



Foundations of an LGBTQ+ Inclusive Practice

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Level: Introductory

This presentation is part of Gather & Grow Education.

Gather & Grow OC is a CAMFT-Approved Continuing Education Provider

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Course Description

The percentage of US adults who self-identify as something other than cis-heterosexual has increased from 5.6% in 2020 to 7.1% in 2022 (Jones, 2023), and Pew Research Center's survey conducted in the summer of 2022, found that amongst young adults under 30-years-old, this percentage is as high as 17% (Pew Research Center, 2023). Research has shown that the effects of discrimination and stigma, societal inequity, and the lack of acceptance from families of origin on LGBTQ+ identified individuals all contribute to an elevated risk for some mental health and behavioral conditions, including depression, anxiety, and substance misuse compared to their non-LGBTQ peers (Kates, Ranji, Beamesderfer, Salganicoff, & Dawson, 2018). The National Institute for Mental Health and Health Disparities has named the LGBTQ+ community a health disparity population, and they are calling for more attention from health and mental health training programs (GLAAD, 2023). It is clear that this is a population in need of competent mental health support, but what is less clear is what this standard can and should look like.

Educational Goals

The LGBTQ community has a specific set of behavioral health needs as well as a historically challenging relationship with the mental health industry itself. In an effort to promote a 'beyond tolerance' model, this course sets the foundations for an LGBTQ-inclusive practice where LGBTQ-identified individuals are not only seen but supported through the lens of specialized care. Participants will leave with an understanding of intersectionality in concept and the importance of social location identification practices in the offering of trauma-informed care. They will have the knowledge to set up an egalitarian therapy room and a toolkit for identifying and working through implicit bias in order to most competently serve this community.

*If they have not yet done so, participants are encouraged to take the first course in this 3-part series:
Introduction to LGBTQ+ Inclusive Care in order to gain an understanding of their learning zone and level of care.*

Learning Objectives

- Participants will be able to define intersectionality
- Participants will be able to identify their social location and explain the importance of the practice to clients
- Participants will be able to define what an egalitarian therapy room is and why it's important
- Participants will be able to utilize the 'Implicit Bias Checklist' for LGBTQ+ communities to assess the safety of their own practice.



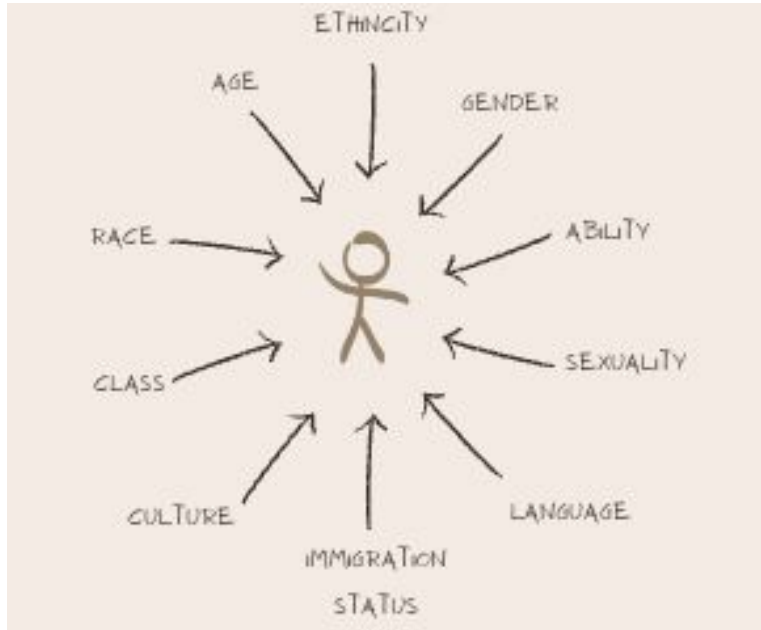
Intersectionality

Basics

Intersectionality

Coined in 1989 by Kimberlé Crenshaw
Oxford English Dictionary 2015

The theory that various forms of discrimination centered on race, gender, class, disability, sexuality, and other forms of identity, do not work independently but interact to produce particularized forms of social oppression.



All aspects of our intersectional identity affect our understanding of ourselves, how we interact with the world, and how the world interacts with us. It informs the way that we develop, how we act out our attachment patterns over the course of our lives, and how we approach and integrate healing work.

Social Location

The unique combination of intersectional identities that make up a person's individual matrix of privileged and oppressed lived experiences.

Social location is important to identify and acknowledge because of how strongly it influences your identity, your world view, how you interact with others, and how others interact with you.

Activity Break

Social Location

Mapping Your Social Location

Social Location Mad Libs

Journaling Process

WHAT IS WRONG
WITH YOU?



WHAT HAPPENED
TO YOU?

In its simplest form, trauma-informed care shifts the framework from “What’s wrong with you?” to “What happened to you?” It encourages us to be curious about the ways our clients show up to therapy, and reminds us that the ways they respond and interact may/may not be serving them now, but that somewhere along the way, they helped them survive.



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Nested Model of Trauma & Attachment



Social Location in Practice

- Visibility/Marketing: Being clear about who we are and who we work well with
- Naming/Situating Oneself: Identifying differences directly and encouraging the client's narrative
- Conceptualization/Situating the Client: Understanding our client's through their identity unique matrix



The Egalitarian Therapy Room

Egalitarian Does NOT Mean Equal

“I define an egalitarian relationship as one structured to move toward equality of power, in which artificial and unnecessary barriers to equality of power are removed. In this relationship, there is an equality of **value** and of respect for each person’s worth between the participants, but there continues to be some necessary asymmetry in certain aspects of the exchange, in part designed to empower the less powerful person but primarily required to define and delineate the responsibilities of the more powerful one.”

“The egalitarian relationship is thus one in which power as a factor and force in the process of psychotherapy is made explicit.”

Laura S. Brown (2004)

Subversive Dialogues: Theory in Feminist Therapy

- Attending to the symbolic and actual power(lessness) in the specific therapeutic relationship and in therapy in general for each party
- Awareness of how meaning-making can shift over the course of time
- Honoring the client's experience, even when it looks/feels challenging to the therapist
- Acknowledging power, even when it is hidden, intimidating, and/or unfamiliar
- Paying attention to the shift in power over the course of the relationship
- Collaborating equally when possible or taking accountability for decision-making when not possible.

“When equality of power between therapist and client is temporarily absent for the purposes of healing, its lack is brought to conscious awareness by the therapist’s analysis of the complex and subtle power dynamics present in the exchange.” (Brown, 2004)

What it looks like.



The Relationship As the Healing Tool

The 'egalitarian therapy room' or focus on the 'egalitarian therapy relationship' is particularly important for minoritized communities who have long been rendered powerless in their daily lives because it seeks to subvert this inaccurate narrative and increase clients' beliefs in their own agency.

BIOPSYCHOSOCIAL/SPIRITUAL-EXISTENTIAL AXES OF PERSONAL POWER

SOMATIC

The body is experienced as a safe place. It is accepted with compassion in its most nourished shape and no intentional harm is done to it.

INTRAPERSONAL/ INTRAPSYCHIC

Confident in critical thinking. Flexible not suggestible. Emotions are experienced and self-soothing is accessible. Balance between intuition and data.

INTRAPERSONAL/ SOCIAL- CONTEXTUAL

More interpersonally effective than not. Capable of forming nurturing relationships. Able to set boundaries and intentionally enter roles in life.

SPIRITUAL/ EXISTENTIAL

Systems of meaning making that support a sense of comfort and well-being for existential challenges. Aware and engaged with social context.

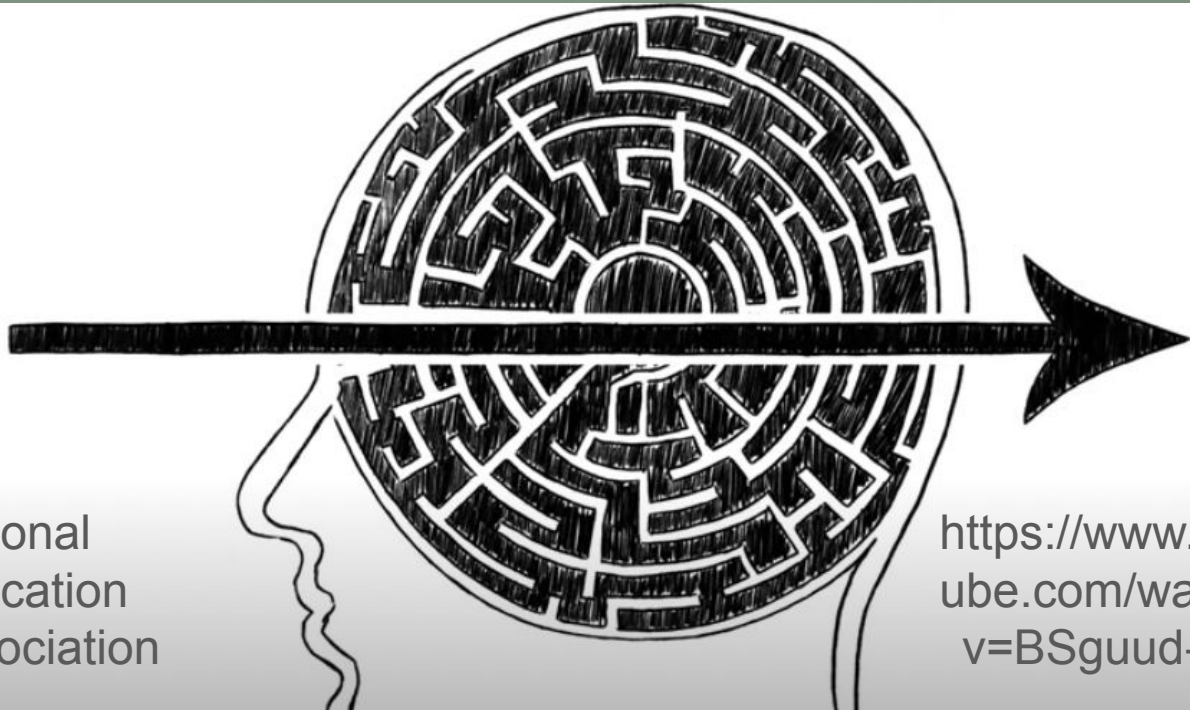
What it means, Where it shows up, How to manage it

Implicit Bias

Implicit Bias Defined

Implicit bias, also known as implicit prejudice or implicit attitude, is a negative attitude, of which one is not consciously aware, against a specific social group.

APA Dictionary of Psychology



National
Education
Association

<https://www.youtube.com/watch?v=BSguud-t1kc>



How to Check Your Unconscious Bias

Dr Jennifer Eberhardt
Stanford University
(The Global Goals)

<https://www.youtube.com/watch?v=egw-iheD1Mc>

“People often say, ‘seeing is believing,’ but, in many cases, “believing is seeing.”

LGBTQ How You See Me Participant

—

*“How you feel is not what
everyone says you are.”*



<https://www.youtube.com/watch?v=wxHHstcyP4I>

How to Manage Implicit Bias

- Accept that we all have implicit bias
- Explore where you may be particularly vulnerable
- Actively seek out experiences and connections to decrease your implicit bias
- If you realize your bias or someone brings it to your attention, do your best to stay grounded and grateful as you work toward repair

How to Use Implicit Bias

If we can identify our internal implicit bias, implicit bias in our interactions, and implicit bias in our organizations we can attend to it and work toward repair.

When implicit bias is reported to or identified in your own behavior this is an opportunity to learn! It is also a bridge to empathy for the experience of your client and way to help raise your client's awareness of the implicit bias they may have had to deal with in their life and how they have integrated this into their own narrative.



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Conclusions & Questions



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This presentation should be considered a foundation for your journey around offering LGBTQIA+ Inclusive Care. This is an extremely vulnerable population and (while helpful) a friendly stance is not enough to offer true cultural competence.

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Provider #1000128

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Thank you for growing with us!

*With care,
Gather & Grow Education*

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