



# Working With Transgender Research Subjects

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# Learning Objectives

- By the end of this course, attendants will:
  - Understand the importance of trans inclusion in research study design
  - Be able to identify and implement research practices that include and do not discriminate against TNBGNC populations
  - Know how to navigate IRB requirements in a trans-supportive manner
  - Be able to assess the accessibility of research facilities, including but not limited to bathroom access, front desk employee cultural competence, and management of sensitive information such as legal name and sex
  - Advocate for trans-inclusive research practices to colleagues, peers, and administrators

# Key Terminology

- LGBTQIA+
- Sex vs Gender
- Sexuality/Romantic Attraction vs Gender Identity
- AMAB/AFAB, Sex/Gender Assigned at Birth
  - Intersex
- Transgender
  - Trans Woman
  - Trans Man

# Key Terminology

- Non-Binary
  - Neopronouns
- Cisgender
- Gender Non-Conforming (GNC)
  - Dysphoria
  - Misgendering
- Why transgender and intersex instead of transgendered or intersexed?

# IRB Navigation

## Important Considerations:

- Risks
- Payment and expenses
- Consent and legal names

# IRB: Risks

- Outing
  - Trans identity
  - Sex work
  - Substance use
- Trans Cultural Competency of Staff
  - Have staff been trained on trans issues? What is the likelihood of *staring, misgendering, microaggressions*?
- Transition healthcare
  - Does the medication being tested have a risk of *interfering with hormone regimens*?
  - Could it cause side effects likely to *increase dysphoria*? (e.g. hair or breast growth, vocal changes, body fat redistribution)

# IRB Risks continued

- Bathroom access
  - Public, private, gendered, gender-neutral?
- Physical location
  - Number of entrances and exits
  - Is the exit well-lit, public, and in an area known for general safety?



# IRB: Payment and Expenses

- Expenses
  - Be upfront about travel costs
    - Consider whether your facility is close to public transportation
- Payment
  - If possible, *compensate in forms that do not require legal name* (gift cards, Visa cards, cash)
  - If that is not possible, be upfront that legal name is required for compensation purposes



# IRB: Consent and Legal Names

- Can someone put down a signature that doesn't match their legal name or otherwise indicate they do not go by the legal name required for signatures?
  - If not - *petition IRB!*
- Working with minors
  - Ask them *privately* if they go by a name and/or pronouns their parents/guardians do not know use when referring to them
  - If so, be *very careful* not to refer to them with preferred names and pronouns to parents unless you have the minor's express permission

# Why is Trans Inclusion Important?

- TNBGNC individuals are already in your studies
- Lack of inclusion leads to inaccurate data, corrupt conclusions

# How to Include TNBGNC Populations:

- Intake Forms & Databases
- Facilities
- Staff/Faculty Interactions

# TNBGNC Inclusion: Intake Forms & Databases

- "Preferred" Name, Legal Name
- Inclusive Gender Options
  - Fill-in-the-Blank, "O"
  - Option to specify pronouns

**Name \***

First Last

**Is the name listed above how you would like to be addressed? \***

☐ Yes

☒ No

**How should I refer to you? \***

First Last

**Please tell me your gender and pronouns. \***

# Legal Sex Definition

- First: *is legal sex specifically relevant?*
  - If so, specify why - medical data? Identity verification? Which form of ID is being verified?
- Provide "Do not wish to answer" option if possible
- Remember that *not everyone can easily answer this*
  - E.g., driver's license and birth certificate gender markers not matching
  - Being intersex (for both trans and cis participants)
  - Sex/gender designations can differ between countries and states

# TNBGNC Inclusion: Intake Forms & Databases

**If necessary:** "What was the sex/gender you were assigned at birth?"

Preferred Contact Information

- Safe Email, Phone, Address
  - "Can I leave voicemails at this number? What name should I address any mail to this address with?"
- Preferred Contact- Method, Name to Use, Times
- Emergency Contact Navigation

What is the name of your emergency contact? \*

<input type="text"/>	<input type="text"/>
First	Last

What are your emergency contact's pronouns? \*

What is their relationship to you? \*

What is their preferred phone number to be contacted by? \*

What name and pronouns should I use to refer to \*you\* when talking to your emergency contact? \*

# TNBGNC Inclusion: Facilities

- Restroom Access
  - Gender-Neutral Bathrooms
  - Menstruation Products in men's and gender-neutral restrooms
- Accessibility: Neurodivergence & Physical
- Signs of LGBTQIA+ Affirmation
- ID Required?
- Front desk/intake staff cultural competency



# TNBGNC Inclusion: Staff/Faculty Interactions

Provide Inservice/Training

- Use Preferred Name in Clinic\*
- Keep it Cool Regarding Presentation
- Open to Correction - HUMILITY
- [Practicewithpronouns.com](https://www.practicewithpronouns.com)



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