

A Brief Overview of Culturally Responsive Services for LGBT Individuals

Creating an LGBT Affirming Organization

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Indigenous Land Acknowledgement

- We respectfully acknowledge that we live and work in territories where Indigenous nations and Tribal groups are traditional stewards of the land.
- Please join us in supporting efforts to affirm Tribal sovereignty across what is now known as California and in displaying respect, honor and gratitude for all Indigenous people.

Whose land are you on?

Option 1: Text your zip code to 1-855-917-5263

Option 2: Enter your location at <https://native-land.ca>

Option 3: Access Native Land website via QR Code:



The use of affirming language inspires hope and advances recovery.

LANGUAGE MATTERS.

Words have power.

PEOPLE FIRST.

The ATTC Network uses affirming language to promote the promises of recovery by advancing evidence-based and culturally informed practices.



ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



University of California Los Angeles
Integrated Substance Abuse Programs

Disclosures

There are no relevant financial relationships with ACCME-defined commercial interests for anyone who was in control of the content of this activity.



Today's LGBT Curriculum

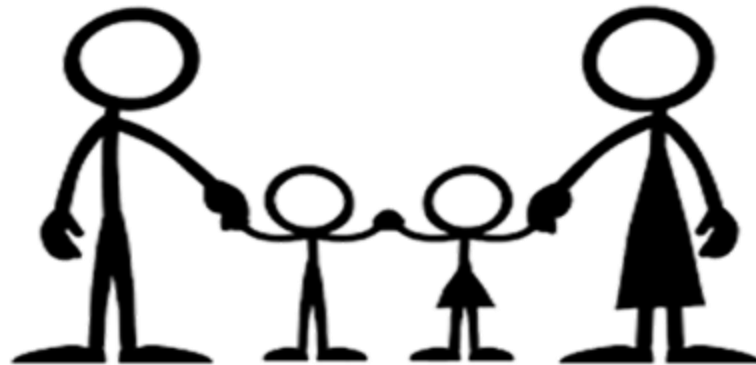
- ▶ This curriculum does not aim to be the definitive resource, nor does it intend to speak on behalf of all LGBT people.
- ▶ We encourage training participants to research and engage local LGBT organizations, providers and constituents.
- ▶ Building partnerships with local LGBT entities can help increase your understanding of the LGBT community needs and increase referral options for your clients.

Key Concepts and Terms



“Cultural Humility” Perspective

“Lifelong process of learning, self-examination & refinement of one’s own awareness, knowledge, behavior and attitudes on the interplay of power, privilege and social contexts”

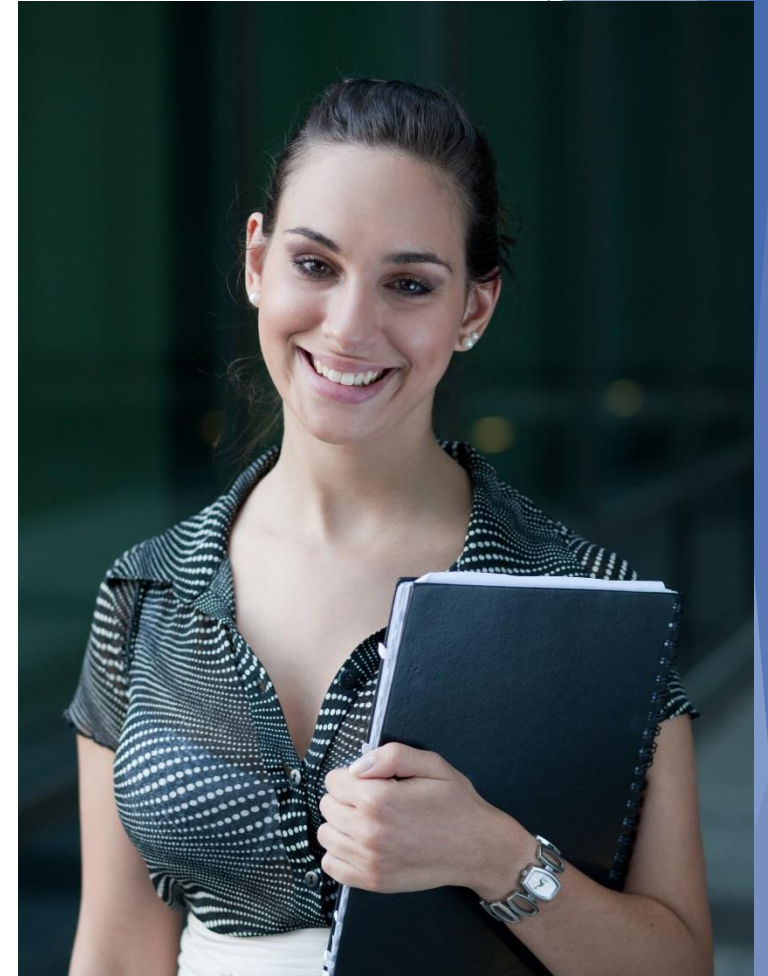


Tervalon, M. & Murray-Garcia, J. (1998, Journal of Health Care for the Poor and Underserved, 9(2), 117)

Cultural Humility:

Cultural humility invites providers to:

- ▶ Engage in self-reflection and self-critique.
- ▶ Bring into check the power imbalances, by using patient-focused interviewing and care.
- ▶ Assess the cultural dimensions of the experience of each patient.



Tervalon & Murray-Garcia 1998; Office of Minority Health. 2000; Smedley, et al., 2003

Unconscious Bias

- ▶ “I have no problem with gay people when they don’t wear it on their sleeve.”
- ▶ “She’s really pretty, I couldn’t tell she was transgender.”
- ▶ “How do you know you’re gay if you’ve never been with [a person of the opposite sex]?”



(McClousky, 2014)



Key Terms

- Sexual Orientation
- Sex assigned at birth
- Gender Identity
- Gender Expression
- Transgender
- Cisgender
- Non-binary
- Queer
- *Men who have sex with men*
- *Lesbian Woman*
- *Gay Male*
- *Bisexual*
- *Transgender*
- *Heterosexism*
- *WSW*
- *Ally*
- *Intersex*
- *Coming Out*



Defining Transgender:

Respecting trans clients names & pronouns cont.:

- ▶ Examples:

- ▶ *Gendered pronouns:*

- ▶ Include he/his; she/her.

- ▶ *Gender neutral pronouns:*

- ▶ Include they/them; ze/hir

Health Disparities



Trevor project 2021 National Survey

- ▶ 42% of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth.
- ▶ 48% of LGBTQ youth reported they wanted counseling from a mental health professional but were unable to receive it in the past year.
- ▶ Half of all LGBTQ youth of color reported discrimination based on their race/ethnicity in the past year
 - ▶ including 67% of Black LGBTQ youth and 60% of Asian/Pacific Islander LGBTQ youth.

Source: <https://www.thetrevorproject.org/survey-2021/>



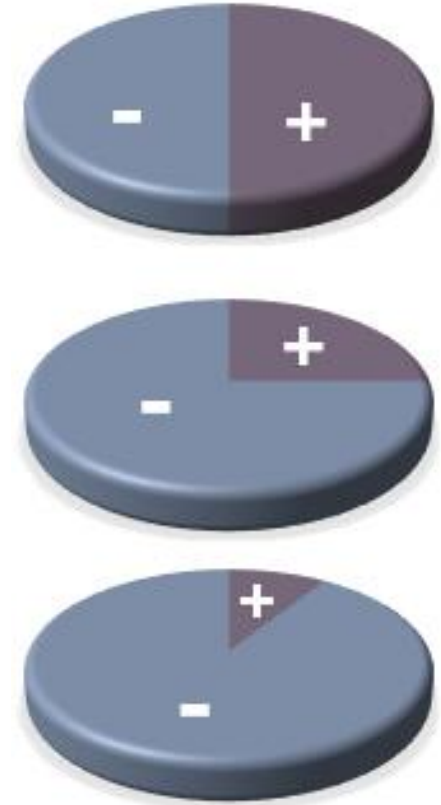
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Substance Use among LGBT Individuals

- ▶ Substances are used to:
 - ▶ self-medicate due to family and other social conflicts
 - ▶ deal with social alienation and isolation
 - ▶ decrease anxiety in social and sexual situations
 - ▶ reduce sexual inhibitions and enhance experiences.

CDC Report - 2016

- ▶ If current HIV diagnoses rates persist in the U.S.:
 - ▶ 1 in 2 Black MSM will be diagnosed with HIV during their lifetime
 - ▶ 1 in 4 Latino MSM will be diagnosed with HIV during their lifetime
 - ▶ 1 in 11 White MSM will be diagnosed with HIV during their lifetime



SOURCE: CDC, 2016

Related Health Issues for Trans Individuals:

Assault:

- ▶ A 2011 national survey titled, “Injustice at Every Turn” surveyed 6450 transgender and non-gender conforming people:
 - ▶ 71% of multiracial respondents reported having experienced bullying, physical abuse, sexual assault, harassment, and even expulsion from school.
 - ▶ When comparing these types of abuses in different geographical areas, 58-65% of transgender and non-gender conforming people had experienced assault.

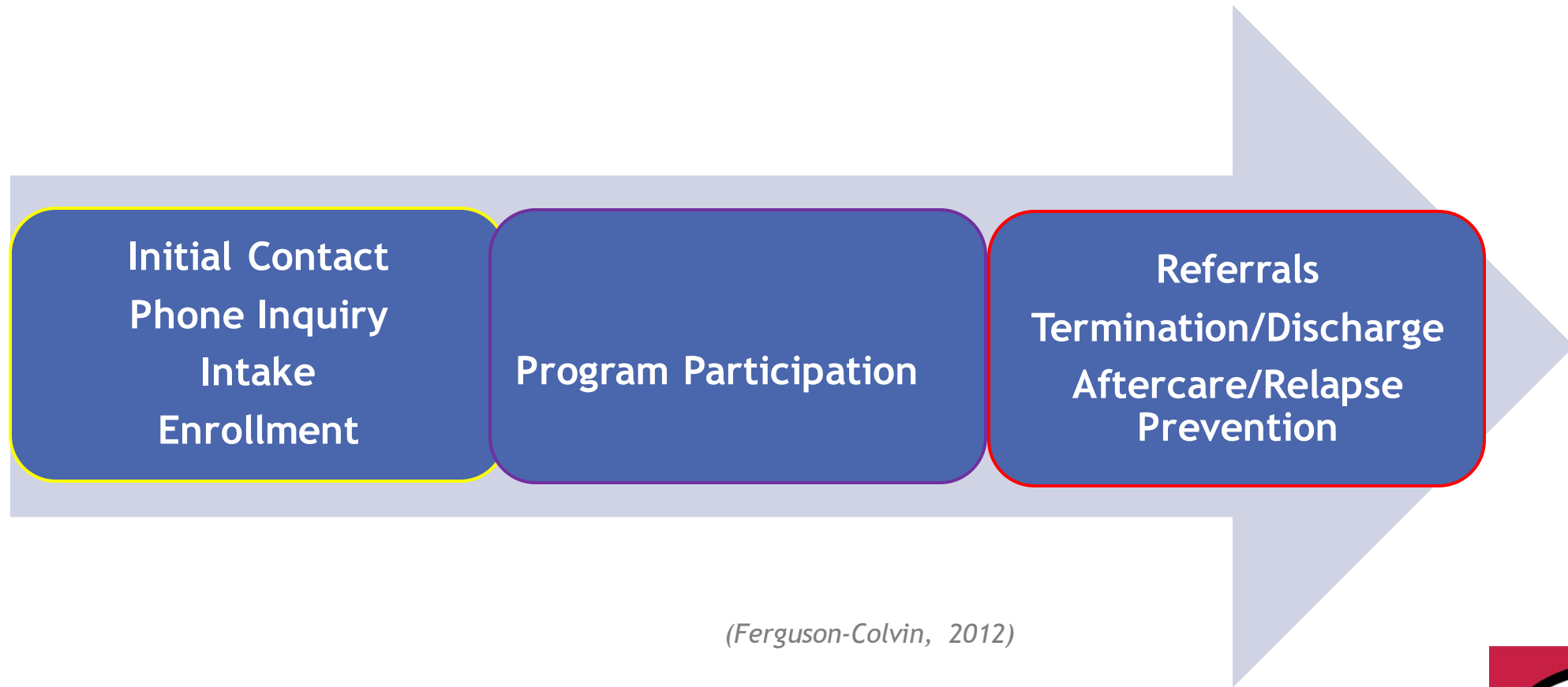
(Grant, Mottet, & Tanis, 2011)



Creating an LGBT Affirming Organization



Creating an LGBT Affirming Organization:



(Ferguson-Colvin, 2012)

Community Engagement:

Outreach and Promotional Materials:

- ▶ Must involve and engage LGBT clients in the development of all LGBT-related materials.
- ▶ Ensure that LGBT clients of color, varying body types and ages are represented in proportions that reflect the community demographics.
- ▶ Use language that specifically identifies LGBT individuals as people the program is attempting to reach.
- ▶ Include pieces written by and about recovering LGBT individuals

(SAMHSA, 2001; Morales, 2009; Drumheller & McQuay; 2010; Cizek, 2014)

Program Design and Implementation:

Staff Development, Training and Education:

- ▶ Staff are an integral part of every organization and they often embody what an organization stands for.
- ▶ Administrators have a responsibility to ensure that all staff receive training and education to improve their sensitivity toward all LGBT individuals.
- ▶ Trainers must respect trainee's religious and moral views, while remaining committed to increasing and enhancing accurate knowledge about LGBT individuals and in increasing provider sensitivity to LGBT clients' needs.

(National LGBT Health Education Center, 2015; Gendron, et al., 2013)



Provider Considerations for serving LGBT Clients



Recommendations:

- ▶ Avoid labeling your client.
- ▶ Be guided by your LGBT clients, listen to what they say is comfortable for them.
- ▶ Receive training to help you become aware of unconscious biases and increase your knowledge and understanding.
- ▶ Use person first language (avoid stigmatizing language)
- ▶ Create an atmosphere that is supportive with zero tolerance for discrimination.
- ▶ Acknowledge clients' significant others and encourage their support and participation in prevention and treatment programs.



Recommendations:

- ▶ Advocate and create safety for LGBT clients.
- ▶ Support and encourage positive images of persons of color, YMSMs, LGBT, gender variant, non conforming, elderly, other abled individuals.
- ▶ Read and learn about LGBT community and culture.



Provider Considerations:

Provider recommendations cont.:

- ▶ Seek clinical supervision if there are issues or feelings about working with any LGBT individuals.
- ▶ Post a nondiscrimination policy in the waiting room that explicitly includes sexual orientation and gender identity.



Clinical Supervision

- ▶ Clinical supervision needs to be institutionalized in all agencies treating behavioral health disorders in LGBT populations to:
 - ▶ Address transference and counter-transference issues.
 - ▶ Ensure staff uses ethical and evidence-based practices.



Provider Considerations:

Provider recommendations:

- ▶ A client's anatomy should only be discussed if relevant to their treatment.
- ▶ Provide care for anatomy that is present while affirming the patient's current gender identity.

(Center of Excellence for Transgender Health, 2011).



Provider Considerations:

Provider recommendations cont.:

- ▶ Educate treatment program staff and enforce policy.
- ▶ Allow trans clients to use bathrooms, showers and sleeping facilities based on their current gender identity.
- ▶ Allow trans clients to continue the use of hormones in treatment.
- ▶ Advocate for trans client using “street” hormones to receive immediate medical care and legally prescribed hormones.
- ▶ When completing a sexual history or sexual health assessment, avoid assumptions and judgments.





Lesbian: a woman who is emotionally, romantically, sexually, affectionately or relationally attracted to other females

Gay Male: a man who is emotionally, romantically, sexually, affectionately or relationally attracted to other males

Bisexual: an individual who is emotionally, romantically, sexually, affectionately or relationally attracted to both men and women (or to people of any gender identity)

Transgender: refers to a person whose gender identity does not correspond to their sex assigned at birth. May be used to refer to an individual person's gender identity and is sometimes used as an umbrella term for all people who do not conform to traditional gender norms

(Johns Hopkins, 2015; Keatley et al., 2015)



Trans Man: A person who was assigned a female sex at birth and who now identifies as male. Some clients may use the term FTM (female to male).

Trans Female: A person who was assigned a male sex at birth and who now identifies as female. Some clients may use the term MTF (male to female).

Cisgender: a person whose sex assigned at birth is the same as their gender identity



MSM: an abbreviation for “Men who have Sex with Men”. This term focuses on behaviors. The term does not indicate sexual orientation.

WSW: an abbreviation for “Women who have Sex with Women”. This term focuses on behaviors. The term does not indicate sexual orientation.

(Johns Hopkins, 2015; Keatley et al., 2015)



Heterosexism: the assumption all people are or should be heterosexual. Assumption that heterosexuality is inherently normal and superior to LGBTQ people's lives and relationships.

Ally: those who support and respect sexual diversity and challenges homophobic, biphobic, transphobic and heterosexist remarks and behaviors. Those who are willing to explore and understand these forms of bias within themselves.

(Johns Hopkins, 2015; Keatley et al., 2015)



Sexual Orientation: a consistent pattern of sexual desire for individuals of the same sex, other sex, or both sexes, regardless of whether this pattern is manifested in sexual behavior. Indicators of sexual orientation can include sexual and romantic desire, attraction, arousal and fantasy.

Sexual Identity: a culturally organized concept of the self. Labels can include lesbian, gay, bisexual, or heterosexual.

(Diamond, 2008; Savin-Williams & Vrangalove, 2013)

