Cultural Competency: LGBTQ Issues
What We’ll Cover

- Cultural Competency
- Definitions: Sexual Orientation & Gender Identity
- Assessment
- Treatment
Key Component 4

- Drug courts provide access to a continuum of alcohol, drug, and other related treatment and rehabilitation services.
- Treatment designs and delivery systems are sensitive and relevant to issues of race, culture, religion, gender, age, ethnicity, and sexual orientation.
Cultural Competence

Cultural competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals that enables effective work in cross-cultural situations.

Why Cultural Competency?

- Higher retention rates
- Higher graduation rates
- Enhanced quality assurance
- Lower attrition rates
LGBT Drug Tx
Addiction Professional February 29, 2012

2007 national survey “Do you have specialized tx for LGBT?”

- 854 programs in national survey say yes
- 605 (70%) on follow-up call said no longer
- 79 (9%) said they were “non-discriminating”
- 34 (4%) said “we accept them into groups”
- 62 (7%) said yes and half were in NY or CA
What We’ve Been Taught?

Opening Exercise: Dyads

- Identify one thing you were taught about your sexual orientation.
- Identify one thing you were taught about what being male or female is.
- Who taught you these things and how old were you?
2010 CBS News Poll

Do You Know Someone Who is Gay or Lesbian?

- Now
  - No: 22%
  - Yes: 77%
- 8/1992
  - No: 56%
  - Yes: 42%

Are Homosexual Relations Wrong?

- 1/1978*
  - Yes
  - No
- 1/2009
  - Yes
  - No
- Now
  - Yes
  - No
Why it Matters

Health and Access to Care and coverage for Lesbian, Gay, Bisexual, and Transgender Individuals in the US, Kaiser Family Foundation, January 2014, Issue Brief

• LGBT face challenges in accessing needed health services
  • Stigma
  • Discrimination
  • Violence
  • Rejection by families and communities
  • Inequality in the workplace and health insurance sectors
  • Receive substandard care or denial of care (ie: poor treatment from health care providers)
Mental Health and Substance Use

Health and Access to Care and coverage for Lesbian, Gay, Bisexual, and Transgender Individuals in the US, Kaiser Family Foundation, January 2014, Issue Brief

- 2.5x more likely to experience depression, anxiety, and Substance misuse.
  - History of discrimination and stigma contributes to higher rates
  - Lack of acceptance from family members is correlated with higher rates
- MSM 12x more likely to use amphetamines, 10x heroin
- Lesbians have higher rates of smoking and drinking to excess than heterosexual women
- Suicide
  - 41% transgenders attempted (national study)
  - Bisexual women (26%) men (11%) gay men (6%) vs 3% straight
LGBT Youth

Health and Access to Care and coverage for Lesbian, Gay, Bisexual, and Transgender Individuals in the US, Kaiser Family Foundation, January 2014, Issue Brief

- Higher rates of mental illness (depression), substance abuse, violence, and discrimination.
- More likely to be homeless (40% of homeless youth) and live in poverty
  - Mainly from family rejection
- 64% LGB students feel unsafe at school, 44% transgender students
- 4x more likely to attempt suicide and more likely to complete (2011)
- 3x as many LGB youth report ever being raped, compared to straight peers (16% vs. 5%)
Family Rejection & Health Risks

LGBT Young Adults with high levels of family rejection were:

- 8.4 times more likely to report having attempted suicide
- 5.9 times more likely to report high levels of depression
- 3.4 times more likely to use illegal drugs
- 3.4 times more likely to report having engaged in unprotected sexual intercourse

Compared with peers from families with no or low levels of family rejection.
Two Key Elements

- Ask about Sexual Orientation and Gender Identity
- Develop Cultural Competence in doing this
Sexual Orientation

- **Orientation**: enduring pattern of or disposition to experience sexual or romantic desires for, and relationships with, people of one’s same sex, the other sex, or both sexes.

- **Identity**: the personal and unique way that a person perceives his or her own sexual desires and sexual expressions.

- Orientation is innate. (born with)

- “How I identify my sexual orientation. How I name myself.”
Sexual Orientation

- **Heterosexual (straight)** - attraction to persons of the opposite sex

- **Homosexual (Gay/Lesbian)** - attraction to persons of the same sex

- **Bisexual** - attraction to persons of either sex.
Spectrum of Sexual Orientation

Sexual Attraction, Behavior, Fantasies; Emotional Preference; Social Preference
Remember…

- Orientation/Attraction
- Behavior
- Identity

...don’t always align…
LGB... Are those the only choices?

- The “questioning” youth.

- Other Terms Used:
  - MSM
  - WSW
  - On the “Down low”
Challenges in LGBT Development

Must develop a healthy & integrated identity in context of:

- Negative stereotypes
- Prejudice
- Often without family or peer support
- Chronological vs. emotional psychological age (ie: developmental delays...)

LGBTQ Issues - Lunievicz
Coming Out
(Bickart, 2003, LGTB Community Services Center)

- Personal
- Interpersonal
- Social
- Public

Family rejection and or support have significant impact
Sex & Gender

- **Sex** - biological primary sexual characteristics (genitalia & reproductive) & secondary (hormones, hair, body fat distribution)- male, female or intersex

- **Gender** - culturally derived female (ness) and male (ness)

- **Gender Identity** – Internal sense of being male, female or something else.
Sex and Gender Spectrum

Gender

Transgender or Gender non-conforming

Male-ness

Male Biological

Intersex

Female Biological

Female-ness

Biological Sex

LGBTQ Issues - Lunievicz
Assess Your Competence

- On the practitioner/client level, assessing the client’s cultural perspective is pertinent to their engagement and motivation to succeed in the program.

- Cultural competence is a process that involves continual self assessment.
  - Consciousness of one's personal reactions to people who are culturally different.
  - Social science research indicates that our values and beliefs may be inconsistent with our behaviors, and we ironically may be unaware of it.
Dyad: Self-Assessment

- Fill out assessment
- Score assessment
- Talk to your partner about:
  - How did you do?
  - How would the other members of your team score?
- Where do you need help?
What is Privilege?

- An unearned right, advantage or immunity granted to or enjoyed beyond the common advantages of all others; an exemption in many certain cases from burdens of liabilities.

- Those with privilege rarely understand it’s full impact on those who do not have privilege.

- When only certain members of society enjoy privileges, it creates inequities.
Heterosexual Privilege

- I can be a professional football player.
- I am not worried about being the only one of my sexuality in a class, on a job, or in a social situation.
- I can talk openly about my relationship, vacations, and family planning me and my partner are doing.
- I can easily find a neighborhood in which residents will accept how I have constituted my household.
- I can raise, adopt, and teach children without people believing that I will molest them or force them into my sexuality.
- I can go wherever I wish and know that I will not be harassed, beaten, or killed because of my sexuality.
- I do not have to “come out” as straight.
Gender Normative Privilege
Adapted from: http://www.amptoons.com/blog/archives/2006/09/22/the-non-trans-privilege-checklist/

- Strangers do not assume they can ask me what my genitals look like and how I have sex.
- My validity as a man/woman/human is not based on how much surgery I have had or how well I “pass” as a non-transperson.
- I can walk through the world and generally blend-in, not being constantly stared or gawked at, whispered about, pointed at, or laughed at because of my gender expression.
- People do not disrespect me by using incorrect pronouns even after they have been corrected.
- When I go to the gym or a public pool, I can use the showers.
- My identity is not considered a mental pathology (GID) by the psychological and medical establishment.
What do you think?
Small Group Activity

• The best thing for a drug court participant to do is to disclose their sexual orientation (or Gender Identity) right at the start.

• Agree

• Disagree
How to ask Sexual Orientation:
Policy Focus, Asking Patients Questions about Sexual Orientation and Gender Identity in Clinical Settings, The Fenway Institute - 2013

Do you think of yourself as:

- Lesbian, gay or homosexual
- Straight or heterosexual
- Bisexual
- Something else
- Don’t know
What is your current Gender Identity?
- Male
- Female
- Female-to-male (FTM)/Transgender Male/Trans Man
- Male-to-female (MTF)/Transgender Female/Trans Woman
- Gender-non-conforming, neither exclusively male nor female
- Additional Gender Category/ (or Other)
- Decline to answer

What sex were you assigned at birth on your original birth certificate?
- Male
- Female
- Decline to answer
How to ask about Sexual Orientation & Gender Identity: Brooklyn Treatment Court

Sexual Orientation:
- Heterosexual
- Gay or Lesbian
- Bisexual

Gender Identity:
- Male
- Female
- Transgender
Assessment

- Determine comfort level with being an LGBTQ person
- Determine stage of coming out process
- What was their experience of coming out?
- Determine support and social network (relationships, family)
- Health factors including HIV
- Does drug use correlate with socializing?
- What does drug do/accomplish for client?
Assessment (continued)

• Are the legal problems related to sexual behavior or police harassment?
• Has client been attacked or assaulted in bias crime?
• Has there been domestic violence?
• Was sexual orientation or sexuality discussed in previous treatment?
Do’s and Don’ts

- Say ‘partner’ until you know what word the individual uses, then use that term.
- Do Ask about sexual orientation.
- Do Allow client to use bathroom that is appropriate to gender identity.
- If you’re unsure of the client’s gender or how you should refer to them, ask.
- If you mess up, apologize & move on.
**Do’s and Don’ts**

- Don’t Label your clients
- Don’t Pressure to come out
- Don’t Ignore significant others and family members
- Do Use the proper pronouns based on their gender identity
- Do Get supervision about personal feelings
Colorado - LGBT Resources

- GLBT Helpline 1-888-340-4528
- National BLG youth hotline 1-800-347-TEEN (7pm-midnight)
- Centerlink LGBT Community Centers [www.lgbtcenters.org](http://www.lgbtcenters.org)
- GLBTcolorado.org
- PFLAG (Parents and Friends of Lesbians and Gays) [www.pflagdenver.org](http://www.pflagdenver.org) (also in Boulder, Evergreen, Northern Colorado and Colorado Springs)
- Colorado LGBT Resources [http://www.gayandlesbianfund.org/resources/colorado-lgbt-resources/#](http://www.gayandlesbianfund.org/resources/colorado-lgbt-resources/#)
- Pride Institute (Treatment Ctr) [pride-institute.com](http://pride-institute.com)
Selected Resources on Cultural Competency & LGBT

- Health and Access to Care and Coverage for Lesbian, Gay, Bisexual and Transgender Individuals in the US., Kaiser Family Foundation, January 2014 Issue Brief
- SAMHSAs CSAT: A Providers Introduction to Substance Abuse Treatment for LGBT Individuals, 2001
- Cultural Competence: The elements of Culture that Affect Treatment Outcomes, Suzette E. Brann
  (http://www1.spa.american.edu/justice/documents/199.pdf)
- Core Competencies Guide Adult DCPI Trainings
- NDRI: Cultural Proficiency for Drug Court Practitioners Training Curriculum, (updated 2010)
- Helping Families to Support Their LGBT Children, SAMHSA, 2014