

2011

NEW MEXICO TRANSGENDER SUMMIT 2011

New Mexico Community
Planning and Action
Group

NMCPAG Transgender
Taskforce



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NMCPAG Transgender Taskforce and Transgender Resource Center of New Mexico (TGRCNM) sponsored the second New Mexico Transgender Summit on May 6, 2011 in Albuquerque, New Mexico. This summit was designed to bring together the transgender and professional communities in order to **“Move Into Our Future”**. Last year, we focused on identifying the gaps in resources and services and having breakout sessions that addressed

the gaps. Our goal this year was to continue to identify specific needs in the transgender community in New Mexico and starting a series of workshops on a variety of topics to provide education to both the professional and the transgender communities.

There were 76 participants present at the summit representing multiple social-economic categories for the transgender community and multiple disciplines in the professional provider arena.



We had more collaboration with other organizations and agencies such as Transgender Resource Center of New Mexico, AIDS Education and Training Center in New Mexico, NM Transgender Coalition, Self Serve and more (see list at end).

Here are some demographics of the attendees (data was gathered from the registration and evaluation forms).

With regards to the breakdown of demographics, we use information gathered from both the registrations (76) and the evaluation forms that were turned in (42). The results continue on the next page.



Communities represented:

- Albuquerque = 40,
- Corrales = 1,
- Edgewood = 1,
- Gallup = 5,
- Jamestown = 1
- Los Ranchos de Albuquerque - 1
- Rio Rancho = 8,
- Santa Fe = 13,
- Taos = 1,
- Tejas = 1,
- Out of state = 4 (California)

By Employment Type

- CBO = 30
- State Employee = 15
- Corporate = 7
- Education = 6
- Federal Agency = 3
- Self Employed = 3
- No Response = 12

Gender Identification:

- Female (f) = 16
- Male (m) = 14
- Transman = 5
- Transfemale = 4
- Genderqueer = 1
- Declined = 1
- No Response = 1

Age:

Youngest is 22 and oldest is 80.

- < 31 = 10
- 31 – 40 = 10
- 41 – 50 = 8
- 51 – 60 = 5
- >60 = 7
- No response = 2

Ethnicity/Race:

- White (Caucasian) = 16
- Anglo = 3
- Hispanic = 7
- Mexican = 2
- Spanish = 1
- Chicano = 1
- African American = 1
- Jewish = 1
- Asian = 1
- American Indian = 1
- Navajo = 1
- Xicana = 1
- European = 1
- Mixed = 1
- No response = 3

Profession:

- Case Manager = 4
- Coordinator / Management = 15
- Counseling = 11
- Disease Prevention = 9
- Executive Director = 1
- Health Educator = 7
- RN / nursing = 2
- Reporter = 1
- Retired = 1
- Social Worker = 15
- Student = 4
- Supervisor = 1
- Therapist = 8
- No Response = 4

What to Gain from Summit:

- Knowledge/Learning = 28
- Networking = 17
- Awareness/Understanding = 16
- Collaborating = 10
- Information = 8
- Resources = 7
- Cultural Competency = 7



Comparisons on the demographics between this year and last year reflect some consistencies as well differences in who attended the summit for 2010 and 2011.

- There was an increase in those requesting Continuing Education Units (CEU) totaling 16 compared to 7 last year.
- Albuquerque continues to be the city that draws the most attendance (40 this year, 66 last year). The cities/towns that had an increase in attendance were Santa Fe, Rio Rancho and Gallup. This year showed that we had no representation from North East, South East and Southern New Mexico.
- We added employment type to find out from which sectors of employment are represented. Most are employed by Community Based Organizations (CBO) and State of New Mexico (mostly from NMDOH).
- Last year, we had 12 “classifications” for Gender Identity. This year there are only 5. There is a significant increase in those identifying as male (5 last year, 14 this year). There was also an increase in transmen and transwomen. Not identified this year at all are “transgender”, “MTF”, “FTM”, “2-Spirit”, “Natal F”, and “Natal Male” which all were included last year.
- There is a wider spread of age this year (22 to 80) while the median age is 40.5. There is a significant increase in the 30 and younger age group compared to last year while the other age groupings remained consistent with last year.
- The White/Caucasian ethnic/race continues to dominate at this year’s summit. There are 14 different ethnic/race identities listed this year compared to only 8 last year.
- For professional fields, this year has seen an increase in social workers, coordinator/management, counseling, disease prevention, health educators, and therapists.
- Knowledge/Learning and Awareness/Understanding remain the prominent areas that the attendees hope to gain from this summit. Increased from last year is networking.

THE MORNING PRESENTATIONS

Transgender 201

Mattee Jim, HIV Prevention Supervisor at First Nations Community Healthsource and Board Member of TGRCNM, along with Adrien Lawyer, Executive Director of TGRCNM, presented during the morning session, to all attendees, a talk entitled Transgender 201. This was a follow-up to the



Transgender 101 presentation from last year's Summit. TG 101 was meant to introduce some basic concepts and terminology.

Rather than repeating material covered last year, we opted to offer TG 201, discussing transgender education in the state of New Mexico. Mattee and Adrien collaborated to create a power point presentation on transgender basics,

to be used with providers, students and other varied groups. This presentation covers basic definitions, vocabulary, etiquette and ally skills. TGRCNM has utilized this power point in over 50 presentations and trainings with amazingly positive feedback and results.

The audience at the Summit was given a look at the power point, as it scrolled in the background. Meanwhile, Mattee and Adrien discussed the creation of the material, its availability on www.tgrcnm.org, for use by anyone in the state desiring or attempting to do transgender education and their desire to standardize these efforts throughout our state. Feedback on the power point is welcome, and we would like to keep all edits to it centralized rather than having many different versions of it propagated among our New Mexico communities.





Bamby Salcedo

-Transgender Services Project Coordinator with Children’s Hospital Los Angeles.

Bamby Salcedo has been an advocate for the Transgender Community for a number of years and is a Proud Latina Transgender Women. While at the Summit, she addressed the need for Community Mobilization and how she has utilized and also has participated in community mobilization. She also highlighted some challenges within the Transgender Community and how important it was to get involved. She talked about how the Incarceration of Transgendered individuals was a big issue and is being addressed in some states. She also talked about herself and some of the challenges she faced before working in the Field of HIV Prevention.

Bamby is the creator of the very first trans youth calendar called *Angels of Change*. This calendar has been able to give trans youth a positive self image. Bamby is also a great motivational speaker and a great leader, she has participated in various state and national conferences as a presenter such as Equality and Parity 2005 & 2009, United States Conference on AIDS in 2005, 2007, and in 2009 when she participated as an opening plenary speaker. She has also presented at Staying Alive 2006, and HIV Prevention Leadership Summit 2006, as well as speaking at different protests and rallies as a voice of trans communities regarding immigration issues, marriage equality and HIV funding cuts in the state of California. Bamby is a very strong advocate, an activist, and a community organizer when it comes to trans related issues including HIV prevention, policy, correctional issues, substance abuse treatment and prevention, and economic and professional development for transgender people across the U.S. One of her latest accomplishment has been to create a petition to Congress and our President for trans communities to be counted in the 2010 census which is called “We all matter, We all count”.



Bamby has also been recognized for her great work on several occasions. in 2006 she was recognized with the Sol award from the National Latino AIDS Awareness Day of Los Angeles, in 2009 she was recognized with the Icon award from The TransUnity Pride of Los Angeles and in 2010 she was recognized by The Christopher Street West, Producers of L A Pride with the Connie Norman Leadership Award for her leadership and work with transgender communities.



Masen Davis

-Executive Director of the Transgender Law Center

Masen Davis is a native Midwesterner who has lived the California Dream since 1995. He currently serves as Executive Director of the Transgender Law Center TLC, a civil rights organization advocating for transgender communities. Prior to coming to TLC in 2007, Masen spent six years at United Way of Greater Los Angeles where he managed allocations for 194 agencies, oversaw education/youth grantmaking; and raised more than \$5.8 million through foundation and corporate giving!

Masen has been an activist in the movement for lesbian, gay, bisexual and transgender equality since 1990. His experience includes advocating for LGBT survivors of hate crimes, domestic violence and police misconduct; consulting with education and social service providers to help develop and implement best practice standards for transgender youth; and presenting diversity trainings for police departments in San Francisco, Los Angeles, and Chicago.

In 2002, Masen co-founded FTM Alliance of Los Angeles, the first Southern California nonprofit dedicated to advocacy within the female-to-male transgender community. He has served in leadership roles for many organizations, including FTM Alliance (Board President, 2002-07); City of West Hollywood’s Transgender Task Force (Vice Chair, 2001-03); National Center for Transgender Equality (Vice Chair, 2005-2007), and Funders for Lesbian and Gay Issues (Board Member, 2007-Present). His work on behalf of transgender equality has earned him awards from the National Association of Social Workers, International Foundation for Gender Education, and UCLA. Masen received his Masters of Social Welfare with a concentration in Nonprofit Management from UCLA, and Bachelor of Arts from Northwestern University.





Luis Gutierrez-Mock

-Senior Technology Exchange Specialist, Center of Excellence for Transgender Health

Luis Gutierrez-Mock, MA, received his M.A. degree in Human Sexuality Studies from University of San Francisco (UCSF) in 2005, completed a second M.A. in Ethnic Studies in 2010, and is currently pursuing an M.P.H. at UCSF. Prior to joining the Transitions Project in 2008, he worked as the senior case manager at Bay Area Young Positives, the world's first peer-based HIV/AIDS youth agency. He was the lead investigator and author of the Best Practices for Adapting DEBIs for Transwomen (2011), co-authored T-SISTA: A Guide for Adapting SISTA for Transwomen (2010), and co-authored the Bay Area Multiracial Youth Health and Wellness Guide (2008) with Dr. Andrew Jolivet. His writing is published in *Nobody Passes: Rejecting the Rules of Gender and Conformity*, edited by Matt Bernstein Sycamore (Seal Press, 2006), *Gender Outlaws: The Next Generation*, edited by Kate Bornstein and S. Bear Burgman (Seal Press, 2010), and *Joto: An Anthology of Queer Chicano Poetry*, edited by Lorenzo Herrera y Lozano (Kórima Press, Spring 2011).

Luis is a member of the San Francisco Department of Public Health's Transgender Advisory Group, a steering committee member for the San Francisco Trans March, an advisory board member for El/La Programa Para TransLatinas, and a member of the Latin@ Advisory Board at the National Youth Advocacy Coalition. He has been a featured performer in The National Queer Arts Festival, In Sicknes and In Health: Untold Stories of Queer Best Friends, Mixed Fruit, Queer Loving, QPOCalypse Now, Trans as F*ck, and many other events throughout the Bay Area. In his free time he enjoys reading celebrity gossip magazines and going on long walks with FancyChuco Florez-Gutierrez-Mock, his well-accessorized Chihuahua.



Luis did an overall presentation of the

CATCH model to all the participants of the Summit and then in the afternoon did a workshop on CATCH and where New Mexico was with creating a Coalition in the state. In the overall presentation the core elements were presented:



1. Transgender community participation at the heart of the CATCH Model is filled with participation from a wide range of community members, along with providers and other stakeholders.
2. Community-driven data Local, state and nationwide data will be gathered and used in order to establish transgender

health priorities.

3. Coalition-developed, comprehensive strategies to increase access to and utilization of HIV prevention services, including testing With support from the CoE, community members will identify service gaps and barriers that contribute to high rates of HIV and low utilization of services in their communities, especially among the highest risk groups within the transgender community.
4. Ongoing evaluation and feedback for program improvement Coalition feedback and continual incorporation will improve and ensure active and diverse participation by the community in the mobilization project.
5. Increased community capacity for health promotion The CATCH model aims to increase the capacity of the community. In the small workshop questions were asked of the participants about how the mobilization was happening and what their thoughts were in creating the Coalition. Luis got information on what happened in the past and what's going on today with Community Mobilization. There were a handful of participants who gave valuable information on the topic.

Luis continued the discussion from last year on the CATCH Model which stands for “Coalitions Action Transgender Community Health”. He did an exercise in finding out just how many in our community are aware of the resources that are available. He had 5 volunteers list as many resources as they could on a large sheet of paper.

Compared to last year, there has been a significant increase in awareness of resources. Those who are active in the transgender and the professional communities have a higher awareness of the resources. The general public has a much lower awareness of these



resources. This includes those in the transgender community as well.

The following indicates that we do have some work ahead in order to get the information out to the general public. On the evaluation form, a question regarding if you know of or have you visited the following websites?

www.tgrcnm.org	Yes = 20	No = 15
www.transhealth.ucsf.edu	Yes = 5	No = 29
www.nmhivguide.org	Yes = 15	No = 19
www.nmcpag.org	Yes = 17	No = 18

There is a moderately equal response to yes and no for all but the www.transhealth.ucsf.edu. This indicates that educating/training and awareness are still gaps in need of addressing throughout the state.



THE AFTERNOON WORK SESSIONS

CATCH Model

-facilitated by Luis Gutierrez-Mock

An overview of the CATCH model was presented and the group discussed where there were specific needs based on each individual's experience. Some of the needs or gaps that the group identified as areas of greatest concern were centered on healthcare. These topics included: elderly care, mental health, hospitals, transition related care, emergency services,



primary care and access to these services. There was also discussion about how to identify the needs and resources available in the more rural parts of the state and which methods of communication could be utilized to make the transgender community more aware of what resources are available throughout the state currently. The breakout session concluded with an action item for the NM TG Coalition co-chairs to follow up with Danielle Castro with the Center of Excellence for Transgender Health to create some next steps and continue with the Coalition building efforts.

FTM Issues, Awareness, and Visibility

-facilitated by Masen Davis



Sixteen people attended Mr. Davis' first breakout session. The attendees represented several cultures and some individuals represented more than one culture including: Gay, Straight, Lesbian, Transgender, Anglo, Bi-Sexual, Black, Hispanic, and Queer.

Mr. Davis opened the workshop by asking the participants for their concerns and questions related to being Transgender in this relatively conservative society. He made a point of saying that no question was "out-of-bounds" and only asked the attendees to speak respectfully and honestly.

The general conversation began with a therapist in the room talking about some of the verbal abuses her clients have received from co-workers, supervisors, and family. Her statement led to several participants describing, either hearing such abuse, or experiencing verbal abuse related to their being their gender.

One participant, who is moving away, physically, from his female birth assignment toward his total identity as male, related how a male co-worker asked him if he was going to “grow a dick.” Another person related the difficulty of finding health care professionals who would take her seriously as being a woman, “Because I have a penis.”

Mr. Davis described similar experiences. He spoke about the difficulty of finding a gynecologist who treated him respectfully and exhibited cultural competence. He stressed the importance of patience and perseverance and how crucial it is to surrender to, be part of, a supportive and loving community.

Finally, Mr. Davis acknowledged the fact that there are difficulties Trans People will experience and their life doesn’t have to be all about the difficulties. First and foremost, life can (and should) be about being comfortable within ones own skin and working to help others obtain that happiness for themselves.

Erotic Safer Sex

-facilitated by Molly Adler

This workshop by far was the most popular and Molly did a great presentation.

Eroticizing Safer Sex: A sex positive approach to safer sex for Trans people, partners and health providers presented by Molly Adler, Owner, and Executive Director for Self-serve.



Sex positivity was a central theme throughout this informative and very visual presentation. Molly also focused on other topics including language, enthusiastic consent, safer sex, tools and toys, sharing fluids, Sexually transmitted infections (STIs) and beautiful diversity.



Language is important within the trans culture as some transwomen may use such terms as strap-on, clit, strapless; while Transmen may use cockpit, fronthole, maleslot, or dick. These terms are key when describing trans anatomy.

Molly spoke often of enthusiastic consent. Enthusiastic consent refers to consenting to sex, but doing so in an enthusiastic way that communicates to your partner what you like and don't like. With sex comes talk of safer sex. Molly discussed the safer sex continuum from least risky to most: masturbation, oral sex with barriers, intercourse with barriers, and intercourse with no barriers as the most risky type of sex.

With risky sex can come STIs. Herpes and HPV were noted as the most common skin to skin infections along with bacterial vaginosis.

More information can be found at selfservetoys.com

What is TGRCNM?

-facilitated by Adrien Lawyer

Discussion was held on what the Transgender Resource Center of New Mexico does and can provide support for regarding transgender issues in the State of New Mexico. What has taken place over the past year with the Speaker's Bureau, building the ever growing resource lists, starting both a youth and an adult support group, having a presence on the street working with transgender members who live on the street, creating printed resources, and collaborating with the CPAG Transgender Taskforce and the newly formed New Mexico Transgender Coalition.

Ideas and thoughts came about as to how the center can help with the gaps within the state and bring resources from outside of the state to help improve the overall living conditions of the transgender community in New Mexico.



Laws and Policies in New Mexico

-facilitated by Jordon Johnson

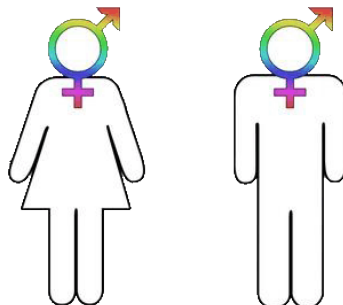
New Mexico is one of a few states to provide legal protections for the transgender community because our statutes have specific language about gender identity and sexual orientation such as the Non-Discrimination law and Hate Crimes laws. Even with these laws established, we are still a state that does not have laws specifically in relation to schools or any form of relationship recognition.



In our workshop, we discussed the importance of reviewing the current policies within their organizations to ensure their organizations are abiding by the state laws. Since we are a state that has gender identity included in our state laws, it is important to make sure this law becomes implemented into various policies.

Even though New Mexico acknowledges gender identity within laws and policies, it does not mean that discrimination does not take place. Educating organizations, businesses, schools, community members, and the general public must be a priority in order to reduce any harm and discrimination towards the transgender community. For instance, we had a fruitful conversation about the struggles with transgender people becoming incarcerated and where they are placed within detention centers. We discussed the need to work with detention centers and other facilities about housing the transgender community.

In our time together, we talked about a few documents in relation to the laws and policies that exist in other states. If you are interested in learning more about jurisdictions with transgender inclusive laws and policies, please visit the National Gay and Lesbian Task Force (www.thetaskforce.org) or see the report by the National Center for Transgender Equality and the National Gay and Lesbian Task Force called *Injustice at Every Turn*.



Self Esteem / Image Issues and Barriers to HIV Prevention – Nizhoni SISTA for Transgender Navajo MTF’s

-facilitated by Jeremy Yazzie of the Navajo AIDS Network and Stella Martin of the New Mexico Department of Health.

The SISTA project is a DEBI intervention passed on to us from the CDC. This intervention was



originally designed for at-risk African American women. It has proved successful to lower rates of STD infection for women who have completed all sessions of the intervention.

Navajo AIDS Network along with other interested parties (like the NMCPAG transgender taskforce) took it upon themselves to adapt this curriculum for the Navajo transgender MTF population.

There was evidence making these girls high risk including: visibility of transwomen in the area engaging in commercial sex work, high rates of STIs within the Navajo Transwomen population. Finally discrimination which leads to unemployment, substance abuse, lack of a support system which in turn can lead to several high-risk behaviors for survival.

This intervention made up of 5, 2 hour sessions is called the Nizhoni SISTA Project. It focuses on self esteem and has already been successfully implemented and continues to be here in New Mexico. The CDC has viewed this as a successful adaptation along with TWISTA in Chicago, TANAMA in Puerto Rico and TITAS in Hawaii.



IN CONCLUSION

We are so fortunate to have such a wide selection of quality speakers and facilitators again at this year's summit. While Bamby Salcedo brought us her personal story and the need for community mobilization, Masen Davis delivered the need for protections and laws, and Luis Gutierrez-Mock furthered the process of making the CATCH Model work. All three are components for the creation of Community Mobilization.

Even though we would like to think that we are getting the message out with regards to resources, the activity that Luis Gutierrez-Mock had various attendees work on showed that about half of those in attendance knew of the three major resource websites in New Mexico and a very small percentage knew of the Center of Excellence for Transgender Health.

This year, we had six different facilitators for the breakout work sessions which proved to be very effective. Even though we are still in the process of identifying gaps in service for the transgender community in New Mexico, we have begun the process of providing much needed education and awareness in targeted areas.

Much has taken place over the past year since our first summit and we feel some comments are appropriate. The Nizhoni SISTA adapted DEBI has proven to work well and we will be looking at further adaptations for those at higher risk within the transgender community. The goal of the New Mexico Transgender Coalition has been realized and currently is holding meetings monthly. There are now numerous transgender adult and youth support groups with more coming. We are working on having the first TransCamp for Youth in July following a successful TransCamp for Leadership. Both of these are a work in progress. The Transgender Resource Center of NM has been very active with its Speakers Bureau and is reaching out to colleges, universities, social groups, governmental groups, to name a few.



As you can see the collaboration between trans, trans-inclusive, ally, and non-trans individuals, organizations, agencies, and governmental bodies continues to increase to fill in the gaps in service, provide education, and help to reduce the risk factors that the transgender community lives with in New Mexico.



Thank you to Tracy Tessman of AETC for providing both a wonderful lunch and the CEU's.

We wish to thank the following people and agencies as this summit could not have happened without their help.

- NM Department of Health
 - RainbowVision Santa Fe
 - Members of the CPAG Transgender Task Force
 - Transgender Resource Center of New Mexico
 - Self Service
 - NM Transgender Coalition
 - Los Griegos Community Center
 - First Nations Community Healthsource
 - Navajo AIDS Network, Inc.
 - AIDS Education and Training Center in New Mexico
 - Transgender Law Center
 - Center of Excellence for Transgender Health
- All the volunteers who helped set up, pick up meals, and clean-up afterwards.