

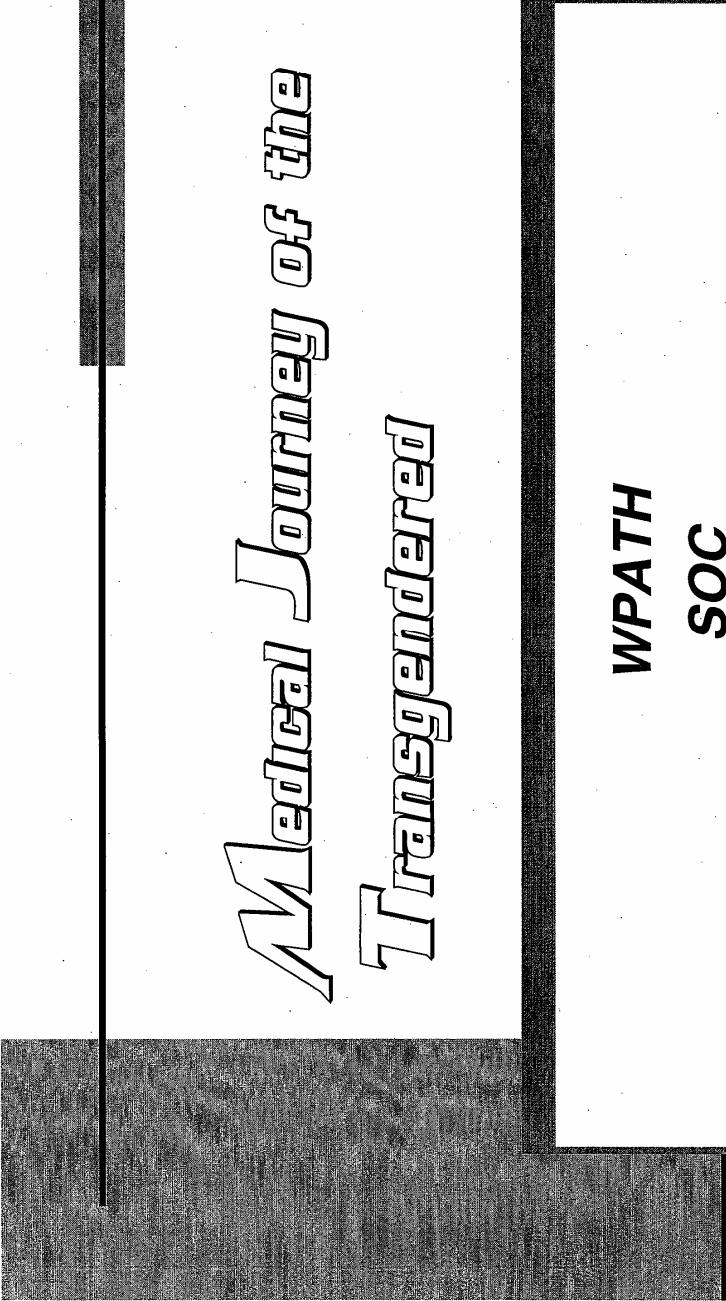
**“Anatomy is not Destiny”:  
Accommodating  
Transgendered Persons**

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# How do you define Transgenderism?

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- What words or phrases come to mind when you think of Transgenderism?



***Medical Journey of the  
Transgendered***

**WPATH**

**SOC**

**DSM-IV**

*World Professional Association for  
Transgender Health Inc. (WPATH)*

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- Formally known as the Harry Benjamin International Gender Dysphoria Association (HBIGDA)
  - Named after one of the first physicians to work with gender dysphoric persons
- Mission is to “further the understanding and treatment of gender identity disorders by professionals in medicine, psychology, law, social work, counseling, psychotherapy, family studies, sociology, anthropology, sexology, speech and voice therapy, etc. . .”
- Publishes the “International Journal of Transgenderism” quarterly (online)
  - Provides current information and addresses areas of gender dysphoria, social and legal acceptance of hormonal and surgical sex reassignment, etc.

# Standards of Care and Ethical Guidelines (SOC)

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- “The” industry standard in the field of medical professionals who choose to work with transgendered individuals
- “articulate a professional consensus about the psychiatric, psychological, medical, and surgical management of gender identity disorders, and help professionals understand the parameters within which they may offer assistance”
- Not a complete document – this is a field that is still largely unknown.
- Goal of SOC is to allow “persons with gender identity disorders...lasting personal comfort”
- SOC are clinical guidelines
  - Flexible direction for medical practitioners

## 5 Elements of Clinical Work

- **Diagnostic Assessment**
  - Made by physician who may recommend psychotherapy
  - Diagnosis is made according to criteria in the DSM-IV
- **Psychotherapy**
  - Not all individuals require psychotherapy
  - No minimum number of sessions to physically or socially transition
- **Real-Life Experience**
  - Recommended eligibility: "person must live full time in the preferred gender for twelve months prior to genital surgery"
  - Readiness criteria can rest upon clinician's and patient's judgement
- **Hormone Therapy**
  - Hormone blockers, estrogen, testosterone therapy
  - One letter from mental health profession required for instituting hormone therapy or breast surgery
- **Surgical Therapy**
  - Biological males: orchiectomy, penectomy, clitoroplasty, labiaplasty or creation of a neovagina, tracheal shave, hair transplants
  - Biological females: hysterectomy, salpingo-oophorectomy, vaginectomy, metoidioplasty, scrotoplasty, urethroplasty, testicular prostheses, or creation of a neophallus (phalloplasty), chest reconstruction, liposuction

# Diagnosing Gender Identity Disorder

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- 4 Criteria (of which at least 2 must be present to diagnose)
  - **A.** A strong persistent cross-gender identification (not merely a desire for any perceived cultural advantages of being the other sex).
  - **B.** Persistent discomfort with his or her sex or sense of inappropriateness in the gender role of that sex.
  - **C.** The disturbance is not concurrent with physical intersex condition.
  - **D.** The disturbance causes clinically significant distress or impairment in social, occupational, or other important areas of functioning.
  
- DSM-IV Diagnosis Code (based on age):
  - 302.6 Gender Identity Disorder in Children
  - 302.85 Gender Identity Disorder in Adolescents or Adults
  - 302.6 Gender Identity Disorder Not Otherwise Specified

## Charter for Discussion

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- We are prepared to listen and share our views.
- We respect others and honor confidentiality.
- We disagree with ideas, not people.
- We do no harm as we engage in the learning process.
- We are honest.
- We are not here to find one clear solution, only possible compromises.

# Notes

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# References

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- Canadian Human Rights Commission
  - <http://www.chrc-ccdp.ca/publications/prohibitedgrounds-en.asp>
- DSM-IV
  - <http://www.mhsanctuary.com/gender/dsm.htm>
- Transgender Law & Policy Institute
  - <http://www.transgenderlaw.org/>
- WPATH/SOC
  - <http://www.wpath.org/>
- <http://www.wikipedia.org/>



**Prohibited Grounds of Discrimination in Canada**

This document provides comparative information on the grounds of discrimination covered by federal, provincial and territorial human rights legislation in Canada. In some instances, prohibited grounds for employment differ from those for the provision of services.

Prohibited Ground	Jurisdiction	Comments
Sex (includes pregnancy and childbirth)		
Employment	all jurisdictions	<p>Alberta uses the term "gender"</p> <p>Manitoba includes gender-determined characteristics</p> <p>British Columbia and Ontario include breastfeeding</p> <p>Ontario recognizes the protection of transgendered persons and accept complaints related to "gender identity"; Ontario accepts complaints related to female genital mutilation</p> <p>In the Northwest Territories, gender identity as such is considered a ground of discrimination</p> <p>In Quebec, pregnancy as such is considered a ground of discrimination</p> <p>Nunavut Act says: "sex, sexual orientation, marital status, family status, pregnancy"</p>
Provision of Service	all jurisdictions	<p>Alberta uses the term "gender"</p> <p>Manitoba includes gender-determined characteristics</p> <p>Ontario includes breastfeeding;</p> <p>Ontario recognizes the protection of transgendered persons and accepts complaints related to "gender identity";</p> <p>Ontario accepts complaints related to female genital mutilation</p> <p>In Quebec, pregnancy as such is considered a ground of discrimination</p> <p>In the Northwest Territories, gender identity as such is considered a ground of discrimination</p> <p>Nunavut Act says: "sex, sexual orientation, marital status, family status, pregnancy"</p>

