



Disparities & Cultural Competency (DACC) Advisory Committee

LEARNING SERIES: LGBTQ Community

Date: September 29, 2014

Time: 9:00 a.m. – 12:15 p.m.

OHIO DEPARTMENT OF MENTAL HEALTH & ADDICTION SERVICES

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DISPARITIES AND CULTURAL COMPETENCY (DACC) ADVISORY COMMITTEE

LEARNING SERIES: LGBTQ COMMUNITY



Ginger Goubeaux, LSW
Daybreak



Phyllis "Seven" Harris, MA
LGBT Center of Cleveland



Michelle Jordan, MA, MSW
Kaleidoscope Youth Center



Sherry Tripepi, MSW, LISW-S
Equality Toledo, U. of Toledo



Dwayne A. Steward
Columbus Public Health

Daybreak



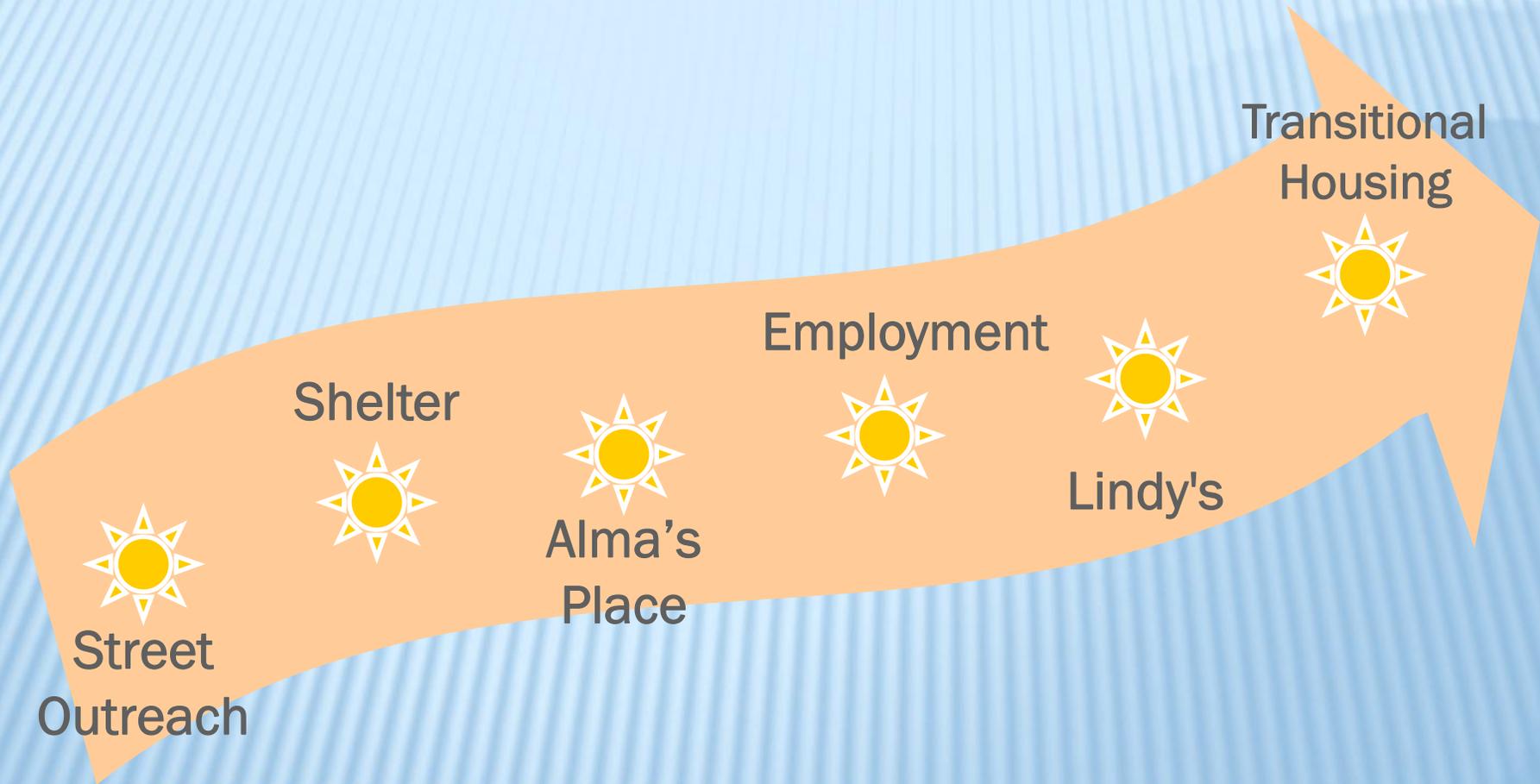
Daybreak's History

- ✘ Daybreak was established in 1975 in Dayton, Ohio as an emergency shelter for runaway and homeless youth.
- ✘ Today, Daybreak operates the Miami Valley's only 24-hour crisis hotline and emergency youth shelter and has grown to include outreach, prevention, transitional housing, life-skills education, and other follow-up services for runaway, throwaway, and homeless youth.

Daybreak's Mission Statement

To eliminate youth homelessness in the Miami Valley through comprehensive and results-oriented programs that provide safety and stability for runaway, troubled and homeless youth.

DAYBREAK PROGRAMS




Street
Outreach

Shelter



Alma's
Place

Employment



Lindy's

Transitional
Housing


Services for LGBT

- ✘ Involved college campuses- Wright State, UD, Sinclair
- ✘ Dayton Pride, Greater Dayton LGBT Center-activities, Sports- volleyball, bowling, and rafting,
- ✘ Support Groups- Gay and Lesbian Medical Association-Dayton Affiliates, Gay AA meetings, PFLAG, Youth First
- ✘ Lesbian and Gay Ministry of Miami Valley Unitarian Fellowship

GAPS IN SERVICES

- ✘ Shelters specifically for LGBT youth and adults
- ✘ Bullying policies in schools
- ✘ Training for teachers and other professionals
- ✘ Health and mental health providers who have been trained on the specific health needs of LGBT youth and who are open and comfortable with youth of all sexual orientations and gender identities

BEST PRACTICES

- ✘ Gay Affirmative Practice-affirms a lesbian, gay, or bisexual identity as an equally positive human experience
- ✘ Lambda Legal- Best Practices for serving homeless youth



Daybreak

Changing Lives, Creating Futures





THE LESBIAN GAY BISEXUAL TRANSGENDER
COMMUNITY CENTER
OF GREATER CLEVELAND

Phyllis Harris

{ Executive Director



❖ Baldwin Wallace College

❖ Bachelor's of Arts, Communications

❖ Case Western Reserve University

❖ Master's of Nonprofit Organizations



Education

Experience

- ⌘ LGBT Community Center of Greater Cleveland
 - ⌘ Executive Director
- ⌘ Planned Parenthood
 - ⌘ Youth Initiatives Manager
- ⌘ Cleveland Sight Center
 - ⌘ Director, Capital Campaign
- ⌘ Big Brothers Big Sisters of Greater Cleveland
 - ⌘ Vice President of Programs
- ⌘ Cleveland Rape Crisis Center
 - ⌘ Director of Education and Advocacy





**THE LESBIAN GAY BISEXUAL TRANSGENDER
COMMUNITY CENTER
OF GREATER CLEVELAND**
6600 Detroit Avenue Cleveland, OH 44102
216*651*5428 www.LGBTCleveland.org

- Opened in 1975 as GEAR (Gay Education and Awareness Resource)
 - Third oldest LGBT Center in the country
- Became the LGBT Community Center of Greater Cleveland in 2007
- Nonprofit Organization

Mission: The Lesbian Gay Bisexual Transgender Community Center of Greater Cleveland advances the rights, respect and diversity of the LGBT community.

The LGBT Community Center of Greater Cleveland believes and supports the following:

- ⌘ Advocacy: pursuing change to advance respect, dignity and human rights of the LGBT community;
- ⌘ Diversity: valuing and celebrating the differences that each community member brings to the whole divergent voices;
- ⌘ Empowerment: fostering the personal growth and skills of LGBT individuals in overcoming personal, professional and familial challenges and to advocate for oneself;
- ⌘ Equality: assuring that the LGBT community shares equally in human and civil rights, workplace treatment, and access to cultural customs;
- ⌘ Leadership: taking a leadership role in fostering cooperation among other LGBT and ally groups as the preminent advocate for the LGBT community.

Center Programs

- ❖ Senior Drop In
- ❖ Young Adult Program (18-24)
- ❖ Youth Program (12-17)
- ❖ Internship Program

- ❖ Applewood Youth Counseling Program
- ❖ University of Akron LGBT Health and Wellness Program
- ❖ Lake Effect Free Alternative Health Clinic
- ❖ PPNEP Peer Education
- ❖ HIV/STD Testing
- ❖ Equality Ohio
- ❖ May Dugan Center Youth Discussion Group
- ❖ Long Term Care Ombudsman Prime Time Advocacy Program
- ❖ Alcoholic's Anonymous
- ❖ Hobby/Activity Groups
 - ❖ Martial arts
 - ❖ Crafts
 - ❖ Reiki
 - ❖ Tai Chi
- ❖ Community Discussion Groups
- ❖ TransFamily Support Group

Community Partnerships



THE LESBIAN GAY BISEXUAL TRANSGENDER
COMMUNITY CENTER
OF GREATER CLEVELAND

Phyllis Harris

Executive Director

6600 Detroit Avenue
Cleveland, OH 44102

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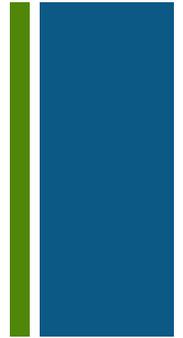
Fax: (216)651-6439



Kaleidoscope Youth Center

Michelle Jordan, M.A., M.S.W.
Center Program Coordinator
Kaleidoscope Youth Center

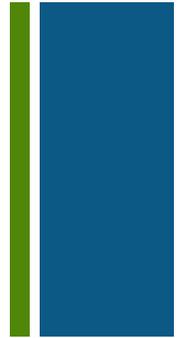
+ Kaleidoscope Youth Center



- **Mission:** to work in partnership with young people in Central Ohio to create safe and empowering environments for lesbian, gay, bisexual, transgender and questioning youth through advocacy, education and support.
- **Our vision:** to promote and support self-confident, healthy, productive lives for LGBTQ youth as they transition from adolescence into adulthood.



+ Kaleidoscope Youth Center

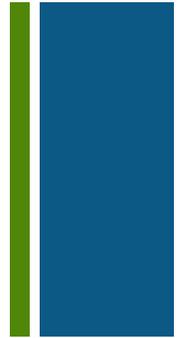


- Centrally located in Columbus, Ohio
- Ages 12-20
- Programming offered Monday – Friday
- Special Events throughout the year
- Youth Leadership Council & GSA Network
- Community Education and Outreach



+ KYC Programming

- Safe, Substance-Free Social Activities
- Health & Wellness Education
- Life Skills
- Homework Help
- Resume Writing & Job Search Support
- Creative Arts
- Discussion and Support Groups
- Leadership Development



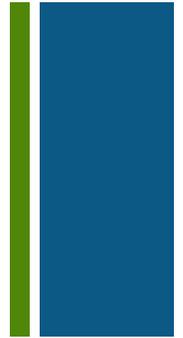


Risks

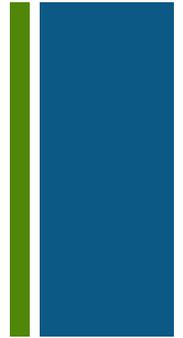
- Bullying, school absenteeism
- Anxiety and depression
- Lower levels of self-esteem
- Substance use/abuse
- Risky sexual behaviors, unplanned pregnancies
- Self harm, suicidal ideation and attempts
- Housing insecurity and homelessness

Resiliency-Building

- Relationships with caring adults
- Supportive families, peers, mentors, and teachers
- Involvement in the LGBTQ community
- Effective problem solving & coping skills
- Help-seeking behaviors
- Self-esteem and self-acceptance



+ Area Services for LGBTQ Youth



■ Barriers

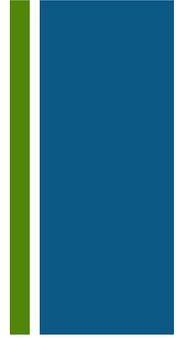
- Transportation
- Housing insecurity and homelessness
- Accessing information on available services
- Safe, affirming, and inclusive spaces, policies, language, and services

■ Gaps

- Safe, inclusive, affirming services for transgender/gender non-conforming youth
- Support for LGBTQ young people experiencing housing insecurity or homelessness
- Safe and affirming school environments
- Services for transitional-aged youth



+ Contact Information



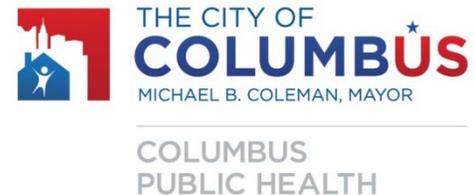
- Michelle Jordan, M.A., M.S.W.
- Program Coordinator at KYC
- michelle@kycoho.org
- (614)294.5437
- www.kycoho.org

Thank You!



LGBTQ HEALTH INITIATIVE

Dwayne Steward
LGBTQ Health Advocate
Columbus Public Health



Key Initiative Components

- **Cultural Competency Training Program**
- **Greater Columbus LGBTQ Health Coalition**
- **Health Promotion and Prevention**



Cultural Competency Training Program

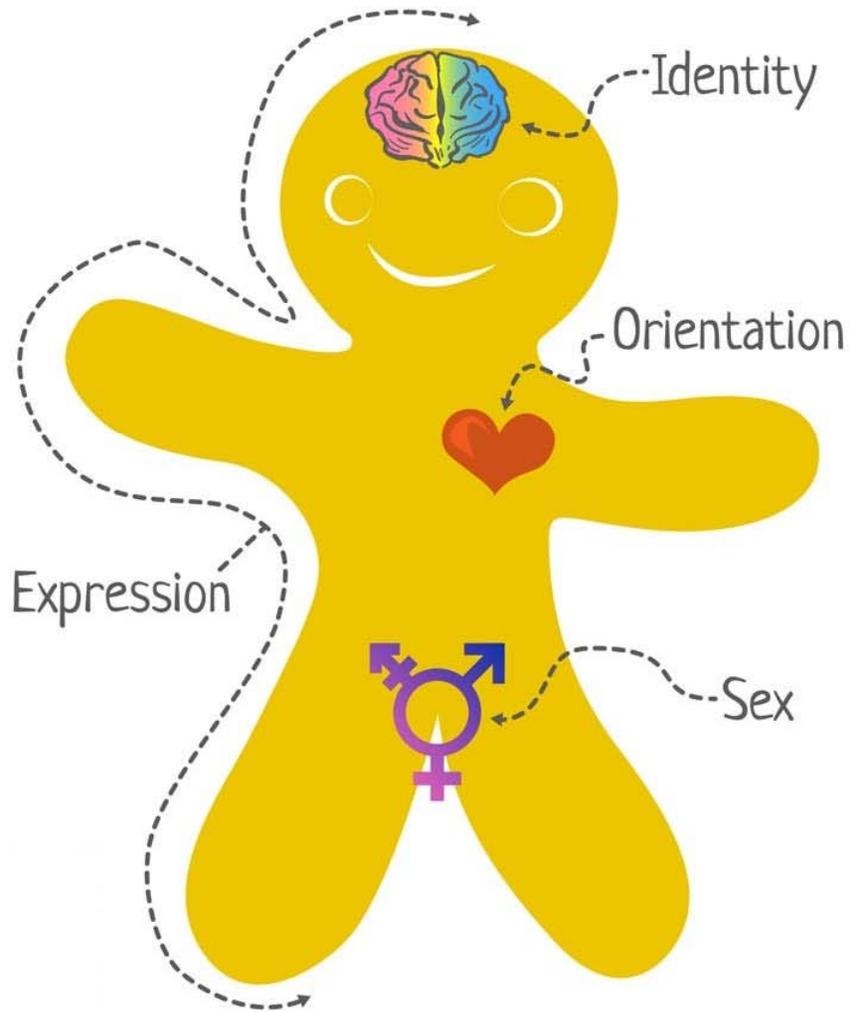
Cultural competency training for healthcare professionals to create more safe places for gender and sexually diverse clients to get healthcare. The training is free and can be offered with Continuing Education Credits for Nurses and Social Workers.



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COLUMBUS
PUBLIC HEALTH

The Genderbread Person



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.



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Greater Columbus LGBTQ Health Coalition

MISSION:

A community-based initiative made up of health care providers, caregivers, community leaders, organizations and allies, with the goal of improving the health and safety of gender and sexually diverse communities in Columbus. This includes things like advocacy for gender and sexually diverse people and improving their wellness resources.



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Health Promotion and Prevention

The LGBTQ Health Initiative collaborates with local community partners to promote healthy lifestyle choices with programs geared toward LGBTQ communities.

- Ohio Youth Safety Summit
- Violence in Transgender Communities Summit
- Community Conversations



Why an LGBTQ Health Initiative?

- LGBTQ people face a vast range of significant health disparities worse health than other groups.
- While some are a result of behavior, most are linked to social and institutional inequities resulting from homophobia and discrimination.



Health Disparities Experienced by LGBTQ Community²

- Suicide
- Homelessness
- Breast and Cervical Cancer
- HIV
- Obesity
- Alcoholism, tobacco use
- Mental Health challenges
- Increased numbers of all for trans community

² “Report on Lesbian, Gay, Bisexual and Transgender Health,” Healthy People.gov
<http://healthypeople.gov/2020/topicsobjectives2020/overview.aspx?topicid=25>



Impact of Providing Culturally Competent Care

- Closing health disparities.
- Achieving health equity.
- Improving health outcomes.
- Increasing “community trust” of health care establishments.
- Decrease in ability of stigma to function as a barrier to care.



THE IMPACT OF THE



HEALTH INITIATIVE

CULTURAL COMPETENCY TRAININGS

We trained... **77** social workers, **38** nurses, **1** physician...who serve over **14,000** clients annually

GREATER COLUMBUS LGBTQ HEALTH COALITION

25 member organizations...
 • 9 health-related
 • 4 education
 • 5 LGBTQ community-based
 • 3 homelessness
 • 1 domestic violence
 • 1 policy and advocacy
 • 1 media
 • 1 corrections

HEALTH PROMOTION

Media coverage on WOSU, Outlook, Quorum, and 10TV...
 ...who have a combined audience of **25,000+**

SPEAKING EVENTS

We reached over **500** participants at...
 • Roundtable Discussions: Cultural Competency & the LGBTQ Community
 • OSU Career Development Forum
 • Transgender Day of Remembrance Vigil
 • Prolonging the Days & Ending the AIDS Granade - Nigh of the Arts

COMMUNITY EVENTS

• Columbus Pride Parade & Festival
 • Juneteenth Ohio Festival
 • Latino Health Fair
 • Stonewall Wellness Week
 ...which resulted in the opportunity to interact with a combined total of **8,300** community members

COMMUNITY CONVERSATION

70 attendees
 • from 25 area zip codes
 • a range of sexual orientations including lesbian, gay, bi, queer, hetero and other
 • providing **45** suggestions for improvement

In Columbus, we have an estimated **68,300 LGBTQ residents.**

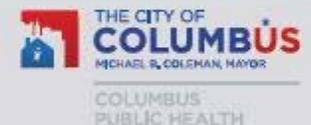
And this group experiences a **disproportionate amount of health and wellness issues.** For example...

Lesbians are **less likely to seek preventive care** for cancer.

LGBTQ youth are **40-60% of the homeless youth** population.

Gay men still account for **60% of new HIV infections.**

Violence against LGBTQ people has a disproportionate impact on transgendered women: **53% of anti-LGBTQ homicides were committed against transgendered women.**



Questions?

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LGBTQ Health Advocate
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**COLUMBUS
PUBLIC HEALTH**

Learning Series: Working with the Lesbian, Gay, Bisexual and Transgender (LGBT) Community



Sherry Tripepi, MSW, LISW-S

- Lectuer, University of Toledo Social Work Program
- Former Executive Director and Current Board Member, EqualityToledo
- Social Worker for the past 30 years

EQUALITY TOLEDO

*Working Together for Equality in our Community
Through Education and Advocacy*

Website: www.equalitytoledo.org



Toledo Transgender Support Group

SPECTRUM
A COMMUNITY OF DIVERSITY



Lack of Protections = Higher Risks



- Anti-bullying policies not enumerated
- Employment, Housing and Public Accommodations
- Lack of Relationship Recognition
- Lack of Benefits
- Illegal to change gender marker on Birth Certificate

These Injustices Can Result in LGBT Persons Being at Risk

- Higher incident of verbal and physical assault
- At-Risk for Bullying and Harassment
- Educational problems and increased dropout rate
- Higher rate of homelessness
- Higher rate of suicide attempts and completions
- Higher rate of drug and alcohol abuse
- Increased risk of untreated serious physical and mental illnesses

Mental Health



- Being Gay, Lesbian, Bisexual, or Transgender is not a mental illness
- However, just like every other group, some LGBT people do experience mental illness
- LGBT people may also face unique risks to their mental health and well being :
 - ▣ Higher risks of depression, anxiety and substance abuse (Cochran, Sullivan and Mays, 2003)

Potential Barriers to Treatment



- LGBT People may fear discrimination, harassment, or poor service from providers.
- LGBT People may not tell you all the complications in their lives as they try to hide their sexual orientation or gender identity from a provider.
- Providers may not have all the information needed to provide full service – places the provider at a disadvantage.
- If providers react negatively, the LGBT person may retreat. The LGBT person may not receive the services they need – or they may never try to access those services in the first place.
- Providers may lack training or worse may impose their own ideological belief on the LGBT person.

Equal Access to Competent Treatment



- Providers must communicate acceptance and be nonjudgmental
- Treatment must be culturally relevant
- Providers must be trained to address the diverse , individual needs of LGBT clients
- Organizations must be inclusive from start to finish
- Providers must address any harassment and intolerance of other clients in the treatment program

Empowerment Model: Affirming Treatment Interventions

Instead of assessing lesbian, gay, bisexual or transgender persons through a lens of disorder and dysfunction, providers need to focus on what it means to be a healthy, functioning lesbian, gay or bisexual person in a society with hate and discrimination.

- Affirming philosophical and theoretical position that complement any therapeutic approach
- Non-pathologizing
- Uses accurate understanding of sexual orientation, gender expression and gender identity issues to guide interventions
- Respectful of numerous ways to express sexual orientation, gender expression and gender identity and rejects the idea that heterosexual norms are the standard by which all people should be judged
- Respectful of all individuals

Questions? Comments?



Thank you!