

WEBVTT

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00:00:04.799 --> 00:00:06.990

Katty Rivera: Hi, everyone. Thank you for joining us.

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00:00:08.610 --> 00:00:16.980

Katty Rivera: For a presentation today on our webinar. So welcome to today's webinar on understanding the coming out process to allow others in

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00:00:18.449 --> 00:00:30.090

Katty Rivera: This webinar is sponsored by the northeast and corrupt Caribbean Mental Health Technology Transfer Center or image TTC, how's that occurs School of Health Professions department of psychiatric rehabilitation.

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00:00:30.870 --> 00:00:32.670

Anthony Zazzarino: My name is Kathy data and

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00:00:32.760 --> 00:00:33.300

Katty Rivera: I am

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00:00:34.500 --> 00:00:38.790

Katty Rivera: A project coordinator of our center and also your facilitator for today.

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00:00:40.740 --> 00:00:44.700

Katty Rivera: The image etc is funded by SAMHSA the Substance Abuse and Mental Health

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00:00:45.180 --> 00:00:54.510

Katty Rivera: Services Administration to enhance the capacity of the behavioral health and other related workforces to deliver evidence based and empirically supported practices.

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00:00:55.050 --> 00:01:13.620

Katty Rivera: To individuals with mental illnesses, please visit the image CTC network website for additional information at HTC network.org also please sign up at this bank bitly link on the slide featured to receive notifications of our activities. That's likely

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00:01:15.210 --> 00:01:27.390

Katty Rivera: Before we begin our webinar. I wanted to quickly review some housekeeping items. Today's webinar is part of a series on effectual and gender diversity. We have two more webinars coming up in this series.

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00:01:28.650 --> 00:01:42.270

Katty Rivera: Opioid Use in the LGBT plus community on June 30 as well as addressing blended family and trauma issues with the factional and gender minority parents on July 20

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00:01:44.250 --> 00:01:47.700

Katty Rivera: I will be sending an email with these updated dates.

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00:01:48.900 --> 00:01:55.890

Katty Rivera: After the conclusion of our webinar. We also wanted to ask you to complete the survey that you'll receive via email. Following this webinar.

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00:01:56.370 --> 00:02:10.020

Katty Rivera: We value this feedback and use it to improve our activities and inform future activities, the surveys are also important because our continued funding is linked to the completion of these surveys. So we thank you in advance for your feedback excellently.

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00:02:12.150 --> 00:02:16.770

Katty Rivera: We also want to let you know that this webinar is being recorded and will be posted to our website.

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00:02:19.650 --> 00:02:20.400

Katty Rivera: Next slide please.

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00:02:21.420 --> 00:02:28.530

Katty Rivera: And lastly, this webinar will be interactive on your screen you will have a taskbar with buttons that say Q AMP. A and chat.

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00:02:29.460 --> 00:02:35.190

Katty Rivera: Please use the Q AMP a feature to ask our presenter questions throughout the presentation, I will collect your questions

and

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00:02:35.700 --> 00:02:47.640

Katty Rivera: As we go and ask them of the presenter during the Q AMP a time towards the end of the presentation. During the webinar presenter may pose questions to you. So please use the chat feature to answer these questions.

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00:02:48.510 --> 00:02:50.310

Anthony Zazzarino: There may also be some polling.

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00:02:50.310 --> 00:02:53.490

Katty Rivera: Questions which will pop up on your screen where you can respond

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00:02:54.690 --> 00:02:55.560

Anthony Zazzarino: Next slide please.

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00:02:58.530 --> 00:03:07.500

Katty Rivera: Now let's begin our webinar doctors as Arenal is an assistant professor at Rutgers University and the Department of psychiatric rehabilitation and counseling professions.

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00:03:08.340 --> 00:03:16.080

Katty Rivera: Where he is currently a core faculty member in the master's program can be habitation counseling and the doctoral program in psychiatric rehabilitation.

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00:03:16.920 --> 00:03:23.010

Katty Rivera: Additionally doctor says arena is the field experience coordinator for the counselor education a supervision track.

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Katty Rivera: Previously doctor says reno has provided instruction for professional education courses or New Jersey supportive housing agencies implementing Community support services or CSS.

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00:03:36.630 --> 00:03:48.270

Katty Rivera: And doctor says are you guys actively presenting state, local, national and international conferences related to sexual and gender minorities multiculturalism psychiatric rehabilitation methods

counseling services.

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00:03:48.720 --> 00:03:59.820

Katty Rivera: Housing and supervision practices in addition to his work at represent diversity doctor says arena continues to conduct clinical work by facilitating group therapy for adolescents and adults.

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00:04:00.240 --> 00:04:15.030

Katty Rivera: And an intensive outpatient program, providing outpatient counseling service at his private practice and providing clinical supervision for counselors who need supervised clinical hours in New Jersey. So welcome, Dr. Sensor enough

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00:04:17.130 --> 00:04:26.130

Anthony Zazzarino: Thank you. Thank you all for joining me again. If you have been on the other webinars. Thank you for coming back.

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00:04:27.420 --> 00:04:48.600

Anthony Zazzarino: So like coffee had mentioned this topic is specifically on the coming out process. And I'll say when I actually work with adolescents are teens or adults about this. I really, I just don't like the phrase coming out process. It is a phrase that people use

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00:04:49.770 --> 00:05:01.110

Anthony Zazzarino: I like to flip back a little bit and work with my clients and talk about the letting others in process. And I think that's a much more empowering message and so much more.

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00:05:02.370 --> 00:05:16.260

Anthony Zazzarino: It gives somebody more of a sense of control. So I preface this presentation with typically when I work with people, one on one. I'm more about the letting in not that coming out for the presentation, though, I think.

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00:05:17.460 --> 00:05:22.380

Anthony Zazzarino: I'll just stick with the, the language. I think that most people are aware of so

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00:05:23.430 --> 00:05:35.940

Anthony Zazzarino: There will be some opportunities Ruby really

shortly to chime in and add some comments in the chat box. So I really encourage you to do so, I'll be bringing some of that into our discussion.

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00:05:37.140 --> 00:05:43.320

Anthony Zazzarino: So today I really want to just discuss some of the benefits and unintended consequences of coming out.

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Anthony Zazzarino: I think throughout this hour long conversation will recognize how individualized and unique process is for every single person.

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Anthony Zazzarino: will identify strategies to support people in their coming out process and illustrate special considerations related to this process for different different groups of people.

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00:06:07.200 --> 00:06:09.510

Anthony Zazzarino: So I like to start with this quote because

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Anthony Zazzarino: And I could not find where it came from, but I love it. It says coming out and living openly aren't something that you do once or even for one year.

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00:06:22.830 --> 00:06:35.370

Anthony Zazzarino: It is a journey that we make every single day of our lives every coming out experiences a unique experience and must be navigated in the way most comfortable for the individual

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00:06:36.600 --> 00:06:48.960

Anthony Zazzarino: Whether it's for the first time, or the first time today coming out can be an arduous journey. It is also a brave decision to live openly and authentically

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00:06:50.490 --> 00:07:00.690

Anthony Zazzarino: So I hear this and I think it reinforces the piece of that we do need to look at every single person as a complete unique individual.

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00:07:02.010 --> 00:07:09.360

Anthony Zazzarino: When I read this quote I am immediately brought back to my license. A 20 year old.

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Anthony Zazzarino: And I will share that it took me about 20 years of my life before I actually openly came out as a gay man to my family.

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Anthony Zazzarino: And some of the stuff that I'll talk about in here. I'll kind of connect to my personal life and see like how things might have gone well or how things didn't really go well.

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00:07:32.850 --> 00:07:43.920

Anthony Zazzarino: Because I think, you know, the stories that we see in the stories that we hear about the coming out process, you know, could color the lens in which we work with people.

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00:07:45.600 --> 00:07:57.180

Anthony Zazzarino: So we'll get into it. And I think we'll get into it, first by just having a really open dialogue and I really would love to see some comments in the chat box here about

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00:07:57.630 --> 00:08:16.080

Anthony Zazzarino: What do you think are some of the benefits of coming out. So what are some good things that teenagers, young adults adults could get from letting others in our reframing here.

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00:08:18.810 --> 00:08:29.280

Anthony Zazzarino: To be able to love freely right just letting things go and be able to love and be loved by whom they choose to

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00:08:30.540 --> 00:08:38.640

Anthony Zazzarino: To be able to be honest. Okay, so we have freedom we have honesty no longer living a lie.

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00:08:39.840 --> 00:08:42.360

Anthony Zazzarino: Thank you. You are all just chatting away. I love it.

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00:08:43.740 --> 00:08:47.700

Anthony Zazzarino: Be true to themselves. I see authenticity less anxiety.

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00:08:49.260 --> 00:08:55.470

Anthony Zazzarino: experiencing a feeling of connection and understanding. Okay, so now I also want you

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00:08:57.150 --> 00:09:15.420

Anthony Zazzarino: An opportunity to be more authentic live a life of freedom, not that this is a competition, but this is the most conversational that I've seen my webinars so congratulations all participants, you are getting an A for today.

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00:09:17.100 --> 00:09:30.330

Anthony Zazzarino: Let go of shame. Take a load off of your chest. So think about those words right think about some of the things that I've just said out loud being brave being authentic being genuine being honest, having freedom.

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Anthony Zazzarino: All of those words really do shape and shift the way that we view how we can work with people in this process, right, they may

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00:09:42.780 --> 00:10:00.180

Anthony Zazzarino: Tilt our decision to maybe help somebody in this process a little bit more, or maybe move somebody a little bit more forward right because we always have to recognize our own views, our understanding our own personal biases do shape how we

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00:10:01.500 --> 00:10:03.330

Anthony Zazzarino: Interact with the people that we work with.

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00:10:04.410 --> 00:10:13.170

Anthony Zazzarino: Okay, I see this. Thank you. We're going to segue to the next piece. What are some of the risk or consequences of coming out.

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Anthony Zazzarino: So I see being ostracized, and cut off from family.

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Anthony Zazzarino: being rejected by people in your life.

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00:10:22.740 --> 00:10:29.880

Anthony Zazzarino: fear of losing family abandonment individual risk rejection from friends homelessness deaths.

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00:10:31.200 --> 00:10:52.350

Anthony Zazzarino: Isolation harm. So Justice, we can read and just as we can recognize all of the benefits right of coming out self hate them. Awesome job loss of church family. We also have to validate and recognize that there are

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00:10:54.450 --> 00:11:06.390

Anthony Zazzarino: Some really difficult negative risks and consequences, um, that really do shape one's decision for coming up, which makes this such a unique process.

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00:11:07.800 --> 00:11:18.540

Anthony Zazzarino: So I talk, I guess a lot of two ago about my own journey and I will share as we go through this, um, you know, I had a really supportive family growing up.

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00:11:19.140 --> 00:11:31.410

Anthony Zazzarino: So when I came to the realization of okay this is who I am. I thought, okay, this would be great, you know, I'll just tell my mom and that'll be it will be fine. Um,

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00:11:32.130 --> 00:11:41.010

Anthony Zazzarino: And I didn't have any other support at that time. And I remember telling my mom at 20 we were watching American Idol. I can picture clearings day and it was a commercial break and

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00:11:41.520 --> 00:11:47.850

Anthony Zazzarino: I just told her, and I said, you know, Mom. I just want to let you know that I'm dating someone and that person is a die.

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00:11:49.050 --> 00:12:01.980

Anthony Zazzarino: And her reaction was not what I expected. And it was a really negative reaction. Um, so some of these consequences that you all listed are some things that I I dealt with at that time.



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Anthony Zazzarino: My mom and I actually did not talk for about two and a half years. And that was like a lot. That was a really tough struggle to work with.

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00:12:12.630 --> 00:12:24.780

Anthony Zazzarino: Looking back, and as we keep talking about this a little bit more, um, I wish I kind of thought about it a little bit more and went about it in a different way. And I'll talk to you a little bit about how the research.

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00:12:26.790 --> 00:12:28.800

Anthony Zazzarino: advises us to work with people.

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Anthony Zazzarino: Fast forward. My mom and I relationship is totally fine now. So I'm grateful for the ability to reconnect. But I was also hoping that that that never really would have had to happen.

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Anthony Zazzarino: So these are some of the benefits that we talked about. Right. All statistically, it's important to know that youth who are out to their immediate family.

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Anthony Zazzarino: And those who are out at school are more likely to report being happy and those who are not out so we know that people who are out or let others in have a greater sense of happiness.

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00:13:08.580 --> 00:13:16.470

Anthony Zazzarino: We also know that people who are outside their immediate family are twice as likely to report having an adult in their family that they can talk to when they're sad.

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00:13:17.160 --> 00:13:24.750

Anthony Zazzarino: So even when there are moments where things might not be going great. They are still able to communicate and talk with others.

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00:13:27.090 --> 00:13:46.770

Anthony Zazzarino: The third one here is we know that you two are out

to their immediate family, or at school report a higher likelihood to achieve several life goals compared to those who are not out. So there really are some long term impact about really successful more positive coming out story.

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00:13:49.410 --> 00:13:57.450

Anthony Zazzarino: weighing out both sides, we also have to recognize that there are some risks and I think you all did an excellent job of typing some of them being kicked out.

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Anthony Zazzarino: 19% say that they are scared of rejection. They're afraid and they don't know how their family will react 30% say that their family and this is specifically with youth, they, their family is not accepting or is homophobic by phobic or trans phobic 10% say that they're just not ready.

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00:14:19.410 --> 00:14:29.310

Anthony Zazzarino: 10% and don't or can't talk with their family and 16% say that they have religious reasons why they are not out. And these are all

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Anthony Zazzarino: Really good conversations to have. And we'll talk about how to have them when we're working with youth and adults. Right. And that's a whole other side about special considerations for adults, specifically, but

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00:14:46.830 --> 00:14:59.070

Anthony Zazzarino: Recognizing it and the value of both the benefit and and the risks and not letting one right or not letting our own values or our own judgment persuade that conversation.

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00:15:01.380 --> 00:15:11.490

Anthony Zazzarino: So how do we support people in their quest to let others in one of the ways is to help people recognize that

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Anthony Zazzarino: They're going to experience the full spectrum of the human emotion, they may go from happy, sad, angry.

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00:15:21.660 --> 00:15:34.950

Anthony Zazzarino: And it's important for us to create just like we always talked about right, we need to create that supportive environment. So people feel like they can experience the full spectrum of human emotion.

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00:15:38.340 --> 00:15:46.260

Anthony Zazzarino: You know, you might go from somebody who heard a story of a friend who came out and had this really supportive family. And they're like, Oh, great. I'm going to do it.

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00:15:46.560 --> 00:15:51.720

Anthony Zazzarino: I'm going to feel so excited I feel brave I can go out and do it. And then they go to try and they get nervous.

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00:15:52.290 --> 00:16:06.720

Anthony Zazzarino: And then they don't. And then they you might see them and you know they might feel down on themselves. And they might, you know, get sad or depressed Lavoie not good enough. Why can't die. So you're going to see a full range of of emotion in this

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00:16:07.860 --> 00:16:17.700

Anthony Zazzarino: And similarly to what we talked about already, in terms of being such an individualized process, we need to know that the person themselves in the driver's seat.

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00:16:18.690 --> 00:16:32.730

Anthony Zazzarino: They get to decide how they come out where they come out when they come out and with whom they come out to or who, with whom they let in. And this is a really interesting

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00:16:34.260 --> 00:16:46.560

Anthony Zazzarino: I find this really interesting to be a really interesting concept because I supervise currently about five counselors in the state of New Jersey as they work towards their hours for lights and sure

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00:16:48.030 --> 00:16:57.690

Anthony Zazzarino: And over the past three years I have heard conversations train my supervises working with youth and working with people and adults and

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00:16:58.140 --> 00:17:04.410

Anthony Zazzarino: Them talking about, well, my client needs to come out and talk about it with their family and

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00:17:05.070 --> 00:17:16.140

Anthony Zazzarino: I have to really sit with the with the supervising and ask them. Where does that come from, right, is that your desire is that you're feeling or is that the client is that the person's feeling themselves and

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00:17:17.100 --> 00:17:29.700

Anthony Zazzarino: Because we all can be so empowered and be so open and supportive encouraging it tends to perhaps push us in the direction of

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00:17:30.900 --> 00:17:48.450

Anthony Zazzarino: Supporting and and maybe requesting that our clients or the people that we work with come out a little bit sooner and we need to really make sure that we are taking that step back and we let the client or the person we support. They are the person in that driver's seat.

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00:17:50.310 --> 00:17:51.870

Anthony Zazzarino: So all of this.

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00:17:54.630 --> 00:17:58.200

Anthony Zazzarino: Oh my god it is totally such an intimate and personal discussion.

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00:18:00.930 --> 00:18:05.550

Anthony Zazzarino: And we'll, we'll car. I can't. I shouldn't be reading the chat. I get distracted.

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00:18:07.230 --> 00:18:16.680

Anthony Zazzarino: This is really the journey that we are going to take in terms of understanding how to work with different people at different stages on their journey.

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00:18:17.970 --> 00:18:38.250

Anthony Zazzarino: And I'm going to tell you I something I really like to look at is this process is really no different. Conceptually, as any other change process. Right. So the way I always like to work with people within this process is really grounding it in the concept of

motivational interviewing

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00:18:39.510 --> 00:18:56.790

Anthony Zazzarino: So with all of these stages. I'm going to share a little bit about you know how to or what the person might be feeling right and what the person themselves might be experiencing, but then also from the support work or the support and what do we do or what can we do

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00:18:58.620 --> 00:19:03.180

Anthony Zazzarino: In this in this stage. So first and foremost, it's important to help

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00:19:04.260 --> 00:19:10.410

Anthony Zazzarino: See, know that the person needs to begin to be open with themselves. Right. That's stage one.

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00:19:11.130 --> 00:19:19.890

Anthony Zazzarino: And in reality, if you think about it, that stage is kind of like the pre contemplation stage when we meet and we talk about the stages of change. Right.

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00:19:20.430 --> 00:19:33.870

Anthony Zazzarino: They're not really sure if they want to come out yet. They're not quite sure what they're feeling they might not even be sure what their affection or gender identity is at that time.

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00:19:34.710 --> 00:19:43.530

Anthony Zazzarino: Right, so they might get scared, they might be confused. They might feel proud, they might feel a whole bunch of things. And I love this little picture right because

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00:19:43.980 --> 00:19:52.200

Anthony Zazzarino: The person themselves has to be able to look at themselves in the mirror and feel comfortable with who they are in that point.

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Anthony Zazzarino: This is where I will say, I think I went wrong in my journey. I will say, I don't think I was comfortable. Yeah. And just did it to to to do it.

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00:20:06.870 --> 00:20:13.410

Anthony Zazzarino: But from our standpoint, right from the support worker standpoint, we need to recognize that if

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00:20:14.160 --> 00:20:25.560

Anthony Zazzarino: The person has not really been is not really comfortable with this yet. We just need to be there to build support right and build that trusting relationship.

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00:20:26.070 --> 00:20:35.100

Anthony Zazzarino: To in this step of the process. Our role is just to build that unconditional positive support for that person.

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00:20:35.760 --> 00:20:51.540

Anthony Zazzarino: Right, we are allowed to just create that safe space and listen and allow for the person to just begin to identify and begin to understand maybe who they are or where they're at and this could happen in very many different stages.

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00:20:54.030 --> 00:20:56.820

Anthony Zazzarino: Deciding to tell others right so now

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00:20:58.230 --> 00:21:02.640

Anthony Zazzarino: If you're working with somebody and they've really began to understand, Okay, I

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00:21:03.990 --> 00:21:22.830

Anthony Zazzarino: Might have an affectionate orientation that or an affectionate identity that is non heterosexual. Maybe I am gay. Maybe I am, Pam sexual maybe I am bisexual, or maybe I am transgender maybe my gender identity is not that of this gender individual

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00:21:23.970 --> 00:21:37.170

Anthony Zazzarino: Now they're starting to think, well, how do I do this right, how do I tell other people and for that person. If you think about it, they really are in contemplation stage of change. Right, so

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00:21:38.040 --> 00:21:50.760

Anthony Zazzarino: I'm aware of who I am. And now I'm aware that I think I want to tell other people. I'm not quite sure there is that

ambivalence. Right. During this stage. And during this process.

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00:21:51.750 --> 00:21:59.430

Anthony Zazzarino: So deciding to tell other people who do I tell how do I tell people in what what form do I tell people

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00:22:00.210 --> 00:22:18.510

Anthony Zazzarino: And this is where from the support worker to do what we just did earlier right weighing out the benefits weighing out the consequences of the risk could be a really helpful decision or really helpful intervention to do with somebody during this process.

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00:22:21.060 --> 00:22:29.850

Anthony Zazzarino: And some of these things are exactly what you all talked about very becoming a role model for others being part of a strong vibrant community.

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00:22:30.360 --> 00:22:41.850

Anthony Zazzarino: Living an open and whole life developing closer and more genuine relationships building self esteem and then also exploring those risks right some relationships might permanently change.

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00:22:43.260 --> 00:22:50.700

Anthony Zazzarino: This is where at the end of the conversation. The only person who then gets to decide what the next steps are

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00:22:51.750 --> 00:22:53.460

Anthony Zazzarino: Is that person themselves.

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00:22:55.290 --> 00:23:10.170

Anthony Zazzarino: And as a support worker or as a worker just kind of supporting anybody throughout this process. If the decision is to not come out and to not tell people, we also have to be okay with that and

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00:23:11.700 --> 00:23:25.110

Anthony Zazzarino: Allow the client or allow the person to then bring it back up with their if they are ready to again and that could be really difficult for some of us, because we recognize all of the benefits, but we also do have to recognize these these risks as well.

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00:23:30.300 --> 00:23:48.360

Anthony Zazzarino: So going right along in this process. So they decided to come out and tell people what do we do next, we develop a plan right message, similar to the stages of change. So we went from pre contemplation contemplation to now the preparation stage.

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00:23:49.860 --> 00:23:56.220

Anthony Zazzarino: So in this planning process you're really trying to figure out what kind of signals are you getting from people around you.

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00:23:57.660 --> 00:24:08.580

Anthony Zazzarino: You can get a sense of how accepting people will be by the things that they say. So now you're trying to help teach and guide the people that you work with, to say, okay, increase your awareness, a little bit.

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00:24:09.090 --> 00:24:13.710

Anthony Zazzarino: Let's think about what are the signals. What are the signs. What are the comments that you're hearing

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00:24:15.030 --> 00:24:16.530

Anthony Zazzarino: The other thing I think that

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00:24:18.690 --> 00:24:27.240

Anthony Zazzarino: We also have to recognize is for the person themselves how well informed, are they themselves about LGBT q plus issues.

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00:24:28.050 --> 00:24:42.570

Anthony Zazzarino: Because what in equitably happen is the onslaught of questions from loved ones. Well, what about this. What about that. So having the information will then hopefully decrease some of the anxieties of others.

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00:24:44.640 --> 00:24:47.160

Anthony Zazzarino: Do you even know what it is you want to say.

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00:24:48.720 --> 00:25:01.620

Anthony Zazzarino: Particularly at the beginning stages this process. Many people are still answering questions for themselves and really are ready to identify as being lesbian, gay, transgender, bisexual and



that's okay too.

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00:25:03.360 --> 00:25:19.710

Anthony Zazzarino: I remember when I come out. I did not say I was a gay man for a good two or three years after that, I think I felt more comfortable on my continuum on my trajectory to say I'm dating someone and that person is the guy.

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00:25:20.940 --> 00:25:23.010

Anthony Zazzarino: That felt more comfortable to me.

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00:25:24.150 --> 00:25:29.490

Anthony Zazzarino: Then coming out. And I think we get to play around with certain things with people, when we're working with them.

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00:25:29.940 --> 00:25:42.570

Anthony Zazzarino: Say this. How does this feel ok now let's role play a little bit and let me pretend that on your, your parents or your friend. What would it feel like for you if you set it this way.

142

00:25:43.650 --> 00:25:46.020

Anthony Zazzarino: So really helping in that planning process to

143

00:25:47.160 --> 00:25:50.850

Anthony Zazzarino: Keep people comfortable and how to say and what to say.

144

00:25:52.830 --> 00:26:02.610

Anthony Zazzarino: Really talking to people and exploring will do you have the support. So a support system is an invaluable place to turn to for reassuring.

145

00:26:03.360 --> 00:26:19.950

Anthony Zazzarino: And really helping that individual explore well after they understand what signals they have what support systems are there in place, who maybe might be the best person could tell first. Right. And we'll talk about that in a little bit.

146

00:26:21.150 --> 00:26:22.770

Anthony Zazzarino: Is this really a good time.

147

00:26:24.360 --> 00:26:38.880

Anthony Zazzarino: I find this happens often when I work with youth where they're in the middle of an argument with the parents and in the middle of the argument. They just blurt out and say something along the lines of

148

00:26:40.470 --> 00:26:47.850

Anthony Zazzarino: Well, you don't really understand me and that's fine, but I'm transgender I'm gay. And then they storm out of the room and I think

149

00:26:48.690 --> 00:26:57.960

Anthony Zazzarino: What I've been trying to help people understand is the timing of it all. And, you know, having a well thought out conversation.

150

00:26:58.650 --> 00:27:10.080

Anthony Zazzarino: That's not fueled by emotion and yet is done in a way that's really clear that could maybe even for some parents could maybe model really good communication skills.

151

00:27:11.400 --> 00:27:19.260

Anthony Zazzarino: But helping people understand like, when is the good time and not to say that we are suppressing or we're minimizing one

152

00:27:19.920 --> 00:27:31.320

Anthony Zazzarino: Sexual or a fictional or gender identity, but we're trying to create the most appropriate time and space for them to to feel most comfortable

153

00:27:32.160 --> 00:27:51.420

Anthony Zazzarino: Um, yes, I am the supporter, that that would say people should feel comfortable who they are, whenever they want. But in the reality of it all. That's not what's really going on. So, being aware of major life concerns that might make it difficult, right. So with youth or

154

00:27:54.810 --> 00:28:10.260

Anthony Zazzarino: Even with adults like thinking about like anniversaries or holidays or when is really the best time and sometimes in conversation. You might recognize no time is the best

time and then you just got to pick a time and go. Um, can you be patient.

155

00:28:11.430 --> 00:28:22.260

Anthony Zazzarino: Some people will need time to deal with this new information. So just that it took time for many of us to come to terms with our own sexual and gender identity.

156

00:28:23.040 --> 00:28:30.720

Anthony Zazzarino: When you come out to others or when people come at the others. They have to be prepared to give them the time they need to adjust to what they've said

157

00:28:33.090 --> 00:28:36.300

Anthony Zazzarino: And having that conversation ahead of time is really important.

158

00:28:37.440 --> 00:28:52.950

Anthony Zazzarino: I always say this, it took me 20 years to be okay with identifying as a gay man probably took me about 23 YEARS TO SAY, SAY THAT. And now here I am expressing it to how many are 100 people

159

00:28:54.870 --> 00:29:11.400

Anthony Zazzarino: My expectation that my mom was she is going to be okay with that right then in there with not grounded in reality, knowing who she was. So for me I needed to understand and allow that space to happen as well.

160

00:29:13.590 --> 00:29:23.190

Anthony Zazzarino: You know if any of you have ever been to any of my other webinars. I really do. Equate a lot of different examples that I have been seeing across TV in this

161

00:29:24.060 --> 00:29:35.580

Anthony Zazzarino: Pandemic which I will say I have watched way too much TV. But if anybody has watched the episode or watch the TV show with Baker and the beauty, it comes on ABC on Monday nights.

162

00:29:36.960 --> 00:29:39.180

Anthony Zazzarino: There is an episode where

163

00:29:40.200 --> 00:29:57.840

Anthony Zazzarino: One of the characters comes out in a heated argument, which I would not recommend, but then the dad actually is having a conversation with a daughter, and just says this exact thing. You know, it took you some years to be okay with it. Let's just give mom a little bit more time.

164

00:29:59.130 --> 00:30:04.800

Anthony Zazzarino: To really being patient and understanding that other end of the conversation as well.

165

00:30:08.730 --> 00:30:23.070

Anthony Zazzarino: So how do you really have conversation. So now, if you think about it, we've moved from making a plan into actually having the conversation. And this could still be in the preparation or the action stage right so from a support.

166

00:30:25.830 --> 00:30:34.470

Anthony Zazzarino: Frame, we might be really role playing a lot of different conversations with people we might be just providing that support.

167

00:30:36.090 --> 00:30:41.640

Anthony Zazzarino: It's important to understand in this piece of the of the whole continuum that

168

00:30:42.990 --> 00:30:51.930

Anthony Zazzarino: It's really normal for the people that we work with to want or hope for positive reactions from the people that they fell

169

00:30:53.040 --> 00:31:01.530

Anthony Zazzarino: However, a person who's just had someone come out that might feel slightly different, the person themselves.

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00:31:02.970 --> 00:31:11.580

Anthony Zazzarino: On the receiving end, right. So whoever the your client of whoever the person is that's coming out the other person might be really surprised.

171

00:31:12.270 --> 00:31:29.280

Anthony Zazzarino: They might feel honored. They might feel uncomfortable. They might be scared because of exactly those negative

or consequences that we talked about earlier. Some loved ones might feel those same things as well. And that might color their reactions.

172

00:31:30.870 --> 00:31:40.980

Anthony Zazzarino: One of the greatest things that you know i a lot of the research always success is really starting with someone that you believe will have them. They'll support that will be the most supportive

173

00:31:41.820 --> 00:31:49.350

Anthony Zazzarino: And that really translates to me the idea of when we set goals for people. Right. We set goals that are smart.

174

00:31:49.770 --> 00:31:59.910

Anthony Zazzarino: Specific, Measurable attainable realistic and a timeframe and we set them so that we can achieve goals because then motivates us that it builds up our self esteem and self efficacy

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00:32:00.750 --> 00:32:10.770

Anthony Zazzarino: Starting with someone that you believe is the most supportive will help that person feel even more empowered and embrace the decision to move forward. If that's what they've chosen

176

00:32:12.480 --> 00:32:27.300

Anthony Zazzarino: We always encourage people to find a relaxed private place to have that conversation because it is a private conversation, you know, maybe out at a restaurant is not the greatest idea or at the dinner table at a Holiday function.

177

00:32:29.130 --> 00:32:53.370

Anthony Zazzarino: People will usually take the cues from the person, which is why I always encourage people to have that conversation in a really mature calm well informed manner that demonstrate competence and demonstrate understanding because the person hearing or seeing this conversation, the person

178

00:32:54.690 --> 00:32:58.620

Anthony Zazzarino: They might take the same response or reaction from the person coming out.

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00:33:02.310 --> 00:33:06.090

Anthony Zazzarino: And then this is a whole other conversation to have

with the people that we work with.

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00:33:07.110 --> 00:33:11.010

Anthony Zazzarino: The continuum of coming out, you know, I'm

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00:33:12.870 --> 00:33:24.300

Anthony Zazzarino: Just because somebody wants to express their sexual or gender identity and certain forum does not mean that they want to express it.

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00:33:25.200 --> 00:33:34.470

Anthony Zazzarino: In every forum and this is also a really individualized process and understanding and sometimes we support workers really get to help

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00:33:34.890 --> 00:33:42.150

Anthony Zazzarino: People explore and way out the pros and cons and I'll talk about what specific population and a little bit that it's really

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00:33:43.110 --> 00:33:59.340

Anthony Zazzarino: It's really does impact, but so you're starting with yourself and understanding you know you're opening up to yourself then you come out and then you can live openly, but then understanding in which capacity and it's important to understand this. Before you keep moving on.

185

00:34:01.590 --> 00:34:14.400

Anthony Zazzarino: This slide here telling family is if you notice a little bit different comes after having conversations because the research typically shows that peers tell peers first

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00:34:15.720 --> 00:34:20.580

Anthony Zazzarino: Telling family and maybe not even just the immediate family, but extended family.

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00:34:21.870 --> 00:34:29.160

Anthony Zazzarino: Is is also a part of the process. If the person wants to. So again, when we're in this stage right

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00:34:31.500 --> 00:34:33.810

Anthony Zazzarino: We are supporting people with

189

00:34:35.100 --> 00:34:45.810

Anthony Zazzarino: Just helping people have conversations. How do they want to have these conversations. Where do they want to have the left kind of role play different scenarios and what your parents or who might

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00:34:46.860 --> 00:34:51.870

Anthony Zazzarino: Who you might be talking to about this, how might they react. And what will that feel for you.

191

00:34:54.960 --> 00:35:03.120

Anthony Zazzarino: So in the idea of telling family members, no matter what their age. Many people really are afraid that their parents are going to reject them if they come out.

192

00:35:04.290 --> 00:35:12.660

Anthony Zazzarino: The good news is that you're probably wrong, but not always. And I've seen this a couple times. Like, how do you do that re that reunification.

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00:35:18.180 --> 00:35:26.850

Anthony Zazzarino: Just as the person themselves will feel a gamut of different feelings so family members and so will people who

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00:35:27.660 --> 00:35:36.510

Anthony Zazzarino: who your clients are talking to or who the people that you're working with, who they're talking to some parents may react her they might feel honored and appreciated.

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00:35:37.170 --> 00:35:47.160

Anthony Zazzarino: They might grieve their dreams that they've had for you. They might even ask what went wrong is a cause this even in 2020

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00:35:47.820 --> 00:36:01.170

Anthony Zazzarino: Some of these reactions are still happening. Some maybe some may call being LGBT a sin right a warning attempt to send their child to a counselor to change them. This is still happening.

197

00:36:04.350 --> 00:36:16.710

Anthony Zazzarino: Part of that reunification process or trying to bridge that relationship or or gain that relationship starts even before that person tells a family member.

198

00:36:17.610 --> 00:36:29.220

Anthony Zazzarino: And this is why it's so important to work with the person themselves to say okay are you well informed, what are you going to do if your parents says this, how are you going to react.

199

00:36:30.720 --> 00:36:38.940

Anthony Zazzarino: The more control the client or the person themselves has over that coming out story or that coming out process.

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00:36:40.110 --> 00:36:50.490

Anthony Zazzarino: The better they're going to be at reacting to maybe a not so nice comments so we start bridging that gap before the gap has already been made.

201

00:36:52.200 --> 00:37:02.670

Anthony Zazzarino: The other way to bridge that gap in case it goes in some of these more negative directions is maybe being a support with them, you know, always having

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00:37:03.600 --> 00:37:08.670

Anthony Zazzarino: Maybe talking to the people that you work with, and say, hey, do you want somebody present when you tell

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00:37:09.420 --> 00:37:18.210

Anthony Zazzarino: Your parents or do you want you know if it's in the counseling relationship as the counselor. I've been present with the family members.

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00:37:18.870 --> 00:37:37.260

Anthony Zazzarino: A lot of times, it comes down to education, you know, providing people with education and resources specifically. I'll tell you when it comes down to religion right when religion is an issue. I'm sorry. I have found trying to link parents

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00:37:38.730 --> 00:37:52.260

Anthony Zazzarino: Who think negatively or have a negative reaction with people have a similar fate for similar spiritual practice. I'm so for instance I grew up Catholic



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00:37:54.540 --> 00:37:57.120

Anthony Zazzarino: And whenever I work with

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00:37:58.650 --> 00:38:08.040

Anthony Zazzarino: People who are from a Catholic background and parents might have a really difficult time of trying to wrap their head around it.

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00:38:08.520 --> 00:38:25.500

Anthony Zazzarino: I will try to find another family member that's also from a Catholic religion to help me be God in that process. The research does really highlight that when people are of the same mindset or the same philosophical

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00:38:26.790 --> 00:38:27.600

Anthony Zazzarino: Framework.

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00:38:28.620 --> 00:38:33.300

Anthony Zazzarino: There's a greater instances actually hearing what the other person has to say.

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00:38:34.140 --> 00:38:45.240

Anthony Zazzarino: So they might actually get some better information and hear what somebody else has to say, even more so than you and that's okay, right, our goal isn't to be the one

212

00:38:45.810 --> 00:38:55.800

Anthony Zazzarino: With all the answers. Our goal is to help foster that relationship and maybe seek other people that might also be able to support that answer.

213

00:38:57.840 --> 00:39:12.600

Anthony Zazzarino: So this is really just an overview slide of really how to match the process with the support. So very similar to what we just talked about. I just wanted it on one concrete slide so that when you get this. It could just be a reminder

214

00:39:14.310 --> 00:39:29.010

Anthony Zazzarino: But as you can see, you're really just starting with relationship building you're helping the person explore their

decision and maybe doing so in a very structured way of laying out the benefits and the consequences.

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00:39:30.540 --> 00:39:34.920

Anthony Zazzarino: In the planning process you're really helping them, strengthen their change talk

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00:39:36.150 --> 00:39:38.670

Anthony Zazzarino: And kind of set time timeline found that

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00:39:40.800 --> 00:39:45.240

Anthony Zazzarino: You're doing a lot of role playing, you're doing a lot of

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00:39:46.710 --> 00:39:51.450

Anthony Zazzarino: Conversation about positive relationships that can big one in this piece.

219

00:39:52.590 --> 00:39:58.710

Anthony Zazzarino: really helping people explore what a positive relationship within this new dynamic would look like.

220

00:39:59.670 --> 00:40:13.080

Anthony Zazzarino: And then doing a lot of skills teaching and role playing, and up our unconditional positive regard because as people then step out of that comfort zone and start talking and having these conversations

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00:40:14.940 --> 00:40:25.770

Anthony Zazzarino: Like we mentioned, not every reaction is going to be perfect. They need to have that one person that's still provide that unconditional positive regard. And that's so critical throughout all of this.

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00:40:30.930 --> 00:40:32.550

Anthony Zazzarino: There's a really good

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00:40:33.930 --> 00:40:39.870

Anthony Zazzarino: Because I know that religion tends to play a role in these conversations and

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00:40:41.520 --> 00:40:42.240

Anthony Zazzarino: threw out

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00:40:43.800 --> 00:40:46.020

Anthony Zazzarino: A lot of the literature in terms of

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00:40:47.250 --> 00:40:50.460

Anthony Zazzarino: Where these conversations go wrong. I'm

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00:40:51.930 --> 00:41:10.230

Anthony Zazzarino: The HR see the Human Rights Campaign. They have an at the end of a whole bunch of resources that I'll give you, they have a really good 20 page pamphlet specific to PDF. It's not really a pamphlet, but specifically on how to live openly in your place of worship.

228

00:41:12.870 --> 00:41:29.550

Anthony Zazzarino: And they talk they they navigate the conversation all through. Where does the struggle come from. Why is it important for somebody to be open in faith in a faith community why they may be even thinking about delaying the coming out process.

229

00:41:30.690 --> 00:41:41.160

Anthony Zazzarino: How do you come out to your religious leader, being a teacher and just coming out and living openly within, within this time frame or within this place of worship.

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00:41:42.600 --> 00:41:59.970

Anthony Zazzarino: And what these five overall I think bullet points that are listed here really represent is kind of how to go about it. When somebody makes the decision in a place of in a place of worship. Right. How to Prepare yourself to do that.

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00:42:01.410 --> 00:42:05.400

Anthony Zazzarino: So one of the things that I kind of mentioned already is seeking spiritual guidance.

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00:42:06.210 --> 00:42:15.690

Anthony Zazzarino: So as a person of faith that conversation with yourself about the benefits and repercussions of coming out in your faith community may lead to a conversation of a higher power.

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00:42:16.620 --> 00:42:27.750

Anthony Zazzarino: Whether through prayer, meditation or reading. It's a good idea to seek guidance from the sources of inspiration at the core of faith and and that really is an individualized

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00:42:29.580 --> 00:42:30.330

Anthony Zazzarino: Thing as well.

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00:42:31.410 --> 00:42:43.590

Anthony Zazzarino: Greed, like I said, we talked about knowledge like Kim. I'm going to say it. And it's a corny phrase, but knowledge is power. Right. We know that if people have the knowledge that

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00:42:44.220 --> 00:42:51.810

Anthony Zazzarino: That they'll need when they have conversations, they're more fully informed that it makes other people recognize that this is something that

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00:42:52.350 --> 00:43:07.560

Anthony Zazzarino: This person is taking seriously so reading specifically here what religious scholars have to say about sexuality and gender identity can be a valuable way to learn how people from diverse traditions have challenges they do.

238

00:43:08.700 --> 00:43:20.250

Anthony Zazzarino: And there's a lot that's written right now that affirms gay, lesbian, bisexual and transgender people of faith from many different religious perspectives, they actually give you

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00:43:21.930 --> 00:43:26.430

Anthony Zazzarino: Religious organizations at the back of the guide that can really assist the person

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00:43:27.390 --> 00:43:37.650

Anthony Zazzarino: Find a supportive community so deciding to live openly is a personal process, but it's not something that the person is going to want to take on alone so

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00:43:38.400 --> 00:43:55.740

Anthony Zazzarino: Find a supportive individual group within that the

place of worship that you know that will support you and very similar assess the situation make a plan and understand the current religious leaders and place of worship, you may

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00:43:56.850 --> 00:44:10.080

Anthony Zazzarino: Or may not really accept what that person is going through and that you might have to understand, Okay, well maybe I need to look for a different place of worship or a different

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00:44:11.130 --> 00:44:15.870

Anthony Zazzarino: religious practice. So really helping people. Explore and ask questions like,

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00:44:17.640 --> 00:44:35.790

Anthony Zazzarino: What do you know about your religious leader. So do you know if your religious leader is open and diverse from the pulpit, does he or she talked about LGBT people. So again, it's just bringing more awareness. So you can see those signals and see what's going on.

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00:44:39.270 --> 00:44:47.610

Anthony Zazzarino: special considerations I think needs to be thought through a little bit more on coming out in terms of gender identity.

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00:44:48.690 --> 00:44:55.980

Anthony Zazzarino: So when somebody decides to come out as may be transgender, or

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00:44:57.060 --> 00:45:02.040

Anthony Zazzarino: Or, you know, gender diverse or gender neutral, it's, it's important to recognize

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00:45:03.660 --> 00:45:07.080

Anthony Zazzarino: The idea of how to have that conversation about pronouns.

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00:45:08.940 --> 00:45:17.970

Anthony Zazzarino: Was it last month. Yeah, last month there and, you know, if you look on our website. You'll see a webinar directly related to gender identity.

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00:45:18.330 --> 00:45:25.590

Anthony Zazzarino: But it's about how to have that conversation about pronouns, how to have a conversation about name identification.

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00:45:26.190 --> 00:45:32.100

Anthony Zazzarino: And this is where it gets really difficult and where the support and special considerations have to come into play because

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00:45:32.700 --> 00:45:44.370

Anthony Zazzarino: You know I today might identify as Anthony and maybe next week, I realized, will my gender identity is not a man and I identify as a female and want to go by.

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00:45:45.330 --> 00:45:54.960

Anthony Zazzarino: Mary, you know, for many people in my life, they might see me as Anthony for him. It's called myself 26 for 37 years

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00:45:55.710 --> 00:46:12.060

Anthony Zazzarino: And it's going to take other people time to re associate who I am with my identified names. So in reality, what's going on is people are constantly coming out when it comes time for gender identity.

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00:46:13.110 --> 00:46:21.270

Anthony Zazzarino: And sometimes they're forced to come out even when they're not ready to. And that's, you know, that's an important concept to really think about

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00:46:23.340 --> 00:46:38.700

Anthony Zazzarino: Gender affirmation surgery, you know, who's going to take care of somebody after that, after that process and making sure that you know the people around them. They are going to know that. And that's really another part of that coming out process.

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00:46:40.170 --> 00:46:51.360

Anthony Zazzarino: And then the last piece is that have to be able to have these conversations about identity and gender identities often misunderstood disrespected and disbelief.

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00:46:53.220 --> 00:47:11.070

Anthony Zazzarino: I kept trying to find really concrete evidence and research about the coming out process related to gender identity

compared to the coming out process related to a fictional identity and sadly our research is not up to date.

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00:47:12.780 --> 00:47:14.970

Anthony Zazzarino: I would hypothesize that

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00:47:16.680 --> 00:47:20.250

Anthony Zazzarino: Coming out related to gender identity.

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00:47:23.430 --> 00:47:33.270

Anthony Zazzarino: Has more negative consequences and coming out with bathetic factional identity, but that is just all anecdotal and no research to support that. But

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00:47:33.990 --> 00:47:45.210

Anthony Zazzarino: Hopefully people begin to break out of sexual identity from gender identity, especially in terms of research because then we'll know at the core, what can we do specifically

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00:47:46.860 --> 00:47:49.020

Anthony Zazzarino: For both groups of people.

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00:47:50.730 --> 00:47:59.010

Anthony Zazzarino: The other consideration. I think it's also, as we see more and more adults, maybe later in life come out, you know,

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00:47:59.520 --> 00:48:13.530

Anthony Zazzarino: You the person themselves might experience a lot more questioning a lot more reflections, like a lot of what ifs, right, like I'm 38. What if I would have come out at 20 what would my life be like

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00:48:15.780 --> 00:48:24.990

Anthony Zazzarino: What would my relationships be like initially could create a sense of confusion and feel consent.

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00:48:26.010 --> 00:48:32.400

Anthony Zazzarino: Maybe a little bit of betrayal and rejection and heartbreak throughout this time of questioning, you know, we think

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00:48:33.180 --> 00:48:41.040

Anthony Zazzarino: I've lived my life 38 years like this and if I'm not as comfortable right now. Perhaps you know I could have been

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00:48:41.790 --> 00:48:48.000

Anthony Zazzarino: There's a lot of implications for work relationships, long term friends and even children and spouses, you know,

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00:48:48.360 --> 00:49:00.540

Anthony Zazzarino: A lot of times, people might feel like, well, the person has been lying to them, their whole life. There's that lack of trust. This is where I talk about the coming out continuum, maybe

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00:49:01.740 --> 00:49:11.550

Anthony Zazzarino: Especially if it comes to a fictional identity. Maybe they might only come out to their friends and family, but maybe not at work, because they fear that

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00:49:12.030 --> 00:49:21.720

Anthony Zazzarino: There might be some ramifications at work. This is where related to gender identity, they might be forced to come out at work if they decide to live their true

273

00:49:22.320 --> 00:49:38.970

Anthony Zazzarino: And, you know, live with the agenda that they identify as and then people at work are going to then recognize. Okay, well, Anthony is now asking me to call him Mary or her Mary, and then they start

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00:49:40.650 --> 00:49:43.980

Anthony Zazzarino: Recognizing what's going on. So there's a lot of

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00:49:45.270 --> 00:49:58.260

Anthony Zazzarino: Considerations here in terms of when you're weighing the pros and cons with children and spouses, what are, what are children going, what are the children going to think and how will maybe parents co parent, even after this

276

00:49:59.520 --> 00:50:12.480

Anthony Zazzarino: So when we're talking about adults in the coming out process. It's just a different layer of things to think about the



same core and the same concept is still there, but it's just another

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00:50:13.710 --> 00:50:21.510

Anthony Zazzarino: It's just another piece of the puzzle to really explore this is a big time of transition for for an adult, but

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00:50:22.620 --> 00:50:25.920

Anthony Zazzarino: These kinds of questions are really different than

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00:50:28.170 --> 00:50:35.610

Anthony Zazzarino: The types of questions you would you would have with somebody who might be 18 or 19 or 16 or 14 so just thinking about

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00:50:36.810 --> 00:50:48.450

Anthony Zazzarino: That a little bit more. I see some comments about the Trevor Project. I absolutely love the Trevor Project is one of my resource in the end so many great supports and

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00:50:49.530 --> 00:50:53.280

Anthony Zazzarino: Great resources. The other thing really is just to

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00:50:54.600 --> 00:51:02.310

Anthony Zazzarino: Provide this because I don't know how many people actually recognize that there is a national coming out today and

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00:51:05.250 --> 00:51:18.270

Anthony Zazzarino: I'm conflicted and I'll be completely honest, I'm very conflicted with this. I see the benefit. And then I also see some of the drawbacks. And every year around this time I'm working with more and more youth that get

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00:51:19.890 --> 00:51:28.140

Anthony Zazzarino: It to have in have increases in suicidal ideation and just increases in depression right around now because for some people.

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00:51:28.650 --> 00:51:37.710

Anthony Zazzarino: Um, you know that National Coming Out Day is a really great time to gain exposure to help people understand that there is nothing wrong with being

286

00:51:38.700 --> 00:51:56.580

Anthony Zazzarino: Lesbian, gay or bisexual or pan sexual or a sexual or transgender gender diverse. So this really is a great opportunity for exposure and then you see really positive stories of people who have come out and you know everybody loves it.

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00:51:58.770 --> 00:52:00.960

Anthony Zazzarino: And then I think of the other side of it.

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00:52:02.190 --> 00:52:06.120

Anthony Zazzarino: Thank you for that. Yes, yesterday was tan sexual disability day

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00:52:08.220 --> 00:52:12.090

Anthony Zazzarino: You know, and then I think the other side of this in terms of

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00:52:15.840 --> 00:52:16.980

Anthony Zazzarino: What about that.

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00:52:18.030 --> 00:52:20.850

Anthony Zazzarino: 16 year old boy or that 16 year old.

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00:52:22.170 --> 00:52:36.000

Anthony Zazzarino: Identifying female who doesn't feel ready to come out yet, and how it might increase their own fear or their own self stigma, or their own shame, so

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00:52:36.600 --> 00:52:43.680

Anthony Zazzarino: I love the visibility piece of it. And I also recognize that other people might struggle with this so

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00:52:44.010 --> 00:52:51.060

Anthony Zazzarino: I always throw this out there because I think it's important to know that October 11 is National Coming Out Day, and it has some great

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00:52:51.780 --> 00:52:58.830

Anthony Zazzarino: positives. So we're aware of. If we are working with people. Um, I've also seen this day where

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00:52:59.520 --> 00:53:12.270

Anthony Zazzarino: I've seen as more and more where people will come out on social media because they feel like they need to, and they haven't really navigated those questions, or really build the support. So for us, if we're helping people.

297

00:53:12.690 --> 00:53:27.600

Anthony Zazzarino: You know, and it's like September in the back of your mind you're going to need to think about and have a conversation about what is October 11 going to mean for you. And how do we plan for that. So I bring that to the table.

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00:53:29.790 --> 00:53:37.920

Anthony Zazzarino: Before we get into questions and answers there is the last slide, which is the website and you can try to find

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00:53:38.940 --> 00:53:50.520

Anthony Zazzarino: Some of the past webinars that I've done, but these are the resources that are talking about in terms of the Human Rights Campaign has put out some really good resources on the coming out project.

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00:53:52.080 --> 00:54:01.260

Anthony Zazzarino: specific issues and specific concerns related to gender identity or they specifically are only focused on transgender visibility.

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00:54:02.460 --> 00:54:09.390

Anthony Zazzarino: Has a full resource guide the coming out, which really does shape. A lot of what we talked about here is the

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00:54:11.580 --> 00:54:27.600

Anthony Zazzarino: Input here is the guide for living open in your place of worship, and there's also I'll add this and send it to copy. So when copy sends it out. You have this resource as well. There is a

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00:54:29.340 --> 00:54:36.090

Anthony Zazzarino: nother guide typically that addresses the African American population as well.

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00:54:37.170 --> 00:54:53.640

Anthony Zazzarino: And we know that throughout different races and ethnicities is other barriers as well. So when we work with people, we need to look at it from many different intersections of their life. And then the last resource. I think I always give out. I do love them, the Trevor Project

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00:54:55.980 --> 00:55:00.780

Anthony Zazzarino: Um, that's about all I have for today I have about four minutes.

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00:55:04.740 --> 00:55:05.400

Katty Rivera: Thank you.

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00:55:05.910 --> 00:55:07.020

Katty Rivera: Dr. Sensory know

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00:55:08.100 --> 00:55:18.720

Katty Rivera: For, you know, providing us with such a wealth of information on this topic. We do have a few questions that came into our Q AMP a feature.

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00:55:19.350 --> 00:55:20.070

Katty Rivera: And one is

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00:55:21.150 --> 00:55:31.950

Katty Rivera: One person is saying, Trevor is great for youth and young adults, but what are some other like groups for adults of an older age that maybe you could recommend

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00:55:34.320 --> 00:55:43.710

Anthony Zazzarino: Um, you know, I always talk about in. I'm just going to specifically say in New Jersey. There are

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00:55:44.460 --> 00:56:02.880

Anthony Zazzarino: Practices and support groups through like Nami even the national lines for mental illness they do support groups for adults as well within the LGBT q plus population is also little community centers that will that will offer adult groups as well. Um,

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00:56:04.200 --> 00:56:05.640

Anthony Zazzarino: I just honestly

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00:56:06.660 --> 00:56:13.260

Anthony Zazzarino: Unfortunately, just know my area, but I know in New Jersey Asbury Park Ocean Grove.

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00:56:14.580 --> 00:56:15.870

Anthony Zazzarino: Highland Park.

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00:56:18.150 --> 00:56:20.850

Anthony Zazzarino: Newark, New Jersey City.

317

00:56:24.330 --> 00:56:40.980

Anthony Zazzarino: Even in freehold New Jersey. There's some, there's some other groups, but there is, um, if you google adult groups for the LGBT q plus populations. You can also find one, so sorry I can't give you any specific ones on that.

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00:56:43.260 --> 00:56:43.860

Katty Rivera: Well, you

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00:56:44.790 --> 00:56:48.690

Anthony Zazzarino: Emily just posted highlights feel about coming out on social media.

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00:56:50.280 --> 00:56:53.790

Anthony Zazzarino: To answer that question, I would say really does.

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00:56:55.350 --> 00:56:57.150

Anthony Zazzarino: Connect to the person themselves.

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00:56:58.410 --> 00:57:05.310

Anthony Zazzarino: I think I'm of an age that I do social media very different rate than, you know, teams view it today.

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00:57:06.750 --> 00:57:17.250

Anthony Zazzarino: I think it's a really important conversation to have, though, with the team in terms of, you know, once you put it out in social media it's out there forever. Basically, so

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00:57:17.580 --> 00:57:23.490

Anthony Zazzarino: Having the conversations about that. And at the end of the day, if that's what the person wants to use as their vehicle.

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00:57:24.480 --> 00:57:39.660

Anthony Zazzarino: Because then sometimes you just put it up there once, and you don't ever have to, um, you don't have to have the conversation 25 times that might be more beneficial for the person. So it's just different. Yeah, sorry.

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00:57:40.320 --> 00:57:41.460

Katty Rivera: It's okay. Absolutely.

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00:57:42.030 --> 00:57:43.080

Katty Rivera: And we have another

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00:57:43.080 --> 00:57:44.010

Katty Rivera: Question here.

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00:57:45.300 --> 00:57:53.520

Katty Rivera: From someone saying being heterosexual will, will the person's clients, be able to talk to this to him or her.

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00:57:54.150 --> 00:57:56.220

Katty Rivera: Or should they try to refer to someone they can

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00:57:56.220 --> 00:58:00.960

Katty Rivera: Relate to have either who's a lesbian, gay or bisexual.

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00:58:02.640 --> 00:58:07.590

Anthony Zazzarino: Really great question. Um, you know, I think that

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00:58:09.780 --> 00:58:21.150

Anthony Zazzarino: We work with a whole bunch of different people and everybody's experience is so unique and individualized that it really boils down to that relationship. So if

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00:58:21.540 --> 00:58:41.940

Anthony Zazzarino: As a gay man I went and talked to a heterosexual

sis gendered counselor and that unconditional support that genuineness was there and the education and knowledge was there. I feel like I would be just as comfortable because I feel like I can trust that person.

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00:58:43.020 --> 00:58:47.520

Anthony Zazzarino: I've also had some experiences that I'll share that I've gone to a counselor.

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00:58:48.810 --> 00:59:09.510

Anthony Zazzarino: And where I became the educator and had to then educate the counselor about all different issues. And then I felt like I'm this person isn't aware enough. I don't feel like I can trust him or her. And then I have. I've sought out other people. I don't think it comes down to a heterosexual

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00:59:10.770 --> 00:59:16.770

Anthony Zazzarino: Non heterosexual thing at all. I think it really boils down to openness awareness and education.

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00:59:17.310 --> 00:59:17.700

I see.

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00:59:18.960 --> 00:59:19.350

Anthony Zazzarino: Them.

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00:59:20.130 --> 00:59:30.000

Anthony Zazzarino: And then just respect everyone's time we're going to just answer one more question before we end the webinar and I apologize in advance if I didn't get into all the questions.

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00:59:32.010 --> 00:59:41.940

Katty Rivera: Someone here says they manage a crisis center and they have several different verges versions of the safe space stickers. But what is the most well known or recognized in the country.

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00:59:45.030 --> 00:59:51.090

Anthony Zazzarino: Regarding the safe space stickers you know I always say that every region. There's so many different things out there.

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00:59:51.630 --> 01:00:11.340

Anthony Zazzarino: I always encourage people just to to find one. You know, I think people recognize when they feel where they are attending a safe space, one of the most recognized safe space. I think science is just the rainbow flag. I think every and I also have qualms about that as well but I think

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01:00:13.020 --> 01:00:22.050

Anthony Zazzarino: It is one of the most recognized safe space things, and I'll even say like lately in all of this, just running around communities in this time.

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01:00:24.090 --> 01:00:35.700

Anthony Zazzarino: This is this a sense of calm when I see a rainbow flag in, you know, a place of business like it's a sense of you recognize that there are differences and that you're welcoming of that so

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01:00:37.710 --> 01:00:38.970

Anthony Zazzarino: That would be Maria, sir.

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01:00:39.300 --> 01:00:39.630

Anthony Zazzarino: Okay.

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01:00:39.960 --> 01:00:42.360

Katty Rivera: Well, thank you, thank you, doctor says her email.

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01:00:43.290 --> 01:00:53.370

Katty Rivera: So just wanted to remind everyone. Well, number one, thank you for joining us and I will be sending out a link to our evaluation survey.

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01:00:53.730 --> 01:00:54.450

Katty Rivera: A link to

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01:00:54.540 --> 01:00:56.610

Katty Rivera: Our presenter doctors as arenas.

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01:00:56.610 --> 01:01:04.830

Katty Rivera: Slides, as well as any resources, he'd like to include and a certificate of attendance, this will all be sent to no later than tomorrow.



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01:01:05.370 --> 01:01:17.280

Katty Rivera: So if you have any other questions my contact information will be on the email if we didn't get to a question and you have if you'd like to request an answer. I can forward it to doctors, as we know.

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01:01:17.790 --> 01:01:19.890

Anthony Zazzarino: But again, we thank you for joining.

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01:01:19.890 --> 01:01:22.350

Katty Rivera: Us. Thank you, Dr Severino and

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01:01:22.980 --> 01:01:24.360

Katty Rivera: We hope you enjoy the rest of your day.

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01:01:26.250 --> 01:01:27.150

Anthony Zazzarino: Thank you everyone.