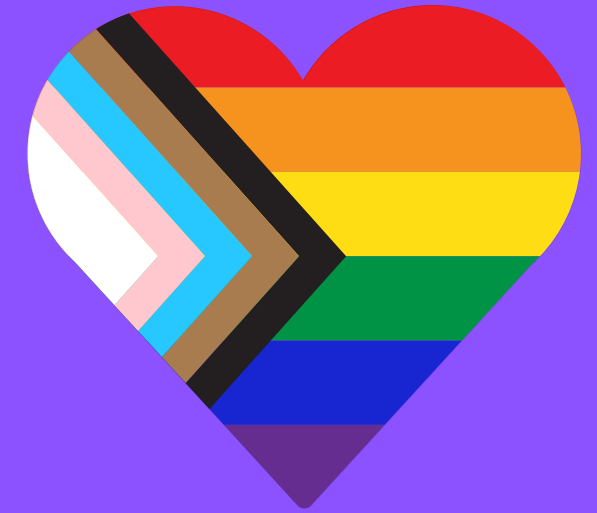




**Region 1 Southwest CT**

**LGBTQIA+  
&  
ALLYSHIP**



**Kaitlin Comet (she/her) - The Hub**

**[kaitlin@ryasap.org](mailto:kaitlin@ryasap.org)**

**Brian McGunagle (he/him) - Westport Pride**

**[mcgunagle@gmail.com](mailto:mcgunagle@gmail.com)**

**Samantha Samuel (she/they) - AITE Senior**

**[samuelsamantha202@gmail.com](mailto:samuelsamantha202@gmail.com)**



# OUR PURPOSE

- ✓ **Inform & educate our region in what is happening in the LGBTQIA+ community & how we can help**
- ✓ **Affirm & support the lives of the LGBTQIA+ individuals**
- ✓ **Create brave spaces for all individuals**
- ✓ **Create inclusivity where we can - in our spaces, paperwork, policies, language and more**
- ✓ **To inform and empower advocates & allies**
- ✓ **To create movement in supporting "at risk" populations**

**WHAT IS SHARED  
HERE, STAYS HERE**

**WHAT IS LEARNED  
HERE, LEAVES WITH US**

**IT'S OKAY TO SAY  
"I DON'T KNOW"**

**KEEP AN OPEN MIND**

**EDUCATE, NOT DEBATE**

**COMMIT TO LANGUAGE CHANGE &  
RECOGNIZE THAT LANGUAGE IS  
ALWAYS EVOLVING**

**GROUP  
AGREEMENTS**



**BE RESPECTFUL TO ALL**

**IF YOU ARE SHARING,  
AVOID OUTING!**

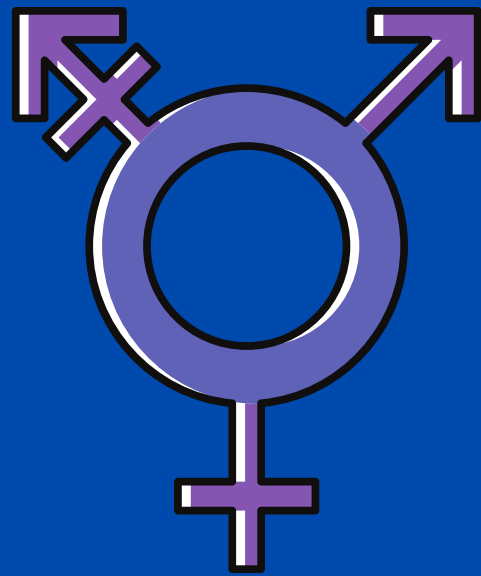
**STAY ENGAGED - USE THE  
MICROPHONE, CHAT OR  
REACTIONS**

# ASPECTS OF IDENTITY

**SEX**



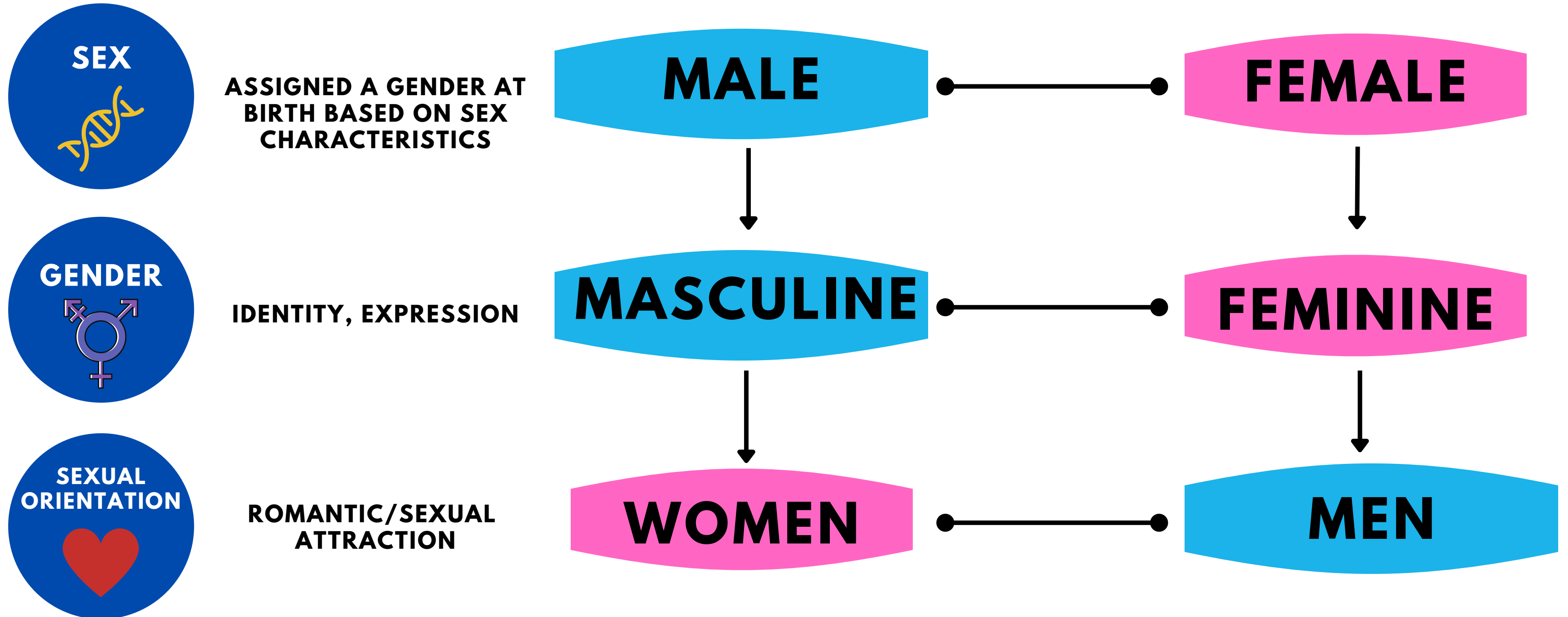
**GENDER**



**SEXUAL  
ORIENTATION**



# CURRENT SOCIAL NORMS - A BINARY WORLD



# SEX



**AFAB: ASSIGNED  
FEMALE AT BIRTH**

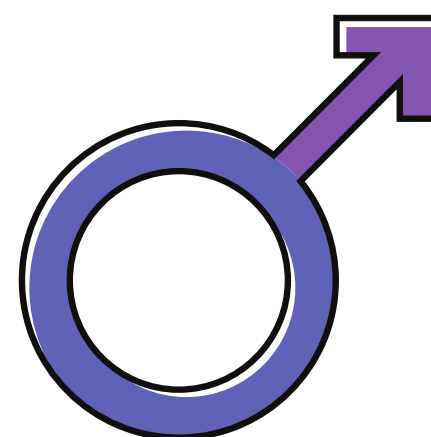
**AMAB: ASSIGNED  
MALE AT BIRTH**

**GENETICS**

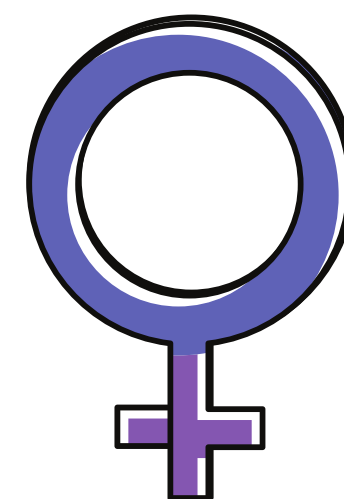
**PRIMARY SEX  
CHARACTERISTICS**

**GENITALIA**

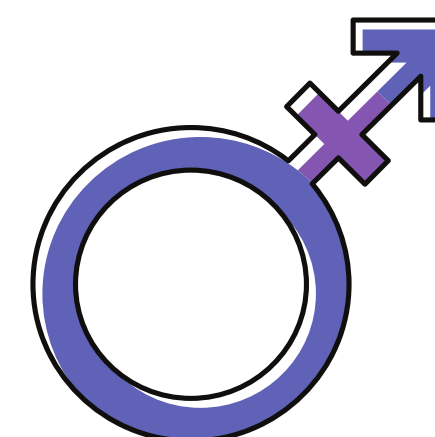
**SECONDARY SEX  
CHARACTERISTICS**



**MALE**



**FEMALE**



**INTERSEX**

# GENDER - IDENTITY, EXPRESSION

## GENDER

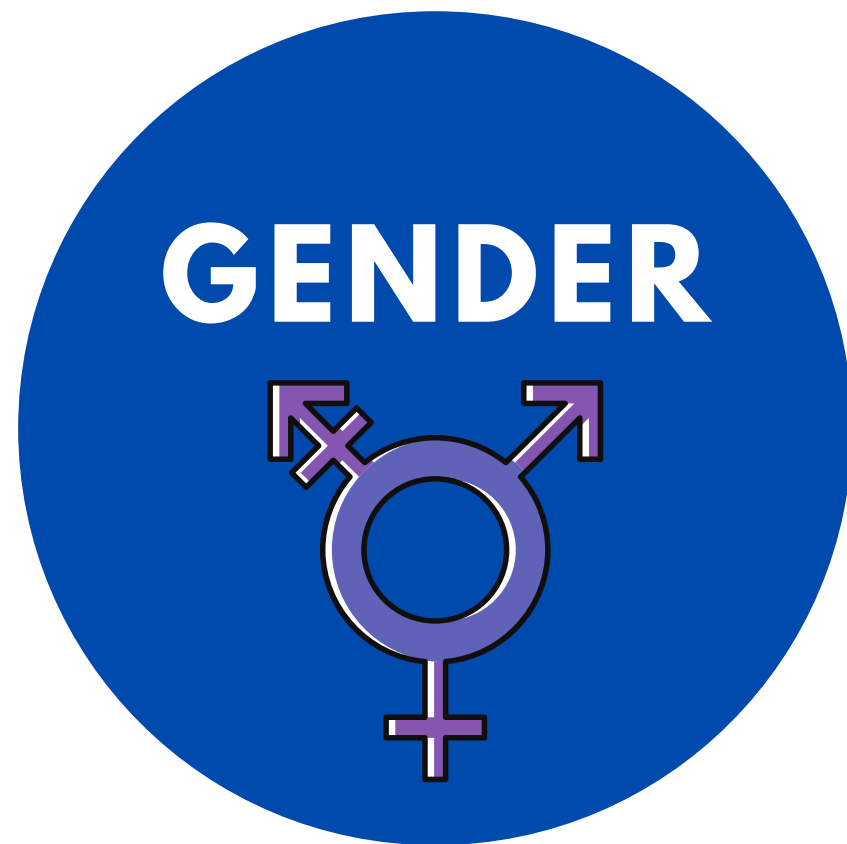
**SOCIAL, PSYCHOLOGICAL AND EMOTIONAL TRAITS**

## GENDER IDENTITY

**OUR WAY OF UNDERSTANDING OUR INNER SELF**

## GENDER EXPRESSION

**PHYSICAL CHARACTERISTICS, BEHAVIORS AND PRESENTATION**



**LGBTQIA+ TERMS**

**GLOSSARY**

**LGBTQIA.UCDAVIS.EDU**

**CIS-GENDER, TRANS\* GENDER, GENDER QUEER,  
NON-BINARY, NON-CONFORMING, GENDER FLUID, AGENDER**

# SEXUAL ORIENTATION



## SEXUAL ORIENTATION

**WHO WE ARE SEXUALLY ATTRACTED TO OR NOT**

## EMOTIONAL/ROMANTIC ORIENTATION

**ATTRACTION, SEPARATE FROM SEXUAL**

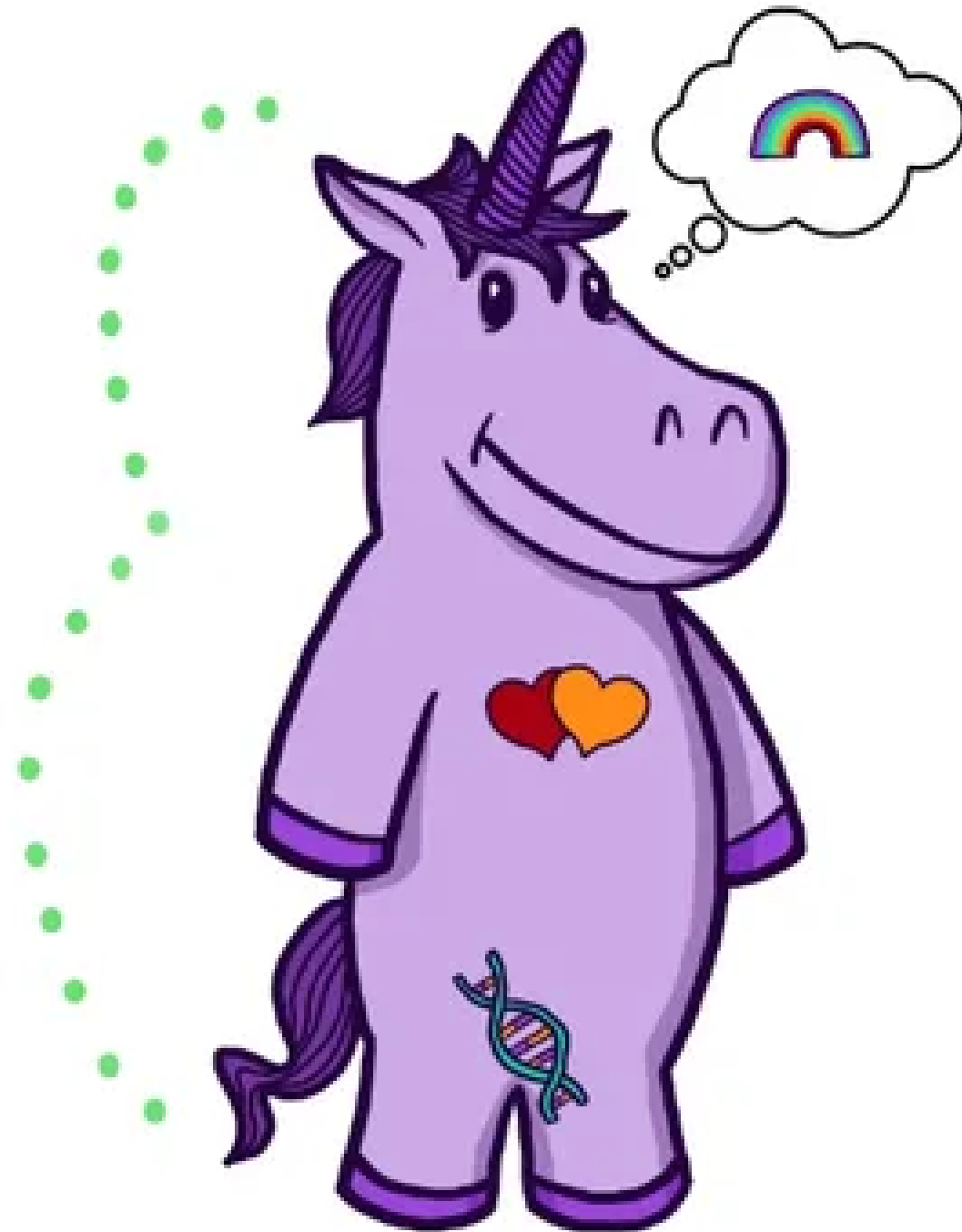
**LGBTQIA+ TERMS**  
**GLOSSARY**  
**LGBTQIA.UCDAVIS.EDU**

**LESBIAN, GAY, BISEXUAL, QUEER, QUESTIONING,  
ASEXUAL (ACE), DEMISEXUAL, FLUID,  
PANSEXUAL, HETEROSEXUAL**



# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



 Gender Identity

Female / Woman / Girl  
Male / Man / Boy  
Other Gender(s)

 Gender Expression

Feminine  
Masculine  
Other

 Sex Assigned at Birth

Female Male Other/Intersex

 Physically Attracted to

Women  
Men  
Other Gender(s)

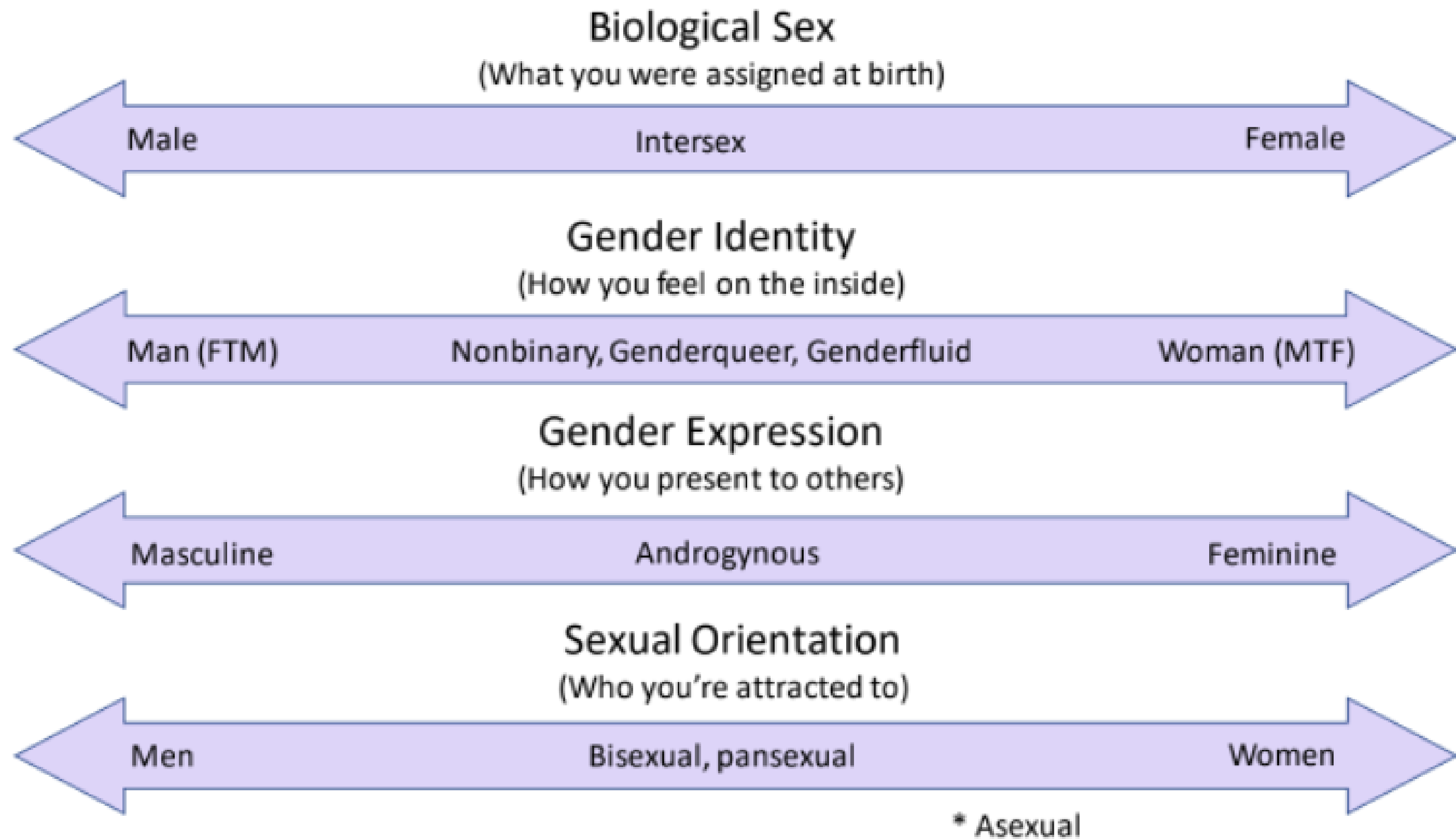
 Emotionally Attracted to

Women  
Men  
Other Gender(s)

To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

# Gender and Sexuality Spectrums



# STATISTICS

- **The LGBTQ+ adult population in US has reached at least 20 million**
- **LGBTQ+ people live in every community in every state**
- **7.6 million LGB adults have both a serious mental illness & SUD**
- **There has been an increase in LGB adults who have a serious mental illness**
- **Suicidality has increased in LGB adults**
- **There are huge treatment gaps for mental and substance use disorder**
- **LGB adults are more than twice as likely as heterosexual adults to experience a mental health condition**
- **Alcohol use disorder among LGB adults remain stable**
- **Opioid misuse declined for those ages 18-25 but increased for those 26 & older**
- **Marijuana use has significantly increased for everyone**

**Human Rights Campaign, 2021**

**National Survey on Drug Use & Health - LGB Adults, 2019**

**NAMI**

**National Survey on Drug Use & Health - LGB Adults, 2019**

# STATISTICS

- **70% of LGBTQ youth stated that their mental health was "poor" most of the time or always during COVID-19.**
- **42% of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth.**
- **12% of white youth attempted suicide compared to 31% of Native/Indigenous youth, 21% of Black youth, 21% of multiracial youth, 18% of Latinx youth, and 12% of Asian/Pacific Islander youth.**

**Trevor Project National Survey, 2021**

- **LGBTQ youth in CT often hear anti-lgbtq remarks in schools. Mostly hearing "gay" in a negative way "That's so gay..."**
- **57% of LGBTQ youth have experienced verbal harassment based on their sexual orientation, followed closely by gender expression and gender. 20% have experienced physical harassment based on their sexual orientation**

**National School Climate Survey - CT Snapshot, 2019**

**Many regional school surveys have reported that students who identify as LGBTQ+ are more likely to report depression, anxiety, substance use, low self-esteem, & hopelessness compared to non-LGBTQ+ students**

**Various Regional School Surveys**

# COMMUNITY CHALLENGES



**The Need for Safety:**  
homophobia,  
transphobia,  
microaggressions,  
bullying/harrassment,  
violence



**Disrespect/no recognition in validation,  
names, pronouns  
Lack of representation  
Expected or perceived rejection  
Internalized homophobia, transphobia...shame**

**Concealed Identity -  
"in the closet"**

**&**

**The Continuum of Coming Out -  
"outing"**



**Disapproving family, friends, community  
Difficulties finding or maintaining a  
support system**

**Trauma (interpersonal, treatment, history,  
etc.), MH, SUD**



**Homelessness, job loss,  
discrimination  
Laws & policies, inequity,  
incarceration**



**Inadequate behavioral health care & distrust in care  
professionals/providers  
Lack of representation**

# PROTECTIVE FACTORS



**SUPPORTIVE FAMILY,  
CHOSEN FAMILY,  
SOCIAL CIRCLE**

**SCHOOL ENGAGEMENT**

**RESPECTING NAMES  
& PRONOUNS**



**LGBTQIA+  
AFFIRMING  
SERVICES**

**CULTURALLY COMPTENT  
SERVICES  
AND RESOURCES**



**REPRESENTATION**



**SUPPORTIVE AND  
INCLUSIVE SCHOOLS,  
COMMUNITY CENTERS,  
SPACES, WORK PLACES**

**HEALTHY SENSE OF SELF WORTH  
& SELF APPRECIATION**



# ALLYSHIP

## ALLY:

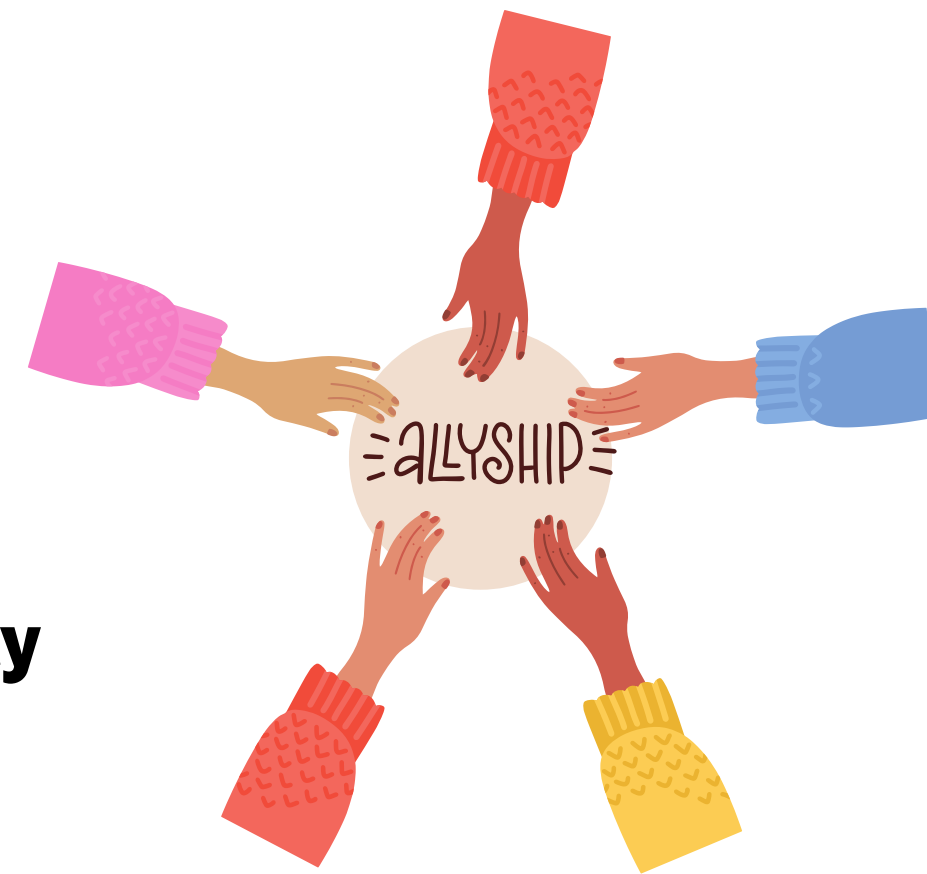
**AN INDIVIDUAL WHO WORKS TO END OPPRESSION PERSONALLY & PROFESSIONALLY THROUGH SUPPORT, ADVOCACY, AND INCLUSION OF AN OPPRESSED POPULATION**

**Commits to the lifelong process of self-reflection and continuing education**

**Recognizes the power of the voices of the LGBTQIA+ community that should be amplified and uplifted**

**Commits to supporting the LGBTQIA+ community, personally & professionally**

**Advocates for LGBTQIA+ rights and recognition**





# CHARACTERISTICS OF AN ALLY

- **Non-judgemental and affirming**
- **Keeps confidentiality**
- **Challenges derogatory remarks or binary thinking**
- **Maintains clear and ethical boundaries**
- **Refers individuals to appropriate help/support**
- **Use inclusive & affirming language and respect pronouns**
- **Not asking questions based in curiosity**
- **No assumptions on one's sexual orientation or gender identity**
- **Explore ways to include LGBTQIA+ issues, education or celebrations into your work**





# INCLUSIVITY IN OUR SPACES

## FOR ALL - OUR COMMUNITIES

- **Have a team of Allies to create Brave spaces**
- **Translate affirming & inclusive languages into documents/notes when possible (gender markers)**
- **Avoid sharing someone's deadname, previous pronoun**
- **Be mindful in who may hear when discussing sensitive information**
- **Identify & address barriers**
- **Ask for pronouns regardless!**
- **Create opportunities for feedback**
- **Learn your queer history**
- **Use or create opportunities for trainings or education**
- **Gender neutral restrooms & locker rooms**
- **Recognize systemic oppression & power dynamics**
- **Decor - be visible**



# INCLUSIVITY IN OUR SPACES

## SCHOOLS

- **Student-centered support**
- **GSA's, clubs, initiatives in schools**
- **Inclusive curriculum**
- **Staff development & trainings**



## TREATMENT SETTINGS

- **Understand current medical disparities, interventions**
- **Client-centered care**
- **Avoid sharing someone's prior name/pronouns in medical history (unless clinically relevant)**
- **No assumptions! (not in medical history, sexual orientation, relationship, patient in the wrong place)**
- **Utilize supervision and continuing education**
- **Read your client's info/chart before meeting with them**



# CHANGE IN LANGUAGE

- Instead of **"Identifies as..."** Use **"Is a...."**
- Instead of **"Preferred Name"** Use **"Name, Pronouns"**
- Instead of **"Homosexual"** Use **"Gay, Lesbian, etc."**
- Instead of **"Transexual"** Use **"Transgender"**
- Person first. Instead of **"Transgenders"** Use **"Individuals who are transgender..."**
- Instead of **"lifestyle"** Use **"lives, identities, community etc."**
- Instead of **"Chooses/Choices"** Use **"Coming out, accessing medical care"**
- Instead of **"Fully Transition"** Use **"Has had/Has not had gender affirming surgery/hormones"**
- Instead of **"Sex Change"** Use **"Gender affirming surgery"**
- Instead of **"Biological Male/Female"** Use **"AFAB, AMAB"**

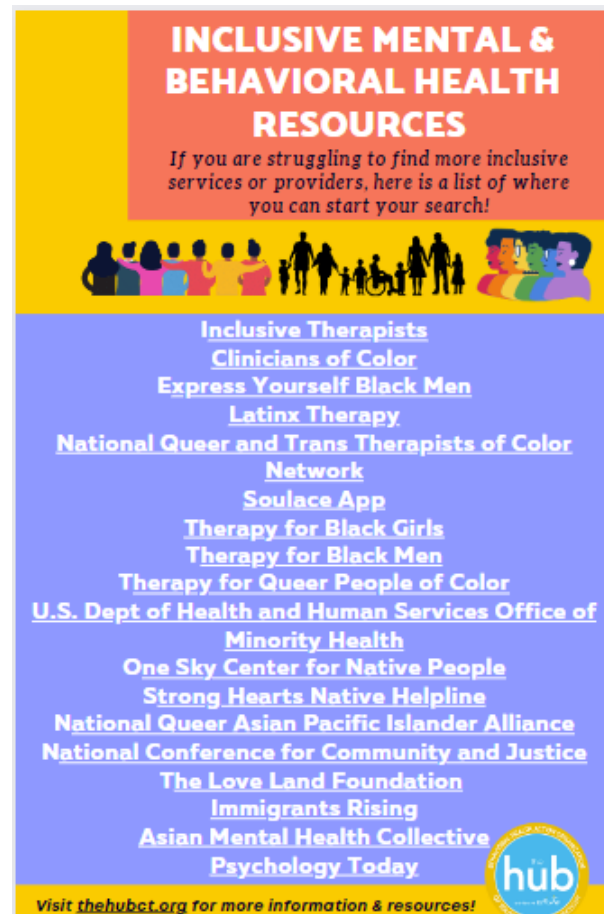
**\*Note: Language changes constantly**

**\*Note: It's okay to make mistakes. Hold yourself accountable, learn and keep trying**

**\*Note: A person within a community can identify however they want - it is their power**



# RESOURCES





## Introducing *Queer Space*

*Silver Hill Hospital's new Intensive Outpatient Program*

Our innovative LGBTQIA+ intensive outpatient program is designed to treat anxiety and depression in the context of unique intersecting identities. Patients will be entering a space that values cultural humility and mutual respect, with a therapeutic approach utilizing Cognitive Behavioral Therapy (CBT), Dialectical Behavioral Therapy (DBT), Narrative Therapy, Expressive Therapy, and Person-Centered Process Groups.

**Topics that will be explored include:**

- Coping with anxiety and depression
- Identity Development
- Queer Visibility
- Substance use
- Supportive relationships and community

Monday, Tuesday, Thursday from 2pm-5:20pm

***IN-PERSON*** @ The Martin Center  
Silver Hill Hospital East Campus  
208 Valley Road  
New Canaan, CT 06840  
For enrollment, call Outpatient Admissions at 203-801-2217



**VISIT**  
**[THEHUBCT.ORG/LGBTQIA-RESOURCES](http://THEHUBCT.ORG/LGBTQIA-RESOURCES)**  
**[WESTPORTPRIDE.COM](http://WESTPORTPRIDE.COM)**

