

Lgbtq+ Inclusivity Training: Affirming Practices (Language)

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*They/Them/The
irs*

She/Her/Hers



Goals

- ❑ Foundational
Sexual Orientation
Terminology
- ❑ Foundational
Gender
Terminology
- ❑ Intent vs Impact
- ❑ Practical
Implementation

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Educational Background:

BS, University of Central Arkansas,
2011

MPH, UAMS College of Public
Health, 2017

Research / Practice Interest:

Development and adoption of inclusive & comprehensive sexual health education and professional development of LGBTQ+ affirming practices for community and health care service providers in Arkansas.



A collage of historical figures and events. The top row features portraits of a man in a suit, a man in a suit, a woman in a crown, a woman in a dark dress with a white collar, a woman in a dark dress, a woman in a light dress, and a man in a hat. The bottom row features a woman in a dark dress, a man in a dark suit, a woman in a dark dress, a woman in a dark dress, a woman in a dark dress, a woman in a dark dress, and a man in a dark suit. The word 'HISTORY' is overlaid in the center in a large, white, sans-serif font. A large, semi-transparent grey rectangle covers the bottom half of the collage, with the word 'HISTORY' centered within it. Horizontal bars of various colors (red, orange, yellow, green, blue, purple, cyan) are placed between the rows of images.

HISTORY



In 1964, archaeologists in Egypt opened the tomb of Niankhkhnum and Khnumhotep, two men who lived and died sometime around the year 2380 BCE. Inside, they would discover what might be the oldest evidence of queer lives in existence.



and families were often depicted at the funerary banquet together so that they would remain together for eternity



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LGBTQ+

TERMINOLOGY 101



NATIONAL LGBT HEALTH
EDUCATION CENTER

A PROGRAM OF THE FENWAY INSTITUTE

Glossary of LGBT Terms for Health Care Teams

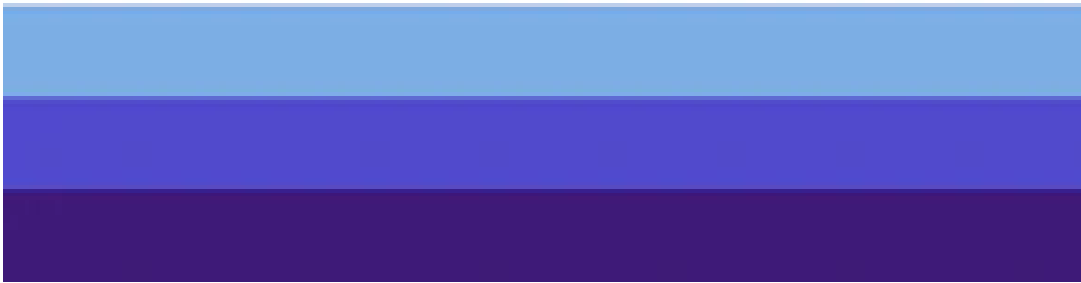
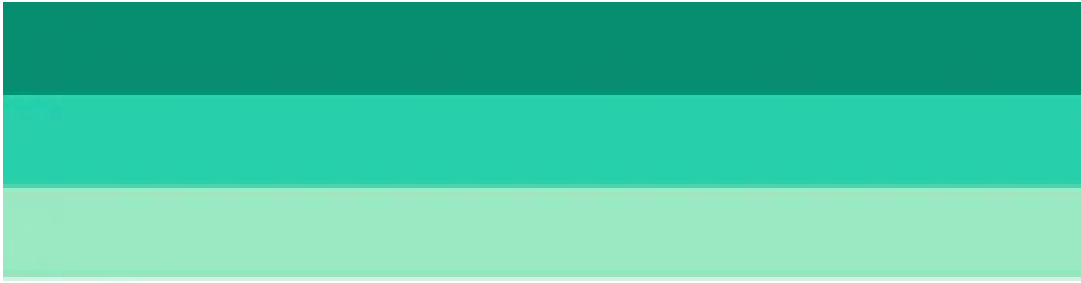
As a provider in a health center or other health care organization, becoming familiar with terms used by lesbian, gay, bisexual, transgender (LGBT) communities can help you provide these patients with the highest quality care. In this glossary, you will find some of the terms most relevant to the health care of LGBT people. When reading this glossary, here are a few things to keep in mind: 1) Definitions vary across communities; not all of your LGBT patients will agree with all of these definitions; 2) There are many terms not included on this list; we tried to keep the list as concise and relevant to health care providers as possible; 3) Terms and definitions change frequently; we will try to update this list to keep up with changing language. If you have a suggestion, please email us at lgbthealtheducation@fenwayhealth.org.

Lesbian

A person who identifies as a woman is attracted to other women



Gay



A person who identifies as a man who is attracted to other men

Bi-Sexual

A person attracted to more than one sex or gender identity though not necessarily simultaneously, in the same way, or to the same degree

Transgender (Trans)

Transgender or trans is a person whose gender identity differs from their sex assigned at birth





Queer

A reclaimed term
people often use to
express fluid identities
and orientations

Gender: World Health Organization

(WHO)

“Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time.”



World Health
Organization

Gender Terminology: What makes up gender?

Gender Identity

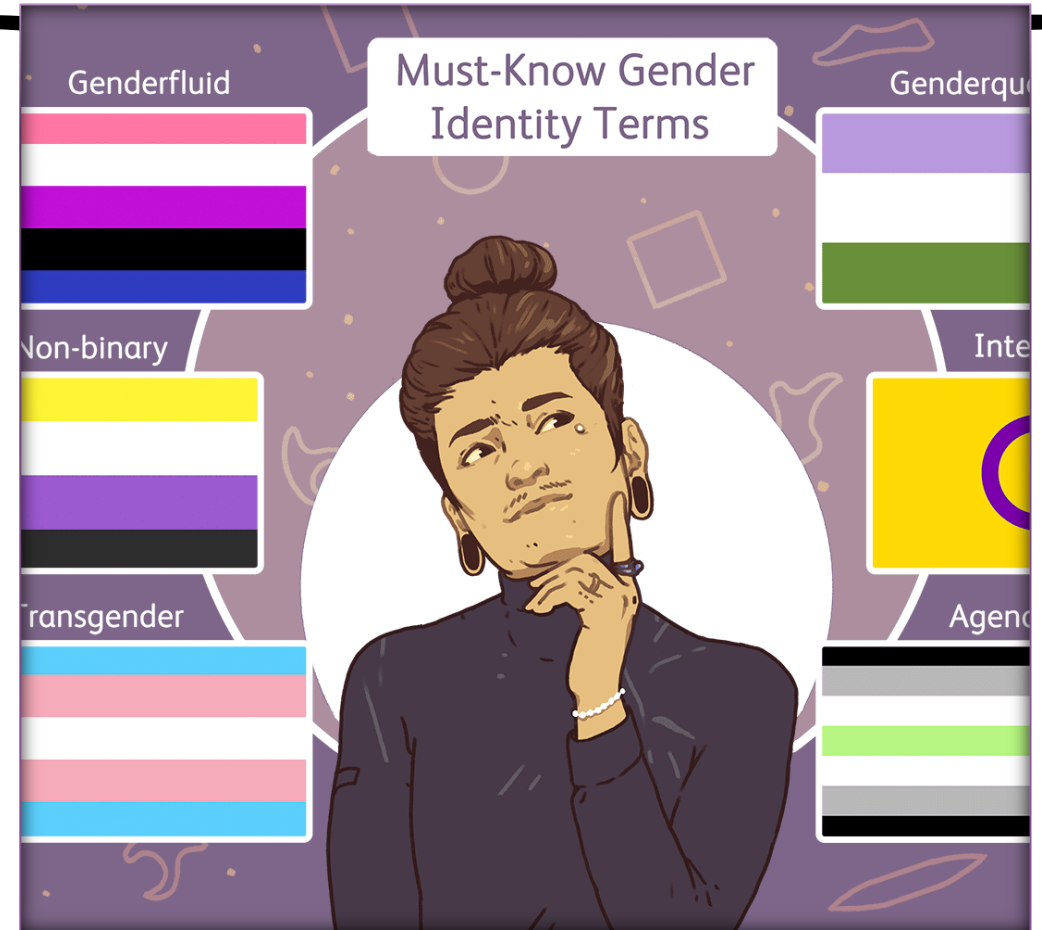
- Gender with which a person identifies

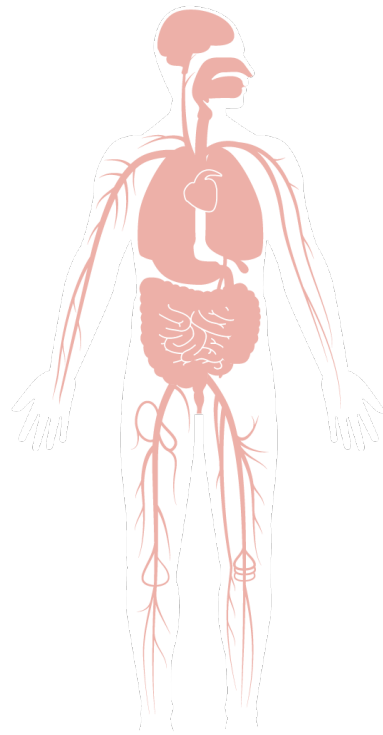
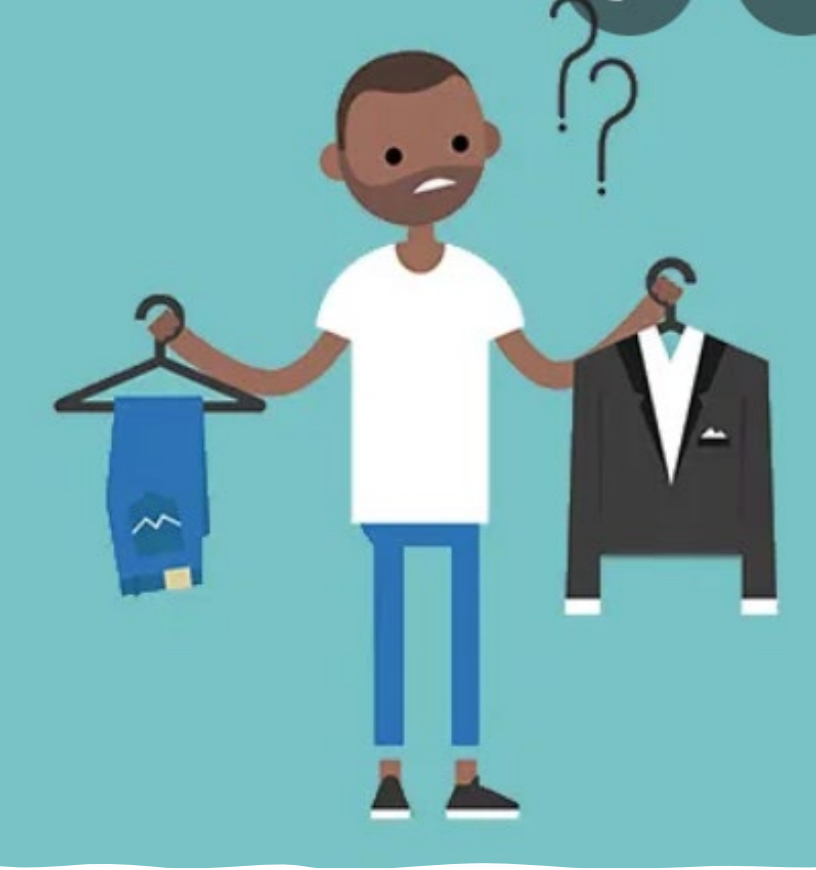
Gender Expression

- One's outward presentation of gender

Sex Assigned at Birth

- The classification of a baby as male, female, or intersex based on visible genitalia at birth





What is Gender Identity: “Something We All Have”

Body

Biological sex

Mind

identity

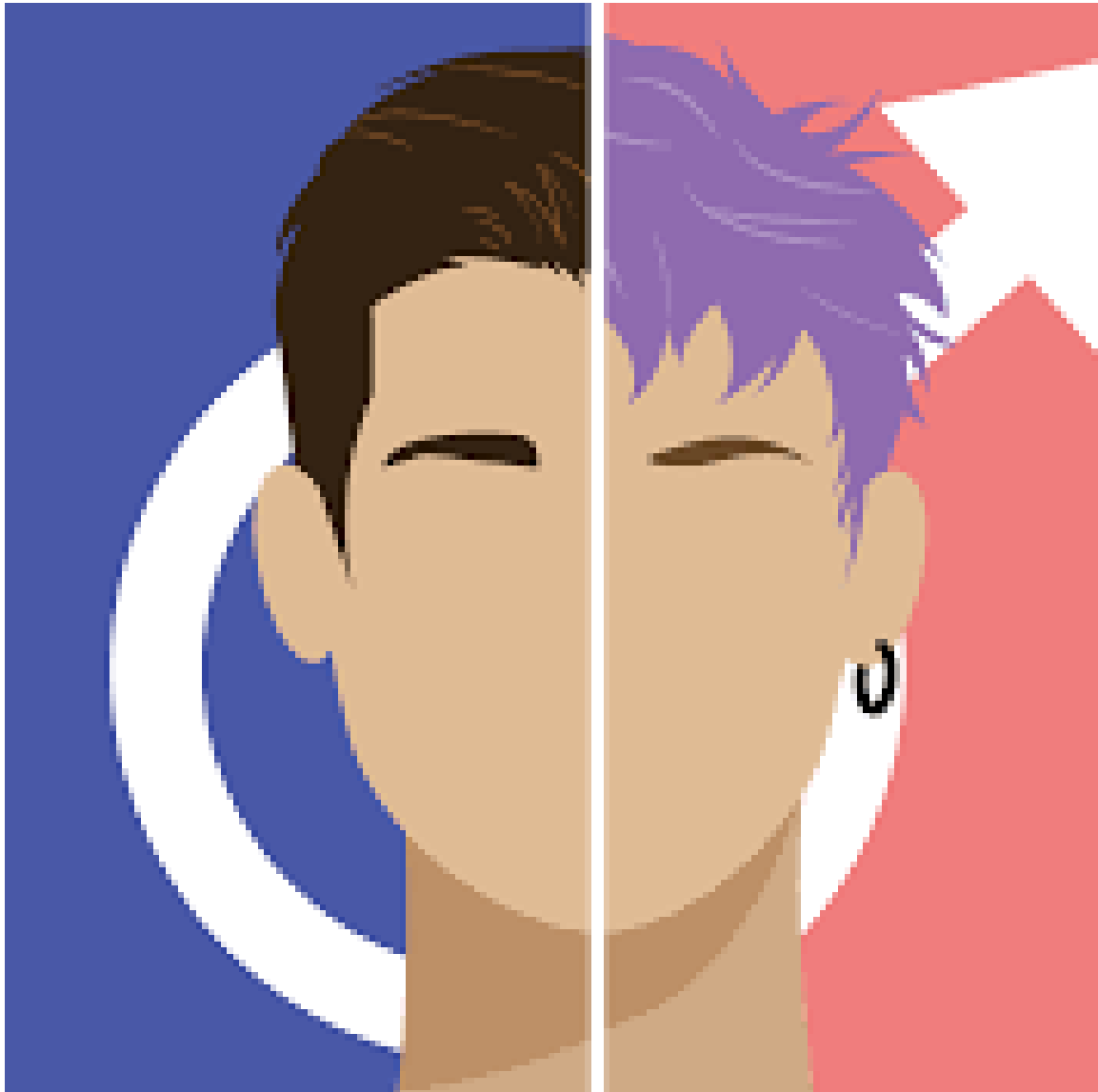
Gender

Appearance

Gender expression

Attraction

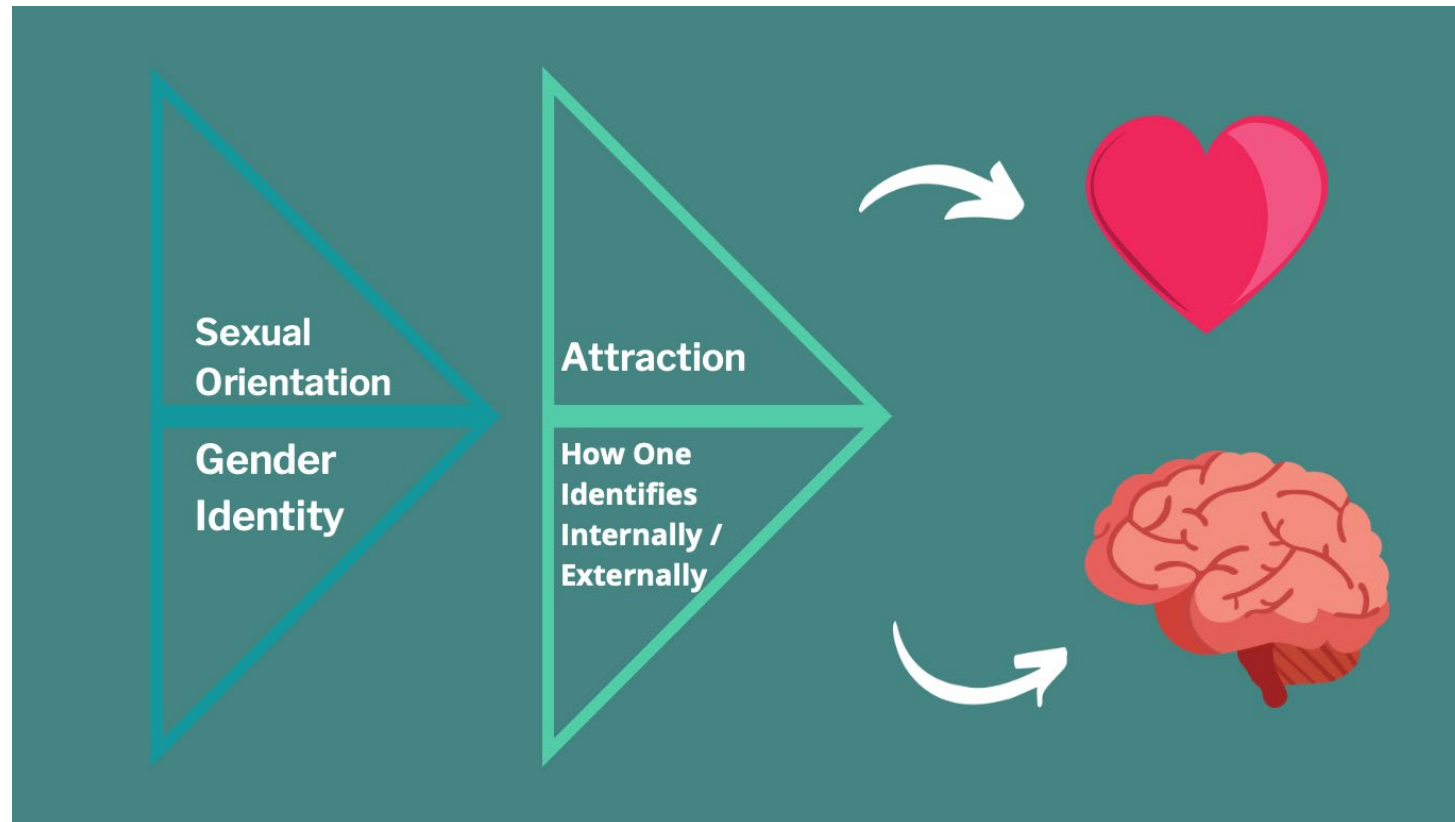
Sexual orientation



Gender Expression: How one expresses their gender identity

- **Masculine:** appearance and qualities regarded as characteristics of men
- **Feminine:** appearance and qualities regarded as characteristics of women
- **Gender Non-Conforming:** appearance and behavior does not conform to traditional societal gender “norms”

Sexual Orientation -vs- Gender Identity



Transgender (Trans) Terms

Trans Woman

- Woman assigned male at birth

Trans Man

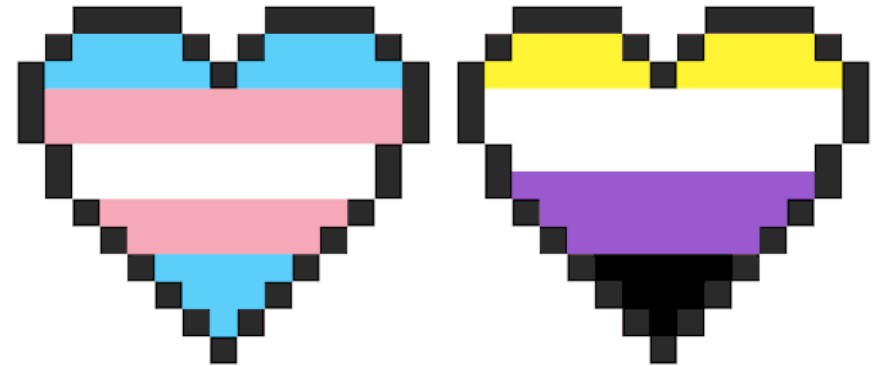
- Man Assigned female at birth

Cisgender

- Gender identity same as sex assigned at birth

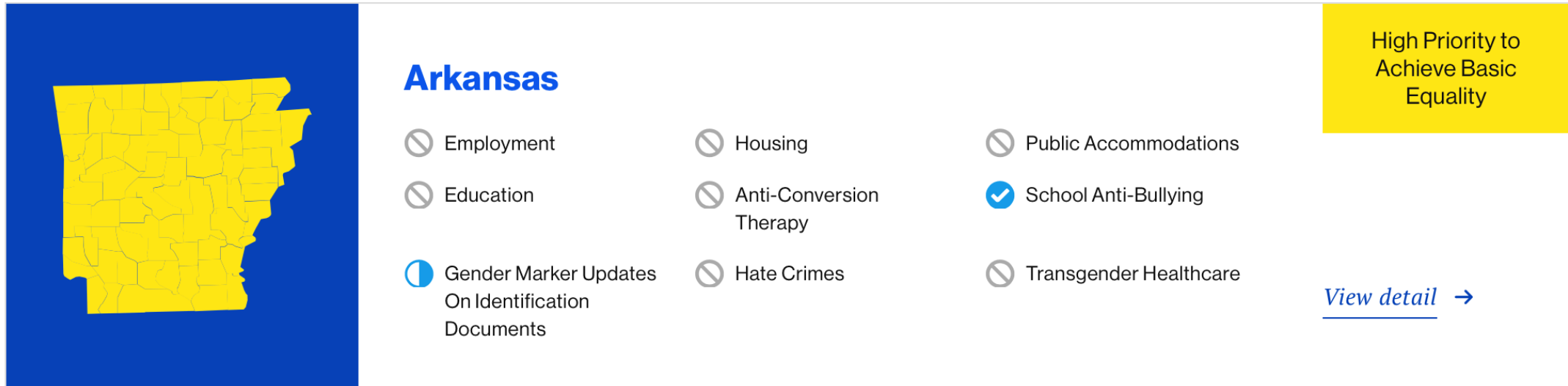
Non-Binary

- Gender not exclusively male or female



Why this conversation matters

STATE SCORECARD



Current Healthcare Legislation in Arkansas

HB 1570 – Ban Gender-Affirming Care

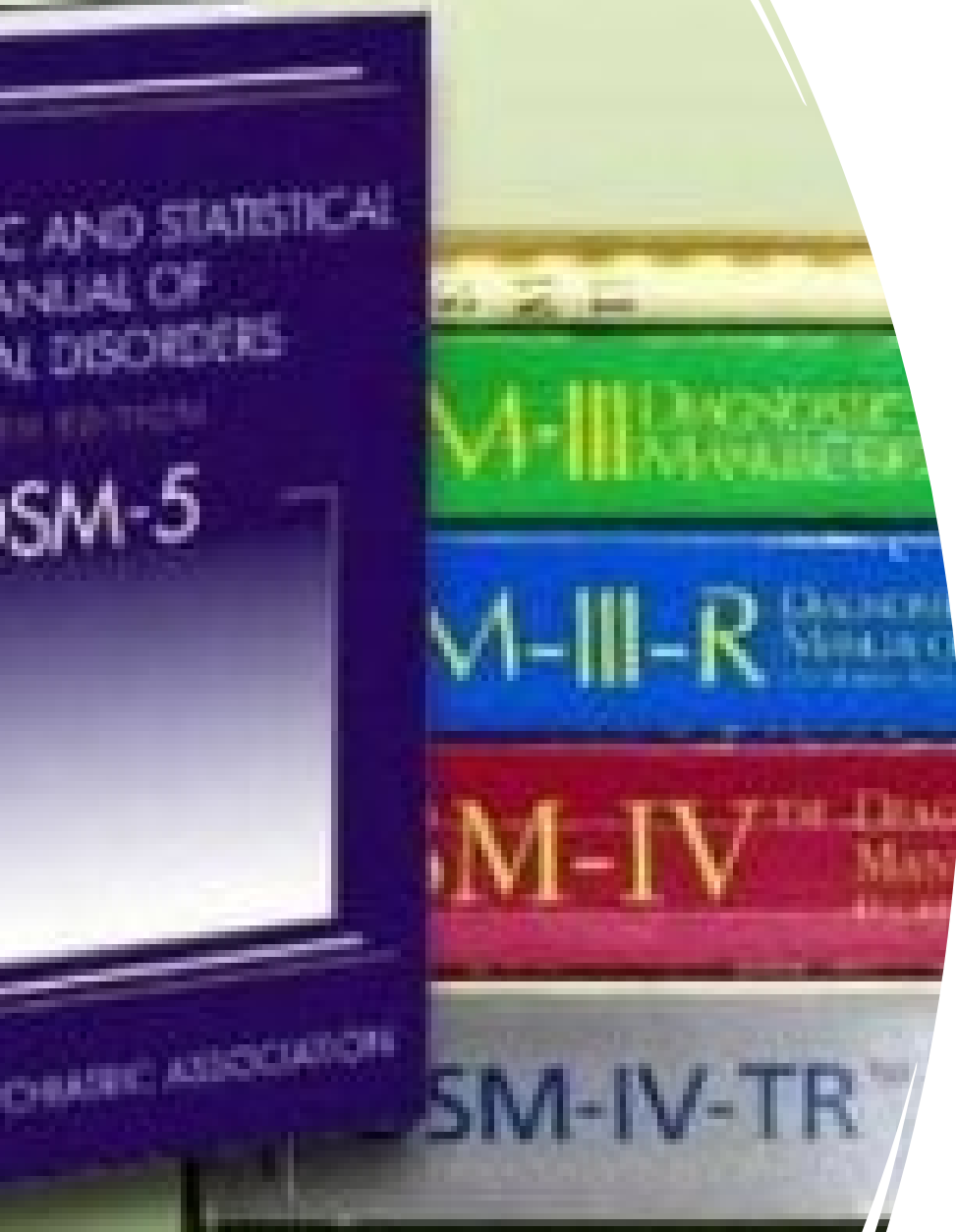
HB 1749 – Prohibit Identifying Students Inconsistent with SAB ,

SB289 – Allows Medical Workers to Refuse Care

SB354 – Bans Transgender & Girls from Participating in Sports

Not so long ago: lgbtq+ civil rights history

- Stonewall riots of **1969** have become the historic launching point for gay rights.
- **1973** American Psychiatric Association removes homosexuality from DSM
- **2003**, the Supreme Court struck down sodomy laws across the country with their decision in Lawrence vs. Texas.
- **2013**, the Supreme Court decision on United States vs. Windsor led to the same sex couple being allowed to share the same federal benefits as opposite sex couples, ending the Defense of Marriage Act.
- **2015**, the Supreme Court's decision on Obergefell vs. Hodges led to same-sex marriage becoming legal in all 50 states.



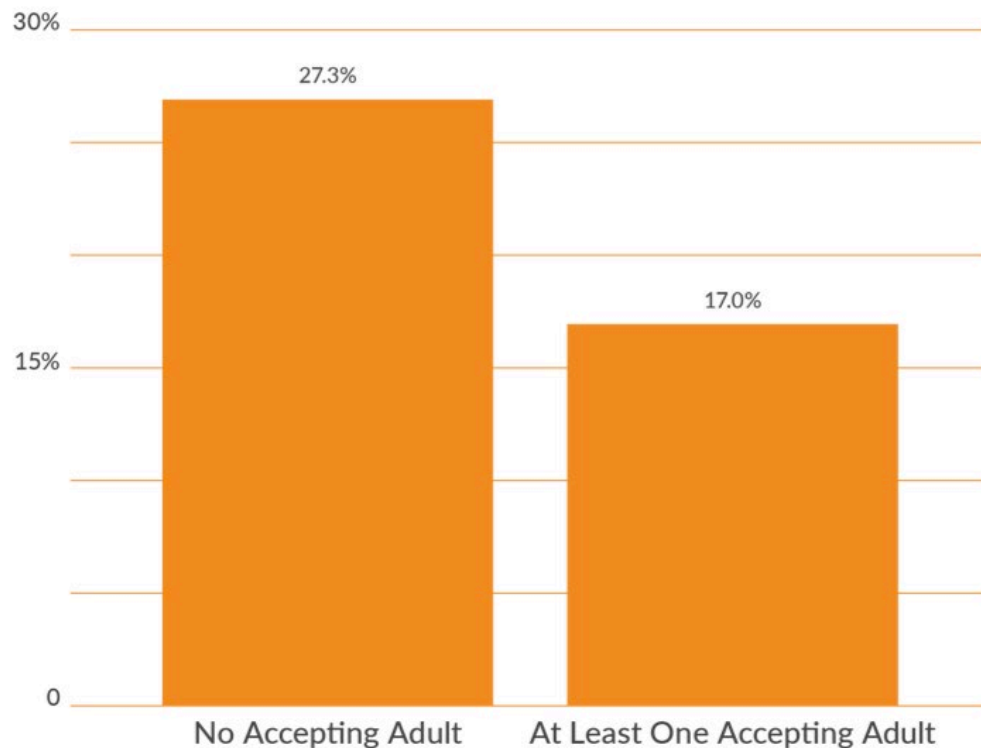
- **DSM-I (1952)**: Homosexuality is listed as a sociopathic personality disturbance.
- **DSM-II (1968)**: Homosexuality continues to be listed as a mental disorder
- **DSM-II (1974)**: Homosexuality is no longer listed as a category of disorder. The diagnosis is replaced with the category of “sexual orientation disturbance”.
- **DSM-III (1980)**: The diagnosis of ego-dystonic homosexuality replaces the DSM-II category of “sexual orientation disturbance.” Introduces gender identity disorder.

Mental Health Impact



Supportive adult: how Impact Results

Suicide Attempt Rate Among Those with Accepting Adults



- ❖ 40% less likely to report suicide attempt
- ❖ Above 25% who did not have at least one accepting adult reported attempting suicide compared to 17% of those with at least one accepting adult

(OR=.60, $p<.001$)

University of Texas study (n=129)

- 71% DECREASE in Depression Symptoms
- 34% DECREASE in Suicidal Ideation
- 65% DECREASE in Suicidal Behavior/Attempts

Russell, Stephen T., et al. "Chosen Name Use Is Linked to Reduced Depressive Symptoms, Suicidal Ideation, and Suicidal Behavior Among Transgender Youth." Journal of Adolescent Health, 2018, doi:10.1016/j.jadohealth.2018.02.003.

Disparities Specific to the Trans Population



Over 4 times national
rate of HIV infection



Over 25% misuse drugs
or alcohol to cope



41% attempted suicide
compared to 1.6% of general
population

Mental
health
care: how
to affirm
your clients



Guiding principles: understanding gender & sexuality

- Gender and sexuality exist in continuums with infinite possibilities.
- The gender and sexuality continuums are separate, yet interrelated realms.
- The gender continuum breaks down into separate, but not mutually exclusive masculine and feminine continuums.
- Sexuality is composed of three distinct realms: orientation and attraction, behavior, and identity. These three realms are interrelated but not always aligned.
- Gender may develop based upon biologic sex, but this is not always the case (i.e., transgendered, intersex, androgynous individuals).
- There are biological, psychological, social, and cultural influences at play in gender and sexual developmental trajectories. Social factors, such as family and peer relationships, robustly shape behavior during preschool and school age years.
- Each individual is unique and composed of multiple identities that exist within and interact with other sociocultural realms, such as socioeconomic status, geographic region, race and ethnicity, religious and spiritual affiliation, gender and sexuality among others.

Intent –vs- Impact

- **Do not ask:**

- “Have you had The Surgery?”
- “What was your name before?” or “What’s your *real* name?”
- “What do your parents think about this?”
- “So how far have you gotten [in your transition]?”
- “How long have you been this way?”

- **Do not say:**

- ”I could totally tell,” OR “I would never be able to tell.”
- “You are doing a really good job” or “You’re so beautiful/handsome”



How to: flip the script

Is that your
boyfriend/girlfriend? → Is that your partner?

What's wrong with you? → What happened to
you?

Sir / Ma'am /
Ladies / Gentlemen → Y'all / Folks

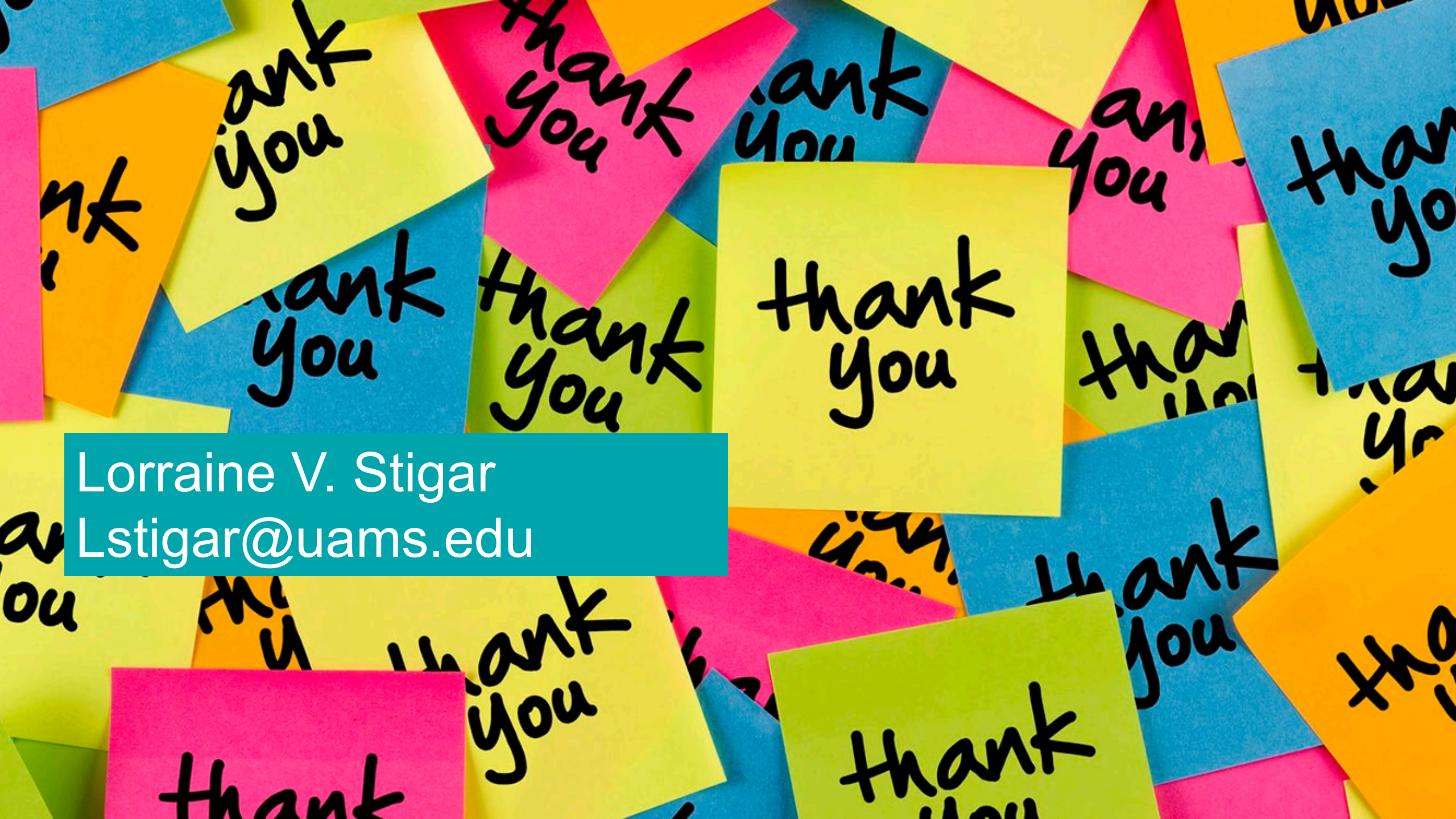
Son / Daughter
Boy / Girl → Child / Kid /
Youth / Young
Person







**FINAL
THOUGHT**



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