

# Gender Diversity: It's the Parts that Matter

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Harriett

Photo courtesy of GLAAD

## Topics

1. Gender awareness
2. Stages of Transition
3. Radiation Protection
4. Current Documentation Practices
5. Marginalization of the Transgender Community
6. New Form (SIGE form)
7. Coaching the Technologist

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## Gender 101

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gendered HIJRA spirit Transsexual

- ❖ **Transfemale:** sex assigned at birth male transitioned to female
- ❖ **Transmale:** sex assigned at birth female transitioned to male
- ❖ **Cis-gendered:** gender identity and gender expression matches gender assigned at birth
- ❖ **Intersex:** born with ovaries and testes
- ❖ **Non-Binary:** does not identify as any gender and may express in an adrogenous manner

Female to ... femme

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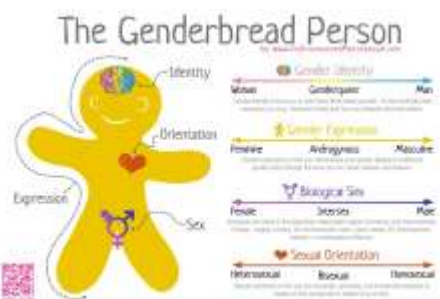
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<http://itspronouncedmetrosexual.com/2012/01/the-genderbread-person/>

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Sex assigned at birth




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# Stages of Transitioning

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Hormone therapy

Legal Transition

Gender confirming surgery

Social Transition



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## State or Government issued ID

- ❖ Drivers License
  - Washington, Oregon, Colorado, Maine and as of January 1, 2019 California and New York have an option for a neutral 'X' on drivers licenses.
- ❖ Birth Certificates
  - Birth certificate change varies from state to state. Some states do not allow any changes. California now offers 'nonbinary' as an option.

It is a very costly and laborious process to get these ID's changed. Many people cannot afford the process and therefore must live with their "deadname" (legal name they no longer identify with)



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- ❖ 68 % said their ID's did NOT match how they Identify/Express
- ❖ 32% of transgender patients stated they were either verbally harassed, denied benefits of service, asked to leave, or assaulted when their ID did not match their presentation
- ❖ Transgender people are at a higher risk for depression and anxiety when their ID doesn't match their expressed gender
- ❖ Having ID concordant with lived gender reduces exposure to violence as well as depression and anxiety

US Transgender Survey (2015)

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### Healthcare regulations in the USA

- ❖ The Joint Commissions (2011)
  - Accredited Facilities are now required to allow visitation without regard to sexual orientation or gender identity.
  - A field guide is issued to help hospitals create a welcome, safe and inclusive environment for LGBT patients and families.
- ❖ Affordable Care Act
  - Section 1557 Prohibits sex and gender discrimination in any hospital or health program that receives federal funds.

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### Healthcare regulations (California)

- ❖ Gender Recognition Act
  - It is this act that allowed the 'nonbinary' to be on Birth certificates and the 'X' or 'nonbinary' on the DL
- ❖ California Education code
  - All persons shall be afforded equal rights and opportunities in postsecondary educational institutions regardless of disability, gender, gender expression, gender identity, race or ethnicity, religion, sexual orientation.

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## Code of Ethics

### ARRT – Standards of Ethics #3

The radiologic technologist delivers patient care and service unrestricted by the concerns of personal attributes or the nature of the disease or illness, and without discrimination on the basis of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, familial status, disability, sexual orientation, gender identity, veteran status, age, or any other



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## Radiation Protection



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## Radiation Matters



**Best practice guidelines:**  
Because risk increases with dose, there should always be an effort to perform procedures with a dose that is *as low as reasonably achievable* (ALARA)

**Title 21 FDA:**  
Shielding required when the gonads will lie within the primary x-ray field, or within close proximity (about 5 centimeters), despite proper beam limitation



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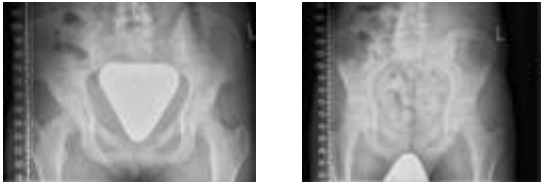
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Why are we focusing on the Transgender and non-binary communities?



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### Shielding Evan



Time Magazine September 12, 2016 vol. 188

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Time Magazine September 12, 2016 volume 188

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### Asking the right questions

ASSIGNED AT BIRTH MALE



Photo: rossgerry.co.uk

ASSIGNED AT BIRTH FEMALE



Photo: Monica Tischer

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### Current Practices for establishing pregnancy status

- ❖ All female patients ages 12-55 are asked about their current pregnancy status
- ❖ This information is documented in various ways depending on site protocol
- ❖ LMP forms/stickers
- ❖ RIS documentation

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# Marginalization of the Transgender Community

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 Experiences of people who were out as transgender in K-12 or believed classmates, teachers, or school staff thought they were transgender

EXPERIENCE	% OF THOSE WHO WERE OUT OR PERCEIVED AS TRANSGENDER
Verbally harassed because people thought they were transgender	54%
Not allowed to dress in a way that fit their gender identity or expression	52%
Disciplined for fighting back against bullies	36%
Physically attacked because people thought they were transgender	34%
Believe they were disciplined more harshly because teachers or staff thought they were transgender	23%
Left a school because the environment was so bad	17%
Sexually assaulted because people thought they were transgender	12%
Expelled from school	9%
Click on more experiences listed	37%

US Transgender Survey 2015

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**MMWR | TRANSGENDER TEENS NEED SAFE & SUPPORTIVE SCHOOLS**

<p><b>TRANSGENDER STUDENTS IN SCHOOL</b></p> <p>ALMOST 20% OF HIGH SCHOOL STUDENTS BELIEVE AN TRANSGENDER</p> 	<p><b>TRANSGENDER STUDENTS FACE HEALTH RISKS</b></p> <p>37% FEEL UNABLE AT OR AVOID TO GO FROM SCHOOL</p> <p>35% ARE BULLIED AT SCHOOL</p> <p>35% ATTEMPT SUICIDE</p> 	<p><b>SAFE AND SUPPORTIVE SCHOOLS CAN HELP</b></p> <ul style="list-style-type: none"> <li>• CREATE AND ENFORCE ANTI-BULLYING POLICIES</li> <li>• IDENTIFY AND TRUST SUPPORTIVE SCHOOL STAFF</li> </ul> 
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## Adults and Mistreatment

Due to living as their desired gender:

- ❖ 46% had been verbally threatened or harassed
- ❖ 19% had been physically assaulted
- ❖ 47% had been sexually assaulted
- ❖ 60% avoided public washrooms due to safety fears
- ❖ 40% of Transgender people have attempted suicide in their lifetime - 9 times higher than the rest of the population

US Transgender Survey 2015




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## Medical Marginalization

Due to living as their desired gender:

- ❖ 49% of older youth reported missing needed physical healthcare
- ❖ 25% had been belittled or ridiculed by an emergency care provider for being Transgendered
- ❖ 23% did not see a doctor when they needed to because of fear of being mistreated
- ❖ 40% of those who have a family physician experienced discriminatory behavior from their doctor

US Transgender survey/ Transpulse survey




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## HIPAA

A person's transgender status is private medical information that is protected under HIPAA laws. You cannot out them in public without their permission. The reason for this is:

**Under the DSM (The Diagnostic and Statistical Manual of Mental Disorders) 5<sup>th</sup> edition; Gender dysphoria is a treatable medical condition**




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### It's not our fault! (Medical Records)

- ❖ RIS/PACS Systems often use the binary gender identifier Male/Female with no other alternative.
- ❖ Electronic Medical Records (EMR) may only have the ability to use Male/female gender status.
- ❖ Different software intake systems can be different in ER and Radiology therefore information is not passed along.
- ❖ Technologist may have no other choice but to call people by their legal name and pronoun due to the information inputted into the requisition.




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### How can we help?

The gender diverse community needs our support to feel safe




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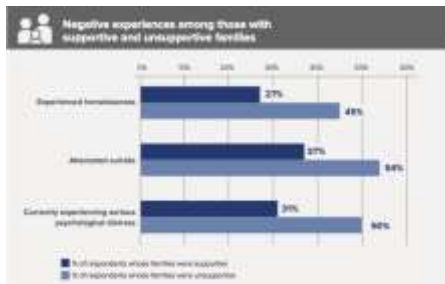
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### My new name

"It feels good when people use it, even if it is the only name they know. It feels like a signifier of respect. It is a signifier of respect. Although it seems very simple, having someone treat me as who I say I am (regardless of my drivers license or birth certificate) tells me that I will be safe enough accessing their services and support. This is particularly true when accessing medical and counselling services"

- Kyle Taylor-Shaughnessy excerpted from:  
"The Remedy: Queer and Trans Voices on Health and Health Care"  
Edited by Zena Sharman

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## NEW FORM

SIGE FORM

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### SIGE FORM

- Sex
- Identity
- Gender
- Expression

The SIGE form should be given to ALL patients that are having x-ray examinations

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SIGE#Form#Sex#Identity#Gender#Expression#
#
1. Name#_____#
#
2. Legal Name#(if different)#_____#
#
3. Pronoun#_____#
#
Your#Sex#or#Gender#is#_____#
#
When#you#were#born#you#were#born#_____#
#
Please#mark#your#sex#or#gender#with#the#checkbox#that#best#describes#you#today#
#
#
#
4. What#is#your#sex#or#gender#?#
#
 Male#
 Female#
 Both#
 Neither#
 Other#
#
****COMPLETE#BELOW#IF#YOU#HAVE#INDICATED#INTERNAL#PRODUCTIVE#ORGANS****#
#
Is#your#sex#or#gender#_____#
#
When#was#the#last#time#you#had#an#internal#productive#organ#examined#?#_____#
#
Is#your#sex#or#gender#_____#
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#
Signature#_____#
Date#_____#
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Patient Identification

Name:  
Legal name if different:  
Pronoun:

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Patient Education

Your doctor has ordered an x-ray.  
We must use ionizing radiation in order to obtain the images your doctor has requested. As x-ray technologists, it is our professional duty to protect patients as best as possible from any unnecessary exposure. This includes shielding reproductive tissue whenever possible.  
Please complete this form to help us determine how to best protect you during your x-ray today.  
If you have any questions or concerns please feel free to speak with the technologist prior to your exam.

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Question 4

What are your reproductive organs?  
 Internal (ovaries, uterus)  
 External (testes)  
 Both (Intersex)  
 I do not have any reproductive organs

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### Pregnancy waiver

\*\*\*\*\*COMPLETE BELOW IF YOU HAVE INDICATED INTERNAL REPRODUCTIVE ORGANS\*\*\*\*\*

Ionizing radiation may be harmful to a fetus. To ensure that there is no possibility of pregnancy please answer the following questions:

When was the start date of your last menstrual cycle (period)?

Is there any chance you could be pregnant? Please explain



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### Signature

Signature \_\_\_\_\_

Date \_\_\_\_\_



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### Coaching the Technologist



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## Create a safe space

- ❖ Introduce yourself using your name and pronoun
- ❖ Ask patient what their name and pronoun are
- ❖ If you make a mistake: apologize, correct it, and move on
- ❖ Don't make it weird

**"If you make a mistake you are not transphobic you are just figuring it out"**  
 -Lee Airton, Ph.D., University of Toronto




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## Shielding the patient

1. Be respectful of expression and identity. Don't be weird!
2. Introduce yourself using your name and pronoun
3. Ask their name and pronoun
4. "because we are using ionizing radiation for this exam, we need to know what your reproductive organs are internal or external"
5. If internal reproductive organs then proceed with LMP questions as per site protocol.




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## Don't make it weird

There are many situations where we must adapt and adjust our patient care skills based on a various circumstances:

- Physically disabled patients
- Developmentally delayed patients
- Nervous/anxious patients

We are trained to establish patient rapport in a short period of time. This is no different when providing care to a transgender patient. should be no different than others.




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### Establishing a Gender friendly practice




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### Summary

1. Gender is broad and fluid
2. We must ask the right questions to obtain the right answers for the purpose of radiation protection
3. Transgender patients struggle to be accepted by others in public places as well as healthcare. Let's do what we can to support them
4. It is our job to treat transgender patients as well as the non-binary community with professionalism, respect and dignity like we would anyone else
5. Create a safe place for all
6. Don't make it weird!

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### Thank you!

Virginia Sanders  
[Sigeform@gmail.com](mailto:Sigeform@gmail.com)  
[www.sigehealth.com](http://www.sigehealth.com)

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## Glossary

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**Cisgender:** Someone who identifies/expresses the same as their sex assigned at birth

**Transmale:** A person who is or has transitioned to male from a female assignment at birth

**Transfemale:** A person who is or has transitioned to female from a male assignment at birth

**Non-binary:** An individual who does not identify as male or female.

**LMP:** last menstrual period

**Deadname:** the birth name of a person who has since changed their name

**RIS/PACS:** radiology information system / picture archiving and communication system

**LGBTQ:** lesbian/gay/bisexual/transgender/queer

**Gender marker:** listed gender on identity documents

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