

Policies and Transgender Health and Well-being: A Family Lifecourse Analysis

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Outline of the Symposium

- 1) Brief description of the demographics and the heightened vulnerabilities of the transgender and gender nonconforming population in the U.S.
- 2) Three emerging policy initiatives across the lifecourse reflecting challenges for transgender elementary school children, secondary school youth and adults and their health and well-being
- 3) Discussion of policies from a family-centered impact analysis

Background Data

Definitions: “transgender” and “trans” will be used interchangeably

- Both terms refer to all individuals whose natal sex doesn't correspond with their gender identity. *This includes people with both binary (e.g., a transgender woman) and non-binary (e.g., genderqueer) identities*
- Numbers of transgender adult estimates doubled in past decade
- Younger adults more likely to identify as trans than older adults
- Percentage of trans in each age group similar to age distribution of general population

Why is this Topic Important?

Discussion related to transgender people is changing:

- Popular Culture
- Research and Science
- Policy and Legal Arenas

Discrimination still exists for many transgender people affecting nearly every area of life:

- Many lose jobs
- Harassed on the job
- Evicted or denied housing
- Harassed or assaulted at school and by family members

Policy and Legal Impacts

1. Non-discrimination laws and policies can help stop discrimination before it occurs
2. Policies against discrimination can train others to follow those policies
3. Stating rights of transgender people helps others understand new guidelines or rules
4. Without policy action states don't clearly understand their legal obligations

Why a Family-Centered Analysis?

- Support from family and friends promotes healthy development
- Family acceptance is positively associated with self-esteem and general health
- Family support protects against suicidal thoughts, substance abuse, and STDs
- Family acceptance can mitigate feelings of marginalization and rejection
- Family-centered policy can empower families

Policy, Education, and Transgender Youth: A Family-Centered Health Impact Analysis

Deirdre A. Quinn, Ph.D.

“Dear Colleague” Letter: Transgender Students

- Context
 - Experience of trans youth (K-12) in school settings
- Previous “Dear Colleague” Letters
 - Harassment & Bullying (October 2010)
 - Gay/Straight Alliances (June 2011)
 - Title IX Coordinators (April 2015)

Title IX

- Title IX of the Education Amendments of 1972 (Title IX)
 - “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance”
 - Title IX is about more than athletics!
 - Protects ALL students, including transgender and gender-nonconforming students

Title IX



- School Responsibility
 - Treat student in a manner consistent with a student's gender identity
 - When activities or facilities are sex-segregated, school must allow trans students to participate in a manner consistent with a student's gender identity
 - Protect student privacy (FERPA)

“Dear Colleague” Letter: Transgender Students (2016)

- Summarized a school’s Title IX obligations regarding trans students
- Defined key terms
 - Gender identity, sex assigned at birth, transgender, gender transition
- Explained evaluation of compliance by Department of Education and Department of Justice

Family Health Impact Analysis

- Raise the profile of families in government decision-making
- Improve the family outcomes of government action
 - Identify the policy's potential impact on two important arenas
 - Family Structure
 - Family Function

Family Health Impact Analysis



- Family Structure

Family Health Impact Analysis



- Family Functions
 - Provider
 - Socialization/Nurturance
 - Membership
 - Resource Manipulation
 - Other roles related to family health and well-being

Family Health Impact Analysis



- Family Support

Family Health Impact Analysis



- Family Diversity

Family Health Impact Analysis




- Family Partnership & Empowerment





“Dear Colleague” Letter: Transgender Students (2017)







Transgender College Students and Residence Life: A Family-Centered Health Impact Analysis

C. Andrew Conway, MSW, LCSW-C

Starting College

Traditional Developmental Tasks

- Launching
- Erikson
 - Identity vs. Role Confusion
 - Intimacy vs. Isolation

Specific Tasks

- Exploring gender identity for first time
- Integrating desire for authenticity vs. societal messages¹

¹ (Levitt & Ippolito, 2014)

² (Huffington Post, 2017)



Experiences of Trans College Students

- 39% of trans students/faculty/staff experienced harassment on campus¹
 - Compared to 20% by LGB peers
- Institutional factors can have negative impacts on trans individuals²
 - Denied access to bathroom, 1.32 times as likely to have attempted suicide
 - Denied access to housing, 1.54 times as likely to have attempted suicide

¹ (Krum, Davis, & Galupo, 2013)

² (Seelman, 2016)

University Housing Policies

- Traditionally roommates assigned on basis of legal sex
 - male/female option on housing forms
 - Increased options
- Gender-Inclusive Housing (GIH)
 - Gender-neutral
 - All-gender
 - Gender-blind

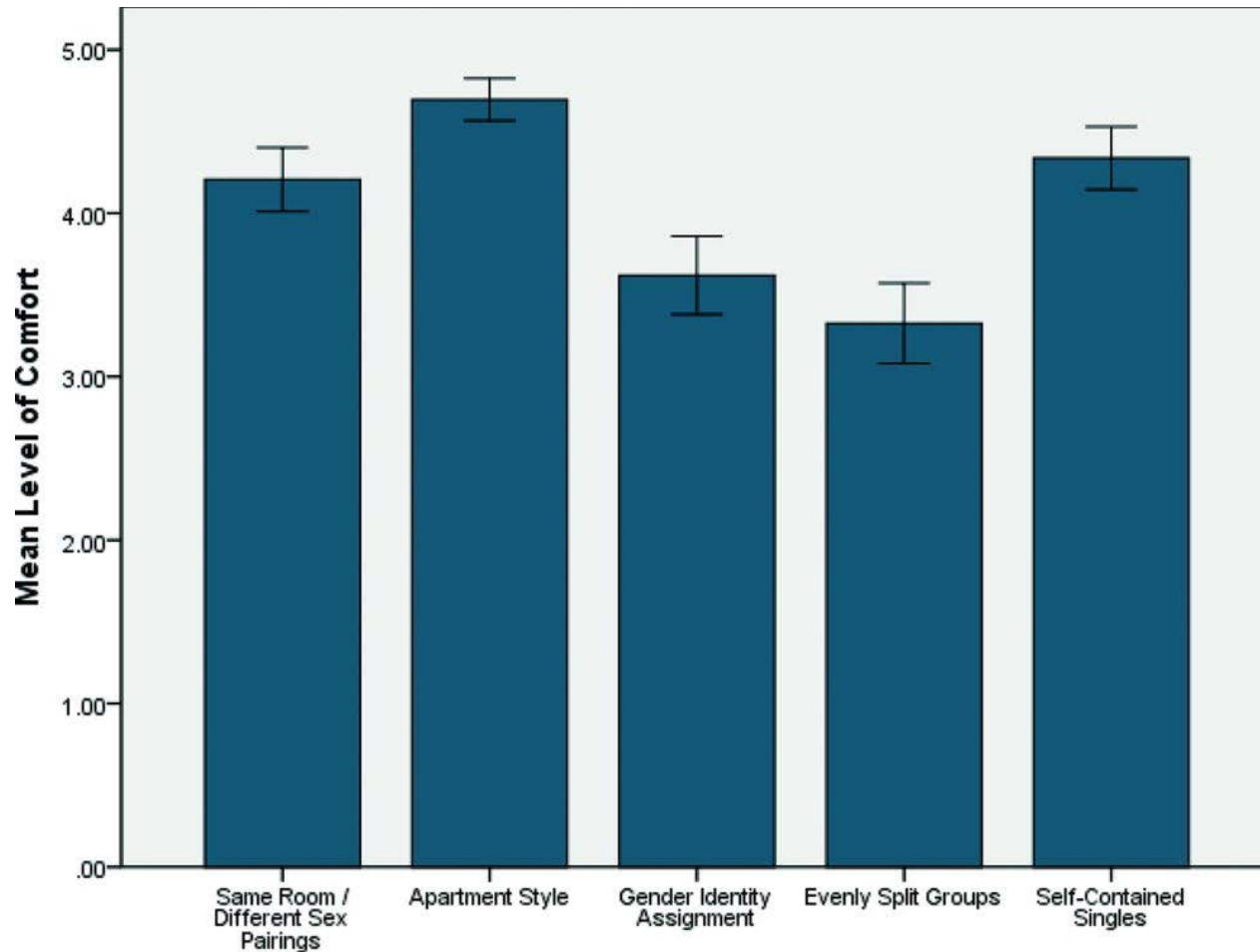
Gender-Inclusive Housing Policies

265 Universities have some form of gender-inclusive housing (Trans Policy Clearinghouse, 2017)

- No unified policies/procedures
- Specifics vary by university



Housing Styles & Level of Comfort



95% CI

Reprinted from "Gender-Inclusive Housing preferences: A survey of college-aged transgender students," by T. E. Krum, K. S. Davis, & M. P. Galupo, 2013, *Journal of LGBT Youth*, 10(1-2), 75. Copyright [2013] Taylor & Francis Group, LLC

Intricacies of Housing Policies

- How do students opt-in to these programs
 - Legal requirements
 - Outing the student
- Roommates
 - Selection
 - Change in roommates

Need for ease of changing preferred name and gender within university system

Family Impact Analysis

Considerations and opportunities for University and Residence Life staff when developing Trans policies

- Family Structure
- Family Function
- Family Support
- Family Partnership & Empowerment

Can be a balancing act for universities
Individual vs. Family

Family Structure

- Often no explicit definition or mention of 'family'
 - Need to incorporate family
 - How does individual define family
 - Supportive family
 - Cut-off
- Extended Family
 - Peer family

Family Functions

Provider

- Paying for college
- Health insurance
 - What name/gender is included on communication with family

Membership

- Relationship with family of origin
- Defining family

Family Support

- Important for well-being
- Important for residence life staff to understand the level of family support
 - Staff as support
- Need for clarity around how/where information relating to name/gender is communicated

Family Partnership & Empowerment



- Range of family involvement
- Recognizes the complexity of family relationships
- Remains a challenging area for residence life

Future Directions

- On going refinement of university policies
 - Need for continued commitment
- Larger scale studies on how to support trans students
- More promotion of trans inclusive policies by universities
- Greater recognition/incorporation for the role of families



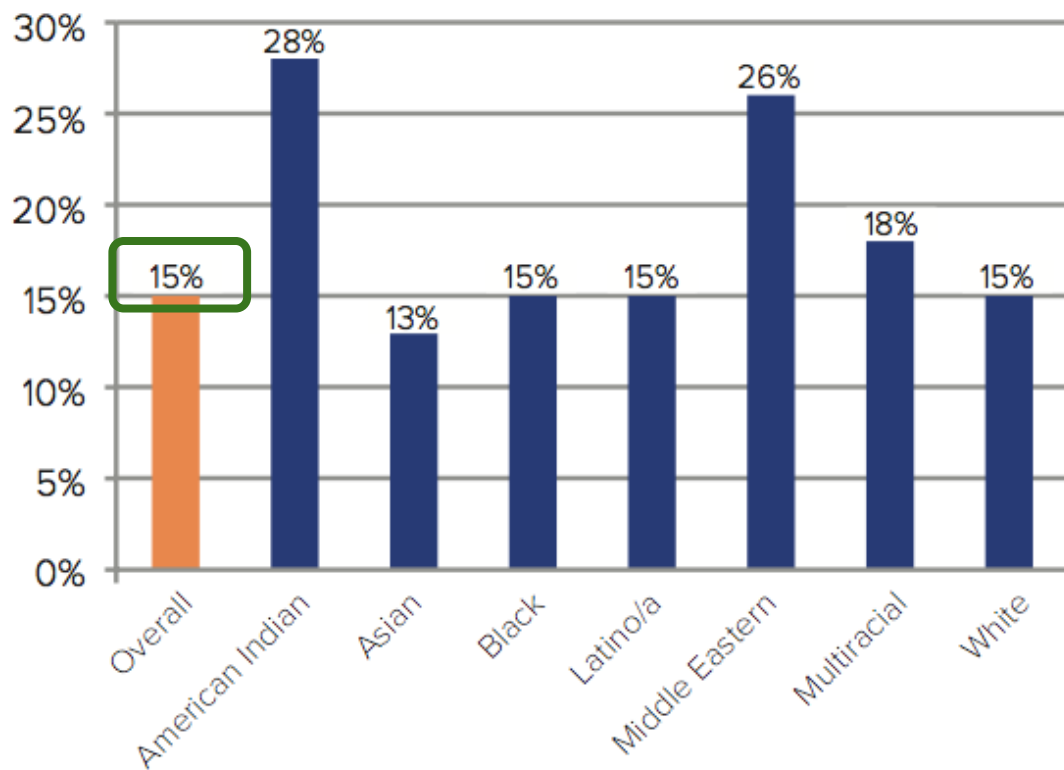
Gender Identity & Workplace Discrimination: A Family-Centered Health Impact Analysis

Samuel H. Allen, MS, LGMFT

Transgender & Employment: The Realities

Employment Discrimination

- 15% verbally, physically, and/or sexually assaulted at work in response to their GI/GE
- ~1 in 4 reported other forms of mistreatment based on their GI/GE



Realities, cont'd.

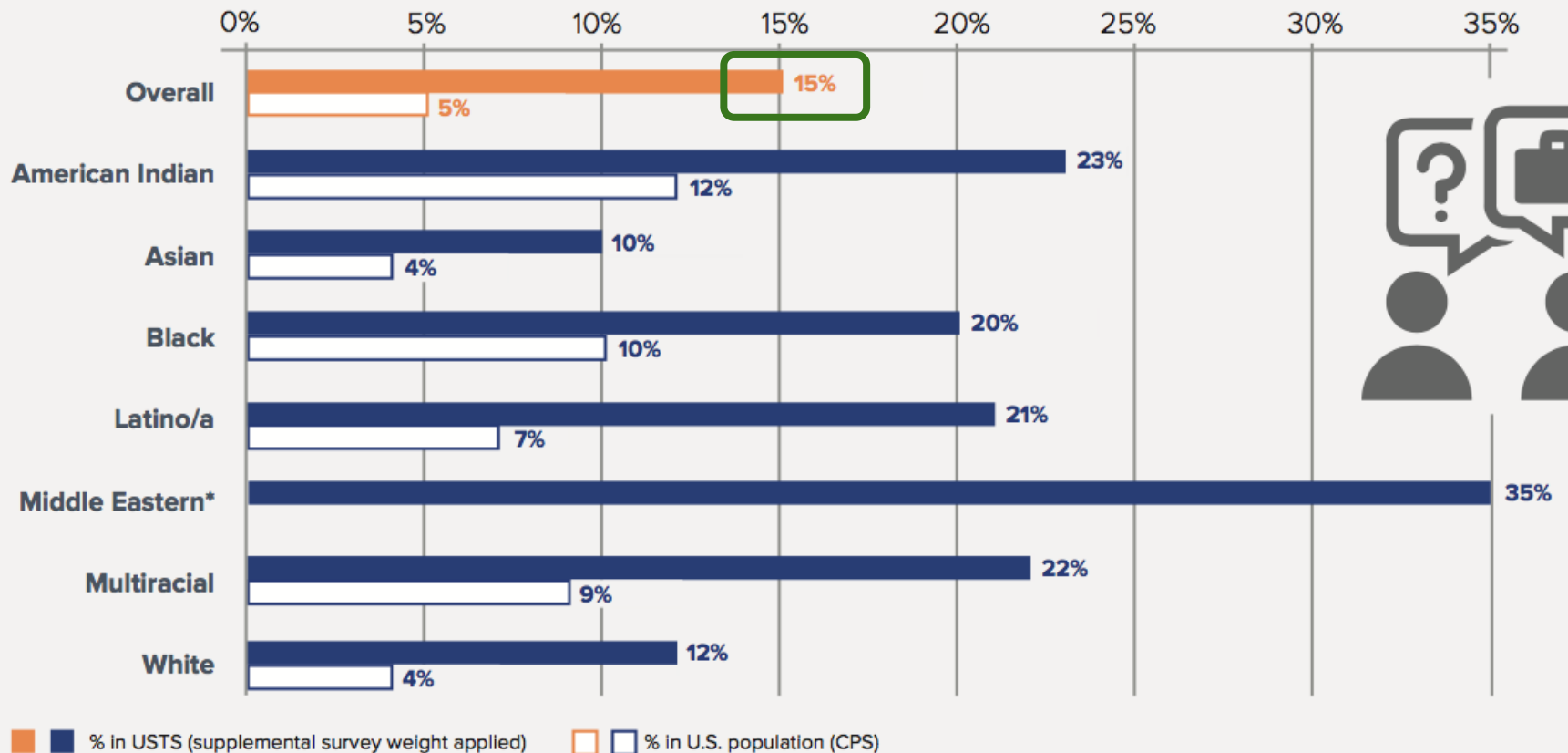
Employment Stability

- 67% of those who held or applied for a job were fired, not hired, and/or denied a promotion
- 41% report it occurring as a result of their GI or GE

| Reported reasons for negative experience in the past year | Reasons for not being hired (% of those not hired) | Reasons for being denied promotion (% of those denied promotion) | Reasons for being fired (% of those fired) |
|---|--|--|--|
| Age | 21% | 16% | 6% |
| Disability | 7% | 9% | 15% |
| Income level or education | 21% | 13% | 6% |
| Gender identity or expression | 39% | 49% | 43% |
| Race or ethnicity | 11% | 14% | 10% |
| Religion or spirituality | 1% | 3% | 2% |
| Sexual orientation | 10% | 16% | 14% |

Realities, cont'd

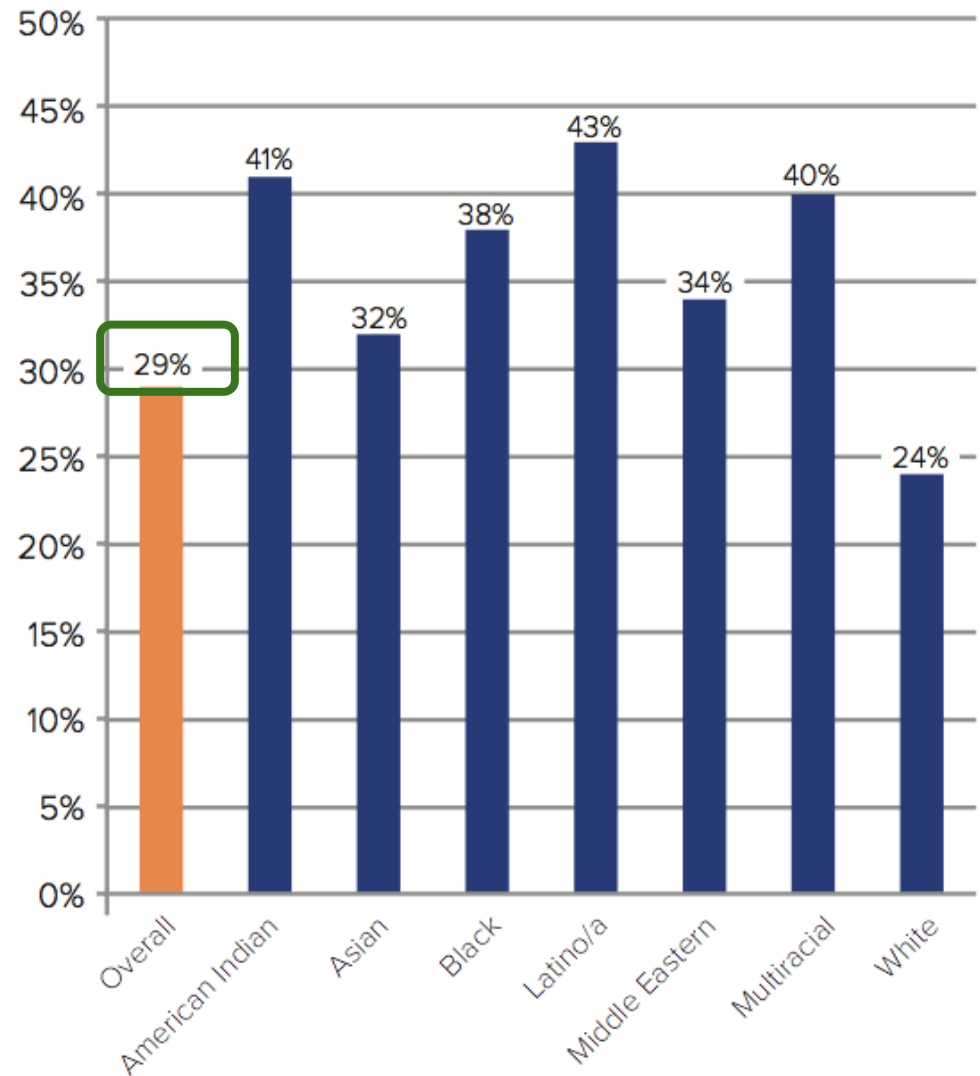
Unemployment



Realities, cont'd

Poverty

- More than 2x rate of the general population
- More than 3x more likely to have an annual *household* income <\$10,000



ENDA: A (morbid) History

1. **Employment Non-Discrimination Act (ENDA)**: legislation that would prohibit discrimination in hiring and employment on the basis of SO and GI* by employers with ≥ 15 employees

a. 2007: H.R. 2015

b. 2009: H.R. 3017; H.R. 2981; S. 1584

c. 2011: H.R. 1397; S. 811

d. 2013: H.R. 1755; S. 815

*Gender Identity = "gender-related identity, appearance, or mannerisms or other gender-related characteristics of an individual, with or without regard to the individual's designated sex at birth."

Some Federal Protections

1. Equal Employment Opportunity Commission (EEOC) extended Title VII's prohibition on sex discrimination to include GI (20 states)
2. Executive Order 13672: Prohibited discrimination on the basis of GI...
 - a. ...among among civilian federal employers; and
 - b. ...in hiring of federal contractors



State & Local GI/GE Employment Policy

1. Statewide anti-discrimination employment policies for most employers include GI and/or GE (20 states & DC)
2. Some states interpret “sex” and/or “gender” in employment discrimination to include GI/GE (e.g., NY)
3. Various city and local ordinances protecting local employees on the basis of GI and/or GE (e.g., Austin, TX)

Family Impacts Analysis:

1. Realities of current political landscape
 - a. EOCC gender identity extensions are non-binding on private employers
 - b. Federal courts can rule otherwise
 - i. Only 20 states include the EOCC gender identity extensions
 - c. Obama's landmark executive order does not include anyone in the private sector (~70% of workforce)
 - d. Threats from the current administration (both formally communicated and Tweeted)

Family Impact Analysis

1. Employment discrimination is associated with
 - a. Myriad poorer mental and physical health outcomes (e.g., higher prevalence psychiatric disorders, self-harm, suicidal ideation)
 - b. Absenteeism, poor work performance e
2. Trans Americans disproportionately experience more direct employment injustices as a result of their GI/GE
 - a. Poverty
 - b. Employment stability; unemployment

Individual Experiences Impacting the Family*

1. System-wide distress that pervades
a. Family* mental health

b.
c.
2. Fa
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