



Equitas Health Institute

Providing Culturally Humble and Competent Care
to the LGBTQ+ Community

Objectives

By the end of the session participants will be able to:

1. Define the difference between sexual orientation and gender identity.
2. Identify risk factors for mental health concerns in the LGBTQ+ community.
3. Identify tools to create safe spaces for LGBTQ+ patients.

Intersectionality

- Human beings are complex, and can't be reduced to a single aspect of their identity.
- People who are simultaneously members of multiple marginalized groups experience multiple forms of oppression at once.
- It is essential to recognize that people have multiple and diverse identity factors that intersect to shape their perspectives, ideologies and experiences.



Some Basic LGBTQ+ Definitions

- **Sexual Orientation**
 - Straight/Hetero
 - Gay and Lesbian
 - Bisexuality (and more)
- **Gender Identity**
 - Cisgender
 - Transgender
 - Non-binary
 - Gender Non-Conforming
- **Q = Queer and/or Questioning**
- **What's in the Plus?**
 - Intersex
 - Asexual/Aromantic
 - Pansexual
 - (and way more)



How Many People are We Talking About?

- There are about 391,000 LGBTQ+ people in Ohio (4.3% of the population). That's equivalent to the combined population of Dayton and Akron.
- Ohio has the 6th biggest LGBTQ+ population among US states.
- There are over 39,000 trans folks in Ohio, and 1.4m nationwide



Photo: Scout Tufankjian / ACLU

<https://www.dispatch.com/content/stories/local/2015/03/23/gallup-poll.html>

http://www.lgbtmap.org/equality_maps/profile_state/OH

LGBTQ+ Demographic Trends

- The percentage of the US population that identifies as LGBTQ+ is growing
 - +1.7m between 2012 and 2016
- Younger people are much more likely to identify as LGBTQ+ (20% of 18-34 year-olds in 2017 study)
- Folks born between 1980-1998 are 2x as likely to identify as LGBTQ+, compared to previous generations.



<https://www.advocate.com/people/2017/1/12/gallup-poll-record-number-americans-identify-lgbt>

https://www.huffingtonpost.com/entry/20-percent-millennials-lgbtq+-glaad-study_us_58dd140be4b05eae031d8f9c

Question to Consider

What challenges do members of the community face in the 21st century?

Discrimination, Prejudice, and Health Inequities Experienced by LGBTQ+ Community

- In most US states (including Ohio), there are no statewide laws protecting LGBTQ+ folks from discrimination.
- LGBTQ+ folks are at increased risk of IPV, sexual assault, and hate crimes
- Suicide (LGBT youth 2-3 more times likely to attempt)
- Homelessness (40% youth homeless are LGBTQ+)
- Breast and Cervical Cancer
- HIV (70% of PLWH in US are MSM)
- Substance use and misuse
- Increased numbers of all for trans community and LGBTQ+ POC

“Report on Lesbian, Gay, Bisexual and Transgender Health,” Healthy People.gov

<http://healthypeople.gov/2020/topicsobjectives2020/overview.aspx?topicid=25>

Consider context and the social landscape...

- Research shows that these outcomes are not driven by some quality or qualities inherent to members of the LGBTQ+ community.
- But rather due to how our culture, society, and the state treats (or does not treat) those with LGBTQ+ identities (as well as other intersecting identities).

https://www.plannedparenthood.org/files/1014/4906/8078/Inclusive_Sex_Education.pdf

Mental Health challenges are especially prevalent in the LGBTQ+ community. Let's take a look at what these challenges look like in the community, why they exist, and what we can do to make things better.

LGBTQ+ Mental Health

- LGBTQ+ individuals are **3x more likely to experience a mental health condition.**
- LGBTQ+ youth are **4x more likely to attempt suicide, experience suicidal thoughts, and engage in self-harm,** as compared to other young people.



<https://www.nami.org/Find-Support/LGBTQ>

Anxiety Disorders

- Research shows that LGBTQ+ people are more likely to have anxiety disorders than heterosexual people.
- Social stigma has been positively associated with psychological distress.

- Social Anxiety
- Panic Disorder
- Generalized Anxiety Disorder
- Obsessive-Compulsive Disorder
- Post-Traumatic Stress Disorder
- Phobia
- Agoraphobia

<http://ajph.aphapublications.org/doi/abs/10.2105/AJPH.2013.301241>
<http://www.mattsweet.com/lgbt-anxiety-depression-guide.pdf>

Depression and the LGBTQ+ Community

- According to an article published in the Archives of General Psychiatry, lifetime prevalence rates of MDD* among **gay, lesbian, and bisexual people were 71.4%**, compared to 38.2% among heterosexuals.
 - Within the LGBTQ+ community, likelihood of depression symptoms are even higher among transgender and bisexual folks.
- **LGBTQ+ youth and elders** are especially susceptible to MDD*

*Major Depressive Disorder

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5685247/#B15>
<http://www.mattsweet.com/lgbt-anxiety-depression-guide.pdf>

Self-Esteem and Internalized Homophobia

- Hearing constant and persistent negative messages has a negative impact on self-esteem
- These negative messages may cause LGBTQ+ folks to hold core beliefs that they are flawed



Family/Friend Rejection, Alienation, and Isolation

- LGBTQ+ people who were rejected by their families because of their identity have much lower self-esteem and have fewer people they can turn to for help.
- They are also more isolated and have less support than those who were accepted by their families.
- This especially impacts youth and elders.



https://nccc.georgetown.edu/documents/LGBT_Brief.pdf

Why do these disparities exist?

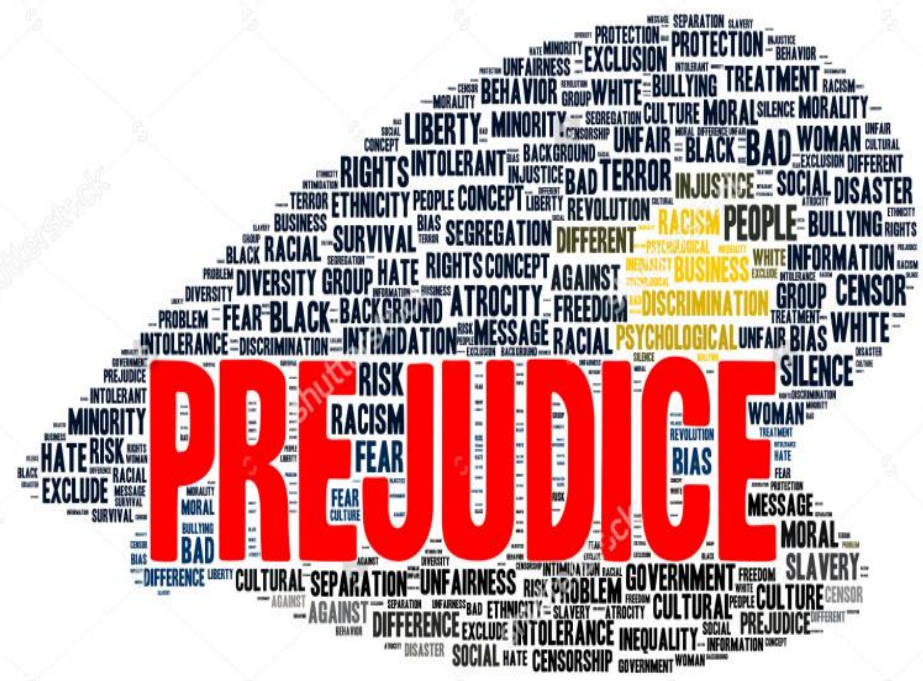
- Many mental health issues arise as a response to “Minority Stress.”
- Family rejection is also a major driver of mental health problems.
- Limited access to culturally humble mental health services.



<https://www.nami.org/Find-Support/LGBTQ>

Expectations of Prejudice and Bias

- Either from personal experience, or from hearing about others' experiences, many LGBTQ+ people **EXPECT** to face prejudice and bias in health care settings, workplace and other institutional environments.
- This environment contributes to a high degree of minority stress felt by LGBTQ+ people.
- This can act as a barrier to care, employment, emotional well being, etc.



What can we do about this?

Let's look at how we can create more welcoming and inclusive environments for our LGBTQ+ co-workers, customers, and more.

Structural Competency

- The physical environment of an institution can have a huge impact on people. It can either make people feel more comfortable and at ease, or it can make someone tense up, or it can even make them leave.
- Big idea: Are there signifiers of LGBTQ+ inclusiveness in your physical space? Think about
 - Who is represented on placards, brochures, etc? Is the language used LGBTQ+ inclusive?
 - What magazines are available?
 - Are all-gender or gender-neutral restrooms available?
 - Are there visible symbols, like the rainbow LGBTQ+ flag or trans pride flag?
 - Do you have a policy around pronouns and gender-inclusive language that is visible? More on that in a bit.

Questions and Statements to Avoid

- “What’s your REAL name?”
- “Who is ‘the man’ in your relationship?”
- “Have you had ‘the surgery?’”
- “Have you completed your transition?”
- “Are your kids adopted?”
- “You’re dating a man/woman now? I thought you were bi. Are you straight now?”
- Don’t ask invasive questions just to satisfy your curiosity.
- Don’t “out” LGBTQ+ people to others unless you have their explicit permission.

Why is it Important to Get Names and Pronouns Right?

- The person you are interacting with may have been addressed by the wrong name or misgendered earlier that day, maybe more than once.
- This is invalidating and somewhere between aggravating and traumatic for trans folks.
- Confirms trans folks' worst fears about institutions.
- Can lead to trans & non-binary people disengaging from these institutions.
- This can also impact people who may not be trans, but who are gender non-conforming.

10 Things You're Actually Saying When You Ignore Someone's Gender Pronouns:

1. I know you better than you know yourself.
2. I would rather hurt you repeatedly than change the way I speak about you.
3. Your sense of safety is not important to me.
4. Your identity isn't real and shouldn't be acknowledged.
5. I want to teach everyone around me to disrespect you.
6. Offending you is fine if it makes me feel more comfortable.
7. I can hear you talking, but I'm not really listening.
8. Being who you truly are is an inconvenience to me.
9. I would prefer it if you stopped being honest with me.
10. I am not an ally, a friend, or someone you can trust.

Best Practices for Pronoun Usage

- Introduce yourself as “Hello, my name is _____, and my pronouns are _____.” This will cue the person you are talking to that it is OK to reciprocate.
- Also, most trans people interpret this as a powerful sign of inclusiveness.
- Obviously, there are situations where this isn't feasible. Wearing/displaying pronoun stickers/buttons also signals to trans people that you have considered pronouns.
- IF/when you get someone's pronouns wrong, apologize sincerely and quickly and then move on from it. Don't dwell. Don't keep apologizing, and don't try to explain why or make it about yourself.



Hotlines and Other Resources

[Just a few]



PFLAG has a list of hotlines that can be shared with folks. They also have a wealth of resources on their website about and for supporting the LGBTQ+ community.

<https://pflag.org/hotlines>

THE **TREVOR** PROJECT

GET HELP

If you're thinking about suicide, you deserve immediate help - please call the Trevor Lifeline at 866-488-7386.

Get Help Now

TrevorSpace



Pride Institute is committed to providing LGBTQ+ people a safe place for recovery through evidence-based treatment for substance abuse, sexual health and mental health.

Creating a Welcoming and Inclusive Environment

- There are many simple gestures you can make to signal that you are a “safe” person for LGBTQ+ folks.
- Use best practices for pronoun usage (including wearing pronoun buttons or stickers).
- Educate yourself on the resources available to various identities within this population and share that knowledge.
- Practice cultural humility and strive to check your assumptions.
- Strive for Structural Competency.

Thank you!

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