



Commission on the
Status of Women

CONSENT CALENDAR
May 15, 2018

To: Honorable Mayor and Members of the City Council
 From: Commission on the Status of Women
 Submitted by: Emmaline Campbell, Chairperson, Commission on the Status of Women
 Subject: Transgender Health Access Training at City of Berkeley Clinics

RECOMMENDATION

Adopt a Resolution providing \$2,400 from the General Fund to support a half-day Transgender Health Access Training for City of Berkeley Public Health staff in June 2018.

FISCAL IMPACTS OF RECOMMENDATION

On December 5, 2017, Council approved the allocation of \$3.5 million of the \$4.5 million available General Fund Excess Equity (General Fund balance). The \$2,400 will be funded from the available General Fund balance and included in the Second Amendment to the Appropriation Ordinance (AAO#2) scheduled to go to Council in May.

CURRENT SITUATION AND ITS EFFECTS

The historical relationship between the medical community and the transgender community has been fraught. In 1980, the American Psychiatric Association added “gender identity disorder” to the Diagnostic Statistical Manual (DSM) as a diagnosis for transgender individuals.¹ This “disorder” was not removed from the DSM until 2013.

Today, transgender Americans report lack of access to healthcare for fear of discrimination in healthcare. “Transgender people report significant experiences of discrimination: 38% say they have experienced slurs, 28% say they have experienced insensitive or offensive comments, and 18% say people have acted afraid of them because of their gender identity or sexual orientation. Nearly a quarter say they have avoided doctors or health care out of concern they would be discriminated against (22%), and 31% say they have no regular doctor or form of health care.”² Moreover, the 2015 U.S. Transgender Survey conducted by the National Center for Transgender Equality found that transgender people of color and disabled transgender Americans faced higher rates of mistreatment by health care providers (42%).³ Mistreatment

¹ <https://blogs.scientificamerican.com/guest-blog/a-history-of-transgender-health-care/>

² <https://www.npr.org/documents/2017/nov/npr-discrimination-lgbtq-final.pdf>

³ James, Sandy E., et al. "The report of the 2015 US transgender survey." Washington, DC: National Center for Transgender Equality (2016).

included having to teach the provider about transgender issues in order to receive adequate healthcare, being asked invasive questions not related to the reason for the visit, or being refused transition-related health care. Adequate healthcare is especially important due to the high rates of poverty, homelessness, violence, and psychological trauma faced by transgender communities.

At their regular meeting on February 28, 2018 the Commission on the Status of Women voted to recommend the City Council Adopt a Resolution providing \$2,400 from the General Fund to support a half-day Transgender Health Access Training for City of Berkeley Public Health staff in June 2018.

M/S/C (Campbell/Adhikari)

Ayes: Campbell, Krause, Freedman, Shanoski, Khan, Leftwich, Vasquez, Adhikari.

BACKGROUND

The Commission on the Status of Women formed a Reproductive Rights subcommittee in 2017 to study the status of reproductive rights access in Berkeley. The subcommittee spoke with the local providers of reproductive health services, including the City and Planned Parenthood. The subcommittee spoke with Ann Song, Director of the City of Berkeley Public Health Clinic, and learned about the Clinic's interest in learning more about how to best serve transgender patients.

The Commission spoke with regional experts on transgender health access training and identified Dr. Jennifer Hastings as an ideal candidate to lead a training in Berkeley. Dr. Hastings is a physician and expert on transgender health, and has led similar trainings at other local medical centers.

Dr. Hastings suggested a training with the following format: 1 hour on terminology and definitions; 1 hour with a panel of speakers on the transgender health experience, including members of the Berkeley transgender community; 1 hour on the medical aspects of transgender health care. She has asked to include a behavioral health expert in the training to provide insight into the mental health aspects of transgender health care.

The costs are as follows:

- \$1000 for Dr. Hastings for organizing and conducting the training.
- \$1000 for a behavioral health expert with a specialty in transgender counseling to co-present the training.
- \$400 for honoraria for 4 panelists, at a rate of \$100 per panelist.

Thus, the requested allocation is \$2,400.

ENVIRONMENTAL SUSTAINABILITY

No environmental impact.

RATIONALE FOR RECOMMENDATION

It is essential that the City's clinics are fully accessible to the transgender community. This requires live, in-depth training with the opportunity for staff to ask questions and follow up after the training.

ALTERNATIVE ACTIONS CONSIDERED

No other alternative actions were considered.

CITY MANAGER

The City Manager takes no position on the content and recommendations of the Commission's Report.

CONTACT PERSON

Shallon Allen, Secretary to the Commission on the Status of Women, 510-981-7071

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

TRANSGENDER HEALTH ACCESS TRAINING FOR CITY PUBLIC HEALTH CLINICS

WHEREAS, the City of Berkeley Commission on the Status of Women advocates for the rights of all self-identified women to have access to sensitive and inclusive health services; and

WHEREAS, the transgender community has historically been alienated by untrained medical professionals and care workers; and

WHEREAS, the City of Berkeley Public Health clinics are striving to improve their accessibility for transgender patients.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that \$2,400 will be relinquished from the General Fund to support a three-hour training in June 2018 on transgender health access for all City of Berkeley Public Health Clinic employees.