Advocating and Referral for Transgender Youth: Part 1

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Effective Outreach Strategies



Hiring and Recruiting

Identify & recruit who is already doing the work "off-the-grid"

Recognize staff expertise and knowledge & give them room to create

NO TOKENISM

Hiring Trans Staff is a Matter of Credibility

- Trans staff...
 - Have shared barriers with community members
 - □ Provide image recognition & identity validation
 - Have a history of participation in trans social networks



Trans Social Networks

- Impact of social networks in trans communities
- Recruitment of Program participants
- Utilization of Services

Identification of Trans to service Agency

Trans Outreach Workers Can Identify...

- Homeless shelters where there are trans
- Ball Houses that may promote program
- "way stations" for transient trans
- Clubs, bars,parties
- Corners, streets, and times

Identification of Services to Trans at Risk

- Trans staff can identify your services to trans people, as well as services that can only be accessed elsewhere through referral
- There already exists within trans communities unofficial "social networks" of info and referral
- Your goal is to become a part of these networks



Continuity of Services

 For a trans individual, the idea of accessing an HIV care or prevention services may trigger a further sense of stigma

 Effective trans HIV prevention takes place within the context of trans socialization

Challenges of Trans Peer Educators

- Support around recognizing emotional boundaries
- Balancing being a role model/mentor & a service provider
- Not confusing own past or current needs with that of client

Challenges in Hiring Trans Peers Educators

Be aware of how rejection in the hiring process, termination process, and resignation process may effect...

- That particular trans individuals future ability to access the services of your program and agency and...
- The word of mouth reputation of the program in local trans social networks



Trans Outreach Tactics

Make sure your "hook" & "pitch" are gender-identity appropriate

Make sure your materials appeal to trans youth & address their risks

Initial rapport-building is essential

Making Programs That Work



Trans Specific Programming

- Adapt interventions to trans specific risks and behavioral change
- Once adapted, pilot the curriculum
- Have a clear idea of intended target audience



Needs Based Services

- Offer info that is sought & desired by trans youth
- Refer them to specific providers that other trans youth have reported as trans-competent
- Use casual conversation as a method of giving prevention info
- Don't initially highlight stigma issues unless identified by participant

Incentives & Trans Youth

- Safe place to hang out on own terms
- Offer age and gender-identity appropriate incentives

Certificates of completion/acheivement

"MSM" & Data Collection Barriers

- Don't know how many MTF you're seeing
- Excludes FTM & others from "counting"
- No data = No proof
- Develop in-house data collection tools to keep track of trans service utilization

A Model Program: Trans-health Information Project

A Collaboration between Prevention Point Philadelphia & the Gay and Lesbian Latino AIDS Education Initiative with IDU funding from the CDC



Community-based

Peer-driven

Uses harm reduction strategies

Includes full spectrum of identities in programming

Provides links to other resources

Trans-health Information Project

Program Components:

Street Outreach

Individual Level Interventions & Prevention Case Management

Group Level Interventions

Trans-health Information Project <u>Street Outreach</u>

- Both MTF and FTM "Menus" of safe sex kits
- Over 1200 client contacts in first year of project
- 2003-200: 84% were trans POC
- 59% under 30

Trans-health Information Project

Street Outreach: The TIP MTF "Menu"

#01. The Flygirl:

An outreach classic. Lavender MTF resource guide, 2 regular condoms, 1 flavored condom, and 1 lube.

#02. The Diva:

For ladies who turn it. Hot pink MTF resource guide, 1 "female" condom, 2 regular condoms, 1 flavored condom, and 1 lube.

#03. The Sister:

She's got everything she needs. Yellow MTF resource guide, 1 dental dam, 1 glove, 1 condom and 1 lube.

Trans-health Information Project

Street Outreach: The TIP FTM "Menu"

#04. The Daddy:

Treat 'em right. Hunter green FTM resource guide,1 dental dam, 1 glove, and 1 lube.

#05. The Stallion:

Take 'em for a ride. Red FTM resource guide, 2 regular condoms, 1 flavored condom, and 1 lube.

#06. The BoiScout:

Be prepared (for anything!). Blue FTM resource guide, 1dental dam, 1 glove, 1 condom, 1 flavored condom, and 1 lube.

Trans-health Information Project

<u>Individual Level Intervention/</u> <u>Prevention Case Management</u>

- Focused on changing an individuals' specific behavior (such as using condoms or using clean needles) while dealing w/a transgender person's needs holistically
- Environmental-Interactionist approach addresses the context of behavior change, where survival based need supersedes behavior change

Individual Level Intervention data

□ (2004) 44 clients- 20% trans poc under 30

□(2005) 46 clients- 20% trans pocunder 30

Trans-health Information Project Group Level Interventions:

"Hormones and Safer Injecting Series"

Session 1 - Hormones

Session 2 - Healthcare access

Session 3 - HIV and safer injecting

Trans-health Information Project Group Level Interventions:

"Safety Series"

Session 1 - Anti-violence and legal rights

Session 2 - Self-defense

Session 3 - Safer sex



TIP GLI Data

GLI

- □(2004) 92 participants 75% trans poc under 30
- □(2005) 119 participants 21% trans poc under 30

GLI RETENTION RATES

- □(2004) retention rates: 37% attended 3+ sessions
- □(2005) retention: 53% attended 3+ sessions

Other Program Resources:

- Transgender Neighborhood and Resource Space (TRANS) of the Center for AIDS Prevention Studies, University of California San Francisco (<u>www.caps.ucsf.edu/TRANS/</u>)
- Transitions Project funded by CDC to assist CBOs in the adaptation of Effective Behavioral Interventions for Transgender Populations (www.caps.ucsf.edu/transitions)

Advocating and Referral for Transgender Youth: Part 2

Working with other services providers, making effective referrals, and expanding resources

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Locating Pre-existing Resources and Allies

- Ask your staff and clients about their knowledge and experience with various providers
- Contact trans-friendly/ trans-specific organizations
- Contact trans allies within non trans-specific organizations

Organizing Resources

- Gather information from resource guides and make your own
- Design a guide in excel or use outlook labels to organize resources
- Filing resources/ library
 - □ educate new hires
 - □ send articles to colleagues
 - □ give to clients (ex: trans in workplace/ name change kit/ anti-discrimination ordinance)

Effective Referral Mechanisms and Techniques

- Provide client with detailed information
 - names of allies at an organization
 - □ description of intake/ forms
 - □ description of building, waiting room, bathrooms
 - □ any gender-based policies (dress code, placement)
 - names of funders (of agency) who are supportive of transgender rights
 - □ info on anti-discrimination ordinance
- Give client option to contact referral in your presence
- Offer to accompany client to meeting/ appointment/ court/ emergency medical/ mental health



Effective Referral Mechanisms and Techniques

Forms

- Provide client with a referral form that can be handed to person at other organization
- □ Include: chosen name (if preferred by client for referral)
 - Not always necessary to ask for client's legal name!
- Gender (ask what client prefers to be on referral- may vary depending on service)
- ☐ Give client both organization and individual contact information
- □ Option for consent to communicate with provider
- Communicate primary issue to referral source (they need medical, housing, etc. not a discussion about identity)
- Remember forms are only as friendly as the people using them!

Documenting Gender Identity

- Gender:
- Check Boxes: (may check more than one)
 - Male
 - Female
 - MtF
 - FtM
 - Genderqueer
 - Gender Variant

Medical Forms

- Preferred Name:
- Legal Name (if different) for Insurance purposes:
- Do not break up medical assessment by male/ female.
- Sexual health- use pictures so patient can circle area of concern

Youth Issues

- Inform clients of child welfare issues
 - Recognize that this may weigh differently for a trans-client

- Groups and Inclusion
 - Do not judge who belongs in a group based on appearances!
- Creative Communication
 - □ email/ text messages/ myspace

Youth and Gender Play

- Youth are exploring many facets of identity
- Provide non-coercive space to explore gender identity
- Adjust to quick changes in identity/ names/ pronouns
- Resist being invested in a specific identity outcome for client



Expanding Resources for Transgender Populations

- Use email to keep in touch with allies and ally organizations
- Email documents your program's work and achievements (which is important when working with marginalized groups)

Expanding Resources for Transgender Populations

- Work on local policy change/ trans-inclusion
 - Join a youth taskforce/ homelessness taskforce/ sex workers taskforce/ lgbt police relations committee!
- Collaborate with service providers, business people, government agencies, and community members.
- Recognize similarities amongst populations
 - Have conversations with people who do not already share your viewpoint. Use similarities to make the issues relatable.
- Conduct trainings/ in-services at own organization and outside agency (if have capacity)

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Case In Context

- Demographics: 20 year-old African American Trans Woman (MtF)
- Need:
 - □ Shelter/ Housing
 - □ Employment
 - □ Trans-specific health services
 - □ Trans-specific community support

As you move forward, keep in mind...

- Be Available! Go grocery shopping w/ client
- Send lyrics to client in prison
- Recognize your own agenda and how it may interfere with serving the client
- Client should have choice of filing complaints/grievance
- Handling grievance
- Supporting client without burning bride with provider
- Not going to change system overnight