



LGBTQ+

Inclusive Services Webinar

Session 1: October 26, 2022



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- Broad range of SW experience
- Training and teaching
- Black lesbian feminist
- Love travel, knitting, reading, and my 2 pooches



Kingston



Marley



LEARNING OBJECTIVES

After completing this webinar, you will be able to:

1

IDENTIFY social and cultural challenges LGB+ people face

2

DISCUSS the health and social needs of LBG+ people

3

IMPLEMENT strategies and practices that are inclusive of LGB+ people's service needs

TAKE A MOMENT...



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LANGUAGE AND IDENTITY...

HETERONORMATIVITY

- A world view or perspective that promotes heterosexuality as the normal or default sexual orientation.
- Heteronormativity is the assumption that everyone is straight unless otherwise stated.

SEXUAL ORIENTATION.

The type of sexual, romantic, emotional/spiritual attraction one has the capacity to feel for some others, generally labeled based on the gender relationship between the person and the people they are attracted to.



SEXUALITY/SEXUAL IDENTITY

- Sexual identities/orientations exist on a spectrum that is not limited to the 3-4 most commonly identified orientations
- An individual's sexual identity may be fluid over time- perfectly normal



QUEER

- An all-inclusive term that includes all sexual orientations (including heterosexual allies) and gender identities. Many adopt this identity to abstain from identifying based on sexuality or gender.
- This is a formerly derogatory term that has been “reclaimed” in the last few decades and also refers to an academic theory.





GAY

- The adjective used to describe people whose enduring physical, romantic, and/ or emotional attractions are to people of the same sex (e.g., gay man, gay people). Sometimes lesbian (n. or adj.) is the preferred term for women.
- Avoid identifying gay people as "homosexuals" an outdated term considered derogatory and offensive to many lesbian and gay people



- a woman/someone who identifies as a woman who has a romantic and/or sexual orientation toward women/those who identify as women. Some nonbinary people also identify with this term.

LESBIAN



- a person who generally feels attraction toward their own gender and other genders
- A person who identifies as bisexual can be of any gender

BISSEXUAL

ADDITIONAL SEXUAL IDENTITIES

- **Asexuality** is a spectrum. Some people may experience no sexual or romantic attraction toward anyone, while others may experience varying degrees of sexual or romantic attraction toward people.
- **Pansexuals**- refers to people who feel attraction toward people of all genders and sexes. Gender is not a factor in sexual or romantic attraction.
- **Demisexuals**- those who typically only feel sexual attraction toward persons with whom they have already established a strong emotional bond. Some people who are demisexual may have no interest or only a slight interest in sexual activity.



SOCIAL AND CULTURAL CHALLENGES...

Childhood Physical Abuse	Childhood Emotional Abuse	Cis-normativity
Childhood Sexual abuse	Neglect	Heteronormativity
Homophobia	Hate Crimes/Violence	Transphobia
Vicarious Trauma	Bullying	Interpersonal Violence
Historical Trauma	Family/Social Ostracization	Barriers to culturally appropriate care

HATE CRIMES

- LGBTQ people are twice as likely to be victims of hate crimes (FBI, 2019)
- 2015 saw a 20% increase in the number of hate crimes perpetrated against LGBTQ people (NCAVP, 2016)
- The most common types of hate violence (NCAVP, 2016):
 - Verbal harassment
 - Discrimination
 - Threats/intimidation
 - Assault
 - Murder (1 in 8 chance of murder for Trans women of color; 1 in 12 chance for Trans women)

HOMOPHOBIA AND STIGMA

Homophobia, stigma, and discrimination can:

- Affect income: difficulty getting or keeping a job, and the ability to get and keep health insurance.
- Limit access to high quality health care that is responsive to their health issues.
- Add to poor mental health and poor coping skills, such as substance abuse, risky sexual behaviors, and suicide attempts.
- Affect one's ability to have and maintain long-term same-sex relationships that lower your chances of getting HIV & STDs.
- Make it harder for to be open about one's sexual orientation, which can increase stress, limit social support, and negatively affect one's health.

BIPHOBIA

- Biphobia is prejudice, fear or hatred directed toward bisexual people. It can include making jokes or comments based on myths and stereotypes that seek to undermine the legitimacy of bisexual identity, like "bisexuality is a phase" or "bi people are greedy." Biphobia occurs both within and outside of the LGBTQ community.

EMPLOYMENT CHALLENGES

- 33% of LGB employees were not open about being LGB to anyone in the workplace
- 58% of LGBT employees reported hearing derogatory comments about sexual orientation and gender identity in their workplaces
- 79% of gay men report excessive worry about being terminated from employment based on their sexual orientation

EMPLOYMENT CHALLENGES

- Gender-nonconforming lesbians report higher instances of discrimination in the workplace (including interviews) based on gendered dress codes and codes of conduct
- Lesbian couples and lesbian-headed families still don't have full access to family benefits, despite the Supreme Court ruling (2020) that discrimination based on sexual orientation or gender identity is the equivalent of sex discrimination and is therefore illegal under title VII of the Civil Rights Act of 1964

ADDITIONAL CHALLENGES

- Bisexual people are often excluded or rendered invisible in LGBTQ spaces and conversations about LGBTQ issues. Bisexual people are sometimes assumed to be straight, or gay based on the gender of the person they are currently dating.
- Because of biphobia and bi erasure, bisexual people suffer significantly higher rates of depression and anxiety, domestic violence, sexual assault and poverty than lesbians, gay men or straight cisgender (non-transgender) people.
- Bisexuals also face major health disparities and poor healthcare outcomes from a lack of adequate preventative care.
- 39% of bisexual men and 33% of bisexual women do not disclose their sexual orientation to medical providers

SOME NUMBERS

- Adults are 2 to 3 times more likely to say that they have same-sex attraction or have engaged in same-sex behavior than they are to identify as LGB.
- 5.6% of Americans identify as lesbian, gay, bisexual, or transgender (Gallup, 2019)
- 36% of LGBT people identify as gay men
- 77% of gay men say all or most of the important people in their lives know they are gay

MORE NUMBERS

- Young Black gay men are 32% more likely to contract HIV, although they have fewer sexual partners and get tested at higher rates than young White men
- 43% of LGBT people who report incidents of intimate partner violence in 2016 identified as gay men
- Gay men experience higher rates of major depression, bipolar disorder, and generalized anxiety disorder than heterosexual men

EVEN MORE NUMBERS

- Adults are 2 to 3 times more likely to say that they have same-sex attraction or have engaged in same-sex behavior than they are to identify as LGB.
- 5.6% of Americans identify as lesbian, gay, bisexual, or transgender (Gallup, 2019)
- Women are more likely to identify as LGBT than men. (6.4% vs. 4.9%)
- 11.7% of those Americans identify as lesbians or women primarily attracted to women

YEP, MORE NUMBERS

- According to the Williams Institute and the Human Rights Campaign Foundation's research, studies suggest that about 50 percent of people who identify as either gay, lesbian or bisexual, identify as bisexual.
- This makes the bisexual population the single largest group within the LGBTQ community.

LGB+ Affirming and Inclusive Service Provision





STRATEGIES FOR CREATING AFFIRMING AND INCLUSIVE

SERVICES

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GAY-AFFIRMING SERVICES

Don't assume that every man is heterosexual or that every man who is attracted to men explicitly identifies as gay (heteronormativity)



LESBIAN-AFFIRMING SERVICES

- Don't assume that every woman is heterosexual (heteronormativity)
- Familiarize yourself with the ways in which women, particularly those who love other women, are discriminated against in the workplace (and beyond)



BISEXUAL-AFFIRMING SERVICES

- Don't assume that every woman is heterosexual (heteronormativity)
- Familiarize yourself with the ways in which women, particularly those who love other women, are discriminated against in the workplace (and beyond)

QUEER AFFIRMING SERVICES

- ◆ Treat everyone's life, relationships, and belief systems as equally important
- ◆ Don't refer to LGBTQ people as having a "lifestyle." We are all, simply, individuals
- ◆ Don't assume that LGBTQ people are different from heterosexual or cisgender people, or have unusual lives



QUEER AFFIRMING SERVICES

- ◆ Model respectful behavior toward everyone
- ◆ Do not tolerate gossip, jokes, disrespectful language, or bullying
- ◆ Know and uphold your organization's policies on anti-discrimination, respect, diversity, inclusion, and behavior
- ◆ Honor your clients' identities



Commit to dismantling any heteronormativity
and recognize any privilege of your own...



Become very familiar with local LGBTQ- inclusive services and supports

Minimize the Risk of Retraumatization or Replicating Prior Harmful Dynamics

- **Language**
- **Forms/documentation**
- **Policies and procedures**
- **Environmental issues**



Create an Inclusive Environment

WHAT COULD THIS ENTAIL?