

BUILDING YOUR TOOLKIT TO EFFECTIVELY SERVE THE LGBTQ+ COMMUNITY

PRESENTED BY DR. AMNEY HARPER ~ APRIL 9, 2021
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ISSUE IMPORTANCE:

The latest data on lesbian, gay, bisexual or transgender identification reveals that **5.6% of U.S. adults identify as LGBT**. Research shows that these populations can face **increased rates of trauma and isolation**, resulting in higher risk for mental health conditions, substance use, suicidal thoughts and attempts, homelessness, and more, making **mental health support a vital resource**. With education and increased awareness, providers can help LGBT individuals navigate these challenges and achieve a fulfilling, emotionally healthy life.



KEY TAKEAWAYS

- All persons—along the full spectrum sexuality, gender identity, and expression—have the potential to live fully functioning and emotionally healthy lives throughout the life span along.
- Individuals in LGBT populations face increased rates of mental health conditions, substance use, suicidal thoughts and attempts, homelessness, and more.
- It is important to recognize the whole person, strengths as well as challenges, and to help LGBTQ+ people build a vision for their future that includes attainable happiness & satisfaction.



TERMINOLOGY ASPECTS OF IDENTITY

| ASSIGNED SEX | GENDER EXPRESSION | GENDER ROLE | GENDER IDENTITY | SEXUAL ORIENTATION | SEXUALITY / ROMANTIC ORIENTATION |
|--------------|------------------------|--------------|-------------------------------------|---------------------------------|----------------------------------|
| Male | Masculine | Man | Cisgender | Heterosexual | Allosexual, Alloromantic |
| Female | Feminine | Woman | Transgender | Lesbian/Gay | Asexual, Aromantic |
| Intersex | Androgynous | Third Gender | Nonbinary, Genderqueer, Genderfluid | Bisexual, Pansexual, Polysexual | Demisexual, Demiromantic |
| Third Sex | Undifferentiated, None | Androgyne | Binary | Queer | Graysexual, Grayromantic |



RESOURCES & TIPS

FOR SUPPORTING LGBTQ+ INDIVIDUALS

Speaking to and about Trans & Nonbinary People

Try this:

- ✓ Using a person's name and pronouns with and about them.
- ✓ "He was assigned female at birth," or, "She was assigned male at birth."
- ✓ "When he presented as a girl..." or, "When she presented as a boy..."
- ✓ "He/she transitioned."
- ✓ "They (or preferred pronoun) are nonbinary."

Instead of this:

- ✗ Deadnaming (using a former name) or misgendering them.
- ✗ "He was born a girl," or, "She was born a boy."
- ✗ "When he was a girl..." or, "When she was a boy..."
- ✗ "He/she changed genders," or, "He/she changed into a girl/boy."
- ✗ "He/she doesn't know or hasn't decided what gender they are."

Best Practices with the LGBTQ+ Community

- **Outward messages matter!**
 - Inclusivity in forms (pronouns/names/relationships)
 - Website addressing LGBTQ+ issues
 - Symbols of safety in environment
- **Introductions matter!**
 - Be aware of yourself and how you talk about your gender and sexuality, your relationships, your identities
 - Understand your own identity development and how that intersects with LGBTQ+ people who you work with
- **Other tips:**
 - Do your homework; don't make individual teach you
 - Be aware of Community Resources
 - Microaggressions
 - Use of appropriate labels and terminology
 - Learning pronouns/names
- **Avoid:**
 - language that puts you in authority to affirm their identity (e.g. "I am okay with it.")
 - language that combines distinct identities (e.g. "Everything queer and trans")

PROVIDER RESOURCES

 [GLSEN \(Gay, Lesbian, and Straight Education Network\)](#)

[WPATH Standards of Care \(8th edition\)](#) 

 [ACA's Competencies for Counseling Transgender Clients](#)

[ACA's Competencies for Counseling LGBTQIA Clients](#) 

 [APA: Transgender & Gender Non-Conforming Clients](#)



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