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Building a stronger community...one family at a time.

BUTTERFLY EFFECT: PROMOTING RESILIENCY WITH LGBTQIA+ INDIVIDUALS

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Put a finger down, privilege edition

- ❑ I am not identified or labeled (politically, socially, or otherwise) by my sexual orientation
- ❑ No one questions the “normality” of my sexuality, or believes it was “caused” by trauma
- ❑ My sexual orientation is not used to exclude me from any profession or organization
- ❑ I can show affection to my partner in public without disapproval, comments, laughter, harassment, or the threat of violence



- ❑ I have a life, rather than a lifestyle
- ❑ My sexual orientation is not used as a synonym for “bad”, “stupid”, or “disgusting”
- ❑ I don’t have to ever justify my identity, my life, or my sexual orientation to people who think I shouldn’t exist.
- ❑ If I end up in the ER I don’t have to worry that my gender will keep me from receiving medical treatment



- ❑ I can easily find role models that share my identity
- ❑ My identity is not considered a mental pathology by psychological and medical establishments
- ❑ I can reasonably assume that my ability to get a job, apartment, or secure a loan will not be denied on the basis of my gender identity/expression or sexual orientation
- ❑ If I am murdered my gender expression will not be used as justification for the murder (“gay panic”), nor result in leniency for the perpetrators



Purpose is to begin a conversation that

- Addresses the unique needs of the LGBTQIA+ population
- Addresses the impact of minority stress
- Looks at best practices to best cultivate resilience
- Leads to enhancing outcomes

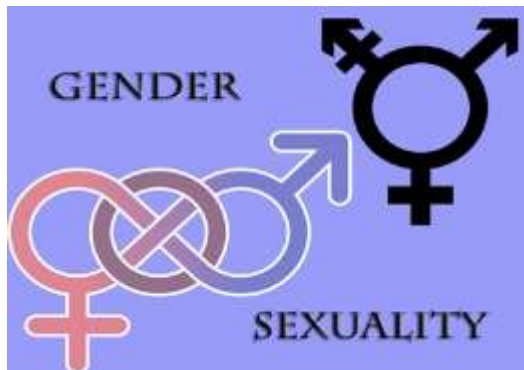


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Keep in mind...

- We are here to learn
- Ask questions
- Keep an open mind
- This is a safe space!



Butterfly Effect

...small changes in initial conditions can lead to large-scale and unpredictable variation in the future state of the system

everything



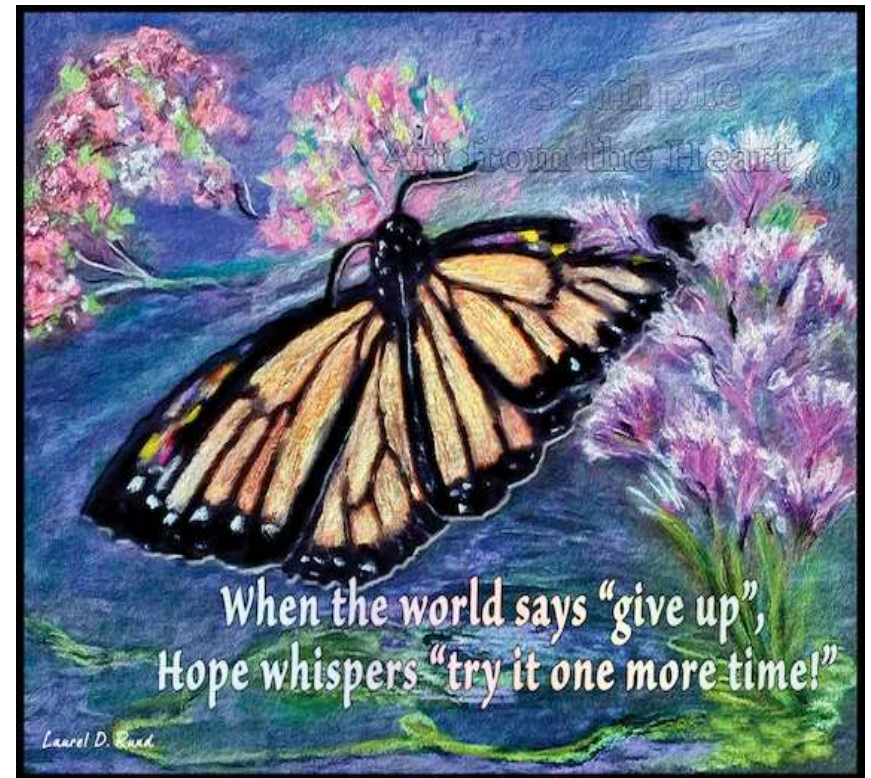
...affects everything



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Life doesn't get easier, we get stronger and more resilient



What is resilience?

Resilience is the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands.



Language Matters

Words have power:

- ▣ **Gender Identity:** personal sense of one's own gender
- ▣ **Gender Expression:** expression/presentation of one's gender
- ▣ **Sexual Orientation:** sexual/emotional attraction to another person, most often referring to gender
- ▣ **Sex Assigned at Birth:** label assigned at birth based on anatomy and chromosomes

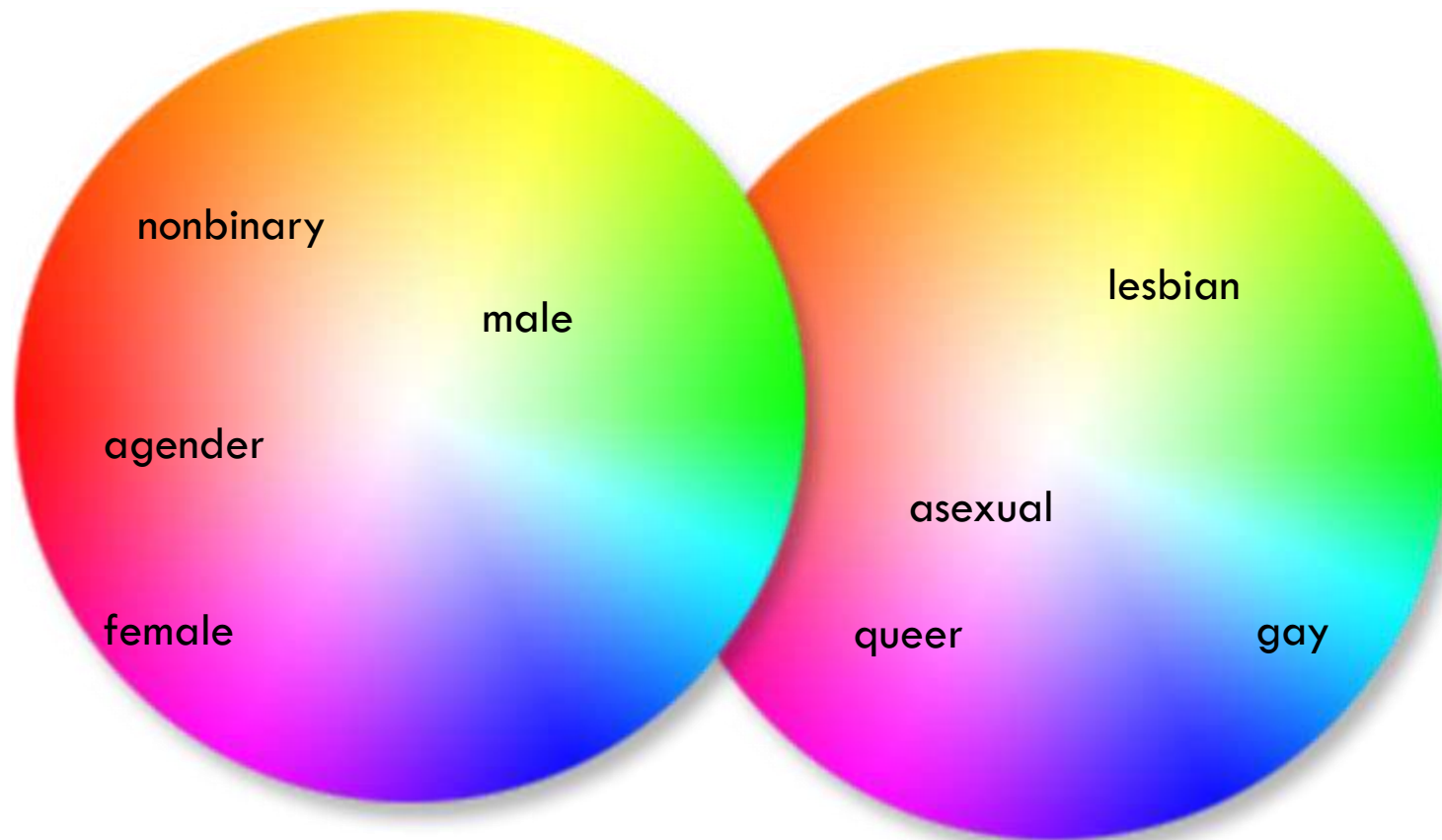


Language is on a binary spectrum

- Spanish, Hebrew, and Arabic are grammatical gender languages, where gender plays a significant role. Every noun — even those referring to inanimate objects — has a grammatical gender, and most adjectives change to reflect that.

- English and Swedish are natural gender languages: Most nouns are not gendered, but personal pronouns, such as 'she' and 'he,' are.
- In genderless languages such as Turkish and Finnish, pronouns go ungendered. In Finnish, for example, the third-person pronoun, 'hän,' refers to any person, regardless of gender.

Gender and Sexuality



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Increased vulnerability

- ❑ Family Rejection
- ❑ Homelessness
- ❑ Unsafe in schools/work
- ❑ Pervasive Discrimination in all areas of their life
 - ▣ Employment
 - ▣ Housing
 - ▣ Identity Documents
 - ▣ Healthcare



Historical Trauma

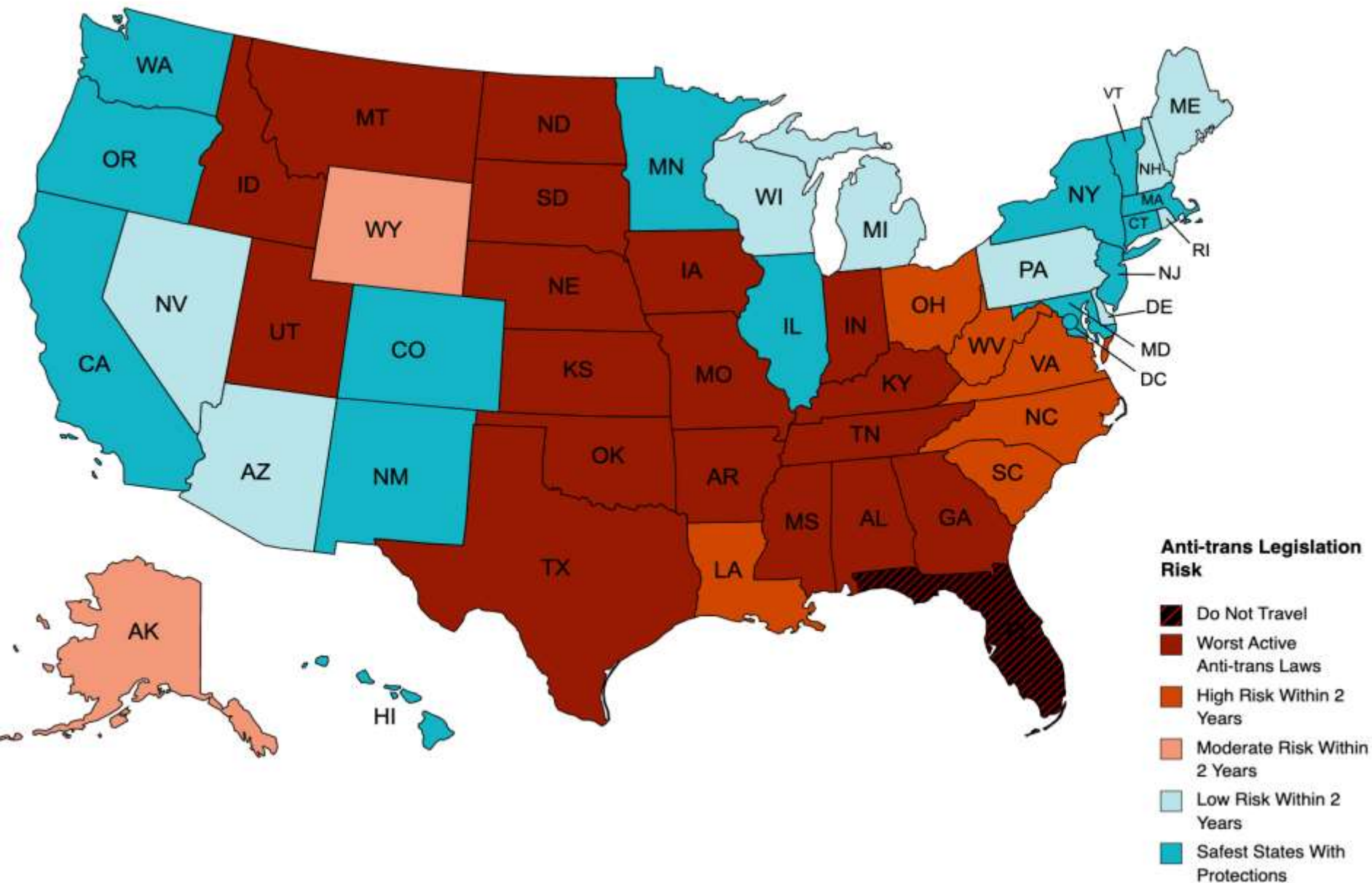


- ❑ identity groups may develop similar reactions to oppression/violence directed towards their community
- ❑ Stonewall Riots
- ❑ Early HIV/AIDS epidemic
- ❑ Matthew Shepard
- ❑ Club Q
- ❑ Annual Transgender Day of Remembrance

Current Events

- ❑ Over 525 Anti-LGBTQ+ bills introduced, more than 75 have been signed into law (more than double last year)
- ❑ Over 220 directly relate to transgender and non-binary people
- ❑ Increase in LGBTQ+ Erasure bills
- ❑ Over 125 bills would prevent trans youth from accessing gender-affirming care
- ❑ 45 bills banning transgender students from playing sports
- ❑ More than 30 “bathroom” bills
- ❑ All leading to a substantial increase in harassment and violence towards LGBTQ+





What is minority stress?

Perpetual and chronic stressful situations and experiences due to one's race, ethnicity, sexual orientation, and/or gender identity.



Minority Stress as a Factor

External Stigma

Discrimination

Marginalization

Victimization



Internalized

Identity Concealment

Self-Hate

Feelings of Worthlessness



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Impact of Minority Stress

Higher rates of
internal
psychopathology:

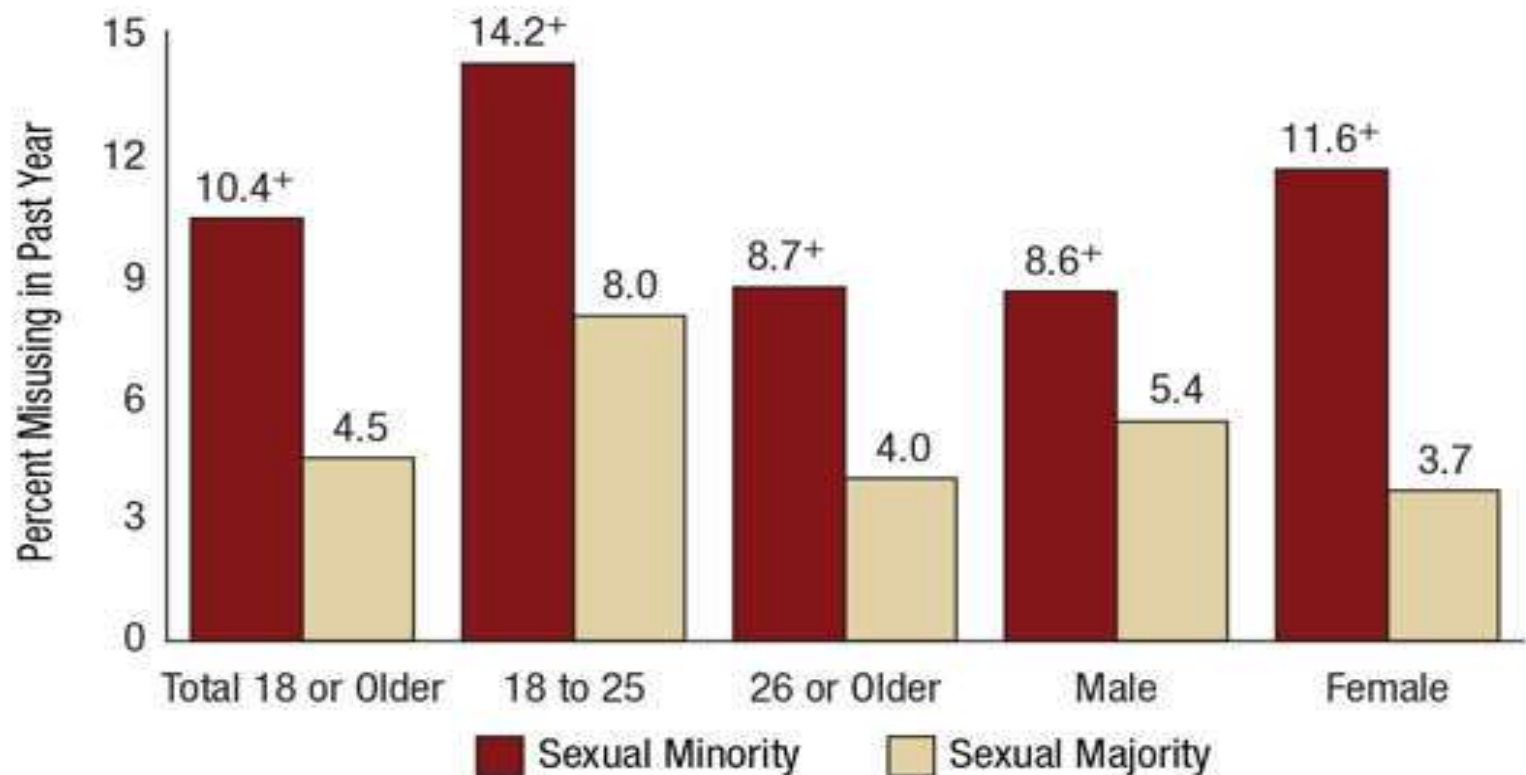
- Depression
- Anxiety
- Self harm
- PTSD

Higher rates of
externalizing
behaviors:

- Substance use
- Suicide attempt and completion
- Criminal behavior, survival economics



2015 National Survey on Drug Use and Mental Health (SAMHSA)



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Common Barriers to Service

Fear of rejection

Discrimination

Questioning of identity

Lack of provider experience

- Unconscious bias, stereotypical interaction, inappropriate dialogue, being treated as a pathology

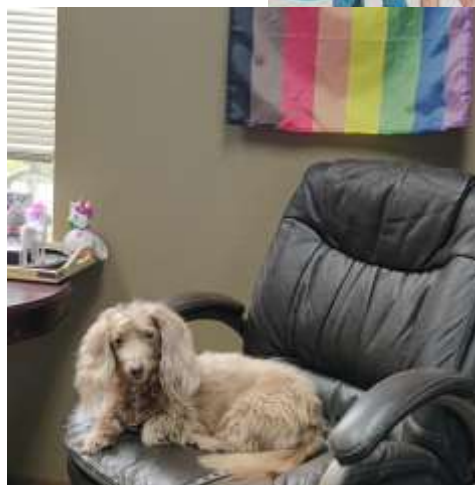
Administrative systems



Providing a Welcoming Environment



ALL MEANS ALL



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6 Key Principles of Trauma-Informed Care



Safety

Trustworthiness and Transparency

Peer Support

Collaboration and Mutuality

Empowerment, Voice, and Choice

Cultural, Historical, and Gender Issues



How to address pronouns

Introduce yourself with your pronouns

Ask “what pronouns do you use?” (Avoid “preferred”)

If you mess up, correct and insert correct pronoun

- Try to apologize privately
- Do not process feelings about pronouns with the person, find an accountability buddy to check in with

Normalize introducing pronouns into teams and meetings

If you cannot use a person’s pronouns correctly, use the accountability buddy to practice so you can address people correctly when they are present

- Ex. Use a meeting to practice using only they/them pronouns for all subjects of the meeting



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Adapting Standard Cognitive Behavioral Practice



Normalize the impact of minority stress; reduce shame and feeling of distress as a personal failing by recognizing stigmatizing social structures



Facilitate emotional awareness, regulation, and acceptance



Empower assertive communication and reduce avoidance



Validate unique strengths



Build Supportive Relationships



Customize Documentation

Be non-judgmental and address confidentiality

Customize intake forms and electronic health records;

- Pronouns used
- Chosen name
- Gender-neutral language (relationship status, partner, significant other, parent/guardian) and open ended questions when possible

* Avoid unrelated probing and be aware of additional barriers



Other ideas



Have	Have brochures and educational materials about LGBTQIA+ health concerns on display
Post	Visibly post a nondiscrimination statement
Display	Display posters and artwork with racial and ethnically diverse same-sex or transgender couples
Display	Display LGBTQIA+-specific media; local or national magazines, newsletters, books, etc.
Acknowledge	Acknowledge relevant days of observance; World AIDS Day, Pride Month, Transgender Day of Remembrance



Remember; Ally is a verb

“In order to empathize with someone’s experience you must be willing to believe them as they see it and not how you imagine their experience to be” – Brene` Brown

Thank you for showing up!

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References

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- <https://translegislation.com/>

