

# BUILDING YOUR TOOLKIT TO EFFECTIVELY SERVE THE LGBTQ+ COMMUNITY

PRESENTED BY DR. AMNEY HARPER ~ APRIL 9, 2021  
FOR WAFCA-CE WITH FUNDING SUPPORT FROM THE GREAT LAKES MHTTC



## ISSUE IMPORTANCE:

The latest data on lesbian, gay, bisexual or transgender identification reveals that **5.6% of U.S. adults identify as LGBT**. Research shows that these populations can face **increased rates of trauma and isolation**, resulting in higher risk for mental health conditions, substance use, suicidal thoughts and attempts, homelessness, and more, making **mental health support a vital resource**. With education and increased awareness, providers can help LGBT individuals navigate these challenges and achieve a fulfilling, emotionally healthy life.



## KEY TAKEAWAYS

- All persons—along the full spectrum sexuality, gender identity, and expression—have the potential to live fully functioning and emotionally healthy lives throughout the life span along.
- Individuals in LGBT populations face increased rates of mental health conditions, substance use, suicidal thoughts and attempts, homelessness, and more.
- It is important to recognize the whole person, strengths as well as challenges, and to help LGBTQ+ people build a vision for their future that includes attainable happiness & satisfaction.



## TERMINOLOGY ASPECTS OF IDENTITY

ASSIGNED SEX	GENDER EXPRESSION	GENDER ROLE	GENDER IDENTITY	SEXUAL ORIENTATION	SEXUALITY / ROMANTIC ORIENTATION
Male	Masculine	Man	Cisgender	Heterosexual	Allosexual, Alloromantic
Female	Feminine	Woman	Transgender	Lesbian/Gay	Asexual, Aromantic
Intersex	Androgynous	Third Gender	Nonbinary, Genderqueer, Genderfluid	Bisexual, Pansexual, Polysexual	Demisexual, Demiromantic
Third Sex	Undifferentiated, None	Androgyne	Binary	Queer	Graysexual, Grayromantic



# RESOURCES & TIPS

## FOR SUPPORTING LGBTQ+ INDIVIDUALS

### Speaking to and about Trans & Nonbinary People

#### Try this:

- ✓ Using a person's name and pronouns with and about them.
- ✓ "He was assigned female at birth," or, "She was assigned male at birth."
- ✓ "When he presented as a girl..." or, "When she presented as a boy..."
- ✓ "He/she transitioned."
- ✓ "They (or preferred pronoun) are nonbinary."

#### Instead of this:

- ✗ Deadnaming (using a former name) or misgendering them.
- ✗ "He was born a girl," or, "She was born a boy."
- ✗ "When he was a girl..." or, "When she was a boy..."
- ✗ "He/she changed genders," or, "He/she changed into a girl/boy."
- ✗ "He/she doesn't know or hasn't decided what gender they are."

### Best Practices with the LGBTQ+ Community

- **Outward messages matter!**
  - Inclusivity in forms (pronouns/names/relationships)
  - Website addressing LGBTQ+ issues
  - Symbols of safety in environment
- **Introductions matter!**
  - Be aware of yourself and how you talk about your gender and sexuality, your relationships, your identities
  - Understand your own identity development and how that intersects with LGBTQ+ people who you work with
- **Other tips:**
  - Do your homework; don't make individual teach you
  - Be aware of Community Resources
    - Microaggressions
    - Use of appropriate labels and terminology
    - Learning pronouns/names
- **Avoid:**
  - language that puts you in authority to affirm their identity (e.g. "I am okay with it.")
  - language that combines distinct identities (e.g. "Everything queer and trans")

### PROVIDER RESOURCES

[CLICK](#) **GLSEN** (Gay, Lesbian, and Straight Education Network)

**WPATH** Standards of Care (8th edition) [CLICK](#)

[CLICK](#) **ACA's** Competencies for Counseling Transgender Clients

**ACA's** Competencies for Counseling LGBTQIA Clients [CLICK](#)

[CLICK](#) **APA:** Transgender & Gender Non-Conforming Clients



*This guide was created with funding from the Great Lakes Mental Health Technology Transfer Center.*

*The guide is based on material presented by Dr. Amney Harper on April 9, 2021 for WAFCA-CE, with funding support from MHTTC.*

*WAFCA serves as the Wisconsin partner for the Great Lakes Mental Health Technology Transfer Center.*