



Introduction to LGBTQ+ Inclusive Care

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Level: Introductory

This presentation is part of Gather & Grow Education.

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

Provider #1000128

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Course Description

The population of LGBTQ+ identifying individuals in America continues to rise. 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). 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). While many national LGBTQ organizations have worked to make data collection a priority, much information is lacking about this demographic that the National Institute for Mental Health and Health Disparities has named a health disparity population, noting how little specialized focus is offered in medical and mental health training programs (GLAAD, 2023). With these statistics in mind, it is imperative that mental health clinicians are able to competently serve or refer this population that cuts across all other social demographics.

Educational Goals

In an effort to increase access to affirming and knowledgeable care for this population, this course will offer an introduction to the LGBTQ+ population for the unfamiliar clinician. Participants will leave with an understanding of basic terms, labels, and identities. They will also be able to discern their individual growth and learning zone so that they are able to continue to deepen their specialization and accurately identify themselves to this minoritized population in need of competent care.

Learning Objectives

- Participants will be able to distinguish the difference between sexual orientation and gender identity.
- Participants will be able to define identities in the LGBTQ+ acronym.
- Participants will be able to explain the differences between friendly, affirming, and knowledgeable care.
- Participants will be able to identify what growth and learning zone they are in with regard to serving the LGBTQ+ population.

Defining

Gender Identity & Sexual Orientation

Gender Identity vs. Sexual Orientation

In simplest terms **GENDER IDENTITY** is about **WHO YOU ARE** and **SEXUAL ORIENTATION** is about **WHO YOU ARE ATTRACTED to**.

While it is an important part of an introduction to the LGBTQ+ community to understand how these two identity labels are separate and immutable, a deeper understanding highlights that they are also connected and **sometimes** evolving.

It can be confusing for **CISHET*** folks without personal or relational familiarity to an LGBTQ+ person to understand how both these things can be true at the same time.

CISHET is shorthand for ***cisgender heterosexual***.

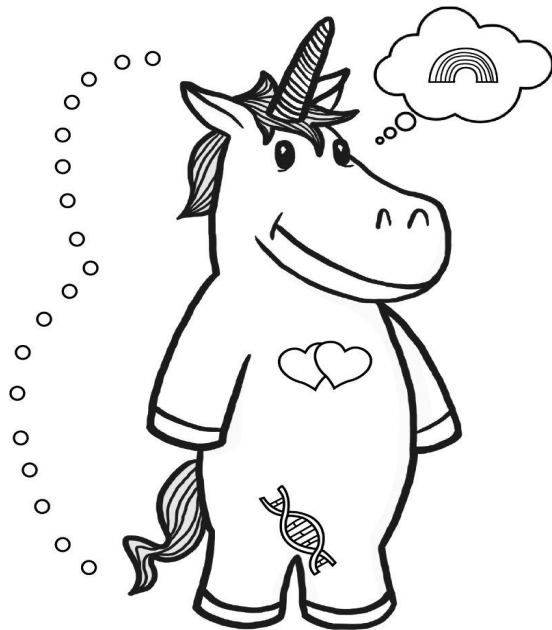
This is a person who has a gender identity that matches the stereotypical or expected social expectations, presentation, and felt characteristics of their designated or assigned “gender” at birth (“Gender” is in quotations here because designated and assigned gender at birth are really only an observation of external primary sex characteristics).

The Gender Unicorn

More great transgender educational student resources and infographics at




transstudent.org



To learn more go to:
www.transstudent.org/gender


Design by Landyn Pan
Illustration by Anna Moore

 Gender Identity

Female/Woman/Girl
 Male/Man/Boy
 Other Gender(s)

Gender Expression

Feminine
 Masculine
 Other

 Sex Assigned at Birth

Female Male Other/Intersex

Sexually Attracted To

Women
 Men
 Other Gender(s)

Emotionally Attracted To

Women
 Men
 Other Gender(s)

Some Context / Answers

<p>REASONS FOR SHIFTS/CHANGES TO IDENTITY</p>	<p>Gender Identity and Sexual Orientation are absolutely separate! That being said, they can shift over the course of time, when one or the other shifts, and in partnership.</p>
<p>Questioning</p>	<p>Some folks will have an innate sense of who they are early on. Orientation tends to present strongly at puberty and gender can show up as soon as the child has language and decision making agency. That being said, stigma, discrimination, and negative or lacking reflections can be a big impediment to identity solidification.</p>
<p>Fluidity/Expansiveness</p>	<p>Some folks' permanent identity includes aspects of fluidity, neither, or yes/and aspects. Bisexuality, pansexuality, gray ace, non-binary folks, agender folks, and gender fluid folks are just a few of these. Expression, congruence, and dysphoria can shift from day to day, in different settings, and with different partners.</p>
<p>Transition</p>	<p>It isn't uncommon for folks' to notice a shift in their attraction and/or need time to process a shift in their sexual orientation before/during/after gender transition.</p>
<p>Partnership</p>	<p>Just like all relationships can bring out different parts in our identity, this can have an effect on some folks' orientation or gender identity which may be temporary, exploratory, or permanent. Likewise, it isn't uncommon for a partners' transition to help someone expand in their own understanding of themselves.</p>

Myths & Misunderstanding

Homophobia, Biphobia, Transphobia

The Politics of Nature vs. Nurture

“Designated & Assigned”

Biological Sex vs. Gender Identity

Age & Identity

Final Note: “Our clients tell us who they are.”



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What is the acronym?

LGBTQIA+



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LESBIAN

LESBIAN

A woman who is attracted romantically and sexually to other women.



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GAY

GAY

A man who is romantically
and sexually attracted to
other men.



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BISEXUAL

BISEXUAL

A person who is romantically or sexually attracted to both men and women.



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TRANSGENDER

TRANSGENDER

An umbrella term for someone who doesn't identify with the stereotypical gender associated with their assigned/designated sex at birth.



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QUEER

QUEER

A politicized and reclaimed term for someone who identifies as “other” than cis and/or straight. It can refer to gender, sexual orientation, or both.



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QUESTIONING

QUESTIONING

Someone who is questioning whether the boxes of cis and/or heterosexual fit for them. This identity is transitory and exploratory as well as high risk.



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INTERSEX

INTERSEX

Someone who is born with a non stereotypical mix of male or female traits. These can be genetic, hormonal, or anatomical.



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ASEXUAL

ASEXUAL

Someone who doesn't experience (or experiences very little) sexual attraction to others.



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AROMANTIC

AROMANTIC

Someone who doesn't experience (or experiences very little) romantic attraction to others.



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ALLY

ALLY

Someone who recognizes their privilege and makes an intentional choice to utilize that privilege to support those with less privilege.

Unwinding the Acronym

L	Lesbian
G	Gay
B	Bisexual
T	Transgender
Q	Queer
I	Intersex
A	Ally

To the left are just a few of the wonderful identities included in our wonderful LGBTQ+ community. Below are a few more notes/definitions/identities.

It is important to familiarize yourself with identities and terms but we always ultimately defer to how our clients are defining themselves!

Some other terms you may hear are:

- Ace - Someone who is Asexual
- Agender - Folks who do not ascribe to any particular gender
- Cis - Denoting that a person's designated sex at birth matches their gender identity
- Cis Het - Referring to folks who are cis as well as heterosexual
- Homosexual - While this term is not incorrect, it is clinical and associated with a history that views non heteronormativity as pathological
- Non-Binary - Folks that do not fall into categories of male/female, man/woman, boy/girl, etc
- Queer - An umbrella term which can refer to sexual orientation, gender identity or both. This is a reclaimed politicized term that may not resonate for some
- Questioning - Folks uncovering and exploring whether or not they are in the cis/het category
- + - Can refer to the other identities not listed and/or for some the HIV positive community

*****Underlined labels are sometimes noted in the acronym - LGBTQQIAA+*****

Friendly, Affirming, Knowledgeable

Levels of Care

Clarifying Competence



FRIENDLY

Being open to working with a population and aware of potential lack of knowledge/blind spots.



AFFIRMING

Identities advertised are supported directly and indirectly through practice.



KNOWLEDGEABLE

Clinician has sought out education on the population and has done conscious work to check their biases.

Clarifying Competence

FRIENDLY

Clinician has some exposure to LGBTQ folks and does not believe practices identities to be inherently pathological.

AFFIRMING

LGBTQIA+ Identities are supported directly and indirectly in clinical work and conscious work has been to done to check biases.

KNOWLEDGEABLE

Clinician has sought out education on the LGBTQ+ population and continues to advocate and engage in ongoing education.



THINGS TO CONSIDER

OPPRESSION

is systemic and institutional and gets normalized through common discourse.

'ISMS' & BIAS

Racism, Classism, Ableism, Normalism, Sexism, Heterosexism, Fundamentalism, Sizeism, Ageism

COPING SKILLS

developed over time to deal with oppression may present as challenging client behaviors.

(IN)VALIDATION

around intersectional identities and experiences need to be centralized in healing.

What They Are & Where You Land

Learning Zones

Learning Zones

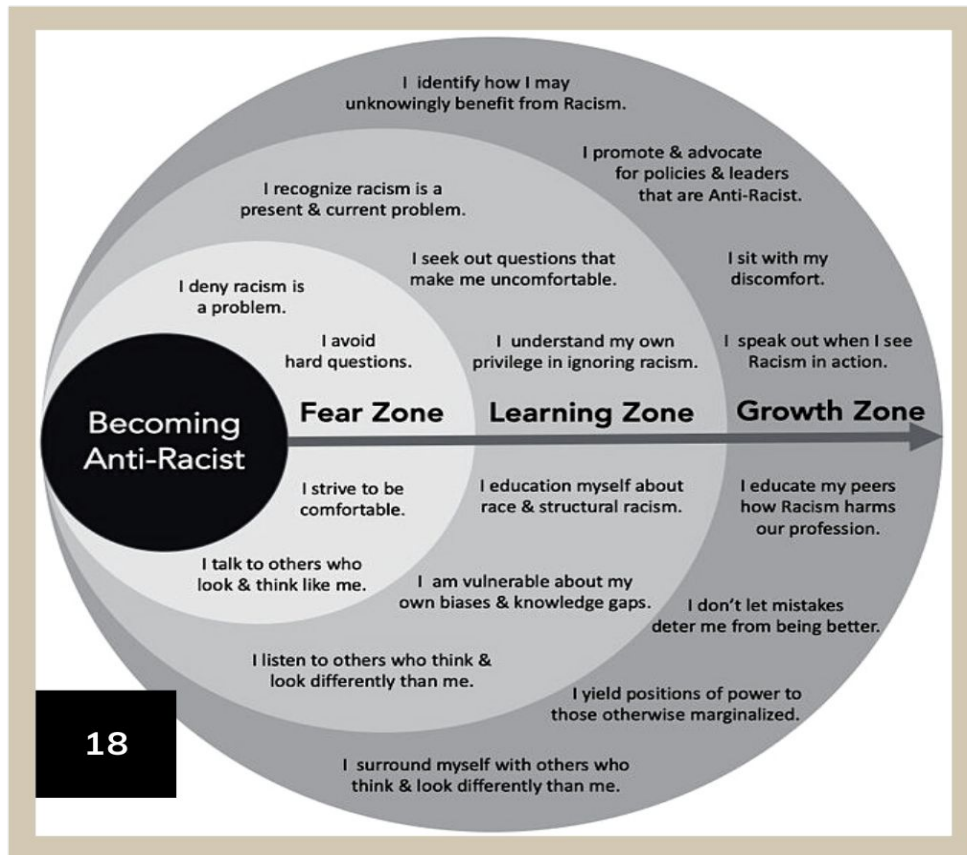
CHART ADAPTED BY ANDREW M. IBRAHIM, MD WITH IDEAS PULLED FROM IBRAM X KENDI (ORIGINAL AUTHOR UNKNOWN)

D. (2021, July 3). Black Lives Matter: Anti-Racism Resources for Social Workers and Therapists. SocialWork.Career. <https://www.socialwork.career/2020/06/anti-racism-resources-for-social-workers-and-therapists.html>

Healing is a practice. It's not a one-time thing or an idea. If I get up and do a bunch of exercises and repeat them, over time my muscles will get stronger. Healing is a practice just like that.

**Marnita Schroedl via
My Grandmother's Hands**

Menakem, R. (2017). *My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies* (Illustrated ed.). Central Recovery Press.





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Conclusions & Questions



Gather & Grow Education

This presentation should be considered a starting point to 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.

This presentation is part of Gather & Grow Education.

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Thank you for growing with us!

*With care,
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