



## **Policy Recommendations**

*Last Updated March 2019*

TGNB folks individuals do not have the same access to healthcare as their cisgender counterparts. There is a healthcare crisis facing TGNB people and it is rooted in and resulting from structural discrimination and inequality. The result is that TGNB folx experience severe health and wellness disparities, which in turn affects enjoyment of life and the ability to work and contribute to one's families and communities. The situation demands attention and urgency. *Recommended Reading: Discrimination in Healthcare against Trans and GNB people in Georgia.* We can improve and in some cases save the lives of trans and GNB folx by recognizing and improving the social determinants that ultimately impact trans and GNB people's health and wellness. In order to make sure every person can live a long, meaningful, autonomous, joyful and healthy life, we must continue to fight for real change to take place throughout the structures and institutions that we all inevitably pass through and interact with.

The overarching goals of these policy recommendations include:

- Supporting non-discrimination protections for gender identity in federal, state and local law and policy, particularly when related to access to accommodations, housing, employment, and healthcare services and insurance.
- Reducing and eliminating harassment, discrimination, cost barriers, and unnecessary procedures or mandatory wait times experienced by TGNB people seeking care, by increasing cultural responsiveness in health insurance coverage options and among healthcare providers via cultural intelligence training for providers.
- Recognizing the holistic nature of health and well-being and its root causes by utilizing an intersectional analysis and the reproductive justice framework in discussions involving healthcare and marginalized communities. *Recommended Reading: The Reproductive Justice Framework*
- Increasing the amplification of all of gender identities, narratives, and experiences through increased visibility and participation of affected folx in the policymaking processes.

## **SPARK RJ NOW! POLICY RECOMMENDATIONS for 2019**

### **- Recommendations for Healthcare institutions**

- Incorporate cultural competence and intelligence training at all levels of service provision
- Ensure gender expansive language is used on intake forms and reporting
- Incorporate visual signs and cues in the healthcare setting to establish
- Track experiences of discrimination and stigma and take actionable steps to identify the source and enforce improvements



- **Recommendations for Governmental Agencies**

- Reinstate quarterly conference calls with LGBTQ organizations regarding updates in federal employment regulations
- Oppose HHS efforts to narrowly interpret sex as binary and effectively exclude sexual orientation and gender identity from contemplation under the definition of sex discrimination.
- End the Transgender Military Ban
- End the imprisonment, attacks on and indifference to Black and Brown refugees, many of whom identify as LGBTQ and are escaping persecution for being who they are

- **Legislative Priorities (among existing and proposed laws and regulations)**

- Support (National):
  - The Equality Act: HR 2282/ S 1006
  - Do No Harm Act: HR 3222
  - Every Child Deserves a Family Act: HR 2640/ S 1303
  - Real Education for Healthy Youth Act: HR 3602/S 1653
  - Trauma Informed Care for Children and Families Act of 2017 HR 1757/ S 774
  - Dream Act: HR 3440/ S 1615
  - End Racial and Religious Profiling Act: HR 1498/ S 411
  - International Human Rights Defense Act: HR 6033/ S 3020
  - REPEAL HIV Discrimination Act: HR 1739/ S 2186
- Oppose (National):
  - First Amendment Defense Act
  - HB 481: The Heartbeat Bill which is a 6-week abortion ban.
- Oppose (State):
  - (State level) Religious Freedom Restoration Act, in any ideation
  - (State level) The Heartbeat Bill: HR 481

*We want your input! Is there local, state or national policy, bill or piece of legislation that you think should be part of our policy priorities for 2019? Connect with us!*

*Contact SPARK at [info@sparkrj.org](mailto:info@sparkrj.org).*