

LGBTQIA+

History | Diversity | Inclusion

LGBTQIA+: What does it stand for?

- **L** – Lesbian
- **G** – Gay
- **B** – Bisexual
- **T** – Transgender
- **Q** – Queer
- **I** – Intersex
- **A** – Asexual
- **+** - Encompasses the many identities that fall into the community, some of which will be discussed later in the presentation.

History of LGBTQIA+

- There's a history across the world of LGBTQIA+ practices and identities as early as the 2nd Century, 130 BC.
 - GLSEN compiled a [timeline](#) of prominent figures and events.
- There have been over 50 years of [LGBTQIA+ history](#) surrounding progress in the United States.
- There have been a multitude of [prominent figures](#) from history who have made a difference in the world.
- Gender is a societal construct that has changed over time.
 - [Gender](#), sex, attraction, orientation, what does it all mean?

L for Lesbian

- Lesbian usually refers to a woman who has a romantic and/or sexual orientation toward women. Some nonbinary and transgender individuals identify as lesbian.
 - Not all women who engage in same-gender sexual behavior identify as lesbian.



G for Gay

- Gay is a term used in some cultural settings to represent men who are attracted to men in a romantic, erotic and/or emotional sense.
 - Not all men who engage in same-gender sexual behavior identify as gay.



B for Bisexual

- Bisexual or Bi people experience sexual, romantic, physical, and/or spiritual attraction to more than one gender, not necessary at the same time, in the same way, or to the same degree.



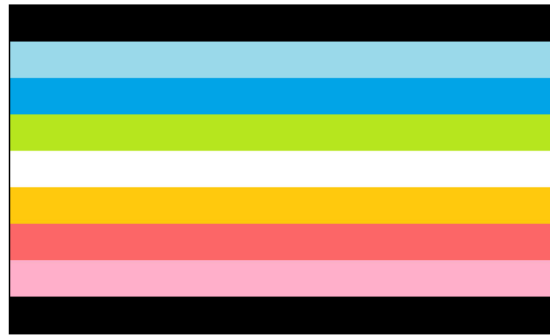
T for Transgender

- A person whose sense of personal identity or gender does not correspond to the sex they were assigned at birth, or does not conform to gender stereotypes.
- Sexual orientation varies and is not dependent on gender identity.



Q for Queer

- Queer is a multi-faceted word that is used in different ways and means different things to different people.
 - Attraction to people of many genders.
 - Doesn't conform to cultural norms around gender and/or sexuality.
 - A general term referring to all non-heterosexual people.
- It's important to note that some people in the community may feel this is a hateful word, as it was one that was used to oppress, so there's understanding that everyone in the community may not identify as Queer.



Intersex

- Intersex is an umbrella term that describes people who were born with any of 30 different variations in sex characteristics including chromosomes, gonads, sex hormones, or genitals.







A for Asexual



- Asexual describes a person who experiences little or no sexual attraction to others, and/or a lack of interest in sexual relationships/behavior. They may or may not experience emotional, physical, or romantic attraction.
- Asexuality differs from celibacy in that it is a sexual orientation, not a choice.
- People who are asexual may call themselves ace.



+ to Include Everyone Else

- **QUESTIONING**, another example of Q in LGBTQIA+. Sometimes two Qs have appeared in LGBTQQIA+. This is for individuals who are unsure of and/or exploring their gender identity and/or sexual orientation.
- **AROMANTIC** describes people who experience little or no romantic attraction to others, and/or has a lack of interest in romantic relationships/behavior. 
- **PANSEXUAL** is a person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions. 
- **NON-BINARY** or **ENBY** is a person whose gender identity does not fall within the binary genders of man or woman. 
- **GENDERFLUID** describes a person who does not identify with the gender binary and they can move within genders and gender stereotypes. 

+ to Include Everyone Else (cont.)

- **GENDERQUEER** describes a person who does not identify or express their gender within the binary. Those who identify as genderqueer may identify as neither man nor woman, may see themselves as outside or between the gender binary, or may simply feel restricted by gender labels. 
- **AGENDER** is a person with no (or very little) connection to gender, no personal alignment with the concepts of either man or woman, and/or someone who sees themselves as existing without gender. 
- There are **flags** associated with many groups from the LGBTQIA+ community, some of which were included already.
 - If flags weren't included it's because there likely isn't a flag accepted/adopted as a universal design.

Cultural Terminology

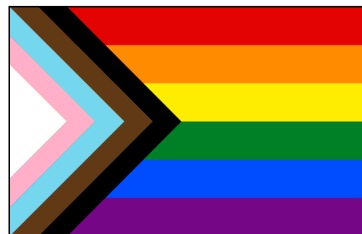
- **MĀHŪ** ('in the middle') is a cultural term in Kanaka Maoli (Hawaiian) and Maohi (Tahitian) cultures describing a third gender person with traditional spiritual and social roles within the culture.
- **MUXE** generally represents Mexican people who are assigned male at birth and identify as different genders. The iterations among the muxe community and their self-identifications vary-some identify as male but are female-expressing, while others identify as female and are more closely associated with what we know as transgender. Others defy gender entirely. The term "third gender" is sometimes used in Mexican culture.
- **TWO-SPIRIT** refers to a person who identifies as having both a masculine and a feminine spirit, and is used by some Indigenous people to describe their sexual, gender, and/or spiritual identity. It can be viewed as an umbrella term that may encompass same-sex attraction and a wide variety of gender variance.

Terms to Describe Non-LGBTQIA+ Individuals

- **ALLY** is someone who confronts heterosexism, anti-LGBTQIA+ biases, heterosexual and cisgender privilege in themselves and others.
- **CISGENDER** defines individuals whose personal identity or gender corresponds to the sex they were assigned at birth.
- **HETEROSEXUAL** describes someone who is attracted to someone of the opposite sex in a romantic, erotic, and/or emotional sense.

Pride and Inclusivity

- The LGBTQIA+ community is multifaceted, not only in every facet we've discussed so far, but also through the many other facets of identity that make our larger communities diverse.
- The LGBTQIA+ community includes people of different races, ethnicities, cultures, spirituality, creeds, socioeconomic statuses, etc.
- Despite all of the diversity present in the LGBTQIA+ community, it like many other communities can struggle with fully embracing the diversity that has enriched it throughout the years.
- Creating inclusive environments and helping people foster belonging is paramount to what the community should stand for.



Language Inclusivity

- Don't assume someone's gender, sexual orientation, etc.
 - Ask. "What pronouns do you use?" "Hi, my name is Justin, I go by he/him/his pronouns, what about you?"
 - Honor the identity, pronouns, etc. they share with you.
- There are ways to talk about people without using gender.
 - "Hey everyone" instead of "Hey guys"
 - Y'all means all, and it's perfectly acceptable to use.
 - They/Their/Theirs/Them is a fantastic way. It's been used in English as singular since the 1300s. An argument that it's plural doesn't hold up.
- Common **pronouns** include:
 - He/Him/His/Himself
 - She/Her/Hers/Herself
 - They/Them/Their/Theirs/Themselves
 - Ze/Zie ('zee')/Hir (heer)/Hirs/Hirself
 - Others—this depends on the person

Words/Actions to Avoid

- Preference
 - Sexual orientation or gender identity isn't a preference or a choice. It's someone's truth.
- Lifestyle
 - You don't get a membership card or an all-access pass to LGBTQIA+ things when you come out.
- Slang/Derogatory Terms/LGBTQIA+ identity as an insult
 - Even if you hear someone in the community say it. I'm sure you can think of a few phrases that apply.
- Preferred Pronoun
 - It is their pronoun. This used to be appropriate terminology, but language evolves as we learn more.
- Never "out" someone
 - This is an intensely personal journey and outing someone can have unforeseen and serious consequences (suicide, physical violence, homelessness, among other things).
- Don't try to change someone
 - Let people be who they are. If who they are isn't good enough for you then that's a you problem.

BREAKOUT DISCUSSION

How would you/do you make your practice/organization more inclusive?

Best Practices for LGBTQIA+ Care

- Be empathetic, convey respect
- Move past your biases to center care around the person, not you
- Be informed or get informed
 - The patient should not be tasked with being your subject matter expert
- Ask open-ended questions and express interest in the person
- Create a welcoming environment
 - Use inclusive language
 - Gender neutral language or use pronouns shared by the patient
 - Don't make assumptions about gender, sexual orientation, etc.
 - Reflect the patient's language they use surrounding identity, relationships, etc.
 - Consider "Safe Zones"
 - Update documents, assessments, policies, etc. to be more inclusive
 - Have reading materials, health literature, flags, graphics, and other signs of support
- Be aware of mental and physical challenges unique to their identity or deepened by society
 - substance abuse, STDs, bullying, discrimination, depression, anxiety, suicide, etc

Best Practices for LGBTQIA+ Care (cont.)

- Support gender-affirming care (e.g., hormone therapy, surgery to feminize or masculinize physical features, etc.)
 - Become educated on the necessary steps to receive gender-affirming care
- Develop awareness on how to find information about pre-exposure prophylaxis (like PrEP, Descovy, Truvada, etc.)
 - PrEP can be used to reduce risk and treat HIV-1 infection in adults and pediatric patients
 - Understand what it means to be HIV+ and to be considered detectable or undetectable
- Support sex education for the full spectrum of gender and sexuality
- Provide information about healthy relationships beyond cisgender, heterosexual relationships
- Do not shame, blame, or insult someone for their sexual practices, gender expression, sexuality, etc.
- Ask yourself as a social worker, “Who am I here for?”
- Don’t contribute to stigma or harmful practices against the community
- Provide necessary resources for individuals seeking care

Best Practices/Resources for LGBTQIA+ Care

- [SAMSHA Behavioral Health Resources](#)
- [HRC Healthcare Equality Index](#)
- [National LGBT Health Education Center](#)
- [The Joint Commission](#)
 - [Updated information](#)
- [Lambda Legal](#)
- [Cleveland Clinic Journal of Medicine](#)
- [American Psychological Association](#)
- [Hospital for Special Surgery](#)
- [Mental Health Technology Transfer Center Network](#)

Harmful Practices Against the Community

- **BIPHOBIA** can take the form of denial that bisexuality is a genuine sexual orientation, negative stereotypes about people who are bisexual, and other attitudes, feelings, and behaviors that affect the bi community negatively.
- **HETEROSEXISM** is prejudice against individuals and groups who display non-heterosexual behaviors or identities, combined with the majority power to impose such prejudice. Usually used to the advantage of the group in power. Any attitude, action, or practice backed by an institutional power that subordinates people because of their sexual orientation.
- **HOMOPHOBIA** encompasses a range of negative attitudes, feelings, and behaviors towards homosexuality or people who are identified or perceived as being part of the LGBTQIA+ community.
- **TRANSPHOBIA** manifests as discrimination, harassment, and other harmful practices meant to negatively impact the trans community.

Harmful Practices Against the Community (cont.)

- **CONVERSION THERAPY**, also known as reparative therapy, is a range of dangerous and discredited practices that falsely claim to change a person's sexual orientation or gender identity or expression.
- These practices have been rejected by every mainstream medical and mental health organization for decades.
- Conversion therapy has led to people having depression (6x more likely), anxiety, drug use (3x more likely), homelessness, and suicide completion/attempt (8x more likely)/ideation, and being at higher risk for HIV and STDs (3x more likely).
- A previous study supporting conversion therapy has since been denounced and the researcher apologized for endorsing the practice.
- The American Psychological Association (APA) stated, "Results of scientifically valid research indicate that it is unlikely that individuals will be able to reduce same-sex attractions or increase other-sex sexual attractions through SOCE."

LGBTQIA+ Statistics

- In the US, 5.6% of adults identify as LGBTQIA+
 - This is an increase from 2017's 4.5%.
- In the US, 7% of the youth population identifies as LGBTQIA+
 - They make up 40% of the youth homeless population and are 120% more likely to be homeless than straight counterparts.
 - The pandemic has made the living situation for these youth 80% more stressful.
 - 75% of these youth experienced discrimination because of their orientation.
- Of those who identify as part of the LGBTQIA+ community:
 - 54.6% identify as bisexual
 - 24.5% identify as gay
 - 11.7% identify as lesbian
 - 11.3% identify as transgender
- 18% of LGBTQIA+ people have experienced homelessness at some point in their lives.

LGBTQIA+ Statistics (cont).

- Of the aforementioned LGBTQIA+ people, 13% have undergone conversion therapy.
 - Of those, 83% were younger than 18.
- 17% of Black youth who identify as LGBTQIA+ has been physically threatened or harmed because of their orientation
- More than half, 54%, of LGBTQIA+ Americans have hidden a personal relationship to avoid discrimination.
- Non-discrimination policies, which include sexual orientation, have been implemented by 96% of Fortune 500 companies. Of these, 71% have included transgender-inclusive benefits.
- 15% of LGBTQIA+ people stated they have postponed medical treatment for fear of discrimination. 30% of transgender people have avoided seeking medical treatment, and 33% of those individuals have had to teach healthcare professionals about being trans.

LGBTQIA+ Statistics (cont).

- 1.5% of households with couples within the US are same-sex households.
 - Of those, 18.9% of married households have children and 12.1% of unmarried same-sex households have children.
- Of trans adults, 29% live in poverty, compared to their cis counterparts who are at 15.7% likely and LGBTQIA+ individuals who have a poverty rate of 21.6%.
- 46% of trans individuals indicated they did not vote because their ID had the wrong name, gender, or photo.
- In 2022, at least 17 transgender people have been fatally shot or killed in the US, but many stories go unreported or are misreported. Often, people are misgendered by police, news, etc.
 - In 2021, this included at least 50 fatalities.
 - The majority of these people were Black or Latinx trans women.
 - 375 transgender people were killed worldwide in 2021 compared to 350 in 2020.
 - 70% of these murders occur in Central and South America (with Brazil accounting for 33% of global deaths).
 - Transgender Day of Remembrance is November 20th each year. (Forbes 2021)

LGBTQIA+ Statistics (cont).

- Of new HIV diagnoses, 69% are gay and bisexual men with 37% being Black men, 27% white men, and the remaining 5% undisclosed.
- More than 50% of LGBTQIA+ Americans reported hiding a personal relationship to avoid discrimination.
- 11% of individuals have faced domestic abuse from their partner over the past year.
- Over 50% of Black, Asian, and minority ethnic groups have experienced discrimination or poor treatment from others in their own LGBTQIA+ community because of ethnicity.
- 29% of LGBTQIA+ people of faith take part in at least one collective faith activity once a month.
 - 32% of gay and bi people, 25% of trans people aren't open with anyone in their faith community about their identity.
- 35% of people have hidden their identity at work for fear of discrimination.
 - 18% have been targets of negative comments and conduct.
 - 18% who are looking for work have reported being discriminated against.

LGBTQIA+ Statistics (cont).

- 42% of students have hidden their identity at university for fear of being discriminated against.
 - 36% of LGBTQIA+ students faced negative comments or conduct from university staff.
 - 47% of disabled students reported negative comments or conduct from other students.
 - 28% have reported being excluded from activities.
 - Even with these numbers, students intend to be more open about their identities once they enter higher education.
 - Many LGBTQIA+ students tailor their school placements around resources, reputation, DEI initiatives, etc.
- 70 countries criminalize same-sex relationships.
 - The death penalty is allowed, or evidence of existence occurs, in 11 of the 70 aforementioned countries.
 - 25% of the world's population believes that being LGBTQIA+ should be a crime.
- Anti-LGBTQIA+ violence and discrimination is prominent.
- If you include trans identity in statistics, percentages are likely to be a third higher. If you include trans identity and race in statistics those percentages are likely to be a third higher again.

Stigma and Myths

- Blanket blood donation bans on gay men who engaged in sex with men (MSM) rocketed in the 1980s due to unreliable testing and HIV stigma. That ban existed until the FDA changed guidance to allow for MSM to donate if they haven't engaged in sex with another man in the past 3 months.
 - It's still discriminatory, and it's not founded in science.
- Gay men and trans people sexually offend against children.
 - According to the APA, they are not more likely to offend against children. Over 90% of child molestation is committed by heterosexual men.
- Same-sex parents (single or coupled) harm children.
 - No legitimate research has demonstrated this, but has instead found children fare as well as their counterparts raised by heterosexual parents.
- People become homosexual because they were abused as children.
 - No science links sexual abuse to causing heterosexual youth to become gay.
- People can choose not to be like that.
 - All the science is to the contrary (see earlier slides about Conversion Therapy).

Stigma and Myths (cont.)

- Allowing people to serve openly in the military will damage the armed forces.
 - LGBTQIA+ individuals have long served in the military. Initially, 10% of military members said they'd leave if DADT was repealed, but there was a significant disparity in follow through. The same was said of women entering service in the 70s.
- LGBTQIA+ people are more prone to be mentally ill and to abuse drugs and alcohol.
 - Homosexuality and gender dysphoria are not mental illnesses. It is true that LGBTQIA+ people suffer higher rates of anxiety, depression, and depression-related illnesses like alcohol and drug abuse, but that is largely due to the stigmatization of this population throughout history, which is not dissimilar to other minorities.
- No one is born LGBTQIA+
 - There is no conclusive science on this, but twin studies have shown that homosexuality is largely shaped by genetics. Sexuality and gender identity are believed to live on a spectrum.
- LGBTQIA+ people act a certain way.
 - Like everyone else, there is plenty of variation in human behavior.

Stigma and Myths (cont.)

- LGBTQIA+ people flaunt their sexuality/gender identity.
 - Statistics tell us LGBTQIA+ people are more likely to hide their identity.
- LGBTQIA+ people identify that way for the lifestyle.
 - There is no lifestyle template for any group of people. LGBTQIA+ people are different from one another in the same ways that heterosexual and cisgender people are different from one another.
- Media can turn kids LGBTQIA+.
 - Seeing LGBTQIA+ representation, especially positive, non-stereotyped representation is relatively new. Most adults and older adolescents didn't see LGBTQIA+ people represented on television. If this logic were true, media would have turned everyone heterosexual and cisgender a long time ago.
- LGBTQIA+ people are more likely to be mentally ill.
 - In reviewing statistics, we know LGBTQIA+ people face more discrimination, societal and personal challenges, concealing their sexual orientation/gender identity, having their existence questioned or invalidated, etc. These experiences can foster mental health issues and concerns.

Local Resources

- [Metro Trans Umbrella Group \(MTUG\)](#)
 - Nonprofit organization working to create a more inclusive and supportive community in St. Louis for trans individuals.
- [PFLAG](#)
 - Organization uniting parents, families, and allies with people who are LGBTQ.
- [PROMO Missouri](#)
 - Missouri's statewide organization advocating for LGBTQ equality.
- [Start Here](#)
 - Comprehensive St. Louis Area Resource Directory
- [The Spot](#)
 - A drop-in center (ages 13-24) with computers, laundry, showers, medical care, testing, etc.
- [Vivent Health](#)
 - Formerly St. Louis Effort for Aids, provides education on prevention of HIV and support to those living with HIV/ADS

MINDFUL PERSPECTIVE™



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