

INSPIRED ALLIES

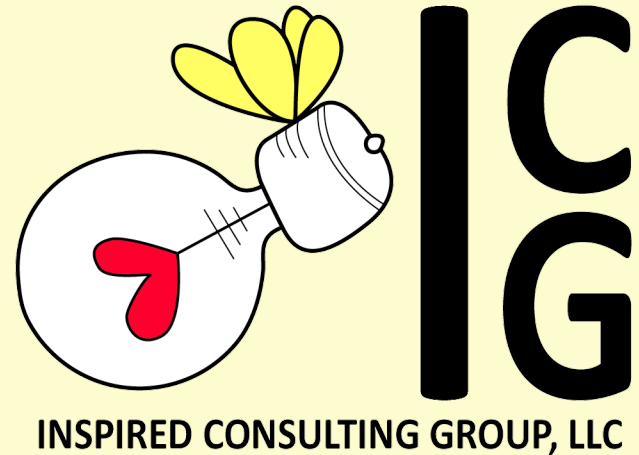
Affirming Practices with the LGBTQIA+ Community

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He/Him/His

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Evaluating Confidence & Competence



CONFIDENCE

COMPETENCE



The Trevor Project's 2024 National Survey on LGBTQ+ Youth Mental Health

39% of LGBTQ youth seriously considered suicide in the past year. 12% attempted.

Fewer than 40% of LGBTQ youth found their home to be affirming. (2023)

Nearly 1 in 3 LGBTQ+ youth reported that their MH was "poor" most or all of the time during the COVID-19 pandemic. (2023)



49% of LGBTQ+ youth report that they have been bullied, physically threatened, or harmed due to their LGBTQ+ identity.

50% of LGBTQ+ youth who wanted mental health care in the past year were unable to access it.

66% of LGBTQ youth reported experiencing symptoms of anxiety. 53% of LGBTQ+ youth report depression.

Key Concepts for LGBTQIA+ Inclusion and Representation



1. SDOH & Healthcare outcomes
2. Terms/Definitions
3. Non-binary identities spectrum
(*Genderbread Person/Gender Unicorn*)
 - a. Gender identity
 - b. Gender expression
 - c. Biological sex
 - d. Sexual orientation
4. Stages of Coming Out
5. Pronouns and Dead Names
6. Representation in ALL spaces
7. Documentation standards
8. Ethics and Supervision

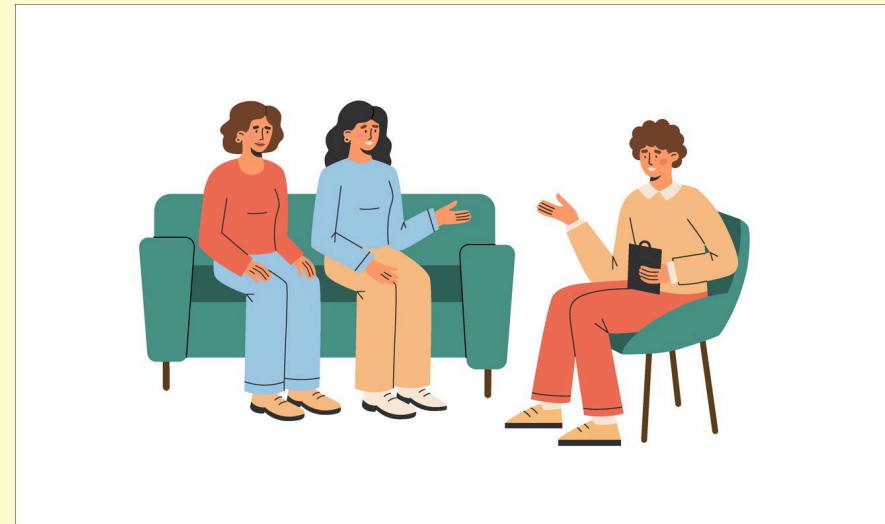
Becoming an LGBTQIA+ Affirmative Provider



1. Self-reflection
2. Get involved
3. Create an affirmative setting
4. Be open
5. Act as an advocate

Provider “OOPS”

1. Lack of intentionality in disclosing one’s own identities
2. Denying one’s own homophobia/transphobia or heterosexism
3. Failure to provide resources
4. Using incorrect or offensive terminology
5. Heteronormative and binary intake forms
6. Lack of representation in the clinical space
7. Practicing as though a “patient is a patient”
8. Failure to explore the patient’s “coming out” process
9. Neglecting to assess for safety



Representation in the Health Care setting



Representation in the Virtual Space



- Adding “safe space” or other appropriate images to your virtual background



- Pronouns
- Posters/pictures and room décor (intentionality!)
- Drop quotes from LGBTQIA+ historical or pop culture figures in the chat as a “welcome” and “sign off”
- Find ways to offer appropriate resource “links” in lieu of physical brochures/cards

Engaging with Families

Parents/caregivers want what they believe is best for their child(ren).

Parents/caregivers are terrified for their child(ren) and just want their kids to get through “this”.

Family culture is complex and goes far beyond race/ethnicity/religion...

Parents are doing the very best with what they have in that moment in time.

Parents/caregivers want their child(ren) to be better and have more opportunity than what they had.

Parents/caregivers know their child(ren) better than we ever can or will.



Leaning into Empathy

“Empathy doesn't require that we have the exact same experiences as the person sharing their story with us...Empathy is connecting with the emotion that someone is experiencing, not the event or the circumstance.” - Brené Brown

This must be a really challenging time for you.

I am beginning to understand how this could be scary for you.

I can't imagine how hard this is for you and your family.

What can I do to better support you and your family right now?



Key Tips for Providers

1

Challenge your documentation: Do your forms include sections for “preferred name” and “personal pronouns”? If not, change them. Remove the binary.

2

Don't ask your clients to bare the burden of having to be the “expert”. Continue to educate yourself and do your homework by staying up to date on current trends.

3

Don't ask your client to speak on behalf of all LGBTQ+ individuals. Treat each client as unique with their own story to tell.

4

Remember, there are different ways for trans clients to transition. Not all want the same things.

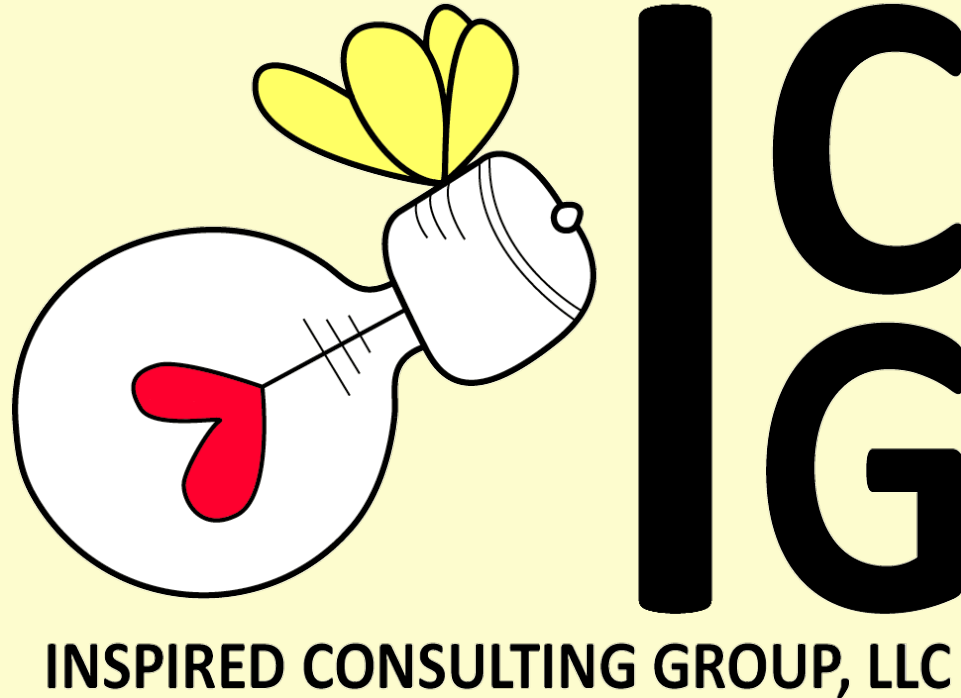
5

It's OK to make mistakes. Apologize sincerely when misgendering errors happen and move on.

6

Ask individuals which information they want documented in their records to best preserve confidentiality.

Thank you!



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