LGBTQIA+ Community and Mental Health

National Alliance on Mental Illness Lane County
NAMI’s Mission
The mission of NAMI Lane County is to improve the quality of life individuals living with mental health challenges and their families residing in Lane County, Oregon through support, education and advocacy.
What does LGBTQIA+ mean?
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Shorthand for folks who have a non-normative (or queer) gender identity or sexuality.

LGBTQIA = Lesbian, Gay, Bisexual, Transgender, and Queer and/or Questioning, Intersex, and Asexual (people add a “+” at the end in an effort to be more inclusive of all encompassing queer identities).

From: http://itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/
What does LGBTQ+ mean?

**Lesbian.** Women who have the capacity to be attracted romantically, erotically, and/or emotionally to some other women.

**Gay.** Men who have the capacity to be attracted romantically, erotically, and/or emotionally to some other men. Also an umbrella term for individuals who are primarily emotionally, physically, and/or sexually attracted to members of the same sex and/or gender.

**Bisexual.** A person who is emotionally, physically, and/or sexually attracted to people of their gender and another gender. This attraction does not have to be equally split or indicate a level of interest that is the same across the genders or sexes an individual may be attracted to.

From: http://itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/
What does LGBTQ+ mean?

**Transgender.** A person who lives as a member of a gender other than that assigned at birth based on anatomical sex. A transgender person can be straight, gay, bisexual, queer, or any other sexual orientation.

**Queer.** Used as an umbrella term to describe individuals who don’t identify as straight. Due to its historical use as a derogatory term, it is not embraced or used by all members of the LGBTQ community.

**Questioning.** An individual who/time when someone is unsure about/exploring their own sexual orientation/gender identity.

From: http://itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/
What does LGBTQ+ mean?

**Intersex** - term for a combination of chromosomes, gonads, hormones, internal sex organs, and genitals that differs from the two expected patterns of male or female.

**Asexual** - Asexuality is the lack of sexual attraction to others, or low or absent interest in or desire for sexual activity. It may be considered a sexual orientation or the lack thereof. It may also be categorized more widely to include a broad spectrum of asexual sub-identities.

From: http://itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/
Some terms!

**Ally** - a person who supports and respects members of the LGBTQ community. An active ally takes action on in support and respect.

**Cisgender** - a person whose gender identity and biological sex assigned at birth align.

**Coming Out** - the process by which one shares one’s sexuality or gender identity with others. This is a continual, life-long process.

**Gender Binary** - the idea that there are only two genders and that every person is one of those two.

From: http://itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/
Some terms!

**Gender Expression** - the external display of one’s gender, through a combination of dress, demeanor, social behavior, and other factors.

**Gender Identity** - the internal perception of one’s gender, and how they label themselves, based on how much they align or don’t align with what they understand their options for gender to be.

**Gender Nonconforming** - a gender identity label that indicates a person who identifies outside of the gender binary.

**Non-binary** - a spectrum of gender identities that are not exclusively masculine or exclusively feminine—identities that are outside the gender binary.

From: http://itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/
Some terms!

**Homophobia** - an umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, erasure, or discomfort) that one may have towards members of LGBTQ community.

**Outing** - involuntary or unwanted disclosure of another person’s sexual orientation, gender identity, or intersex status.

**Sexual Orientation** - the type of sexual, romantic, emotional/spiritual attraction one has the capacity to feel for some others, generally labeled based on the gender relationship between the person and the people they are attracted to.

From: http://itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/
What are “Pronouns”?

pro·noun
ˈprōˌnoun/
noun
plural noun: pronouns

1. a word that can function by itself as a noun phrase and that refers either to the participants in the discourse (e.g., I, you) or to someone or something mentioned elsewhere in the discourse (e.g., she, it, they, this).
# Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

<table>
<thead>
<tr>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive</th>
<th>Reflexive</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>She</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
<td>She is speaking. I listened to her. The backpack is hers.</td>
</tr>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>Himself</td>
<td>He is speaking. I listened to him. The backpack is his.</td>
</tr>
<tr>
<td>They</td>
<td>Them</td>
<td>Theirs</td>
<td>Themselves</td>
<td>They are speaking. I listened to them. The backpack is theirs.</td>
</tr>
<tr>
<td>Ze</td>
<td>Hir/Zir</td>
<td>Hirs/Zirs</td>
<td>Hirself/Zirself</td>
<td>Ze is speaking. I listened to hir. The backpack is zirs.</td>
</tr>
</tbody>
</table>

For more information, go to transstudent.org/graphics
How to Ask Pronouns

★ Introduce yourself with your pronouns
  ○ “Hi, I’m Jessica, my pronouns are she/her/hers.”

★ Have your own pronoun identifier visible. On your nametag or in your email signature, for example.

★ When in group settings, ask people to include their pronouns when introducing themselves.

★ When in doubt, respectfully ask an individual what pronouns they use.
  ○ “By the way, what are your pronouns?”
  ○ “If you don’t mind me asking, what are your pronouns?”
Practicing Pronouns!
Importance of Pronouns

★ Respecting an individual’s pronouns is a way of respecting and affirming their identity.
★ It can signify that you are a safe person within a safe and inclusive organization.
★ It helps build empathy and reaffirms that you are engaged, listening, and respectful.
What if I Make a Mistake?

If you misgender someone, we have a few points for you to keep in mind:

- **Realize your impact.** You may have hurt that person by misgendering or possibly outing them in a public setting. Focus on how you can support the person you misgendered.
- **Apologize.** Remember not to out someone in apologies in public settings. Remember: *it’s not about making yourself feel better.*
- **Fall with grace.** Don’t make a show about your slip up. A quick correction and apologies is sometimes best.
- **Follow up in private if necessary.** Identify ways to support a person who you may have unintentionally disrespected and hurt. Ask them if they need anything from you and share your plans to getting their pronouns right.
What if I Make a Mistake?

- **Commit to correcting your behavior.** Practicing a person’s pronouns out loud in a private setting is a helpful strategy for changing the language you use.

- **Move forward.** Breaking your habits may take some time, but focus on why it’s important to get a person’s pronouns and names right. You may also find that if you misgender a person, they may want space from you. Respect what *they* need and commit yourself to the inclusive practices you value.

- **Remember!** We all make mistakes. Your actions towards correcting those mistakes are what show your compassion, effort, and character.
LGBTQ+ Mental Health

“The lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) community faces mental health conditions just like the rest of the population. However, [LGBTQ+ folk] may experience more negative mental health outcomes due to prejudice and other biases. Knowing what challenges [they] may face as [members] of the LGBTQ+ community and how to find and work with LGBTQ+-inclusive providers can help ensure more positive outcomes.” - NAMI National
LGBTQ+ Mental Health

★ LGBTQ individuals are almost 3 times more likely than others to experience a mental health condition such as major depression or generalized anxiety disorder.
★ The fear of coming out and being discriminated against for sexual orientation and gender identities can lead to depression, post-traumatic stress disorder, thoughts of suicide, and substance abuse.
★ An estimated 20-30% of LGBTQ people abuse substances, compared to about 9% of the general population.
★ 25% of LGBT people abuse alcohol, compared to 5-10% of the general population.
LGBTQ+ Mental Health

★ LGBTQ+ Youth are 3 times more likely to attempt suicide than heterosexual youth
★ 40% of transgender adults reported having made a suicide attempt. 92% of these individuals reported having attempted suicide before the age of 25
★ LGBTQ+ youth who come from highly rejecting families are 8.4 times as likely to have attempted suicide as peers who reported no or low levels of family rejection
★ Each episode of LGBT victimization, such as physical or verbal harassment or abuse, increases the likelihood of self-harming behavior by 2.5 times on average
Barriers to Accessing Services for LGBTQ+ Community

★ Lack of culturally responsive providers in their area, especially for those located in rural communities
★ Fear of stigma from providers / negative past experiences
★ Lack of insurance that covers necessary services, particularly for transgender individuals (HRT, hair removal, etc.)
★ Providers who still pathologize non-normative sexual and gender identities / see those identities as problems to change or “fix”
★ Lower levels of care being provided to individuals who exist outside of the gender binary
How Can Providers Help?

★ Educate yourself
★ Practice active listening
★ Do not assume that someone’s sexuality or gender identity is a factor in the care they are providing unless it is specifically stated
★ Ask for pronouns and use them when they are provided
★ Take on emotional labor by confronting others when you see colleagues / other providers using stigmatizing or invalidating language or expressing queerphobia / transphobia
★ Practice empathy, understanding, and compassion
How Can Providers Help?

★ Encourage providers to have a visible inclusivity / anti-discrimination statement in their offices
★ Ensure all forms have options for multiple gender identities outside of the gender binary
★ Review the [Guidelines for Care for LGBT Patients](#)
★ Be aware of intersectional identities and how those may impact the individuals comfort in accessing care and their needs
★ Reflect the language used by the individual- do not assume that any training / reading material is encompassing of all identities and experiences
Allyship 101

- Inspire
- Listen
- Empathize
- Encourage
- Practice Confidence
Allyship 101

Your ally is someone who...

- listens non-judgmentally!
- listens without interrupting!
- listens with an open mind!
- listens with genuine curiosity!
- & makes you feel comfy!
- & keeps your secrets safe!
- & allows you to be 100% YOU.
- so you can share without fear!
Allyship 101

Your ally is someone who...

- Encourages you to find community!
- Encourages you to be safe & smart!
- Encourages you by being...
- Encourages you to be compassionate...
- Encourages you to challenge assumptions!
- Encourages you by being your #1 CHEERLEADER...
- Encourages you to yourself & others!
Allyship 101

Your ally is someone who is...

- CONFIDENT in their own differences!
- asking the right questions!
- in their sense of self!
- in their knowledge...
- acting in support of others!
- ...& willingness to learn!
- calling you their FRIEND!
Allyship 101

Your ally is someone who acts with...

- Responds only after they’ve listened!
- Gives you time...
- …& the space you need to express yourself!
- Is available when you need them!
- Expresses love without reservations or buts!
- Thinks critically about how to support you…
- & asks how you’d like them to treat YOU!

Is sensitive to your feelings!
Allyship 101

Your ally is someone who...

- by keeping it real!
- by standing up for what they believe in!
- by teaching others about allyship...
- ...& why it's important!
- by thriving in their individuality!
- by giving you hope!
- action in others...
- ...by openly displaying support for LGBT YOUTH.
LGBTQ+ Mental Health Resources

The GLBT National Resource Database
www.glbtnearme.org
Find the closest social and support resources, closest community centers, the closest youth groups, and much, much more!

American Medical Associate Guide to Creating an LGBTQ+ Friendly Practice

NAMI LGBTQ+ Mental Health Resource Guide
PDF Copies available upon request
Suicide Prevention Resources

Prevention Lane County
NAMI National
Oregon Health Authority
Suicide Prevention Lifeline
Suicide Prevention Resource Center (SPRC)
SAMHSA
NIMH
CDC
The Trevor Project
Crisis Hotlines and Resources

- **Whitebird**: 541-687-4000; 1-800-422-7558 (24-hour local crisis line)
- **Mental Health Crisis Response Program**: 1-888-989-9990 (for parents of children through age 17)
- **Looking Glass Youth & Family Crisis Line**: 541-689-3111
- **National Suicide Prevention Lifeline**: 1-800-273-8255 (press 1 for Veterans Crisis Line)
- **Trevor Lifeline**: 1-866-488-7386 (for LGBTQ youth)
- **Hourglass Community Crisis Center**: 541-505-8426
- **CAHOOTS in Eugene**: 541-682-5111
- **CAHOOTS in Springfield**: 541-726-3714
- **Womenspace Crisis Line**: 541-485-6513
- **Sexual Assault Crisis Line (SASS)**: 541-343-7277; 1-800-788-4727
Questions? Comments?
Thank you for inspiring us!