



**Denver**  
**PREVENTION**  
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# Deconstructing Organizational Transphobia

Zami Tinashe Hyemingway, MSW

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# Meet Today's Facilitator

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***Zami Tinashe Hyemingway, MSW***

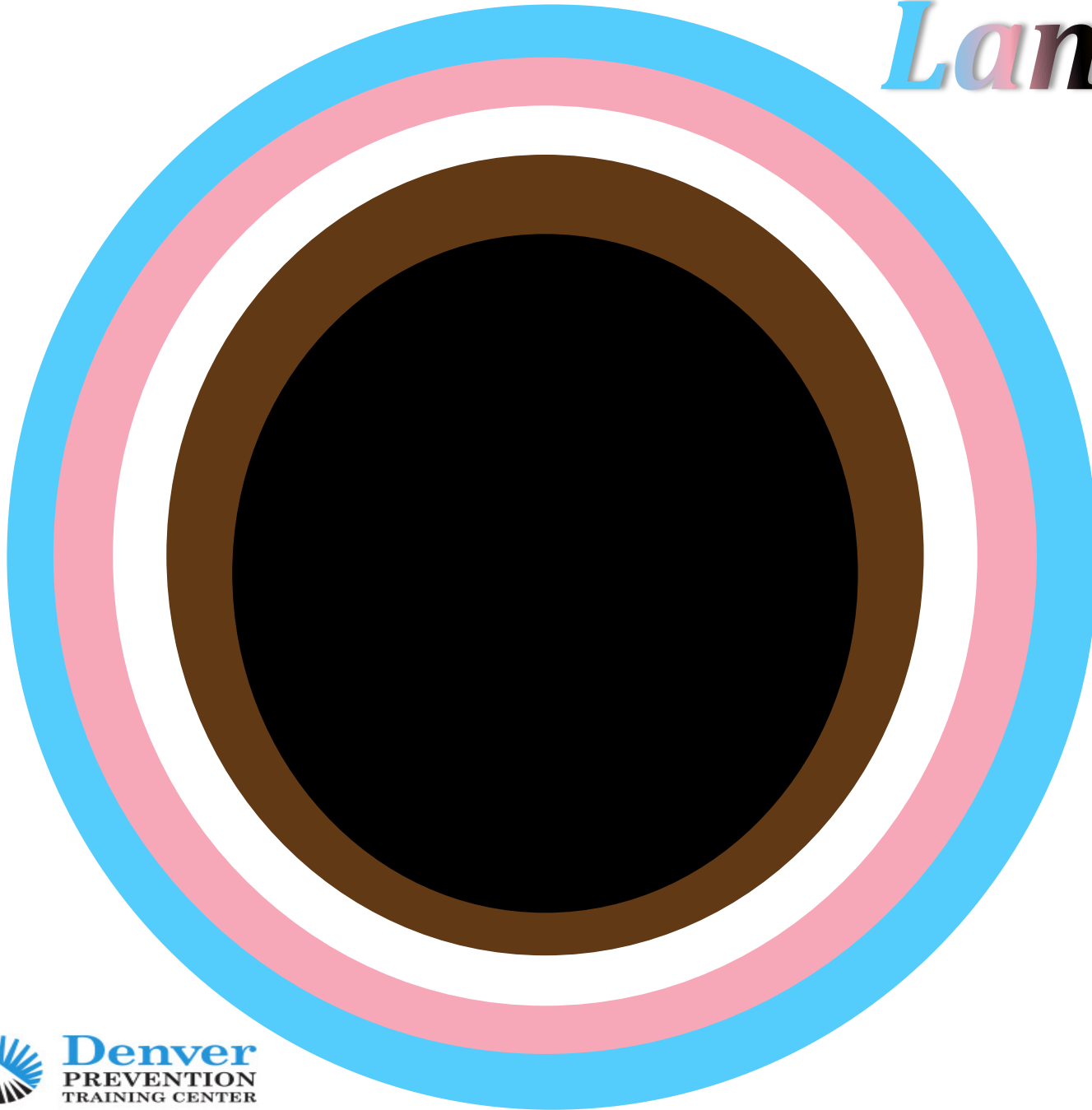
CBA Gender Affirming Project Manager,  
Denver Prevention Training Center  
Tohono O'Odham Territory/Tucson, AZ



# Objectives

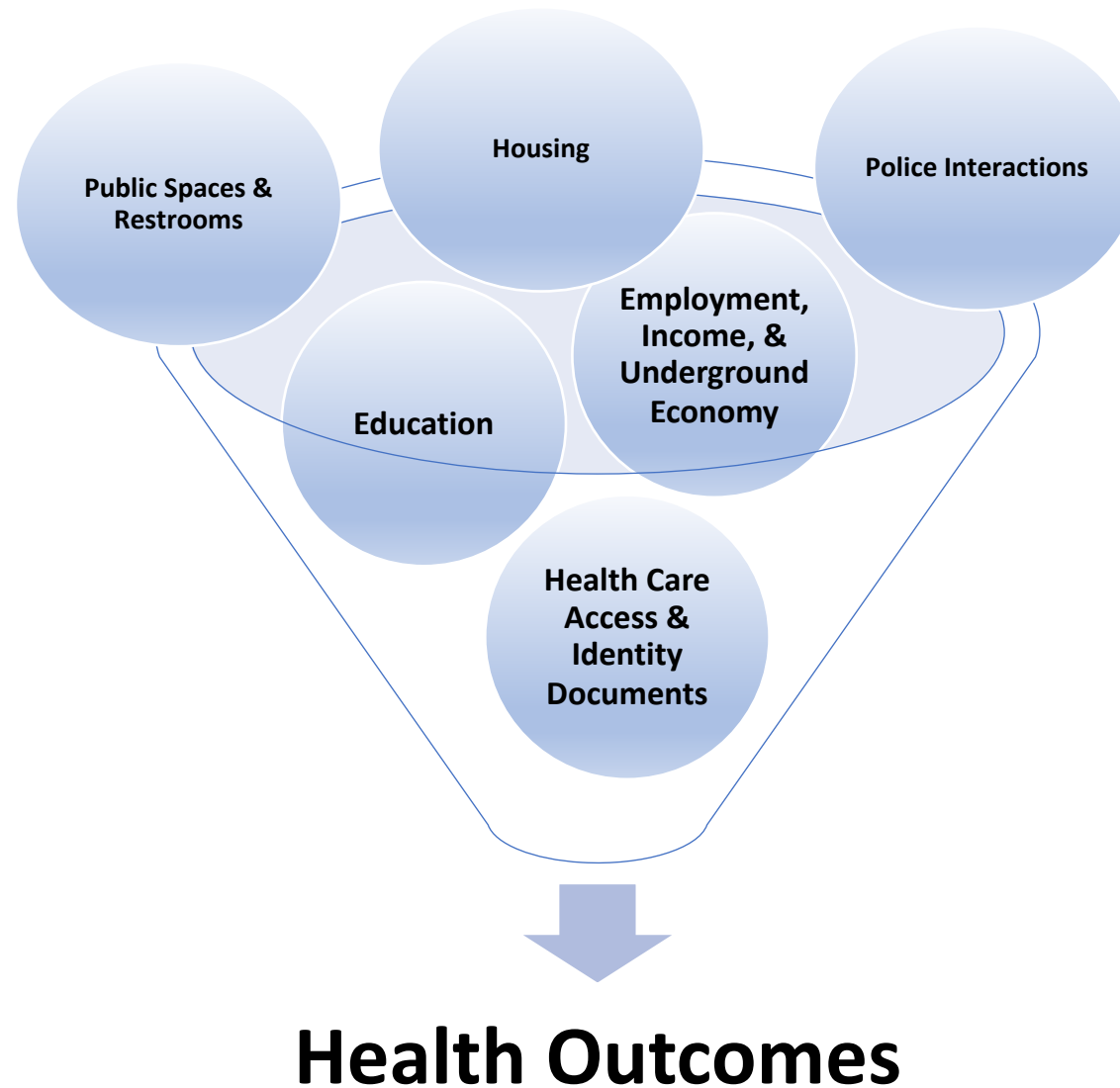
- ☐ Define **Transphobia** and how it manifests within organizations.
- ☐ Describe how a multifaceted approach fights **Transphobia** and increases health equity.
- ☐ Demonstrate how **Transgender inclusivity** increases retention in HIV care and prevention.
- ☐ Explore strategies in implementing a structural approach to support **Transgender community members**.

# Language Check!

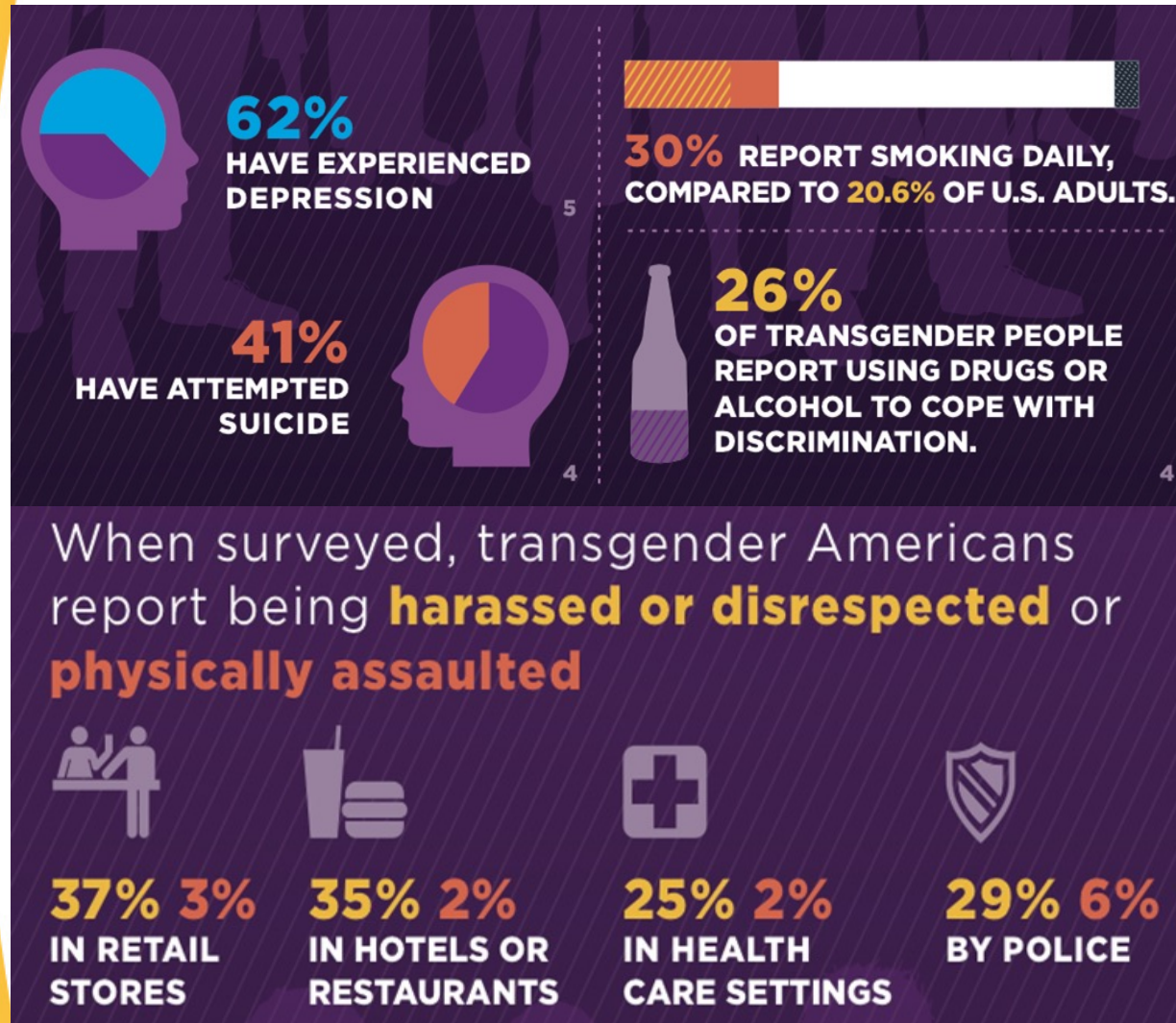


- ❑ Transphobia – is the [irrational] fear, hatred, disbelief or mistrust of people who are Transgender.
- ❑ Deconstruct – is to analyze, examine or breakdown an idea, concept, etc.
- ❑ Intersectionality – a lens to help us see how various inequities operate and exacerbate one another.
- ❑ Institutionalize – is to establish something (a practice, activity, etc.) as a convention or norm in an organization or culture.

# Health Disparities & Social-Political Contexts



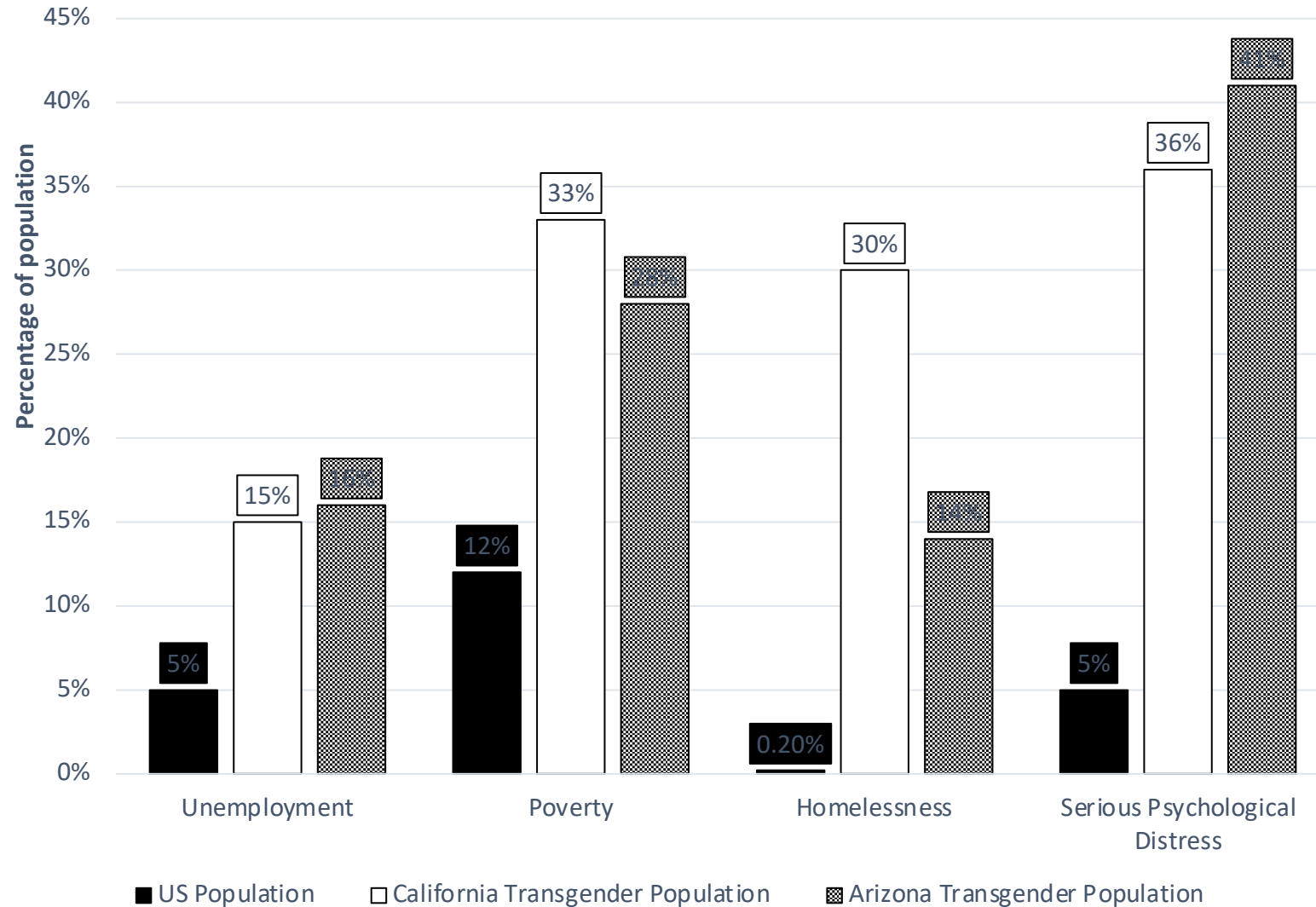
# Health Disparities & Social Political Context cont.



33% delayed  
preventative  
care due to  
mistreatment

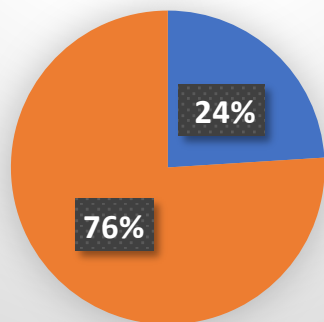
National Center for Transgender Equality and The Gay and Lesbian Task Force  
<https://fenwayhealth.org/transgender-awareness-month-the-time-to-end-health-inequity-is-now/>

# Health Disparities & Social Political Context cont.

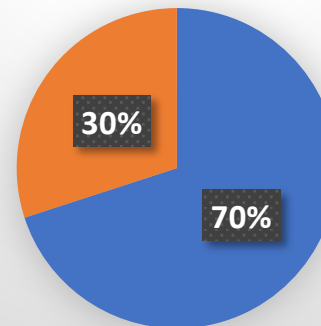


# CA Health Disparities & Social Political Context cont.

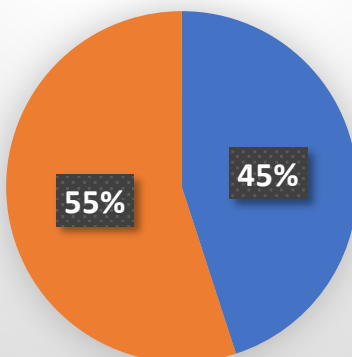
**K-12 violence**



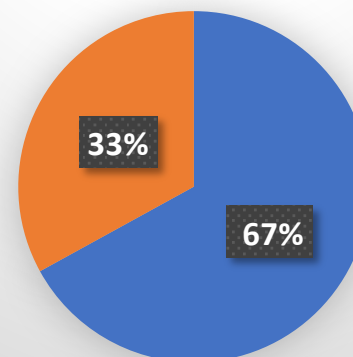
**Public accommodation**



**Police violence**

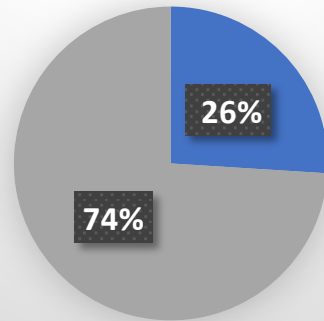


**Healthcare**

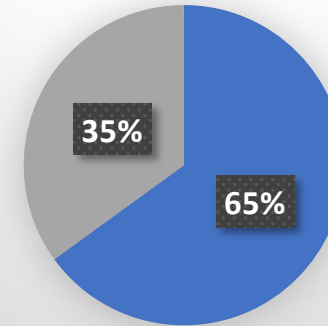


# AZ Health Disparities & Social Political Context cont.

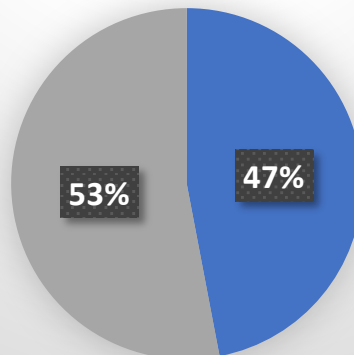
**K-12 violence**



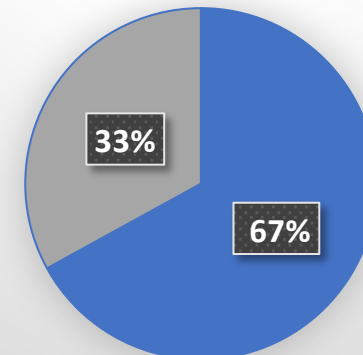
**Public accommodation**



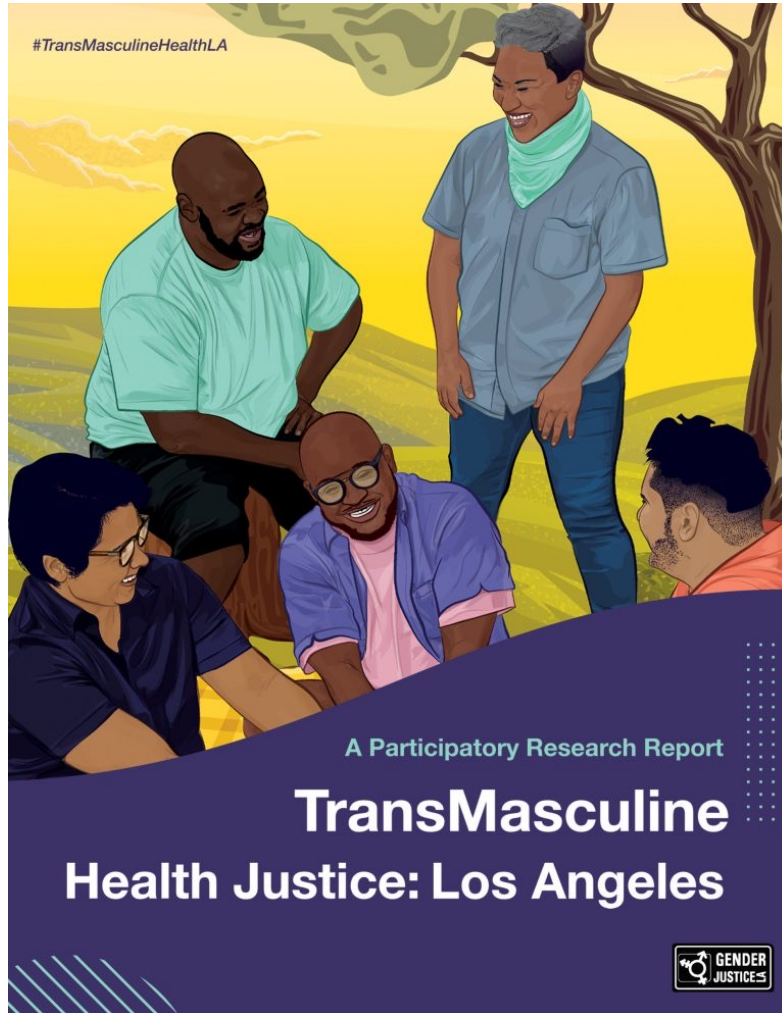
**Police violence**



**Healthcare**



# Health Disparities & Social Political Context cont.



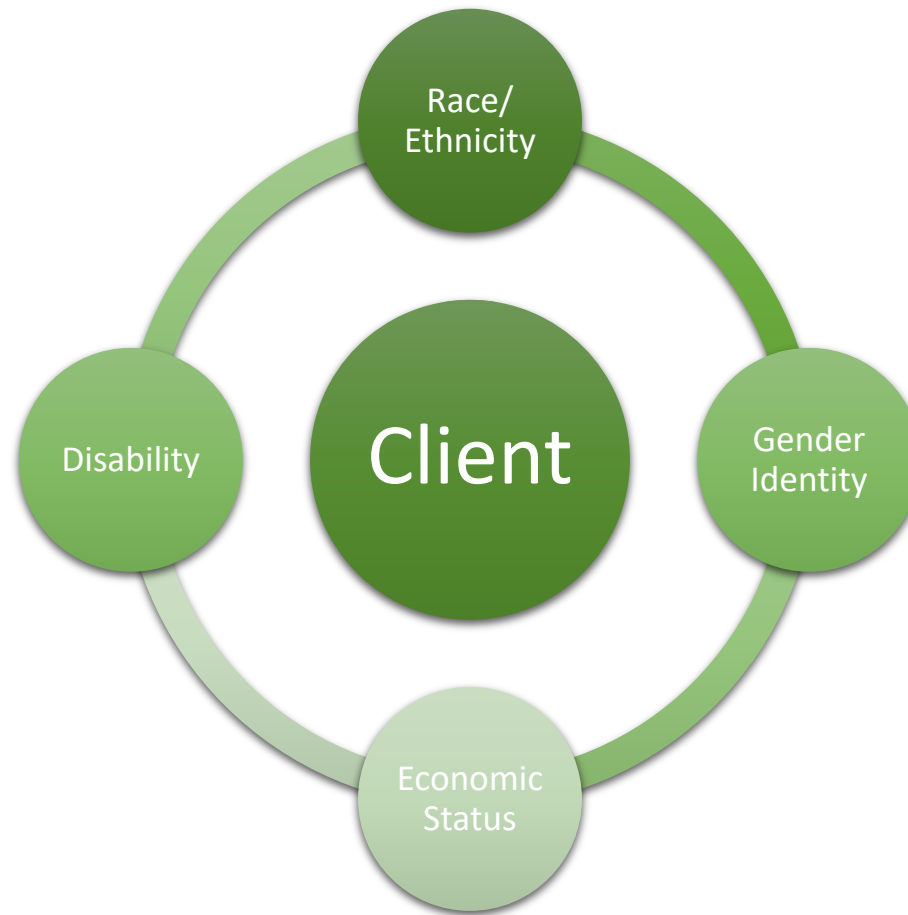
90% of participants delayed healthcare in 2017

51% due to depression

48% due to anxiety related to past care

45% due to fear of mistreatment based on gender identity

What does this tell us about the lived experience of Transgender and Non-binary people?



# Institutionalized Transphobia



Hiring  
Practices

Programming

Non-  
integrated  
care

Dress Code  
Policies &  
Procedures

Health  
Screenings

# Strategies for Change

What types of structural interventions could be implemented to assist these strategies?

- ❑ Review policies and procedures
- ❑ Job skills development
- ❑ Community Safety



# Strategies for Change cont.

What types of structural interventions could be implemented to assist these strategies?

- ❑ Holistic wellness programming
- ❑ Comprehensive sexual health programming
- ❑ Integrated care

WHAT CAN  
YOU DO?

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Questions?

# References

- James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). The Report of the 2015 U.S. Transgender Survey. Washington, DC: National Center for Transgender Equality
- <https://fenwayhealth.org/transgender-awareness-month-the-time-to-end-health-inequity-is-now/>
- [www.tmhealthstudyla.org](http://www.tmhealthstudyla.org)
- [https://transequality.org/sites/default/files/docs/usts/USTSAZStateReport\(1017\).pdf](https://transequality.org/sites/default/files/docs/usts/USTSAZStateReport(1017).pdf)
- [https://transequality.org/sites/default/files/docs/usts/USTSCAStateReport\(1017\).pdf](https://transequality.org/sites/default/files/docs/usts/USTSCAStateReport(1017).pdf)



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