

QUEER INCLUSIVE SUPPORT



A guide for lactation-based community health centers in making LGBTQ+ inclusive spaces

**EMPHASIZE
NON-DISCRIMINATORY
POLICIES**

1

2

**LANGUAGE &
PRIVACY**

STAFF TRAINING

3

4

**TRANS SPECIFIC
NURSING**

RESOURCES

5

GLOSSARY OF LGBTQ+ TERMS

Understanding the various identities, terms, and groups serves as a necessary step for supporting the LGBTQ+ community

Sex: Categories in which people are assigned to based on biological characteristics. Sex is not solely binary (male or female).

Intersex: People who are born with multiple sex characteristics.

Nonbinary: Gender identities that exist outside of the gender binary (man or woman).

Gender: Attitudes, feelings, behaviors, and expectations that a culture associates with either males or females.

Gender Binary: The idea that there are only two genders (male/female and man/woman), and that a person must be one or the other.

Genderqueer: An umbrella term for gender identities other than man and woman. People who identify as genderqueer sometimes consider themselves outside of the gender binary.

Gender Identity: The way someone identifies themselves. It is not binary and exists on a spectrum. People can identify as transgender, nonbinary, gender nonconforming, man or woman, as well as many others.

Gender Expression: A person's way of demonstrating their gender identity to others. Examples include names, behavior, mannerisms, speech patterns, dress, and hair styles.

Gender Non-conforming: Refers to people whose gender expression is different from what society expects for a male or female.

Transgender: An umbrella term used when a person's gender identity does not correspond with their assigned sex at birth. Some terminology includes transgender woman or transgender man, trans woman or trans man, male to female (MTF) person, female to male (FTM) person, and other terms.

Cisgender: A person who is not transgender; i.e., someone whose gender identity and assigned sex at birth are the same.

Sexual Orientation: How people identify their physical and emotional attraction to others. Common terms for sexual orientation include "gay/lesbian," "bisexual," "straight/heterosexual," and "queer." Some people use other terms to identify their sexual orientation.

Queer: A term used by some individuals to describe non-heterosexual sexual orientations and/or gender nonconforming identities. Some people refrain from using this term due to its historical use as a derogatory word.

Gender Affirmation/Transition: The period in which a transgender person "transitions" from one gender to another and affirms their gender identity. This may include: coming out; changing their name, dress, and voice; changing their sex on legal documents; taking cross-sex hormones, and/or having surgeries.

Gender-affirming Procedures: Hormonal, surgical, and other medical procedures that are used to help to affirm an individual's gender identity. Gender-affirming surgical procedures may also be referred to as gender confirmation surgeries, sex reassignment surgeries, and gender reassignment surgeries.

Cross-sex Hormone Therapy: Cross-sex hormones (estrogens in people assigned a male sex at birth and androgens in people assigned a female sex at birth) are used to induce or maintain the physical and emotional characteristics of the sex that matches the person's gender identity.

Gender Dysphoria: The Diagnostic and Statistical Manual of Mental Disorders, 2013 Edition (DSM-5) lists this diagnosis for people who experience distress at the incongruence between their gender identity and the sex they were assigned at birth.

SOME DEFINITIONS COME FROM THE FENWAY INSTITUTE

“GLOSSARY.” DOASKDOTELL, DOASKDOTELL.ORG/EHR/TOOLKIT/GLOSSARY/.

EMPHASIZE NON - DISCRIMINATORY POLICIES

Policies that prohibit discrimination based on gender identity and expression are necessary for ensuring that transgender individuals receive knowledgeable and respectful support.

THE MASSACHUSETTS PUBLIC ACCOMMODATION LAW...

prohibits "making any distinction, discrimination, or restriction in admission to or treatment in a place of public accommodation based, on race, color, religious creed, national origin, sex, gender identity, sexual orientation, deafness, blindness, or any physical or mental disability, or ancestry.

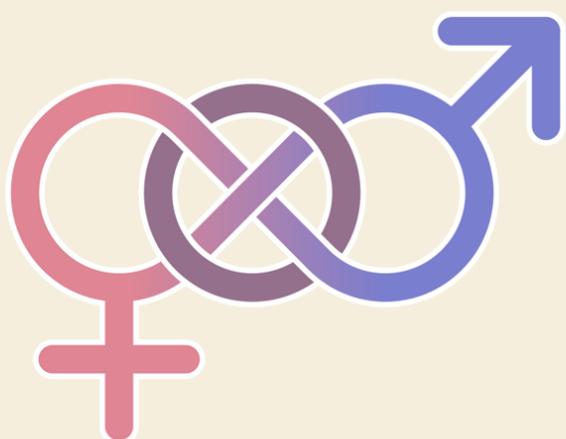
Places of public accommodation include any place unlicensed or licensed that is open to the general public. This includes community health organizations!

PLACES OF PUBLIC ACCOMMODATION

The Massachusetts Public Accommodation Law should 1), be introduced as a principle that CHOs follow, and 2), should be known amongst employees and members of the community the CHO serves.

COMMUNICATING NONDISCRIMINATION POLICY TO COMMUNITY MEMBERS

- Post it on website, within community and staff work spaces
- Include in materials given to the community and staff
- Articulate policy to new and existing members



Meyer, Erin, et al. "Creating Access to Quality Healthcare for Transgender Patients." Human Rights Campaign Foundation, May 2016.

"Public Accommodation Civil Rights Protections." Mass.gov, www.mass.gov/service-details/public-accommodation-civil-rights-protections.

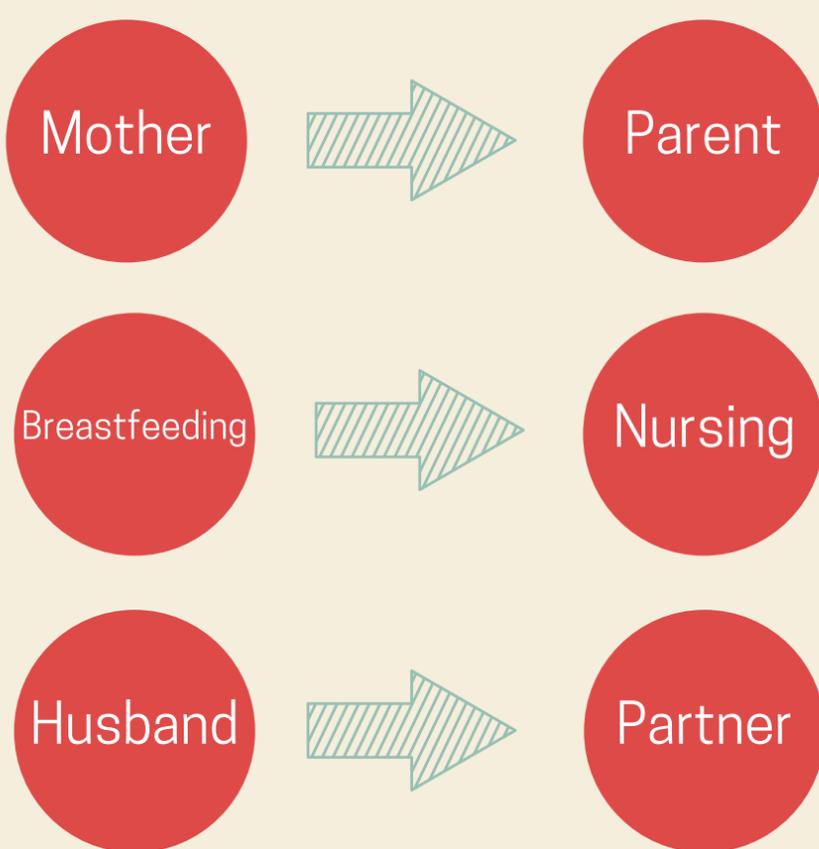
LANGUAGE & PRIVACY

Implementing protocol that provides a framework for language and knowledge interaction ensures that Trans individuals will be treated with respect

GENDER INCLUSIVE LANGUAGE

The language used to discuss parenting and nursing tends to erase the experiences of Trans, Nonbinary, and Gender Nonconforming individuals. However, language can be used as a tool to accommodate more experiences.

Gender Inclusive Language



REFER TO PEOPLE BASED ON THEIR RESPECTIVE NAME AND PRONOUNS

Use the pronouns that one uses to introduce themselves. If you are unaware of their pronouns, ask! In the event that you misgender someone, correct yourself, apologize, and move on.

Pronouns you may hear...

They/them

He/him

She/her

Ze/zir

It is important to respect pronouns regardless of one's dead (commonly referred to as legal) name, physical characteristics, or sex assigned at birth.

RESPECT PERSONAL INFORMATION

Information related to identities and bodies can sometimes be personal. In order to ensure comfort and safety, avoid asking questions about genitalia, breasts, or surgical status unless it is relevant. If it is, address it in a private space.

TRAINING FOR COMMUNITY HEALTH WORKERS

Hiring outside resources that can educate staff on LGBTQ+ related care can be conducive to creating a queer friendly environment.

The Human Rights Campaign webpage offers several outside resources in LGBTQ+ centered healthcare, many of which are free and online.

WHEN SEARCHING FOR OUTSIDE TRAINING...

Look for resources that emphasize cultural humility and intersectionality, the former implying that we will never fully understand the experiences of identities we do not share, and the latter meaning that various forms of oppression cannot be understood separately.

CULTURAL HUMILITY & INTERSECTIONALITY

GUIDE FOR TRANS & NONBINARY NURSING

MILK SUPPLY

Trans and non-binary people can have a milk supply. The supply may be reduced by surgically removing tissues that create milk or taking testosterone, which may interfere with prolactin, the hormone necessary for lactation. That being said, the misconception that being on testosterone is harmful to children is untrue - the benefits of nursing can be supplemented through milk sharing networks or formula

NEWMAN-GOLDFARB PROTOCOL

Adoptive and other non-gestational parents also have the ability to stimulate their milk supply. Trans women and Transfeminine nursing parents may need to take spironolactone, a hormone, in order to suppress testosterone for induced lactation.

SUPPLEMENT NURSING THROUGH



Formula



Milk Sharing

WHO OFFERS SHARED MILK?

Non-profit milk banks, regulated collection centers, and medically supervised or informal sharing networks.

Human milk banks provide pasteurized, screened milk.

BENEFITS

- Optimal nutrition and digestion
- Immunological protection

RISKS

- Transmission of infections
- Medicines or drugs
- Environmental contaminants

Stork, Clare and Hempel, Evan. "Birthing Across Gender." Partners in Perinatal Health, May 2, 2017, Norwood, MA.

"Transgender & Non-Binary Parents." La Leche League International,

ADDITIONAL WEBSITES AND ONLINE RESOURCES

Information for Trans and Nonbinary Chest Feeding

La Leche League:

<https://www.llli.org/breastfeeding-info/transgender-non-binary-parent>

Birth and Breast or Chestfeeding Trans People and Allies - Facebook Group

<https://www.facebook.com/groups/449750635045499/>

Nursing in public:

<https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXVI/Chapter111/Section221>

The 191st General Court of the Commonwealth of Massachusetts provides a comprehensive description of the law regarding nursing in a public domain.

Vital Village Support Groups

<https://www.vitalvillage.org/projects/prenatal-opportunity/Codman-Curriculum-GWCC-Print.pdf>

Visitors of this website can find out the locations and times held of current support groups being held over the Boston area

Vital Village

<https://www.vitalvillage.org/>

<https://m.vitalvillage.org/projects/breastfeeding-coalition>

The breastfeeding coalition formed under the Vital Village is committed to improving nursing support for every parent in Boston through promoting connections between organizations and individuals to promote nursing.

Resources for LGBTQ+ Centered Training

Human Rights Campaign

<https://www.hrc.org/hei/resource-guide>

Publications and Training Materials from the Fenway Institute

<https://www.lgbthealtheducation.org/lgbt-education/publications/>

National LGBT Health Education Center

<https://www.lgbthealtheducation.org/wp-content/uploads/2018/10/Creating-a-Transgender-Health-Program.pdf>

The national LGBT Health Education Center is a program of the Fenway Institute. It emphasizes creating a trans health program that can be applicable at any local health center.

LGBTQ+ Support Groups by State

Support groups by state for LGBTQ+

<https://www.gayparentmag.com/support-groups>

This website provides a comprehensive list of the existing support groups state by state for members of the Queer community. It is not an exhaustive list!

Intersectionality & Cultural Humility

Kimberlé Crenshaw and Intersectionality

<https://www.racialequitytools.org/resourcefiles/mapping-margins.pdf>

Kimberlé Crenshaw TED Talk

https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality#t-67218

Cultural Humility

<https://www.apa.org/pi/families/resources/newsletter/2013/08/cultural-humility.aspx>

Cultural Humility vs. Cultural Competence