

Understanding the Rainbow

An Introduction to Culturally Competent
LGBTQ+ Mental Healthcare

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she/her/hers



Training Objectives

1. Increase participant **knowledge of terminology and issues specific to LGBTQ+ clients**
2. Strengthen participant **capacity for empathy and understanding** when interacting with & providing services to LGBTQ+ individuals
3. Reinforce **client-focused care** with regard for sexual and gender identity



What We'll Cover

01

Statistics & Terminology

Common labels, terms, & concepts; outdated & offensive terminology

02

Identity Development

Internal processes when discovering sexual orientation & gender identity

03

Impact & Interventions

Internal & external stressors that exacerbate mental health needs

04

From the Community

What this population wants you to know



Why Does This Matter to Me?

- ✓ 8% (20 million) of American adults identify as LGBTQ+
 - ✓ More than 1% (2 million) are GNC
- ✓ Increased likelihood for mental illness, suicide attempts & substance abuse
- Cultural stress: ongoing exposure to structural stigma, social discrimination, & institutional oppression
 - ✓ "Social workers have a responsibility to promote policies, laws, and programs that affirm, support, and value LGBTQ individuals, families, and communities."
- National Association of Social Workers, 2022




Take A Second

What gender are you?

What is your sexual orientation?

How do you know what gender you are? How do you know who you're attracted to?

What makes these clear to you?



Just To Keep It Straight

Sex: determined by biological markers (genitals, chromosomes, etc.)

Gender: who you are, as internally experienced & determined by you

Sexual orientation: who you are sexually attracted to

Gender binary: idea that humans are only male or only female; factually inaccurate, harmful social construct





Terminology 101: Sexuality

LESBIAN

A woman who is attracted to other women

GAY

A man who is attracted to other men; this can also be used as an “umbrella” term

BISEXUAL

Attraction to those of one's own gender, as well as those of other genders

PANSEXUAL


Attraction to others regardless of their sex or gender identity

QUEER/QUESTIONING

Self-applied umbrella terms LGBTQ+ individuals may or may not use to define their gender and/or sexuality; a person who is still trying to figure it out

ASEXUAL

Having little to no sexual attraction to others



Terminology 101: Gender

CISGENDER

Gender identity matches sex assigned at birth

TRANSGENDER

Internal experience of gender does not match sex assigned at birth

NON-BINARY

Internal experience of gender is neither male nor female; not "both" or "in between"

GENDERFLUID

Internal experience of gender is variable and changes

INTERSEX

Born with a variation of sex characteristics that do not fit traditional physical definitions of male & female bodies

GENDERQUEER

Internal experience of gender is not solely male/masculine or solely female/feminine





Roux, what is
your gender?

**NON-
BUNNARY.**

Terminology 101: Gender

GENDER DYSPHORIA

Clinically significant distress or impairment related to the incongruence between one's sex assigned at birth and their gender identity

PRONOUNS

Can include she/her/hers, he/him/his, they/them/theirs, or neo-pronouns; drop the "preferred"!

DEADNAME

The name given to a gender non-conforming person at birth; can be used to intentionally invalidate or reject one's gender identity

GENDER EXPRESSION

The way in which a person expresses their gender identity, typically through their appearance, dress, & behavior

HORMONE REPLACEMENT THERAPY

Supplemental estrogen or testosterone to increase preferred sex characteristics; blockers to decrease biological sex characteristics

GENDER AFFIRMING SURGERY

Procedures to remove/modify sex anatomy present at birth and replace with anatomy of identified gender



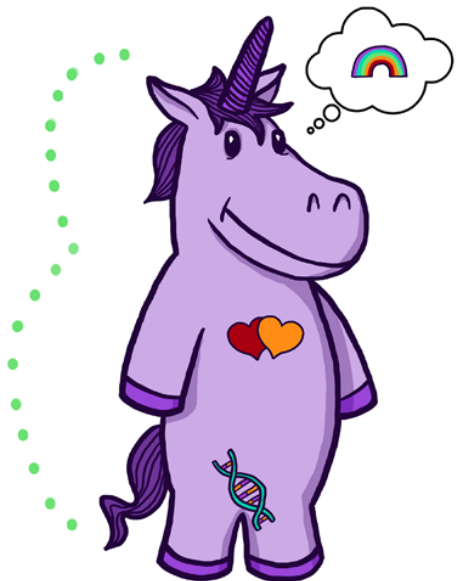
Why Are Name & Pronouns Such a Big Deal?



- Showing respect
- Validation of identity
- **Decreased risk of suicide**
- Follow your lead
- Opportunity for self-advocacy

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity

- Female / Woman / Girl
- Male / Man / Boy
- Other Gender(s)



Gender Expression

- Feminine
- Masculine
- Other



Sex Assigned at Birth

- Female
- Male
- Other / Intersex



Physically Attracted to

- Women
- Men
- Other Gender(s)



Emotionally Attracted to

- Women
- Men
- Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Outdated & Offensive Terminology

- × Gender Identity Disorder → Gender Dysphoria
- × Sex reassignment surgery → Gender confirming/affirming surgery
- × Preferred pronouns → Personal pronouns
- × Biologically male/female → Assigned male/female at birth (AMAB/AFAB)
- × Female-to-Male (FtM) → Trans man
- × Male-to-Female (MtF) → Trans woman
- × Transsexual*
- × Transvestite
- × Hermaphrodite
- × Cross dresser*
- × Tranny
- × He-she
- × Fag*

*some terminology that has been traditionally viewed as a slur or insult may be reclaimed by the community; these are self-identifiers, and you should not use these terms unprompted



LGBTQ+ Identity Development

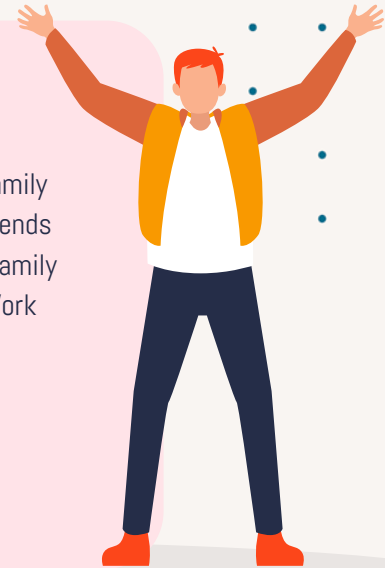
Internal

Confusion/Feeling Different
Comparison to Peers
Tolerance of Oneself
Acceptance of Oneself
Self-Labeling
Coming in to Authentic Identity



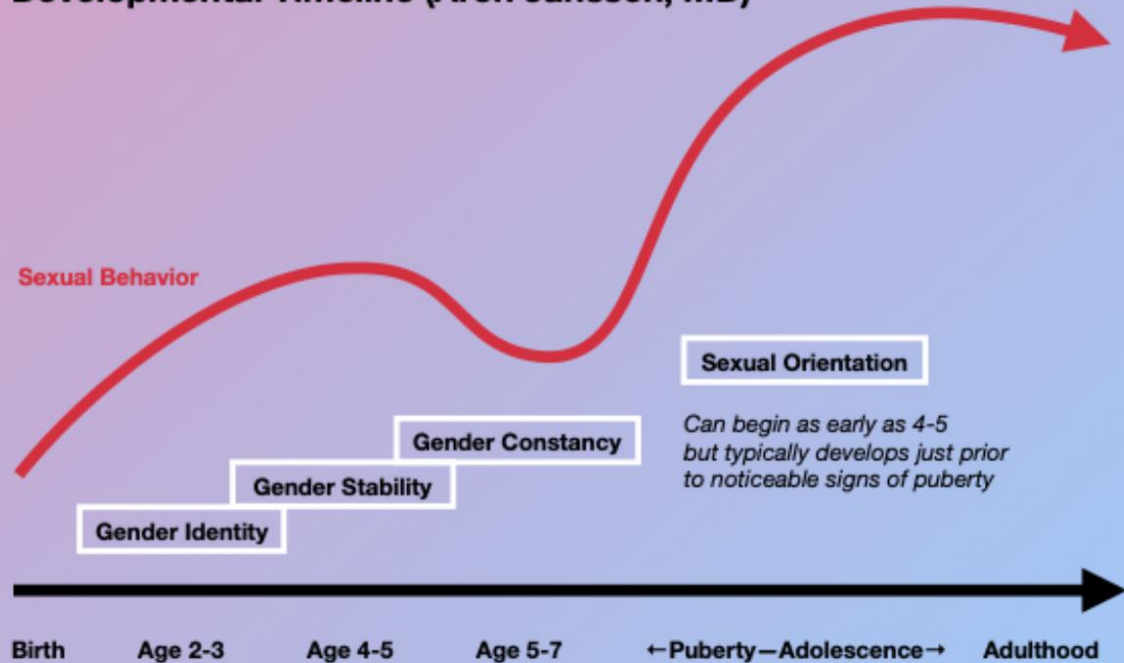
External

Disclosing Identity to Family
Disclosing Identity to Friends
Disclosing to Extended Family
Disclosing at School/Work
Synthesis
Pride



Sexual and Gender Identity Development

Developmental Timeline (Aron Janssen, MD)



Challenges & Barriers



- Lack of family acceptance and informal supports
- Harassment, bullying & discrimination
- Hate crimes: murder, physical/sexual assault, robbery/burglary, vandalism, intimidation
- Mental health issues
- Substance abuse
- Access to culturally competent medical and mental healthcare
- ...all results in minority stress & trauma

Impact on Treatment Planning

- LGBTQ+ specific issues
 - internalized homophobia/transphobia
 - lack of support/acceptance by family & peers
 - gender dysphoria
 - low self-esteem
 - bullying & discrimination
- Validation
- Education
- Informal Supports
- Healthy Methods of Coping
- Documentation



Education

Make LGBTQ+
trainings **mandatory**
& accessible

Acknowledge

Inventory your own
biases & seek out
ways to **correct** them

How can I promote
culturally
competent care in
my agency?

Technology

Take steps to reflect
correct name/pronouns
in EMR & **use** them

Expectations

Correct **insensitive**,
inaccurate statements
made by staff

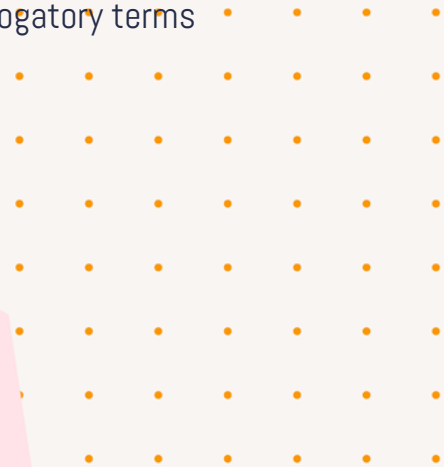
Do's and Don'ts

DO:

- Ask for and use stated name and pronouns when it is safe to do so
- Apologize when you make a mistake, move on, and make a conscious effort to not do it again
- Let clients know where your knowledge gaps are; ask questions & do your own research
- Talk like the client is in the room
- Have physical items out & present that promote inclusivity and acceptance

DON'T:

- Do not out anyone, ever
- Make assumptions or generalizations
- Use self-applied or derogatory terms

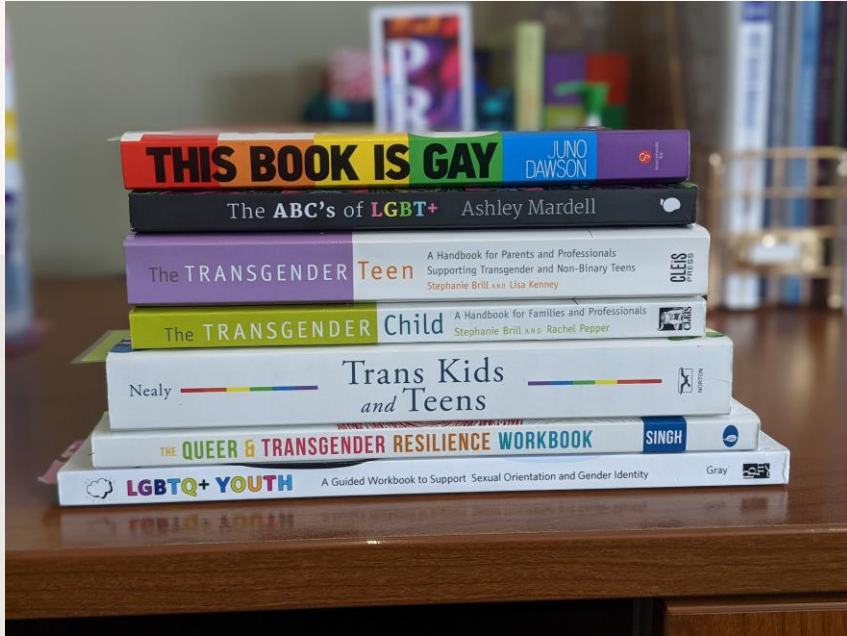


What We Want You to Know

"My identity or orientation is not the most interesting thing about me."

"I want [adults] to see things from the kids' perspective. Even if they're supportive of it, I feel like it's always in the back of their heads that it's a choice and it's really not."

"Don't make assumptions. Don't just assume you know everything about me and my identity just from looking at me. Ask me questions instead."



Questions? Comments?

Requests for more cute rabbit pictures?

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