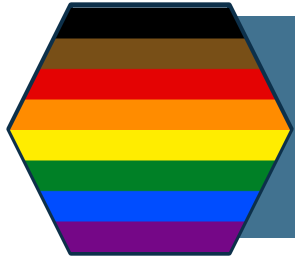




Introduction to LGBTQIA+ Populations, Mental Health Disparities, and the Need to Provide Culturally Competent and Affirming Care

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Pharmaceutical Development &
Commercialization, Inc. (OPDC) and
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Objectives of Today's Discussion



To understand what it means to be LGBTQIA+ identified



To inform on mental health disparities in LGBTQIA+ populations



To identify ways to include inclusive and affirming language and provide resources to the LGBTQIA+ populations

Who Is LGBTQIA+?

Lesbian

A sexual orientation of a female-identified individual who is primarily attracted to other female-identified individuals¹

Gay

A sexual orientation of a male-identified individual who is primarily attracted to other male-identified individuals

The word “gay” is also commonly used to describe people who are attracted to individuals of the same gender as themselves¹

Bisexual

A sexual orientation describing a person who is attracted to female- and male-identified individuals¹

Transgender

A term that describes individuals whose gender identity does not align with their sex assigned at birth. This includes trans men and trans women, as well as nonbinary and gender-fluid identities¹

Queer

A self-identity that is often used as an umbrella term to describe individuals whose sexuality and/or gender identity do not conform to heteronormative or cisgender societal expectations

Questioning

This term describes an individual who is exploring or unsure of their sexual orientation and/or gender identity¹

Intersex

A term that refers to people who have a congenital condition that leads to a mismatch between their sex chromosomes and their body’s development of primary and secondary sexual characteristics^{1,2}

Asexual

This term describes someone who is not sexually attracted to others or has little to no interest in sexual relations¹

+

Denotes anything on the gender or sexuality spectrums that letters or words do not currently describe³

Pansexual

A sexual orientation that encompasses attraction to all genders¹

1. National LGBTQIA+ Health Education Center. <https://www.lgbtqiahealtheducation.org/publication/lgbtqia-glossary-of-terms-for-health-care-teams/>. Accessed April 27, 2021.
2. Monz. <https://outrightinternational.org/content/acronyms-explained>. Accessed May 10, 2021.
3. Gold. <https://www.nytimes.com/2018/06/21/style/lgbtq-gender-language.html>. Accessed April 21, 2021.

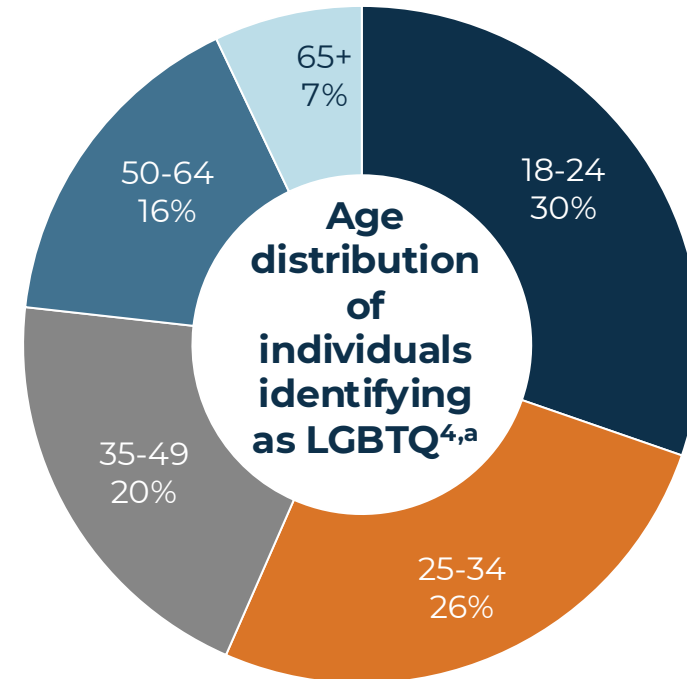
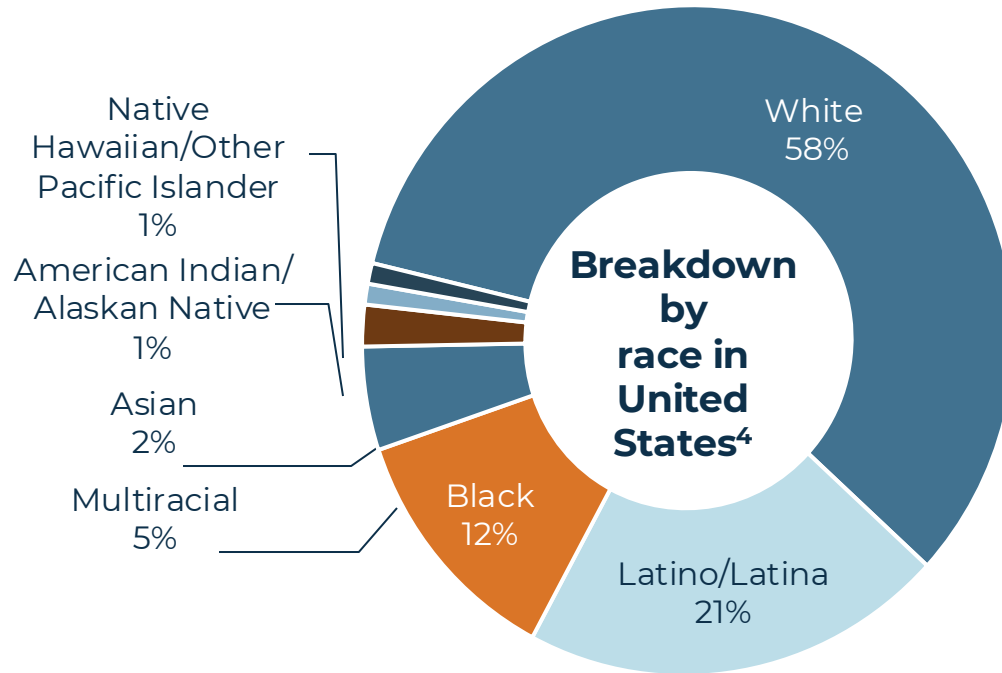
LGBTQIA+ Demographics in the United States

4.5%-12%
of US adults identify
as LGBTQ^{1,2}

1.4 million
US adults identify
as transgender¹

~1.7%
of the population is intersex³

4%
of US adults under the age
of 35 identify as asexual²



LGBTQIA+, lesbian, gay, bisexual, transgender, queer, intersex Asexual and pansexual; LGBTQ, lesbian, gay, bisexual, transgender and queer; US, United States;

^aSource data rounded to nearest percent.

1. Family Equality Council. <https://www.familyequality.org/wp-content/uploads/2021/01/LGBTQ-Families-2020-Sheet-Final-clean-version.pdf>. Accessed April 22, 2021.

2. Accelerating Acceptance Survey. https://www.glaad.org/files/aa/2017_GLAAD_Accelerating_Acceptance.pdf. Accessed April 22, 2021.

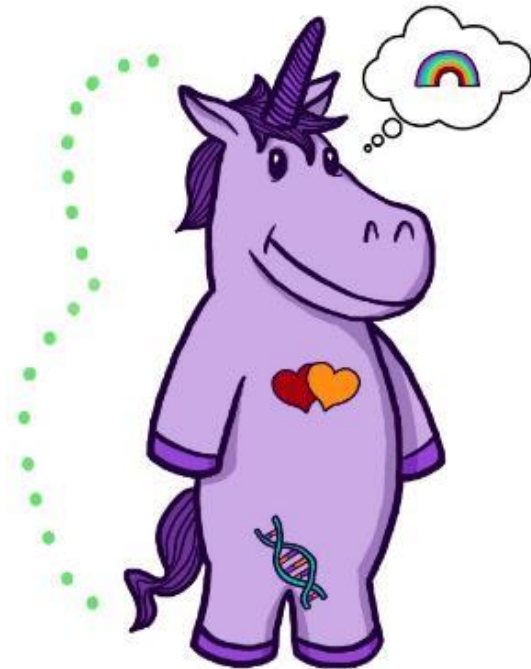
3. National LGBTQIA+ Health Information Center. <https://www.lgbtqiahealtheducation.org/publication/affirming-primary-care-for-intersex-people-2020/>. Accessed April 25, 2021.

4. UCLA School of Law Williams Institute. <https://williamsinstitute.law.ucla.edu/visualization/lgbt-stats/?topic=LGBT#demographic>. Accessed April 22, 2021.

Understanding Gender

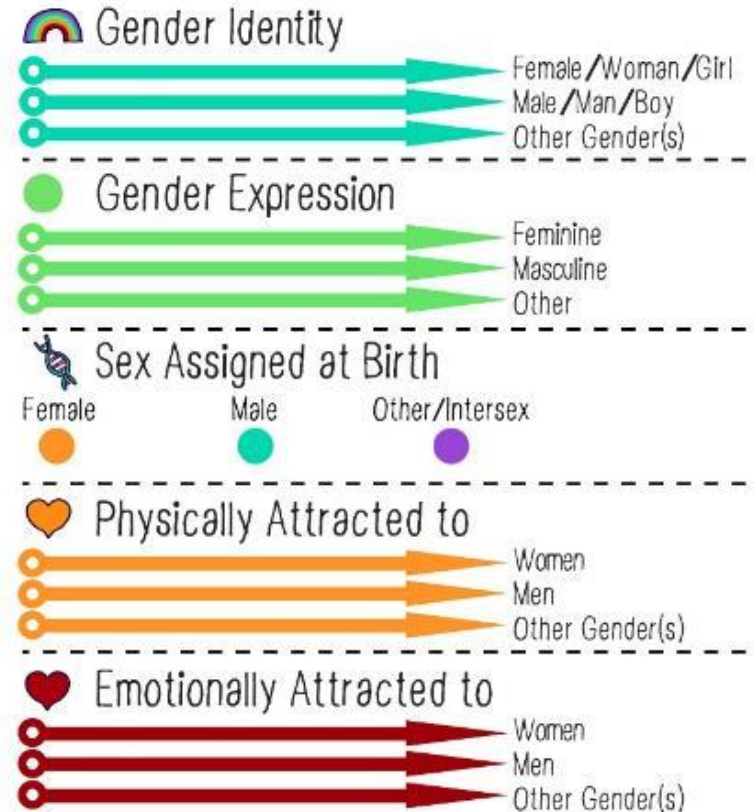
The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



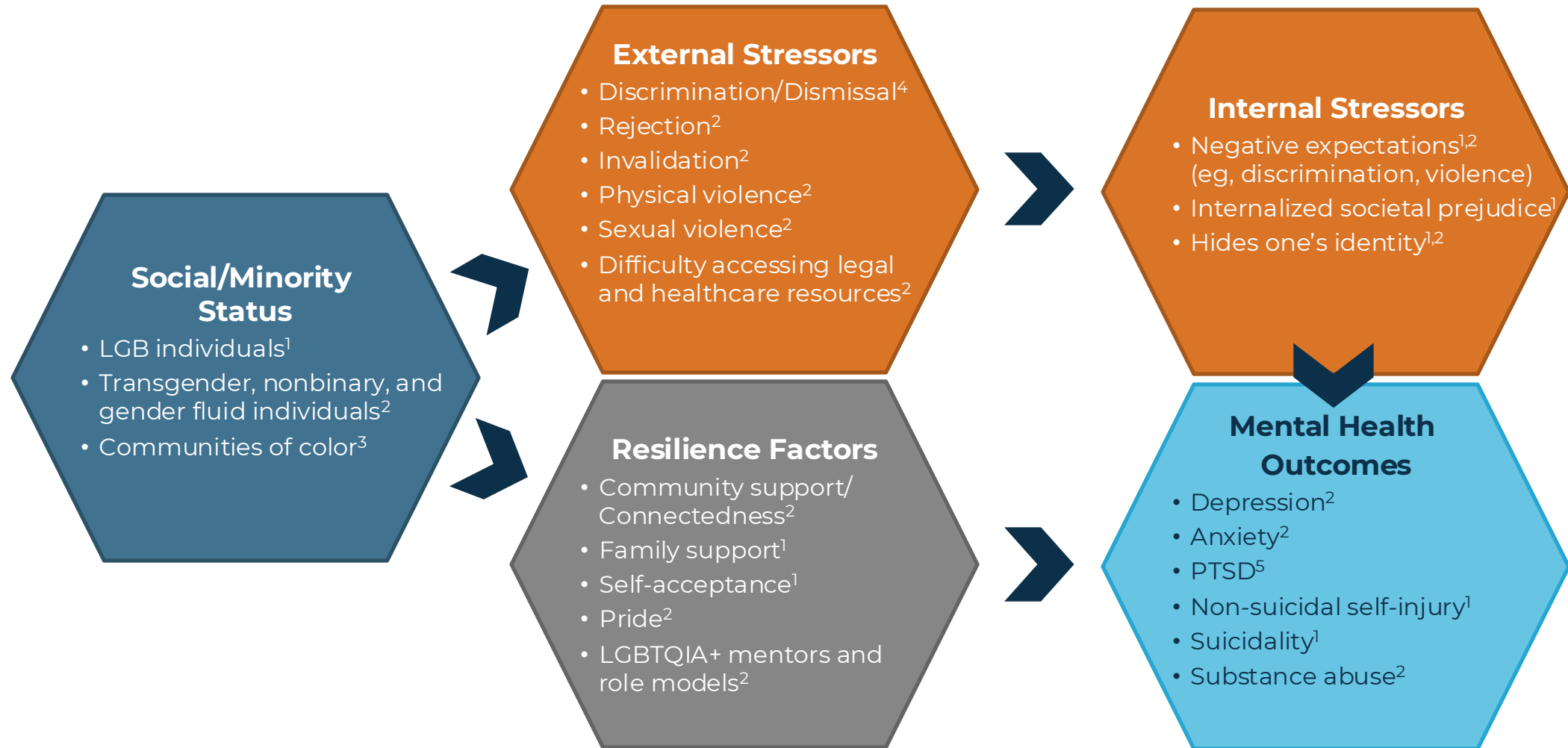
To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



Trans Student Educational Resources. www.transstudent.org/gender. Accessed April 27, 2021. Image reproduced under the Creative Commons License.

Minority Stress Theory in LGBTQIA+ Populations



LGB, lesbian, gay, bisexual; LGBTQIA+, lesbian, gay, bisexual, transgender, queer, intersex Asexual and pansexual; PTSD, post traumatic stress disorder

1. Meyer. *Psychol Bull.* 2003;129:674-697.

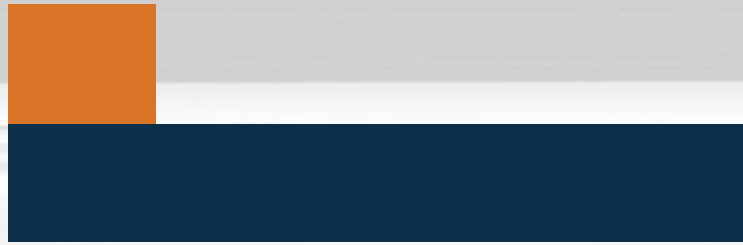
2. Testa et al. *Psychol Sex Orientat Gen Divers.* 2015;2:65-77.

3. Meyer. *Soc Sci Med.* 2008;67:368-379.

4. Dean et al. *J Bioeth Inq.* 2016;13:557-570.

5. National Alliance on Mental Illness. <https://www.nami.org/Your-Journey/Identity-and-Cultural-Dimensions/LGBTQI>. Accessed on April 23, 2021.

Discrimination and Trauma Uniquely Impact the LGBTQIA+ Community



LGB residents living in a state lacking protections for LGBTQ citizens have a **5x** risk of comorbid psychiatric disorders¹



In 2017, **≥129 anti-LGBTQ** bills were introduced across 30 states; 12 became law²

8% of LGB individuals report experiencing physical violence due to their sexual orientation³

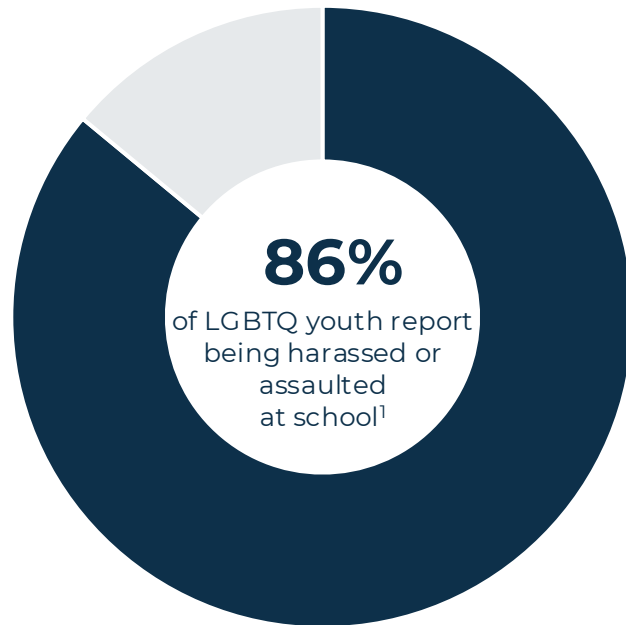


67% of LGBTQ homicide victims are trans women of color⁴

LGB, lesbian, gay, bisexual; LGBTQIA+, lesbian, gay, bisexual, transgender, queer, intersex Asexual and pansexual; LGBTQ, lesbian, gay bisexual, queer

1. Hatzenbuehler et al. *Am J Public Health*. 2009;99:2275-2281.
2. American Psychiatric Association. <https://www.psychiatry.org/psychiatrists/cultural-competency/education/stress-and-trauma/lgbtq>. Accessed April 27, 2021.
3. Kates et al. <https://www.kff.org/racial-equity-and-health-policy/issue-brief/health-and-access-to-care-and-coverage-for-lesbian-gay-bisexual-and-transgender-individuals-in-the-u-s/>. Accessed April 23, 2021.
4. Carmel and Erickson-Schroth. *Psychiatric Ann*. 2016;46:346-349.

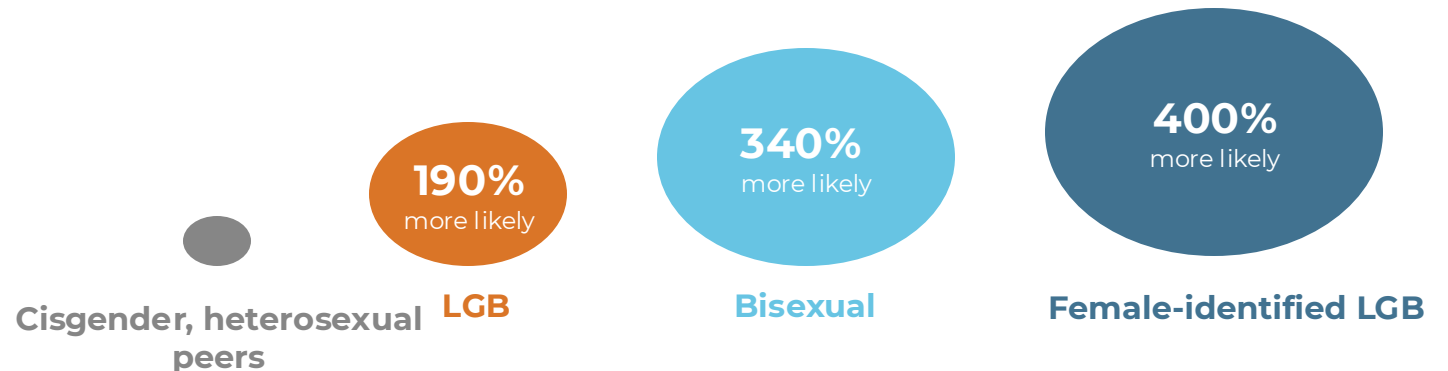
The Impact of Minority Stress on LGBTQIA+ Adolescents: Mental Health Disparities



Family acceptance directly correlates with mental and emotional wellness in LGBT adolescents²

- School victimization due to gender nonconformity predicts future psychosocial adjustment³
- Lesbian and gay youth are 170% more likely to report suicidality; bisexual youth are 500% more likely⁴
- The more experiences of trauma and abuse that trans youth face, the higher the risk of depression and suicidality⁵
- Associations between sexual orientation and substance use/abuse are stronger in LGB youth who have been victimized⁶

Odds of substance abuse in LGB youth⁶



LGB, lesbian, gay, bisexual; LGBTQIA+, lesbian, gay, bisexual, transgender, queer, intersex Asexual and pansexual; LGBTQ, lesbian, gay bisexual, transgender, queer

1. National Alliance on Mental Illness. <https://www.nami.org/Your-Journey/Identity-and-Cultural-Dimensions/LGBTQ/>. Accessed on April 23, 2021.

2. Ryan et al. *J Child Adolesc Psychiatr Nurs.* 2010;23:205-213.

3. Toomey et al. *Dev Psychol.* 2010;46:1580-1589.

4. Marshal et al. *J Adolesc Health.* 2011;49:115-123.

5. National LGBT Health Education Center. <https://www.lgbtqiahealtheducation.org/publication/caring-for-transgender-people-with-severe-mental-illness/>. Accessed April 25, 2021.

6. Marshal et al. *Addiction.* 2008;103:546-556.

The Impact of Minority Stress on LGBTQIA+ Adults: Mental Health Disparities

LGBTQ adults are **2.5 times** more likely to experience depression, anxiety, and/or substance abuse¹

- Suicide risk in bisexual populations is higher than heterosexual, gay, and lesbian populations²
- Bisexual women are more than **2 times** as likely to have an eating disorder than lesbian women²
- Transgender and gender-nonconforming individuals are **4 times** more likely to experience a mental health condition³
 - Prevalence of depression ranges from **50% to 67%**⁴
 - Approximately **40%** of transgender adults have attempted suicide in their lifetime³

LGBTQIA+, lesbian, gay, bisexual, transgender, queer, intersex Asexual and pansexual; LGBTQ, lesbian, gay bisexual, transgender, queer

1. American Psychiatric Association. <https://www.psychiatry.org/File%20Library/Psychiatrists/Cultural-Competency/Mental-Health-Disparities/Mental-Health-Facts-for-LGBTQ.pdf>. Accessed April 25, 2021.
2. American Psychiatric Association. *Mental Health Facts on Bisexual Populations*. 2020.
3. National Alliance on Mental Illness. <https://www.nami.org/Your-Journey/Identity-and-Cultural-Dimensions/LGBTQI>. 2021. Accessed April 26, 2021.
4. Carmel and Erickson-Schroth. *Psychiatr Ann*. 2016;26:346-349.

Providing Culturally Competent and Affirming Care



Clinic Environment

- Display LGBTQIA+ related symbols, media, and health pamphlets in waiting/exam rooms¹
- Provide all-gender or single-stall restrooms²
- Include write-ins for sexual orientation, gender identity, pronouns, and relationship status on intake forms³
- Ensure visitation policies allow for partners and chosen family, and support person choice²



Individual/Provider Interactions

- Introduce yourself with your identified name and pronouns and ask how the individual would like to be referred to⁴
- Use gender-neutral terms like “partner” instead of “husband/wife” or “girlfriend/boyfriend”¹
- Do not make assumptions about individual based on appearance or voice^{1,2}
- Avoid unwanted questions or exams not directly related to their current care/visit¹
- Explain what you will be doing and ask permission before touching/physical exam⁵



Ongoing Education

- Train all staff in LGBTQIA+ cultural competence and include in regular required trainings^{1,4}
- If you make a mistake, apologize, correct yourself respectfully, and move on. Do not expect or ask the individual to educate you on your mistake. Seek out further education later, outside of the visit^{2,4}
- Seek out information and stay up-to-date on topics related to LGBTQIA+ cultural competence and healthcare²

LGBTQIA+, lesbian, gay, bisexual, transgender, queer, intersex Asexual and pansexual;

1. Gay and Lesbian Medical Association. http://glma.org/_data/n_0001/resources/live/GLMA%20guidelines%202006%20FINAL.pdf. Accessed April 25, 2021.

2. The Joint Commission. https://www.jointcommission.org/-/media/enterprise/tjc/imported-resource-assets/documents/lgbtfieldguide_web_linked_verpdf.pdf?db=web&hash=IEC363A65C710BCD1D4E14ED120CB237. Accessed April 25, 2021.

3. Cabrera and Cheevers. <https://one-colorado.org/wp-content/uploads/2019/06/Intake-Questions-Best-Practices.pdf>. Accessed April 25, 2021.

4. National LGBTQIA+ Health Education Center. <https://www.lgbthealtheducation.org/publication/affirmative-services-for-transgender-and-gender-diverse-people-best-practices-for-frontline-health-care-staff/>. Accessed May 11, 2021.

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Inclusive and Affirming Language

Creating an inclusive environment where LGBTQIA+ individuals feel safe and supported is essential for providing quality healthcare¹

Instead of this...

Say this...

Birth name²

Legal name. **If someone has legally changed their name, DO NOT ask about their deadname

Sex/Gender

Gender identity³

Biological sex¹

Sex assigned at birth

Are you married?⁴

Do you have a partner, partners, or spouse?

Mr, Mrs, Ms²

Use their first name unless asked to do otherwise

He, him, his, she, hers, her²

Use the person's self-identified pronouns. Default to "they, them, theirs" if someone does not specify their pronouns

LGBTQIA+, lesbian, gay, bisexual, transgender, queer, intersex Asexual and pansexual;

1. Premier Nursing Academy. <https://www.premiernursingacademy.org/resources/workplace-lgbtq-inclusive-language>. Accessed April 22, 2021.
2. National LGBTQIA+ Health Education Center. <https://www.lgbthealtheducation.org/publication/affirmative-services-for-transgender-and-gender-diverse-people-best-practices-for-frontline-health-care-staff/>. Accessed May 11, 2021.
3. GLAAD. https://www.glaad.org/sites/default/files/allys-guide-to-terminology_1.pdf. Accessed April 22, 2021.
4. The Joint Commission. https://www.jointcommission.org/-/media/enterprise/tjc/imported-resource-assets/documents/lgbtfieldguide_web_linked_verpdf.pdf?db=web&hash=1E363A65C710BCD1D4E14ED120CB237. Accessed April 25, 2021.

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Resources

PFLAG

- The PFLAG mission is to provide support, information, and resources for LGBTQIA+ people, their parents, friends, and allies

Family Acceptance Project

- A research-based initiative working to prevent health risks for LGBTQIA+ youth

National LGBTQIA+ Health Education Center

- A program of the Fenway Institute providing educational resources and consultation to healthcare organizations

UCSF Transgender Center of Excellence

- Provides access to healthcare services for transgender and gender-diverse communities

The PRIDE Study

- Works to improve the health of LGBTQIA+ individuals through data collection and dissemination

Callen-Lorde

- Provides trainings for nonprofits, hospitals, schools, and other organizations to promote LGBTQIA+ cultural competence

Fenway Health

- Enhances the well-being of the LGBTQIA+ community and beyond through access to healthcare, education, research, and advocacy

Howard Brown Health

- Offers professional development to healthcare providers interested in expanding their capacity to treat LGBTQIA+ patients

Institute for Sexual and Gender Minority Health and Wellbeing

- Northwestern University institute focused on research to improve the health of sexual and gender minorities

Mazzoni Center

- Provides comprehensive health and wellness services in an LGBTQ-focused environment

Whitman-Walker Health

- Offers affirming community-based health and wellness services with expertise in LGBT and HIV care and clinical training and competency education

The Trevor Project

- Provides crisis intervention and suicide prevention services to LGBTQIA+ youth under the age of 25

Trans Lifeline

- Provides direct emotional and financial support to trans people in crisis
- Trans Lifeline Hotline: US 1-877-565-8860
CAN 1-877-330-6366

National Suicide Prevention Lifeline

- 24/7 free support for individuals in distress or their loved ones
- National Suicide Prevention Lifeline: 1-800-273-8255



Closing

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