

Introduction to Caring For LGBTQ People

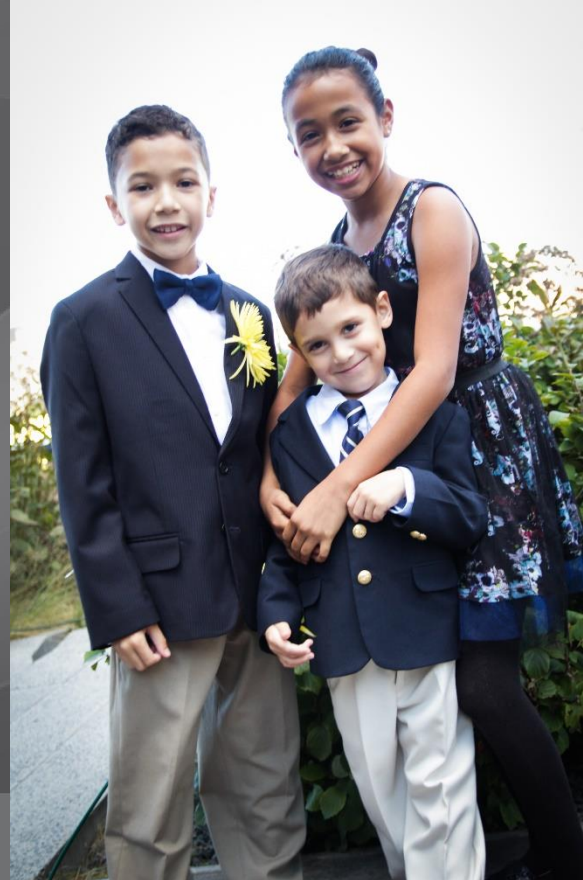
Carlos M. Castañeda

Special Populations Outreach



ADELANTE
HEALTHCARE

Provide an Introduction to LGBTQ Terms



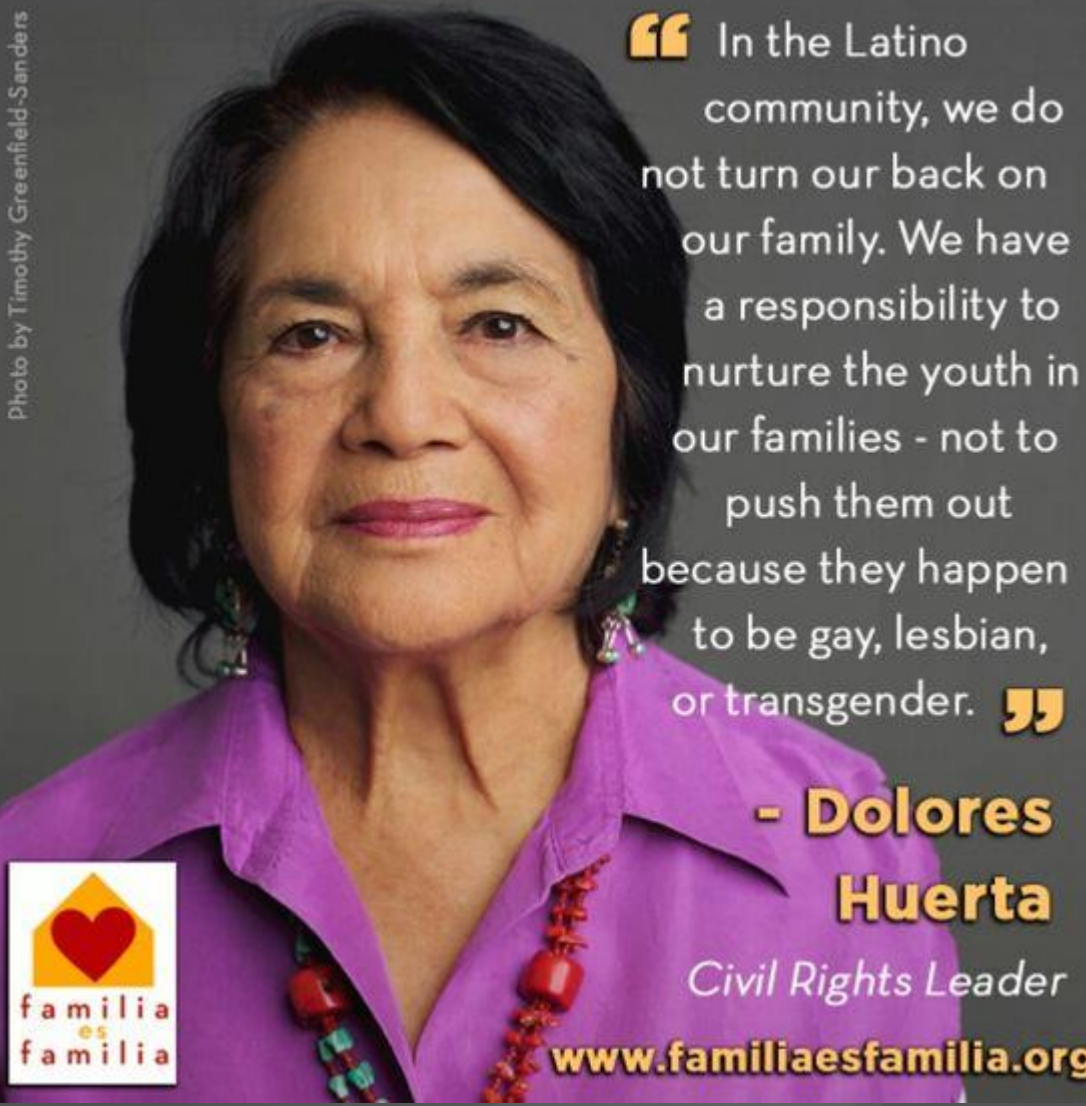
Goal Today



ADELANTE
HEALTHCARE

FEAR

Photo by Timothy Greenfield-Sanders



“ In the Latino community, we do not turn our back on our family. We have a responsibility to nurture the youth in our families - not to push them out because they happen to be gay, lesbian, or transgender. ”

- Dolores Huerta

Civil Rights Leader

www.familiaesfamilia.org

HOPE



ADELANTE
HEALTHCARE

LGBT in Fields



L – Lesbian
G – Gay
B – Bisexual
T –
Transgender
Q – Queer*

Terminology



ADELANTE
HEALTHCARE

SO – Sexual Orientation

- A person's physical and emotional attraction to others
- Straight, Lesbian, Gay, Bisexual, Other

GI – Gender Identity

- A person's internal sense of their gender
- Male, Female, Both, Neither

Terminology - SOGI



ADELANTE
HEALTHCARE

Sexual Orientation ≠ Gender Identity

- Are NOT the same thing
- All



Terminology - SOGI



ADELANTE
HEALTHCARE

Transgender

- Gender identity not congruent with the assigned sex at birth
- Alternate terminology
Transgender woman, trans woman, male to female (MTF)
Transgender man, trans man, female to male (FTM)
Trans feminine, Trans masculine
- Non-binary, genderqueer
Gender identity is increasingly described as being on a spectrum

Terminology -



ADELANTE
HEALTHCARE

Discrimination

- Among LGBT persons overall:
 - 39% rejected by a family member or friend
 - 30% threatened or physically attacked
 - 21% treated unfairly by an employer
- Among transgender persons:
 - 61% physically attacked
 - 55% lost a job due to bias

Statistics



ADELANTE
HEALTHCARE

Disparities

- LGBT Youth
 - 2 to 3 times more likely to attempt suicide
 - More likely to be homeless (20-40% are LGBT)
 - Higher risk of HIV, STIs, Drug and Alcohol Abuse
- Most LGBT experience at some point
 - Fear
 - Isolation
 - Depression
 - Hopelessness
 - Anxiety



Statistics



ADELANTE
HEALTHCARE

Safe Zone, Safe Space, Safe Person

- LGBT people scan the environment for clues of acceptance, posters and brochures matter
- Avoid assumptions on heterosexuality
- Use gender neutral terms
- Do Not assume SO is the same as GI
- Respectful curiosity with an open mind goes a long way
- If you make a mistake, apologize

Creating Inclusion



ADELANTE
HEALTHCARE

Use

- Gay, Lesbian, Bisexual, LGBT, The Gay Community
- Transgender
- Sexual Orientation
- Gender Identity
- Proper pronouns when appropriate
 - He/His
 - Her/She
 - They/Their
- The Rainbow Flag or the Equality Sign

Do This



ADELANTE
HEALTHCARE

DO NOT USE

- Homosexual
- Transgendered, Transvestite or Drag Queen
- Sexual Preference or Lifestyle Choice
- Queer
- Disrespectful Language
- “Qualifying” remarks
 - *Too pretty to be a lesbian*
 - *Ay que pena, y tan guapo*
 - *Wow I didn't know you were...*

NOT THAT



ADELANTE
HEALTHCARE

Helpful hints for Farmworkers

- DO NOT single anyone out
- Make material available to all
- Allow the community to COME OUT on their terms
- Be a resource for them IF and WHEN they choose to come out
- Know the LGBT resources in our community

Farmworkers and



ADELANTE
HEALTHCARE

2.

Questions



ADELANTE
HEALTHCARE