



LGBTQ Awareness Training

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Ground Rules and Icebreaker

- Set group agreement with the group e.g. phones on silent, respectful challenge.
- Ice breaker (choose one of the below).
- 1- Ask everyone to share two truths and one lie about themselves, see if others can guess the lie.
- 2- Ask everyone to write on a post-it note one thing they want to gain from the session. Then ask everyone to introduce themselves and their job role and say one thing they wish to gain from the day, sticking their post-it note on a piece of flipchart paper.

Ground rules

- Keep microphone on mute when not in use
- Please participate in the interactive segments
- There are no stupid questions
- Give everyone an opportunity to contribute
- Respect each other's views
- OK to challenge each other respectfully
- What's said in the room remains in the room (it's okay to share learning but not personal information)
- Keep to time

Exercise 1: The process of discrimination

Exploring the concepts:

In your group come up with a definition and some examples:

- Stereotypes
- Discrimination/ institutional discrimination
- Homophobia/ biphobia/ transphobia
- Heterosexism

Feedback and overview of the protected characteristics

The Equality Act 2010

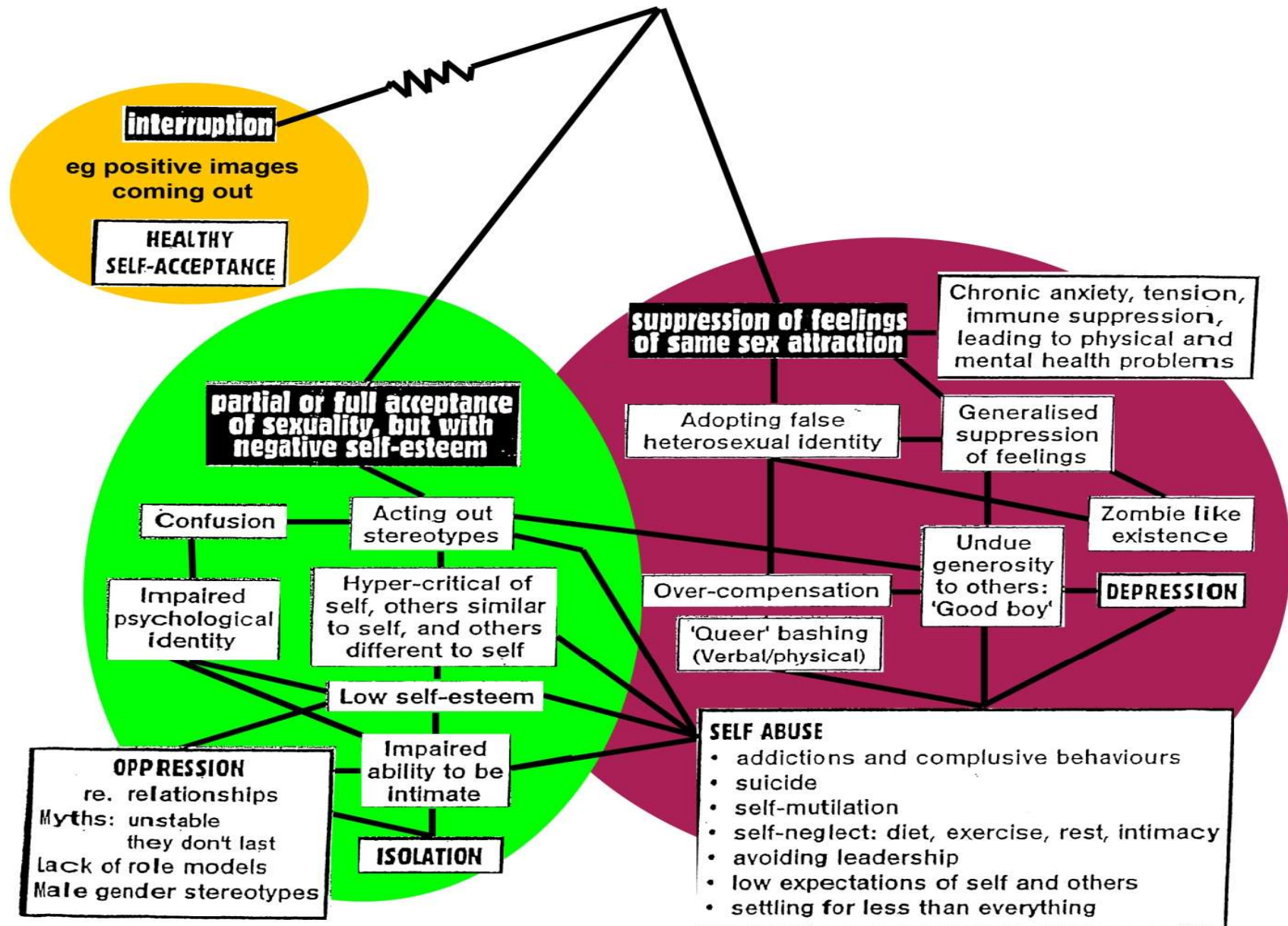
Protected characteristics

- Sex
- Marriage and civil partnership
- Religion or belief
- Age
- Pregnancy
- Sexual orientation
- Gender reassignment
- Disability
- Race

Exercise 2: The impact of discrimination

- The impact of discrimination, internalised homophobia, biphobia and transphobia. Show the diagram - internalised homophobia and talk through with participants (facilitator led).
- Give participants an opportunity to ask questions.

HOMOPHOBIA



Why does this happen?

Minority Stress theory

- Meyer (2003) argued that the impact of stigma, prejudice and discrimination create a hostile and stressful social environment that causes mental health problems.
- The model outlines stress processes, including the experience of prejudice and discrimination, expectations of rejection, hiding and concealing, internalised homophobia and adaptive coping processes.
- The model emphasises the impact of institutional discrimination (external heterosexism and cisgenderism) and growing up in a heteronormative society, and their impact on health outcomes for LGBT people.

Mental health in the LGBT community a snapshot of the problem

LGBT Health In Britain (Stonewall 2018) found that:

Half of LGBT people (52%) said they've experienced depression in the last year.

One in eight LGBT people (12.5%) aged 18-24 said they've attempted to take their own life in the last year.

46% of trans people have thought about taking their own life in the last year, 31 per cent of LGB people who aren't trans said the same.

41% of non-binary people said they harmed themselves in the last year compared to 20 per cent of LGBT women and 12 per cent of GBT men.

One in eight LGBT people have experienced some form of unequal treatment from healthcare staff because they're LGBT.

Almost one in four LGBT people have witnessed discriminatory or negative remarks against LGBT people by healthcare staff.

One in twenty LGBT people have been pressured to access services to question or change their sexual orientation when accessing healthcare services.

One in five LGBT people aren't out to any healthcare professional about their sexual orientation when seeking general medical care. This number rises to 40 per cent of bi men and 29 per cent of bi women.

The Local Picture

“‘Out and about’ Mapping LGBT Lives in Birmingham” (Wood et al 2011) found:

30% had accessed support for a mood effective disorder (e.g. depression, bipolar)

20% had accessed support for anxiety disorders

20% had attempted to commit suicide and 48% had suicidal ideation

20% were self harming

5% reported having an eating disorder

There were high levels of alcohol and recreational drug use

40% people said they would prefer LGBT specialist mental health services

Heteronormative Conformity



A hand is holding a white ceramic cup filled with coffee. The coffee has a thick, light-colored foam on top. The words "COFFEE" and "BREAK" are printed in a bold, brown, sans-serif font across the center of the foam. The background is a white surface with several large, irregular brown stains, suggesting coffee spills. The top and bottom edges of the image have a decorative border with light brown polka dots.

**COFFEE
BREAK**

Exercise 3: Heterosexuality Quiz

- Ask people if any one is happy to put their hands up if they are happy to come out as heterosexual.
- Ask them questions from the heterosexuality questionnaire one at a time.

A 'simple' Questionnaire for Heterosexuals

1. What do you think *caused* your heterosexuality?
2. When and how did you *decide* you were a heterosexual?
3. Is it possible that your heterosexuality is *just a phase* that you may grow out of?
4. Is it possible that heterosexuality stems from a *neurotic fear* of others of the same sex?
5. Do your parents know you are straight? Do your friends, co-workers and/or your roommates know?
6. Why do you insist on flaunting your heterosexuality? *Can't you be who you are and be quiet?*
7. Why do heterosexuals put *so much* emphasis *on sex*?
8. Why do heterosexuals feel *compelled* to introduce others to their lifestyle?
9. A disproportionate majority of child molesters are heterosexual (97%). *Do you consider it wise to expose children to heterosexual teachers?*
10. Just what do men and women *do* in bed together?
11. Bearing in mind the current divorce rate, why are there *so few stable relationships* between heterosexuals?
12. Considering the menace of overpopulation, how could the human race survive if everyone was heterosexual?
13. There seem to be very few happy heterosexuals. Techniques have been developed that might enable you to change if you really want to. *Have you considered aversion therapy?*
14. Would you want your child to be heterosexual, *knowing the problems they would face?*

Exercise 4 What's in a name?

- L

- G

- B

- T

- Q

- Q

- I

- A

Answers

- Lesbian: A woman whose enduring physical, romantic, and/ or emotional attraction is to other women. Some lesbians may prefer to identify as gay or as gay women.
- Gay: The adjective used to describe people whose enduring physical, romantic, and/ or emotional attractions are to people of the same sex. Sometimes lesbian is the preferred term for women.
- Bisexual: A person who has the capacity to form enduring physical, romantic, and/ or emotional attractions to those of the same gender or to those of another gender. People may experience this attraction in differing ways and degrees over their lifetime. Bisexual people need not have had specific sexual experiences to be bisexual; in fact, they need not have had any sexual experience at all to identify as bisexual.

Answers (cont.)

- Trans: An umbrella term for people whose gender identity and/ or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe themselves using one or more of a wide variety of terms.
- Queer: An adjective used by some people whose sexual orientation is not exclusively heterosexual. Typically, for those who identify as queer, the terms lesbian, gay, and bisexual are perceived to be too limiting and/ or fraught with cultural connotations they feel don't apply to them. Some people may use queer, or genderqueer, to describe their gender identity and/ or gender expression.

Answers (cont.)

- Questioning: Sometimes, when the Q is seen at the end of LGBT, it can also mean questioning. This term describes someone who is questioning their sexual orientation or gender identity.
- Intersex: A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary.
- Asexual: A person who does not experience sexual attraction. Some asexual people experience romantic attraction, while others do not. Asexual people who experience romantic attraction might also use terms such as gay, bi, lesbian, straight and queer.

Pronouns/ Inclusive language

- Pronouns are what we use to refer to other people, e.g. he or she, his or hers.
- When gender is known, use the pronoun that matches a trans persons affirmed gender.
- If you're unsure, ask someone what pronoun they would like you to use.
- Never assume someone's gender, use gender neutral language when a service user's gender is unknown.
- Using correct pronouns is a matter of basic respect.

Non-Binary Pronouns

she	her	xe	xem
hers	they	xyrs	he
them	theirs	him	his

- It is increasingly common for non-binary people to use they/ them as their pronoun.
- Regarding titles, Mx is sometimes used as a gender-neutral alternative to Mr/ Ms/ Mrs.

Exercise 5 Creating an LGBTQ affirmative organisation

- Split the group into smaller groups. Ask each group to spend 10 minutes discussing any ways they can make their organisation more LGBTQ inclusive. Ask them to nominate one person to feedback to the larger group.
- Finally ask each member to identify one SMART action they can take away from today's training.

Any
Questions?



Evaluation

- <https://www.surveymonkey.co.uk/r/VXJTPDX>