

Cultural Competency - Special Populations LGBTQ



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What We'll Cover

- **Cultural Competency & Implicit Bias**
- **LGBT Drug Use**
- **Definitions: Sexual Orientation & Gender Identity**
- **Self assessment**
- **Dos and Don'ts**



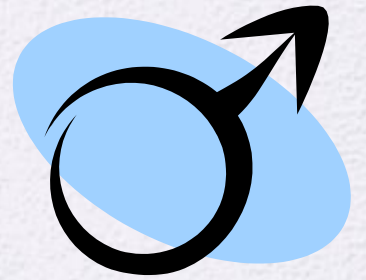
Key Component 4

- Drug courts provide access to a continuum of alcohol, drug, and other related treatment and rehabilitation services.
- Treatment designs and delivery systems are sensitive and relevant to issues of race, culture, religion, gender (identity), age, ethnicity, and sexual orientation.

What We've Been Taught

Activity: Dyads

- Identify one thing you were taught about your sexual orientation.
- Identify one thing you were taught about what being male or female is.
- Who taught you these things and how old were you?



Peanut Butter and Jelly

– Dolly Chugh, *How Good People Fight Bias, The Person You Mean to Be*, 2018



- [Implicit Bias: Peanut Butter, Jelly, Racism](#) 2.26

Implicit
and
Unconscious
Bias

Cultural Competence

Cultural competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals that enables effective work in cross-cultural situations.

US Department of Health & Human Services, Office of Minority Health,
<http://minorityhealth.hhs.gov/templates/browse.aspx?lvl=2&lvlid=11>



Why Cultural Competency?

- Higher retention rates
- Higher graduation rates
- Enhanced quality assurance
- Lower attrition rates



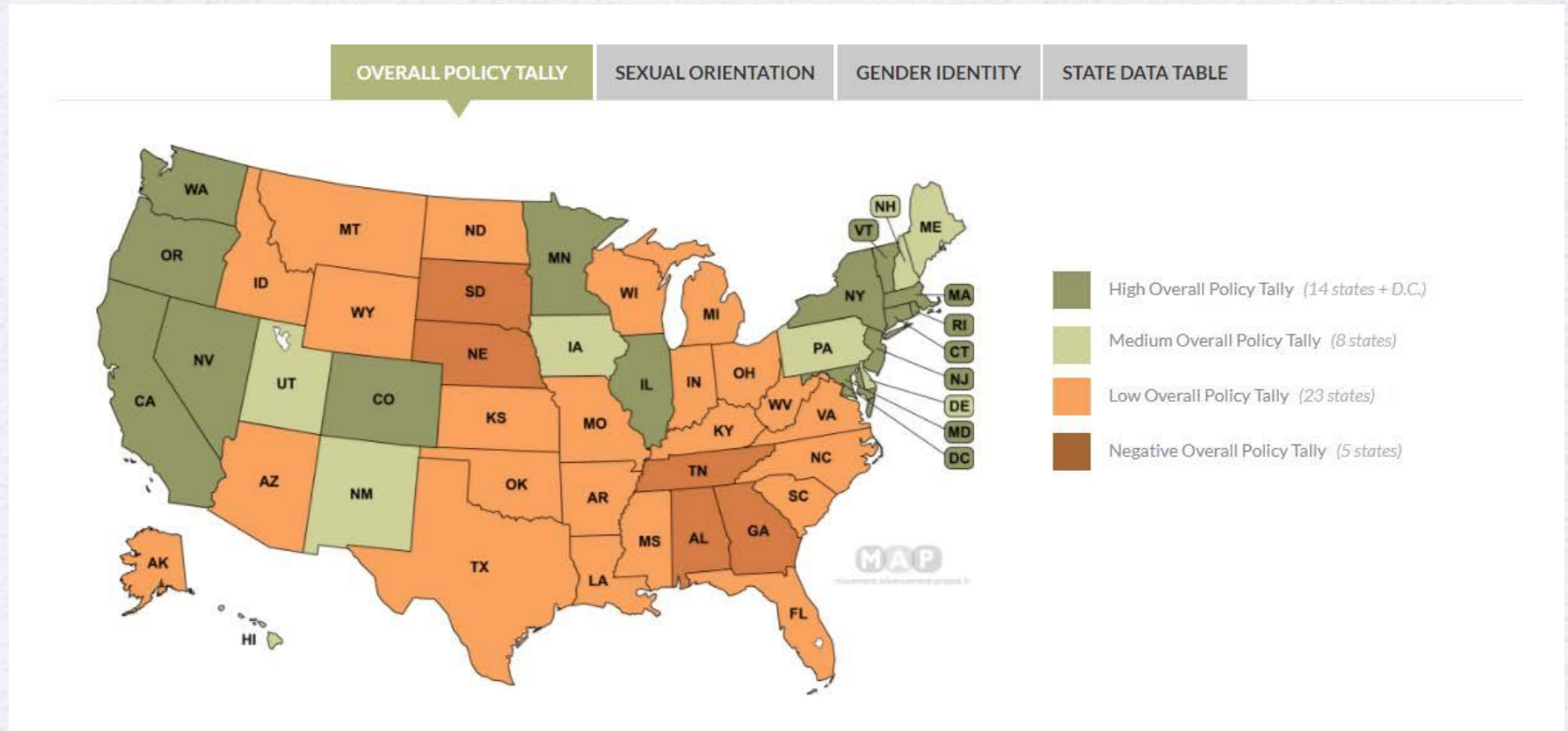
Why it Matters

Health and Access to Care and coverage for Lesbian, Gay, Bisexual, and Transgender Individuals in the US, Kaiser Family Foundation, January 2014, Issue Brief

- **LGBT face challenges in accessing needed health services**
 - **Stigma**
 - **Discrimination**
 - **Violence**
 - **Rejection by families and communities**
 - **Inequality in the workplace and health insurance sectors**
 - **Receive substandard care or denial of care (ie: poor treatment from health care providers)**

LGBT Equality Maps

A Guide to MAP's LGBT Equality Maps



GEORGIA'S EQUALITY PROFILE

Quick Facts About Georgia

Total State Population:
10,519,475

Total Adult Population:
8,013,724

Total LGBT Adult
Population:
360,618

LGBT % of State Adult
Population:
4.5%

% of LGBT Individuals
Raising Children:
29%

Georgia's LGBT Policy Tally



Sexual Orientation Policy
Tally:
3/20



LOW

Gender Identity Policy
Tally:
-4/20.5



NEGATIVE

Overall Tally:

-1/40.5

NEGATIVE



MAP's "LGBT Policy Tally" examines each state's LGBT policy climate, as measured by over 35 pro- or anti-LGBT laws and policies. These laws are grouped into seven major categories: relationship and parental recognition; non-discrimination; religious exemptions; LGBT youth; healthcare; criminal justice; and the ability for transgender people to correct name and gender markers on identity documents. See the state's full profile for more detailed information.

Suicide

- Bisexual women 26%
- Bisexual men 11%
- Gay men 6% vs 3% straight men
- Transwomen 41% had attempted suicide, compared to 1.6% of the general population,
 - with higher rates for those who lost a job due to bias (55%),
 - were harassed/bullied in school (51%),
 - had low household income, or who were the victim of physical (61%) or sexual assault (64%).

Mental Health and Substance Use

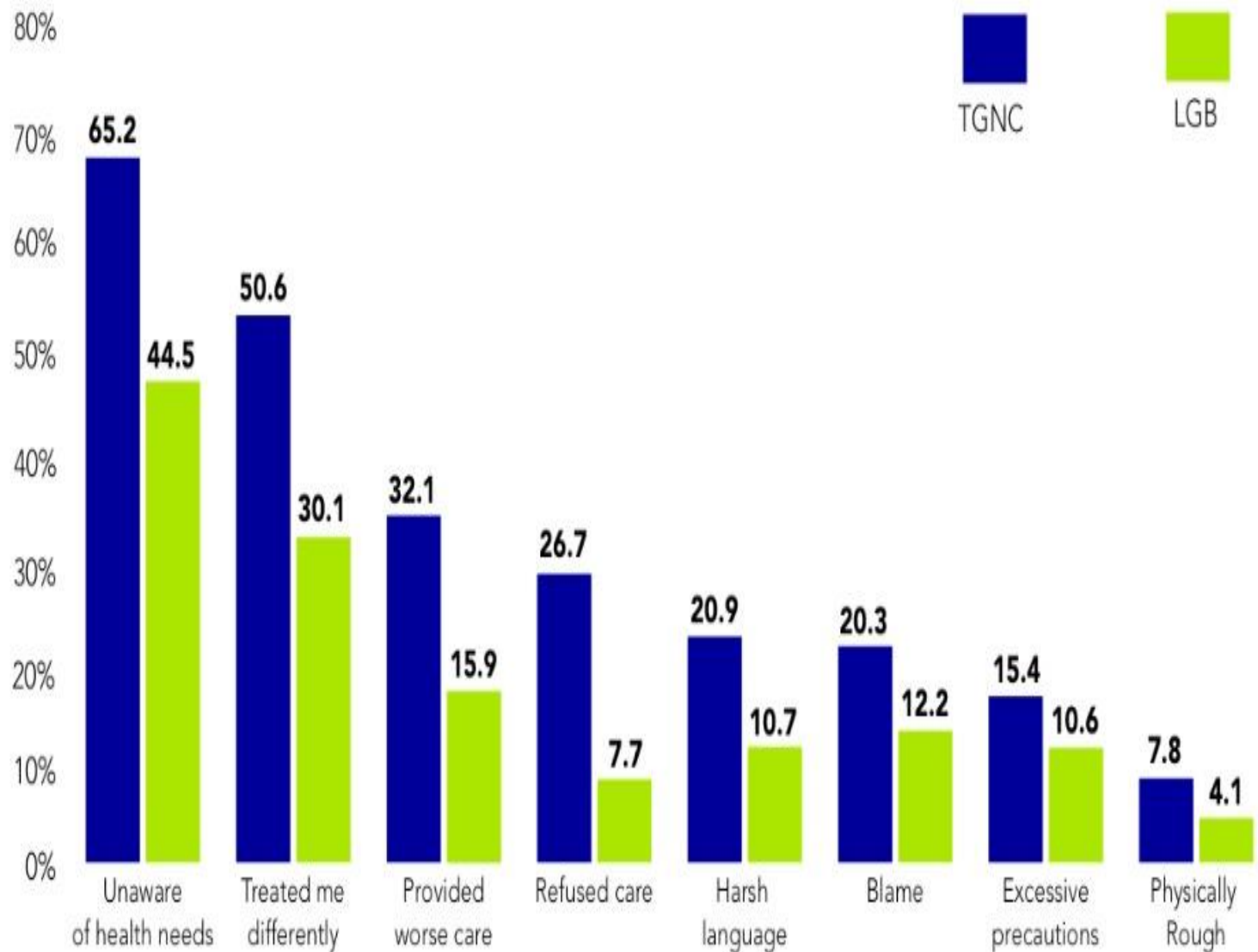
Health and Access to Care and coverage for Lesbian, Gay, Bisexual, and Transgender Individuals in the US, Kaiser Family Foundation, January 2014, Issue Brief

- 2.5x more likely to experience depression, anxiety, and Substance misuse.
 - History of **discrimination and stigma** contributes to higher rates
 - **Lack of acceptance from family** members is correlated with higher rates
- MSM 12x more likely to use **methamphetamines**, 10x **heroin**
- Lesbians have higher rates of **smoking** and **drinking** to excess than heterosexual women
- Transgender individuals have 98% exposure rate to potentially **traumatic** events
 - 91% of the sample had experienced **multiple** lifetime traumatic events

Experiences of Discrimination and Substandard Care: Transgender or Gender-nonconforming Compared to Lesbian, Gay and Bisexual

Lambda Legal study on TGNC health care experience vs. LGB people

http://www.lambdalegal.org/sites/default/files/publications/downloads/whic-insert_transgender-and-gender-nonconforming-people.pdf



LGB Youth

Health and Access to Care and coverage for Lesbian, Gay, Bisexual, and Transgender Individuals in the US, Kaiser Family Foundation, January 2014, Issue Brief

- **Higher rates of mental illness (depression), substance abuse, violence, and discrimination.**
- **More likely to be homeless (40% of homeless youth) and live in poverty**
 - **Mainly from family rejection**
- **64% LGB students feel unsafe at school,**
- **4x more likely to attempt suicide and more likely to complete (2011)**
- **3x as many LGB youth report ever being raped, compared to straight peers (16% vs. 5%)**

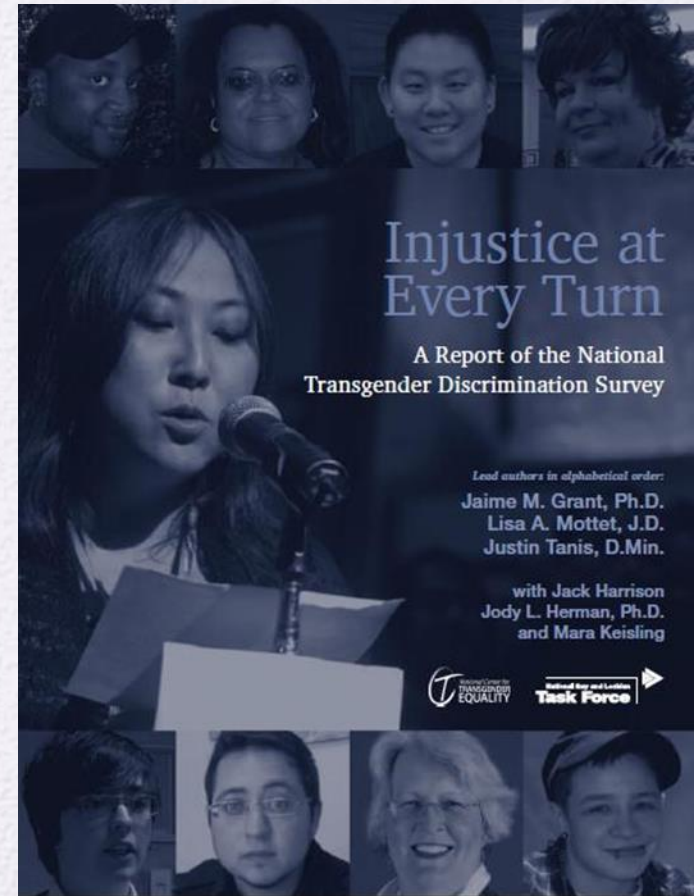
Transgender Youth

National Transgender Discrimination Survey 2011, rev 2015

Of those who expressed a transgender identity or gender non-conformity while in school,

grades K-12

- 75% experienced harassment
- 35% were physically assaulted
- 12% experienced sexual violence



Family Rejection & Health Risks

LGBT Young Adults with high levels of family rejection were:

- 8.4 times more likely to report having attempted suicide
- 5.9 times more likely to report high levels of depression
- 3.4 times more likely to use illegal drugs
- 3.4 times more likely to report having engaged in unprotected sexual intercourse

Compared with peers from families with no or low levels of family rejection.

LGBT Drug Tx

Addiction Professional February 29, 2012

2007 national survey “Do you have specialized tx for LGBT?”

- 854 programs in national survey say yes
- 605 (70%) on follow-up call said no longer
- 79 (9%) said they were “non-discriminating”
- 34 (4%) said “we accept them into groups”
- 62 (7%) said yes and half were in NY or CA

What's Needed in Treatment?

- A separate unit or facility welcoming to LGBTQ and allies
- Safe and supportive treatment including LGBTQ and/or supportive staff
- Specialized treatment modalities for different substances and addictions

Persons of Transgender experience need:

- Address Social rejection/violence
- Address Transphobia and stigma
- Provide Positive trans-friendly treatment

Biological Sex

20

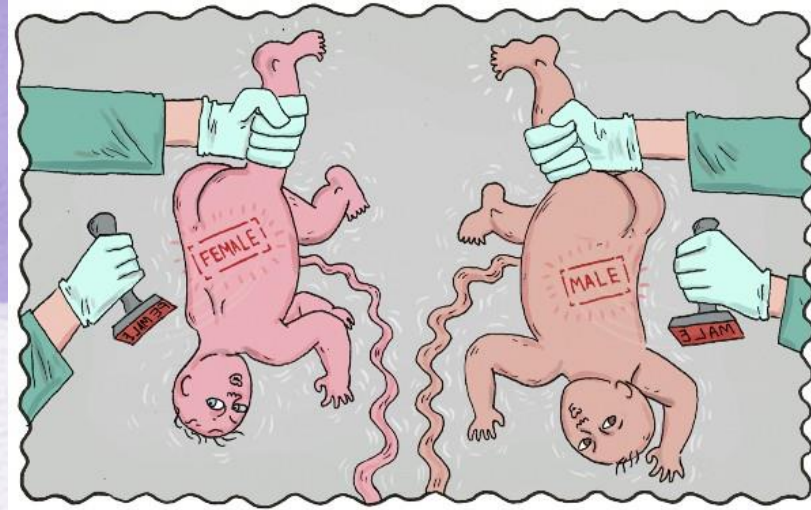
A combination of physical characteristics

- Reproductive organs
- Chromosomes
- Hormone levels
- Secondary sex characteristics



- Intersex:
 - A variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't fit typical definitions of female or male.
 - DSD: Disorders of Sex Development

Sex Assigned at Birth:



Biological sex category assigned at birth

- **AFAB:** Assigned Female at Birth
- **AMAB:** Assigned Male at Birth

Replaces:

- “Biologically male or female”
- “Born male or female”
- “Used to be male or female”, etc.
- “Female-bodied” or “Male-bodied”

Sexual Orientation

22

An individual's emotional, romantic, psychological and/or sexual attraction to other people.



- Transgender, like cisgender, people may have any sexual orientation.
- Gender identity and expression is distinct from a person's sexual orientation.

Sexual Behavior

23

The manner in which humans experience and express their sexuality.

Who you have sex with and what activities you engage in.

- Sexual orientation influences but does not limit who someone partners with.



Gender Identity

24

One's innermost concept of self as male or female or both or neither—how individuals perceive themselves and what they call themselves.



One's gender identity can be the same or different than the sex assigned at birth.

Transgender

(Trans or Trans*)

A person whose gender identity does not fully match their sex assigned at birth.

An umbrella term to refer to the full range and diversity of identities within transgender communities.

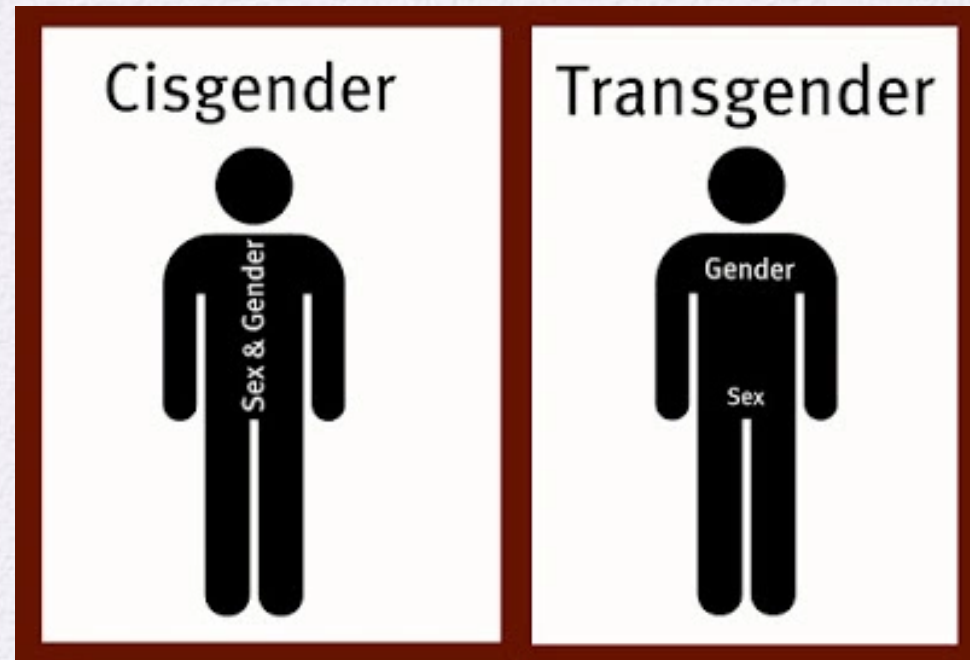


Cisgender

26

A person whose gender identity matches their sex assigned at birth.

AKA: Non-transgender



Transwoman

A person whose gender identity is female, but who was assigned male at birth. Also:

- Woman
- Transfeminine
- Woman of Transgender Experience
- Feminine-of-Center

Losing popularity: Male-to-Female (MTF)

Unless someone identifies themselves with that label



Transman

28

A person whose gender identity is male, but who was assigned female at birth. Also:

- Man
- Transmasculine
- Man of Transgender Experience
- Masculine-of-Center

Losing popularity : Female-to-Male (FTM)

Unless someone identifies themselves with that label



Gender Expression

29

The ways in which we each manifest masculinity or femininity.



- Each of us expresses our gender in different ways—style our hair, clothing, or even the way we stand.
- Gender expression varies across cultures

Gender Non-conforming (GNC)

A person whose **gender expression** is perceived as being inconsistent with cultural norms expected for that gender.

Note: Not all trans people are GNC, and not all GNC people identify as trans.

To be inclusive, you might hear **TGNC** (Transgender & Gender Non-Conforming)

Non-Binary

A continuum of **gender identities** and expressions that fall outside the gender binary. Individuals' gender identities may be neither male nor female, or both.



Some non-binary people identify as: Genderfluid, Genderqueer, Bigender, Pangender, Agender, Neutrois, Androgyne, Gender Expansive, Demigirl, Demiguy

LGB... Are those the only choices?



The “questioning” youth.

Other Terms Used:

- MSM
- WSW
- On the “Down low”

Coming Out

(Bickart, 2003, LGTB Community Services Center)

- Personal
- Interpersonal
- Social
- Public

Family rejection and or support have significant impact



Assess Your Competence

- On the practitioner/client level, assessing the client's cultural perspective is pertinent to their engagement and motivation to succeed in the program.
- Cultural competence is a process that involves continual self assessment.
 - Consciousness of one's personal reactions to people who are culturally different.
 - Social science research indicates that our values and beliefs may be inconsistent with our behaviors, and we ironically may be unaware of it.

Activity: Self-Assessment

- Pair up
- Fill out assessment
- Score assessment
- Talk to your partner about
 - How did you do?
 - How would the other members of your team score?
 - Where do you need help?



What is Privilege?

- An unearned right, advantage or immunity granted to or enjoyed beyond the common advantages of all others; an exemption in many certain cases from burdens of liabilities.
- Those with privilege rarely understand it's full impact on those who do not have privilege.
- When only certain members of society enjoy privileges, it creates inequities.
- Tailwind vs Headwind – Dolly Chugh, The Person You Mean to be.

Do's and Don'ts

- Say 'partner' until you know what word the individual uses, then use that term.
- Do Ask about sexual orientation.
- Do Allow client to use bathroom that is appropriate to gender identity.
- If you're unsure of the client's gender or how you should refer to them, ask.
- If you mess up, apologize & move on.

Do's and Don'ts

- Don't Label your clients
- Don't Pressure to come out
- Don't Ignore significant others and family members
- Do Use the proper pronouns based on their gender identity
- Do Get supervision about personal feelings

1. You must be **aware** of your biases
2. You must be concerned about the **consequences** of your biases
3. Find your **Triggers**
4. **Slow down**
5. Do **one small thing differently**

5-steps



Joseph Luniewicz

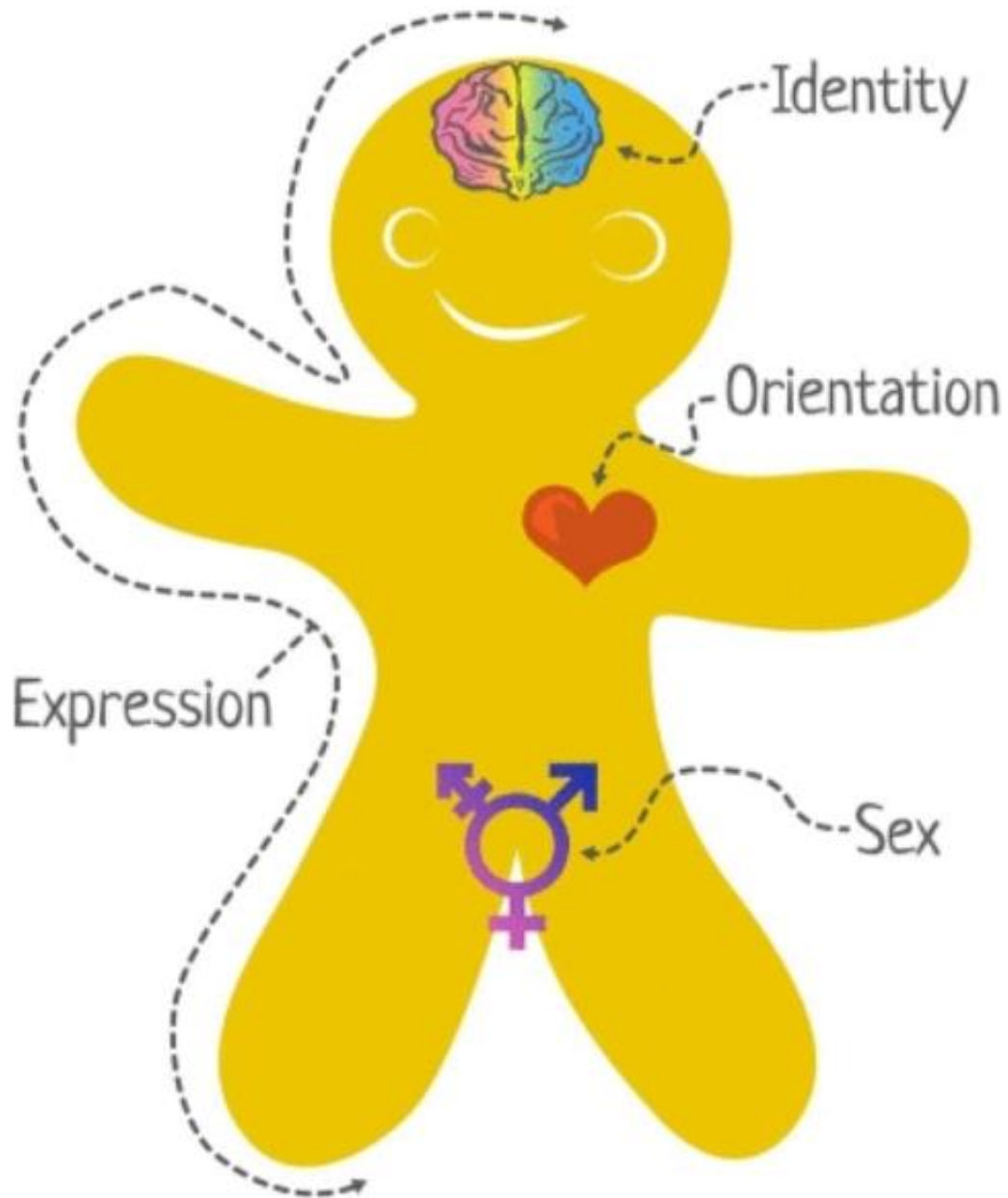
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Additional Slides

FYI

Georgia & National - LGBTQ Resources

- Georgia Equality (Political, Legal, Advocacy for LGBT) - <https://georgiaequality.org/>
- University of Georgia LGBT Resource Center - <https://lgbtcenter.uga.edu/site/resources/local>
- PFLAG Atlanta (Parents) <https://www.pflagatl.org/> (national - <https://pflag.org/>)
- University of Northern Georgia - <https://ung.edu/multicultural-student-affairs/lgbtq.php>
- Cooke Recovery Centers Atlanta - <http://cookerecovery.com/#>
- The Recovery Village LGBTQ+ Drug and Alcohol Tx Resources - <https://www.therecoveryvillage.com/resources/lgbtq/#gref>
- The Center's Online Resource Center - <https://gaycenter.org/resources/>
- Center of Excellence Transgender Health UCSF- <http://www.transhealth.ucsf.edu/trans?page=lib-providers>



The Ginger- bread Person

Develop a Growth Mindset

When someone suggests you've said or done something homophobic. Be on the alert for your **fixed mindset** voice declaring: I'm not a homophobe! Or you find yourself telling others how you support LGBT communities or "I have a gay friend." When this happens you are probably slipping into an either/or mindset.

A **growth mindset** voice says, "I don't really understand what I did wrong but I would like to understand." Say, "I'm sorry I was wrong," rather than, "I'm sorry you were offended."

How to ask Sexual Orientation:

Policy Focus, Asking Patients Questions about Sexual Orientation and Gender Identity
in Clinical Settings, The Fenway Institute - 2013

Do you think of yourself as:

- ☐ Lesbian, gay or homosexual
- ☐ Straight or heterosexual
- ☐ Bisexual
- ☐ Something else
- ☐ Don't know

How to ask Gender Identity:

Policy Focus, Asking Patients Questions about Sexual Orientation and Gender Identity in Clinical Settings, The Fenway Institute - 2013

1. What sex were you assigned at birth on your original birth certificate?

- ☐ Male
- ☐ Female
- ☐ Intersex
- ☐ Decline to answer

2. What is your current Gender Identity?

- ☐ Male
- ☐ Female
- ☐ Transgender
Male/Transman
- ☐ Transgender
Female/Transwoman
- ☐ Non-binary
- ☐ Additional Gender
Category/ (or Other)
- ☐ Decline to answer

Transition



Any of the processes a TGNC person may go through to affirm a gender identity different than that assigned at birth

- **Social**
- **Legal**
- **Spiritual**
- **Personal**
- **Medical**

National Transgender Discrimination Survey

48

- Extreme poverty..
- 26% had been jobless because of discrimination
- 19% had been homeless at some point,
- Almost 20% of respondents reported being refused medical care, with even higher numbers among people of color.
- 50% had to teach their medical providers about transgender care.
- When sick or injured, 28% postponed medical care due to discrimination and 48% postponed due to inability to afford it.
 - Low rates of HIV screening (46% never tested)
- Transwomen 50 times more likely to be HIV+

Trauma and Persons of Transgender Experience

49

- **98% exposure rate** to potentially traumatic events
- 91% of the sample had experienced multiple lifetime traumatic events
- 42% believed the event to be related to their transgender status
- Clinically significant depressive symptoms were noted in 64% of the trauma-exposed sample