

Culturally Affirming Recreation Therapy for LGBTQ+



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Learning Outcomes

To identify terminology and examples of identities within the LGBTQ+ community.

To identify three or more professional values that contribute to affirming TR practice when working with the LGBTQ + community

To explore and identify common challenges and strategies that agencies can implement to promote inclusion across the gender and sexual orientation spectrum.

Introductions



The Basics

**Sex
Assigned at
Birth**

**Gender
Expression**

**Gender
Identity**

**Sexual/Romantic
Orientation**

Sex Assigned at Birth

Male

Female

Intersex

Gender Identity

- ❑ Transgender
- ❑ Trans
- ❑ Cisgender
- ❑ Agender
- ❑ Zedgender
- ❑ Gender Queer

Gender Expression

- ❑ Nonbinary
- ❑ Gender Fluid
- ❑ Bi-Gender
- ❑ Pan-Gender
- ❑ Gender Non-conforming
- ❑ Queer

Personal Gender Pronouns

she, her, hers

he, him, his

Gender Inclusive

they, them, theirs

ze (zie or xe or xie,) hir, hirs

per, pers, pers

The person's name

Sexual/ Romantic Orientation

- Heterosexual
- Lesbian
- Gay
- Bisexual
- Pansexual

- Asexual & Aromantic
(Ace)
- Queer
- Same Gender Loving
- MSM/WSW

LGBTQ+ Demographics

- Hard to get numbers! Why?
 - Heterogeneity of LGBT groups;
 - Overlap between identity, behavior, and attraction which complicates attempts to categorize individuals;
 - Lack of research about LGBT people;
 - Reluctance of some to answer survey questions about stigmatized identities and behaviors..

Intersectionality

The interplay of systems of oppression such as...

Crenshaw 1989

- Race
- Class
- Gender
- Ability
- Sexual Orientation
- Gender Identity/Expression

Health Disparities Associated with Identity Protective Factors

- **Positive youth development.** Positive youth development (PYD) involves strengthening protective factors, including skills, competencies and supportive relationships. PYD programs have improved sexual health and should be open and welcoming to LGBT youth.
- **Inclusive sexual health education.** Sex education that is relevant to LGBTQ youth can increase their ability to use condoms and talk with their partner about safer sex

Health Disparities Associated with Identity Protective Factors (cont.)

- **Gay-Straight Alliances/Gender and Sexual Alliances**, GSAs have been found to help LGBTQ youth as well as heterosexual youth.
- **Parent engagement.** Family acceptance has been linked to positive health outcomes for sexual and gender minority youth.

- System Limitations
 - Forms/Policies/Procedures
 - Space
- Lack of Training and Knowledge
 - Assumptions/Myths/Stereotypes
 - Ignorance
 - Microaggressions
 - Discrimination/Harassment
- Personal and professional privilege
 - Beliefs & Values
 - Experiences

Provider Barriers in Health Care Delivery



Patient Barriers



- Access
 - Health Care/Insurance/Providers
 - Bathrooms
- Trauma
 - Shame
 - “Outed”
- Discrimination
 - Preferred Name vs. Legal Name
 - Pronouns
 - Observed/Subtle/Overt

Will YOU Be An Ally Or An Accomplice?

An ally will mostly engage in activism by standing with an individual or group in a marginalized community.

An accomplice will focus more on dismantling the structures that oppress that individual or group—and such work will be directed by the stakeholders in the marginalized group.

Cultural Humility

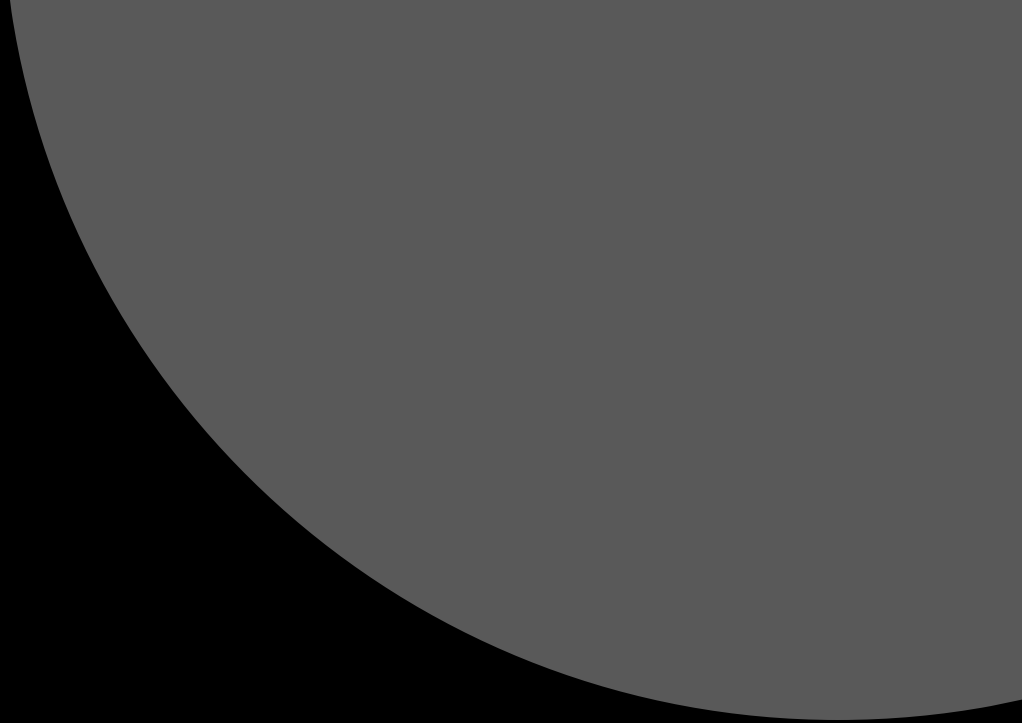
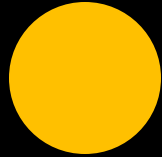
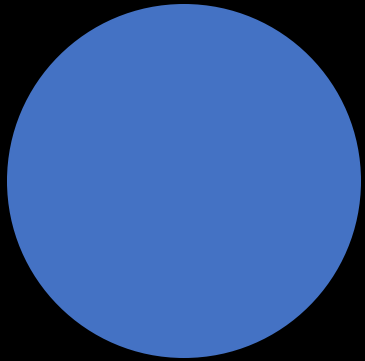
- Involves more than gaining factual knowledge — it also includes our ongoing attitudes toward both our clients and ourselves
- “Ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person]”

Cultural Humility (cont.)

- Three Factors Guide You Toward Cultural Humility
 - Lifelong Commitment to Self-Evaluation and Self-Critique
 - Fix Power Balances
 - Develop Partnerships with People and Groups Who Advocate for Others

Culturally Affirming Practices

- Preferred Name(s) and Pronouns
- Utilizing inclusive language
 - Families
 - Partners
 - Family of Choice
- Model respect and openness
- Acknowledge important dates, celebrations, and resources



Dominant or
Priveleged Identities

Conclusions

- **Stay Educated!!**
- **Speak Up!**
- **Take Action!**
- **Get involved – the LGBTQ Center need you!!!!**

“Washing one’s hands of the conflict between the powerful and the powerless means to side with the powerful, not to be neutral.”

– Paulo Freire

**An ALLY
is not an noun.**

It isn't an identity, a label, or something to claim.

**Being an ally is taking action,
making a stand
doing something to make a difference
by standing up
against oppression and marginalization.**

**You are an ally
when someone else recognizes you as an ally**

Q & A

It's more than a pin or a
ribbon!!!!

Resources

WPATH–

To promote evidence based care, education, research, advocacy, public policy, and respect in transgender health

<https://www.wpath.org/>

National LGBT Health Education Center–

The National LGBT Health Education Center provides educational programs, resources, and consultation to health care organizations with the goal of optimizing quality, cost-effective health care for lesbian, gay, bisexual, and transgender (LGBT) people.

<https://www.lgbthealtheducation.org/>

Planned Parenthood -

Planned Parenthood delivers vital reproductive health care, sex education, and information to millions of people worldwide. <https://www.plannedparenthood.org/>

Lamda Legal–

Our legal, education and advocacy work touches nearly every aspect of life for lesbians, gay men, bisexuals, transgender people and everyone living with HIV.

<https://www.lambdalegal.org/>



Resources

GSAFE –

GSAFE increases the capacity of LGBTQ+ students, educators, and families to create schools in Wisconsin where all youth thrive. <http://www.gsafewi.org/>

Gender Spectrum –

Gender Spectrum helps to create gender sensitive and inclusive environments for all children and teens.

<https://www.genderspectrum.org/>

Trans Youth Equality Foundation

Provides education, advocacy and support for transgender and gender non-conforming **children** and youth and their families. <http://www.transyouthequality.org/>

Trevor Hotline –

Operates the only nationwide, around the clock crisis and suicide prevention helpline for LGBTQ youth. They have specialized training with transgender and questioning youth.

866-488-7386 or 866-4 U Trevor



INCLUSION

Resources

The National Center for Transgender Equality -

The National Center for Transgender Equality is the nation's leading social justice advocacy organization winning life-saving change for transgender people.

<http://www.transequality.org/>

Transgender Law Center -

Transgender Law Center is a multidisciplinary organization that advances the movement for transgender and gender non-conforming (TGNC) people using an integrated set of approaches, including strategic litigation, policy advocacy, educational efforts, movement building, and the creation of programs that meet the needs of TGNC communities.

<http://transgenderlawcenter.org/>

PFLAG -

Uniting people who are lesbian, gay, bisexual, transgender, and queer (LGBTQ) with families, friends, and allies, PFLAG is committed to advancing equality through its mission of support, education, and advocacy.

<https://www.pflag.org/about>



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