

Midwest Community of Practice to Improve HIV Prevention Services for Transgender People

TOPIC: Showing value and worth to the transgender community in your HIV prevention work

Presented and Facilitated by: Imani Sloan, Lia Stokes, Miyonne Hickman, Lashay Williams, Lilianna Reyes, and Marissa Miller

Key points shared by presenters:

- Values are qualities, characteristics, and ideas about which we feel strongly. Values define what things are of worth to us and therefore guide our attitudes, judgments, decisions, goals, behaviors, and our contributions to our agency’s approach to working with the transgender community.
- Thinking of ways to demonstrate value and worth to the transgender community in our HIV prevention work is critical because many transgender people are marginalized and devalued to begin with. We should not be further reinforcing this message; instead, we need to actively demonstrate the value of transgender clients and staff.
- Examples of how value and worth can be demonstrated for transgender people in HIV-related service delivery include:
 - Transgender representation in marketing your agency’s services and opportunities
 - Staff participation and engagement in local community events, like National Trans Visibility March
 - Protocols/documents in which pronouns and preferred names are documented, updated, and used appropriately
 - Gender neutral bathrooms
- When transgender people are not valued, such as in unexpected transphobic, racist, dangerous, and other situations, take clear, prompt action to check in and to implement changes that will prevent the situation from happening again.

Discussions we had related to showing value and worth to transgender community

How can agencies lead with value?	Specific examples of showing value	Barriers faced
<ul style="list-style-type: none"> • Review/adapt diversity and inclusion processes at the agency • When just getting started, be open-minded. “I don’t know what I don’t know, but I’m going to figure it out.” • Acknowledge mistakes with trans clients and employees to show respect and appreciation. “I’m sorry. It won’t happen again” or “I’m sorry. I’m still learning.” • Avoid making assumptions about what transgender clients need. Listen and ask questions about what is need/wanted. • Train and educate ourselves individually, and with paid, company level trainings on transgender inclusion, anti-racism, etc. • Look at similar agencies that are trans-led to get ideas/models 	<ul style="list-style-type: none"> • Feature trans people on flyers/posters, avoiding stereotypes. For example, one agency shows their own trans clients/ community (with a photo release form) • Use appropriate compensation when using incentives (might include stipends, food, transit, gender affirming products) • Commission trans women for clinic artwork • Intentionally hire from the trans community to improve representation and service delivery. In hiring trans people, consider: <ul style="list-style-type: none"> ○ Competitive salaries and benefits ○ Application language that includes pronouns and preferred names ○ A focus on needed skills and experience rather than academic agrees ○ Offering a higher level of coaching, when needed/if appropriate • If hiring cisgender staff, make sure they are value-aligned and ready to learn/un-learn! 	<ul style="list-style-type: none"> • Funders and organizational structures may require certain qualifications or income cap that makes it hard to hire transgender people based on their lived expertise/experience. Some agencies can get around this by training and certifying staff as community health workers. • Agencies are under-staffed right now. It’s hard to even serve the trans community with existing resources (let alone focus on improving approaches, hiring, etc.)

Our next session will be on March 8th – (second Tuesday of the month)!



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18 people participated:

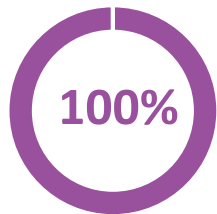


How did participants feel?*



100% said they felt satisfied with the session

After the session...*



100% felt that they could give an example of how their agency could show value to transgender clients in their HIV prevention services after the session

I really appreciate the conversation that was held today. I gained a lot of knowledge today.

I've enjoyed hearing the experiences of so many empowered trans folx. It lets me know that change is occurring.

What ideas do folks have for future community of practice discussions?

- Combating stereotypes and myths regarding the transgender community that can impair efficient and effective services and care
- How do transgender communities want HIV prevention to look? What skills are needed for this?
- How do we address social determinants of health?
- What do transgender employees think mattered most to them on their journey to employment and acceptance at an organization?
- Ideas to support transgender clients with payments for medications

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*10 participants completed the end-of-session poll