal.org/know-your-rights/article/trans-changing-birth-certificate-sex-designations>
- ID Documents Center. National Center for Transgender Equality. Guidance on changing name and gender marker. <http://www.transequality.org/documents>

Language when writing/speaking:

- The Radical Copyeditor's Style Guide for Writing about Transgender People
<https://radicalcopyeditor.com/2017/08/31/transgender-style-guide/>

Staying Up-to-date on Injections and Surgeries

- *Attend workshops* at conferences presented by surgeons and/or by people who have had surgeries. Visit surgeon's websites for photos and other information about procedure preparation, recovery, etc.
- Bring your questions to consultation as many providers have recent experience

with doctors, procedures, etc.

Sexual Health

- *Safer Sex for Trans Bodies*: Whitman-Walker Health and HRC Foundation
<http://www.hrc.org/resources/safer-sex-for-trans-bodies>

Neurodiversity

- There are many trans/ non-binary people who are also autistic or otherwise neurodivergent. Nick Walker provides guidance for neurotypical providers in this article. <http://neurocosmopolitanism.com/neurotypical-psychotherapists-and-neurodivergent-clients/>
- *Supporting Transgender Autistic Youth and Adults: A Guide for Professionals and Families*, Finn V. Gratton

Support for Youth and Families

- *Guide for supporting kids and teens in school settings*:
<http://www.hrc.org/resources/schools-in-transition-a-guide-for-supporting-transgender-students-in-k-12-s>
- *Blog post Q&A with Jo Olson-Kennedy about working with youth*:
<http://www.chla.org/blog/physicians-and-clinicians/transgender-community-questions-answers-johanna-olson-md-chla-s>
- *Link to short videos that answer questions about transgender kids*:
http://www.kidsinthehouse.com/teenager/sexuality/transgender/understanding-cross-sex-hormone-therapy?qt-more_videos=1#qt-more_videos
- *Fantastic films about trans youth experiences*:
<http://youthandgendermediaproject.org/>
- *Gender Spectrum*: wealth of information for parents, youth, educators and others
<https://www.genderspectrum.org/>

Legal rights and advocacy for youth in schools, the foster system, and juvenile hall:

Check to see if more recent for Out Safe and National Center for TG equality

- *Know Your Rights: A Guide for Trans and Gender Nonconforming Students* ACLU and GLSEN [http://www.glsen.org/sites/default/files/Know Your Rights.pdf](http://www.glsen.org/sites/default/files/Know%20Your%20Rights.pdf) "*Out, Safe, and Respected - Your Right at School*"
<http://www.lambdalegal.org/publications/out-safe-respected>
- *Beyond Home and School* - rights in foster system, juvenile justice system & homeless shelters. <http://www.lambdalegal.org/know-your-rights/article/youth-beyond-home-and-school>
- National Center for Transgender Equality US Trans Survey Results:
<http://www.ustranssurvey.org/>

- Transgender Affirming Hospital Policies <http://www.hrc.org/resources/transgender-affirming-hospital-policies>

5. Informed Consent and Letters

Informed Consent (IC): The IC model is an accepted Standard of Care practiced worldwide and supported by WPATH. It is a model which respects the bodily autonomy of trans adults and which does not pathologize being transgender/ non-binary by insisting on a mental health diagnosis for access to care. **Many clients will come to you hoping to find you working with and aware of this model of care.** Not all clinics in town use the IC model. **We strongly encourage you to seek consultation in writing these letters of support when they are needed. We are here to assist you.** See <https://icath.info/>

Thank you! We appreciate your commitment to serving transgender/ gender-expansive people and look forward to your participation in group consultation.

GA Consultation Group Case Presentation Outline

Omit client's name or use a pseudonym for confidentiality. Aim for about 5 minutes or less, if possible, to leave ample time for discussion.

1. Your Question/Issue:

State the question or issue you would like the group to address about this case.

2. Demographics:

Age

Ethnic background/race/culture

Gender identity as client has asserted, Gender Hx (sex assigned at birth, intersex, pertinent social and medical transition hx)

Relevant home/Family of Origin/relationship info

3. Treatment and Assessment Information:

Who is in tx: family, couple, individual

Length and frequency of tx

Tx focus

Diagnoses as relevant to your question

Other client information *relevant to your question*.