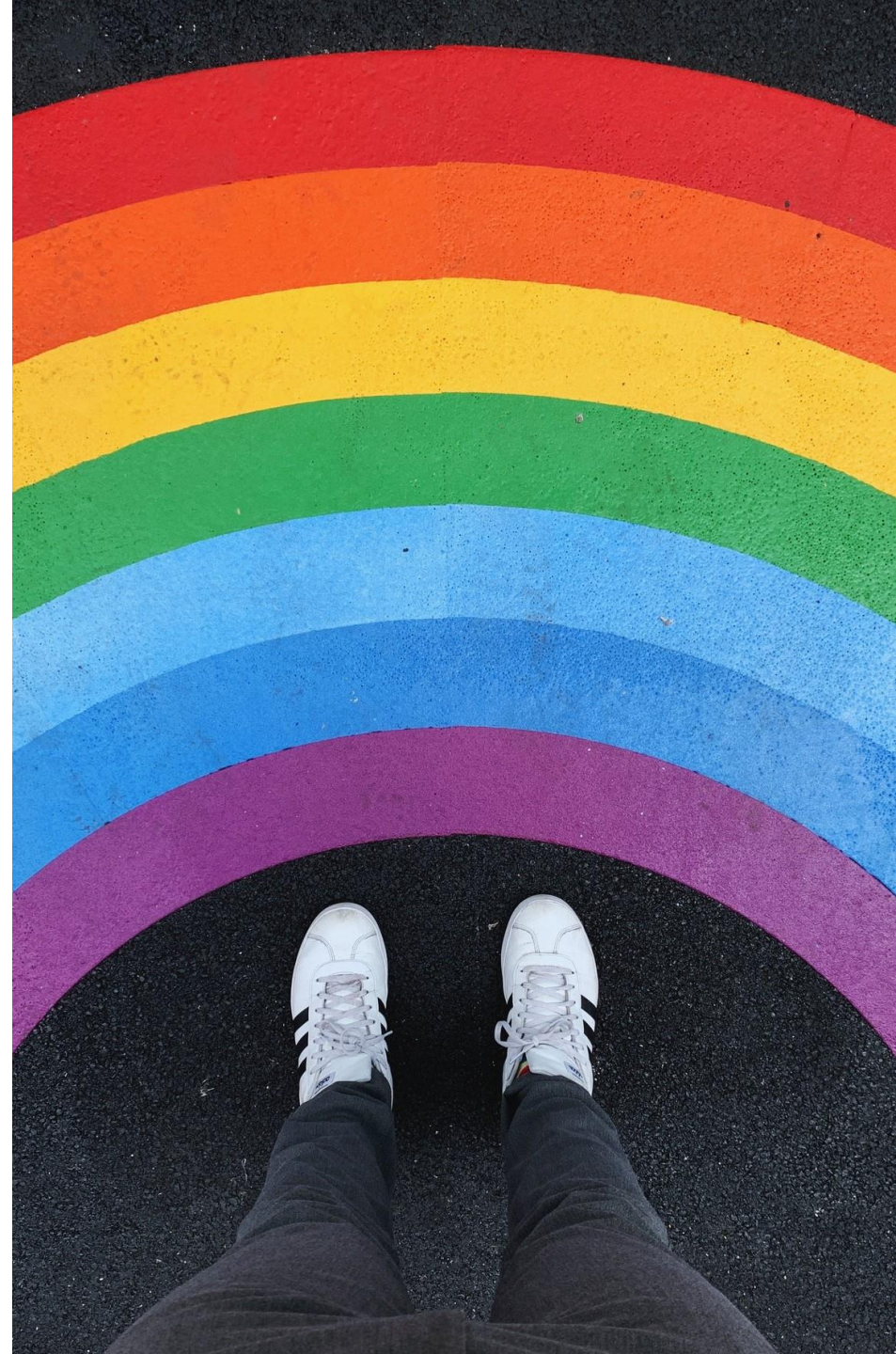NAMI Delaware

Creating a Supportive Space for LGBTQ+ Clients

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What is "LGBTQ+"?

Lesbian

A woman who is attracted to other women

Gay

Someone who is attracted to the same gender - can be used to describe men or women

Bisexual

Someone who is attracted to multiple genders

Transgender

Someone whose gender is not aligned with the gender assigned to them at birth. The opposite of "transgender" is "cisgender".

Queer

Umbrella term for anyone who fits any of these descriptions and is inclusive of other identities not mentioned here

Gender Related Terms

- Gender Identity: The gender of a person, their internal sense of this

- Transgender: Anyone whose gender is something other than their assigned sex at birth. Includes nonbinary people.

- Nonbinary: A gender identity that exists outside of "man" and "woman".

- Gender Expression: How people dress and act - this can seem at odds with their gender identity

- Cisgender: Anyone whose gender is the same as their assigned sex at birth

- Transsexual: An outdated term that typically refers to trans people who have undergone medical transition.

Transitioning

Gender transition

going from the gender associated with sex at birth to a different gender

Gender Dysphoria

Feelings of discomfort that arise from one's gender identity not matching assigned sex at birth

Social transition

Can include: Name change, pronoun change, shift in gender expression to align more with actual gender identity

Medical Transition

Hormone Replacement Therapy

Gender affirming surgery (top surgery vs bottom surgery)

Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themself	They are speaking I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/Zirself	ze is speaking. I listened to hir. The backpack is zir

LGBTQ+ Mental Health

- LGB adults are **three (3) times** as likely to have a mental health condition than their heterosexual peers

- Transgender adults are **four (4) times** as likely to have a mental health condition than their cisgender peers

- 45% of LGBTQ+ youth seriously considered suicide in the past year

- 74% of LGBTQ+ people found stress from the pandemic to have a negative impact on their life vs 49% of cisgender, heterosexual people

SAMHSA's National Survey on Drug Use and Health (2015)
Mental Health Diagnoses Among Transgender Patients in the Clinical Setting (2019)
The Trevor Project's LGBTQ+ Youth Mental Health Survey (2022)
KFF's The Impact of the COVID-19 Pandemic on LGBT People (2021)

Anxiety & depression symptoms reported among LGBTQ youth by gender identity

From The Trevor Project's LGBTQ+ Youth Mental Health Survey (2022)

**Experienced symptoms of anxiety**		**Experienced symptoms of depression**
56%	Cisgender boy/man	41%
71%	Cisgender girl/woman	51%
79%	Transgender boy/man	69%
71%	Transgender girl/woman	60%
79%	Nonbinary/genderqueer	65%
78%	Questioning	63%

Harm of Misgendering/Deadnaming

- **Misgendering: using pronouns/gendered language that goes against a person's gender identity**

- **Deadnaming: using a transgender person's birth name rather than chosen name**

- **Misgendering/ deadnaming is associated with higher rates of depression/anxiety & lower rates of self-esteem and confidence**
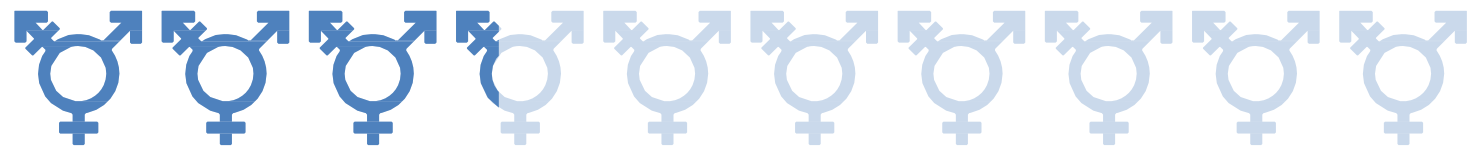
51%
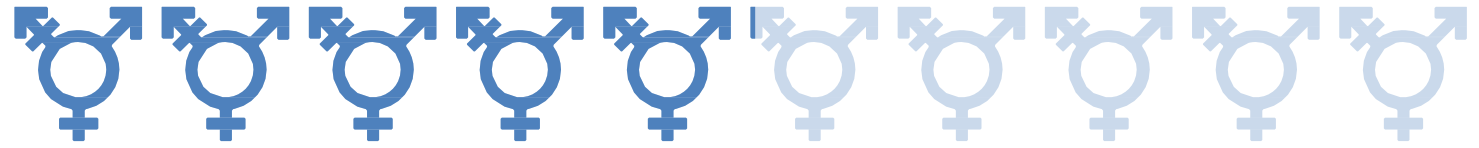
of transgender respondents to the 2022 Center for American Progress (CAP) survey *"Discrimination and Barriers to Well-Being: The State of the LGBTQI+ Community in 2022"* reported having a negative experience with a health care provider in the past year

21%
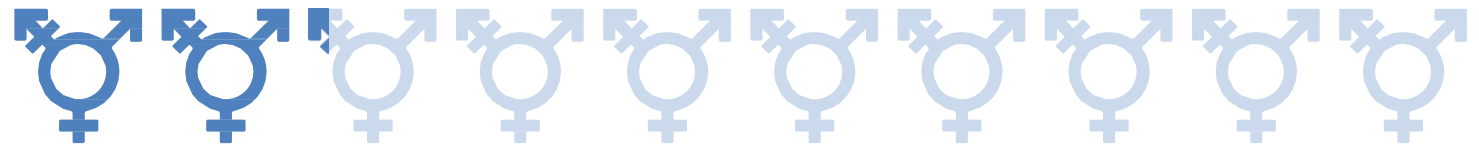
of the above respondents reported that negative experience specifically as their provider intentionally misgendering them or using the wrong name

33%

of the above respondents reported encountering some kind of health care refusal by a provider in the past year

31%

of LGBQ respondents to the 2022 Center for American Progress (CAP) survey *"Discrimination and Barriers to Well-Being: The State of the LGBTQI+ Community in 2022"* reported having a negative experience with a health care provider in the past year

13%

of the above respondents reported that negative experience specifically as their provider being "visibly uncomfortable" with them due to their actual or perceived sexual orientation

15%

of the above respondents reported encountering some form of health care refusal by a provider

Common Barriers to Health Care

1. Cost

2. Insurance coverage

3. Past negative experiences with health care professionals

4. Lack of trust in providers

5. Needing to educate providers on LGBTQ+ specific health care

Gender Affirmation as a Protective Factor

- According to a 2018 study posted in the Journal of Adolescent Health, use of a transgender youth's chosen name in a specific context resulted in a 29% decrease in suicidal ideation...and every additional context added a 56% decrease

- By context, we mean environments: home, school, with friends, etc.

"Chosen Name Use Is Linked to Reduced Depressive Symptoms, Suicidal Ideation, and Suicidal Behavior Among Transgender Youth" https://www.jahonline.org/article/S1054-139X(18)30085-5/fulltext#intraref0010a

Suicide attempt rate by community acceptance of LGBTQ people

From The Trevor Project's LGBTQ+ Youth Mental Health Survey (2022)

Very Unaccepting
21%

Somewhat Unaccepting
17%

Somewhat Accepting
13%

Very Accepting
8%

Having at least ONE (1) accepting adult in a LGBTQ+ youth's life leads to

40% reduction in the likelihood that a LGBTQ+ youth will attempt suicide

The Trevor Project's Nat'l Survey on LGBTQ Youth Mental Health (2019)

So what can we do? Tips for Inclusion

- **Use the pronouns & name that the person identifies with. This takes practice! If a mistake is made, apologize and correct yourself.**

  Being corrected does not mean that trans person is mad - in fact, it probably means they feel comfortable enough to do so without fearing a negative reaction.

- **Always take your cues from the trans person - what words they use to describe their body or their gender.**

- **Speak up if you hear transphobic or homophobic comments! Don't leave it to the LGBTQ+ person - they may not be completely out or able to navigate that conversation.**

  Plus, it labels you as an ally & safe person to any LGBTQ+ in ear shot.

Take LGBTQ+ trainings and research when you can

Tips for Inclusion (cont.)

- If any policies lead to issues due to a trans identity, try to mitigate with an affirming environment.

- Don't act as if they're being deliberately difficult or overdramatic - gender dysphoria can be severe and lead to feelings of suicidality.

- Let your supervisors/the administration know! It may not lead to anything, but it also could lead to policies being revised for better inclusion once reviewed.

- Consider things like - adjusting forms to include spaces for name/legal name & pronouns, or how to put this info into their records
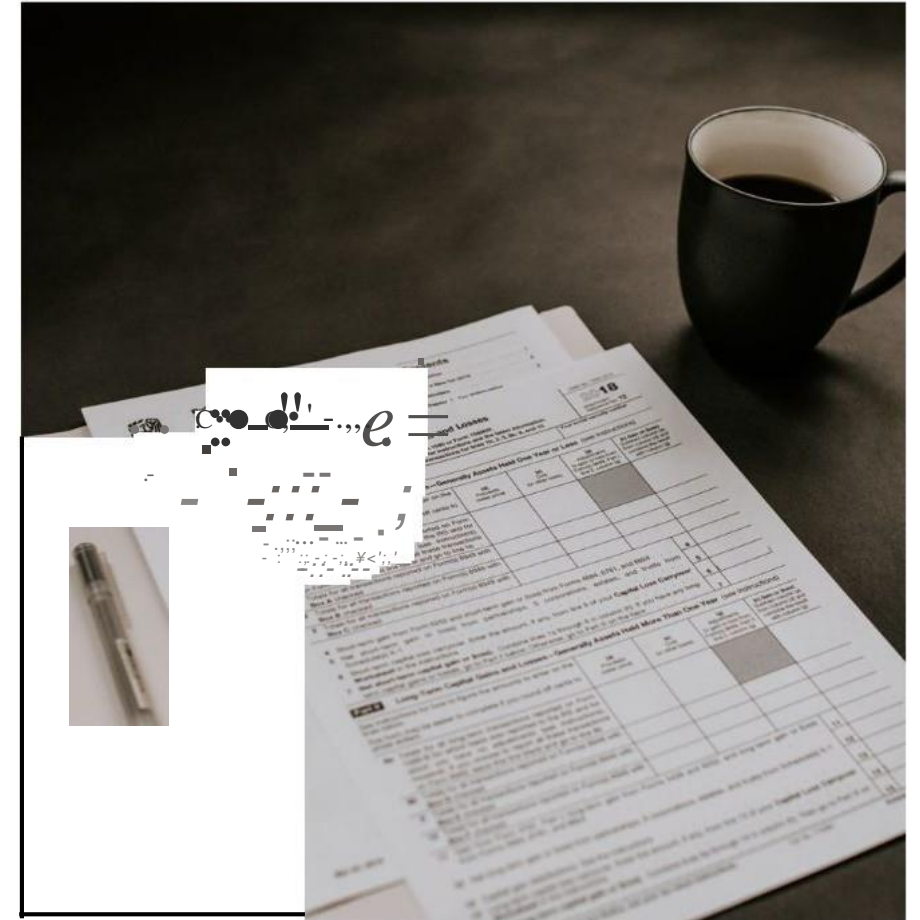
Resources

- Crisis hotlines: TheTrevorProject.org (for LGBTQ+ Youth), TransLifeline.org (for transgender people of all ages)

- For more information: HRC.org, PFLAG.org, TheTaskforce.org, TransEquality.org

- GLMA.org - Gay Lesbian Medical Association for healthcare workers, both LGBTQ+ and allies

- PracticeWithPronouns.com - Interactive pronouns practice, includes nonbinary pronouns such as they/them and ze/hir

- TransgenderTrainingInstitute.com - great resources for trainings and have options tailored to healthcare workers