

Levels of Provider Trans-Competency

This self-rating system for Charlotte Trans Health provider-members was designed to assist individuals in the community in locating clinicians who can provide the level of affirming and/or specialized care they are seeking. Providers are asked to self-identify their current level of competence* in providing services to the unique needs of transgender, non-binary or other folx with specialized, gender-related healthcare needs. Since this competency can vary by developmental considerations, our providers are also asked to indicate ages served by level. (i.e., some clinicians may have experience meeting the transition needs of youth, adolescents, and adults and others may have training limited by developmental stage).

Please consider both training and experience when reflecting on your level of competency.

Novice:

Defined as open, non-judgmental, and accepting with general knowledge only. These are often general practitioners and providers specializing in other clinical areas, who know a great deal about a variety of presenting issues and can help with many different concerns, but who do not necessarily have a specialty in helping patients with gender concerns. These providers may also be newer to trans health and in a learning phase of their professional development.

Intermediate:

Defined as possessing specific knowledge of minority stress, gender dysphoria and the unique needs of transgender, non-binary and other gender experiences. These providers have attended training(s) to educate themselves more specifically in order to provide trans-focused services. These providers have some previous experience providing professional services to trans individuals and may often consult with providers with more in depth experience. Psychotherapists of this level are able to efficiently provide legal, medical and surgical transition letters. Medical providers of this level are able to provide hormone therapy.

Advanced:

Defined as highly experienced and educated regarding transgender and non-binary culture and complex healthcare needs. They are knowledgeable about various aspects of minority stress, transition considerations, and can adequately assess medical transition considerations for individuals with multiple intersectional and/or complex psychological/physical healthcare considerations. They have previously provided professional services to many trans and non-binary individuals and may provide consultation, mentorship or supervision to providers with less experience. These providers are committed to ongoing professional development in trans healthcare and often are members of professional organizations centered on trans healthcare to remain informed on the latest research and clinical considerations.

*All members of CTH are expected to participate in continuing education specific to transgender healthcare to maintain membership. Provider cultural competency levels are re-assessed on an annual basis.

TERMINOLOGY

**TGD: Please note that we use the term TGD to include those individuals who identify beyond the gender binary, including but not limited to: genderqueer, gender non-conforming, gender expansive, bigender, genderfluid, transsexual, or other specific terms that individuals feel may more accurately describe their experience or identity.

OTHER CREDIT & RESOURCES

Competency Rating Scale was adapted from the following resources:

Alsobrooks, A., & Savoy, H. (2018) Determining and Enhancing Cultural Competency for Working With Transgender Clients (<https://www.drhollysavoy.com/resources.html>)

Dara Hoffman Fox, LPC (<http://darahoffmanfox.com/resources/mental-health-professionals/>)

Adam Saucedo, LPC-S with consultation via Lisette Lahana, LCSW
(<https://www.synchronicity-counseling.com/approaches-to-working-with-gender>)

Heather Stambaugh, LCSW (<https://www.lakelandlgbttherapy.com/new-blog/>)