

SUPPORTING THE MENTAL HEALTH AND WELL-BEING OF GENDER DIVERSE AND TRANSGENDER INDIVIDUALS



Individuals with gender diverse, gender expansive, gender non-conforming, or non-binary gender identities and transgender identities often face discrimination and prejudice in medical settings. Providers should educate themselves in order to create a welcoming environment and provide optimal care. Respectful interactions and cultural competence are necessary to counter minority stress and support mental health and well-being as well as physical health.

KEY DEFINITIONS

- Gender Diversity refers to the extent to which a person's gender identity, role, or expression differs from the cultural norms prescribed for people of a particular sex. Transgender identity includes people whose gender or sex identity or expression is not fully aligned with the sex and gender they were assigned at birth.
- Minority stress describes stress processes, including experiences of prejudice, expectations of rejection, hiding, concealing, internalized homophobia and ameliorative coping processes.

ACTION ITEMS

- Create a welcoming environment by using inclusive forms and questions. Ask everytime!
- Signal inclusivity with available literature and graphics, and proactive statements.
- Check one's own biases; educate oneself and staff; and use inclusive hiring practices.

ADDITIONAL RESOURCES

- Affirmative and Responsible Health Care for People with Nonconforming Gender Identities and Expressions
- Correlations between healthcare provider interactions and mental health among transgender and nonbinary adults
- GLMA: Health Professionals Advancing LGBTQ Equality (previously known as the Gay & Lesbian Medical Association) is the world's largest and oldest association of lesbian, gay, bisexual, transgender and queer (LGBTQ) healthcare professionals.
- Policies on Lesbian, Gay, Bisexual, Transgender & Queer (LGBTQ) issues
- <https://www.apa.org/topics/lgbtq>

