





Culturally Responsiveness with LGBTQ+ People in Treatment Court


Fundamentals for Engagement



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Language Matters!

Use affirming language to inspire hope and motivate.

Affirming language to promote recovery by advancing evidence based and culturally informed practices.

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Goal

Professionals will develop culturally responsive approaches to work effectively with Lesbian, Gay, Bisexual, Transgender, Queer+ people in treatment court programs.

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Key Component #4

Drug courts provide access to a continuum of alcohol, drug, and other related treatment and rehabilitation services.

“...AOD problems are complex and unique to each individual. They are influenced by a variety of accumulated *social and cultural experiences*.”

Performance Benchmark #7:
 “Treatment designs and delivery systems are sensitive and relevant to issues of race, culture, religion, **gender**, age, ethnicity, and **sexual orientation**.”

Defining Drug Courts, The Ten Key Components, <http://www.courts.ca.gov/documents/DefiningDC.pdf>

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Agenda

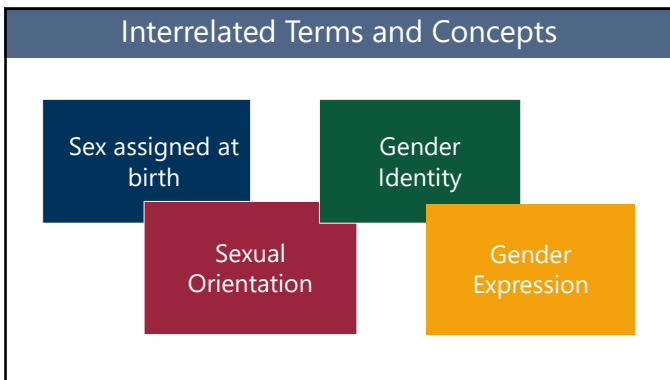
- Differentiate between key concepts and definitions
- Stigma, stereotypes, micro-aggressions
- Social Determinants of Health and LGBTQ+ communities
- Getting past the unconscious and conscious bias
- Cultural responsiveness for intake, assessment and treatment with LGBTQ+ drug court participants.

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- Trans person requests the use of a restroom, **where do they go to?**
- If a therapist believes a person can change their sexual orientation, **is the therapist right to work with LGBTQ individuals?**
- If you don't know how to address a transgender person, **what should a justice professional do if he/she feels unprepared to accept and respect an LGBTQ participant?**
- **Where is a trans person housed when arrested?**

Situational Challenges

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Define

Gender Identity

Sexual Orientation

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- Sex assignment at birth is often based on the appearance of the external anatomy and is documented on the birth certificate.
- A person's sex is a combination of biological markers (chromosomes and hormones) and anatomical characteristics (reproductive organs and genitals).
- Some children may be identified as intersex due to differences in development.



Sex Assigned at Birth

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Gender Identity

- A person's inner sense of their own gender.

Questioning

- People who are in the process of exploring their sexual orientation or gender identity

Gender Expression

- The way in which a person externally manifests his gender identity through behavior, ways of acting; of speech patterns, clothing, and hairstyle.

Cisgender

- Refers to a person whose gender identity corresponds with the sex assigned to them at birth.

Identity and Expression

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Sexual orientation

It differs in gender identity and expression. It describes a combination of attraction, behavior, and identity, which then determines the sexual and/or romantic partner.

Sexual identity

A culturally organized concept of the self. Classifications may include lesbian, gay, bisexual or straight.

Orientation

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Lesbian
A woman who is emotionally, romantically, sexually, emotionally or relationally attracted to other women.

Gay Man
A man who is emotionally, romantically, sexually, emotionally, or relationally attracted to other men.


Bisexual
An individual who is emotionally, romantically, sexually, affectively, or relationally attracted to both men and women (or people of any gender identity).

Orientation (continued)

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Transgender

- Refers to a person whose gender identity does not correspond to the sex assigned to them at birth.
- Transgender ("trans") could be used to refer to a person's gender identity or as an "umbrella" term for all those people who do not conform to traditional gender norms.




Genderqueer

- Describes someone who blurs or bends the traditional gender binary and/or identifies outside of the gender binary.

Gender Identity

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Trans Man (FTM) (Female to Male)	Trans Woman (MTF) (Male to Female)	Genderqueer
Gender non-conforming people (GNC)	Trans	Additional regional/cultural terms

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Genderbread Person

Genderbread Person
<https://www.youtube.com/watch?v=cdsGFnNp6Q>

The Genderbread Person
by www.itsaheartofscience.com & www.gayforjane.org

Identity
 Gender Identity: Woman, Genderqueer, Man
Gender identity is how you view your self, and about yourself. It's the internalized concept you have of yourself, and how you interpret what that means.

Orientation
 Gender Expression: Feminine, Androgynous, Masculine
Gender expression is how you demonstrate your gender based on traditional gender roles through the way you act, dress, behave, and interact.

Sex
 Biological Sex: Female, Intersex, Male
Biological sex refers to the observable features like organs, hormones, and chromosomes. Female: vagina, ovary, XX chromosomes; Male: penis, testis, XY chromosomes; Intersex: a combination of the two.

Sexual Orientation
 Sexual Orientation: Heterosexual, Bisexual, Homosexual
Sexual orientation is who you are primarily, naturally, and emotionally attracted to, based on their assigned gender in relation to your own.

Commitment Style
 Commitment Style: Casual, Poly, Monogamous
Commitment style is how exclusive your relationship is, with the exception of consent you are romantically and/or sexually involved with.

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Commonly Asked Question

When did you choose to be gay?

<https://www.youtube.com/watch?v=QJtjqLUHYoY>

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What If We Changed the Focus of the Question...?

- What do you think causes your heterosexuality?
- When did you decide to become heterosexual?
- Have you ever had trouble getting a job because you're straight?
- Have you ever considered resorting to therapy?
- If you were to have children, would you want them to be straight knowing the problems they would face?
- I think I have a straight friend that you probably know...

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Social Determinants of Health (SDoH)

- Person level factors
- People level factors
- Environmental level factors

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Stigma: Multi-Level Construct

“Societal-level conditions, cultural norms, and institutional policies and practices that constrain the opportunities, resources, and wellbeing of the stigmatized” (Hatzenbuehler & Link, 2014, p. 1).

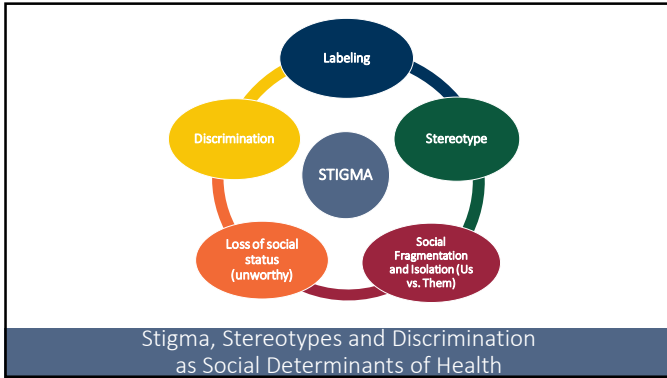
The under-representation of [structural stigma] is a dramatic shortcoming in the literature on stigma, as the processes involved are likely major contributors to unequal outcomes” (Link et al., 2004, p. 515).

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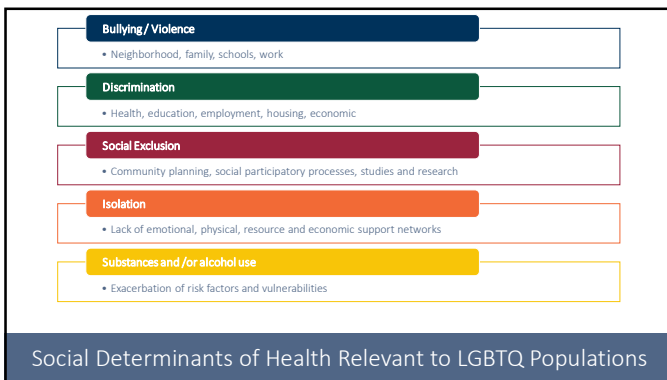
Stigma and Discrimination as Social Determinants of Health

Source: Dahlgren and Whitehead, 1991

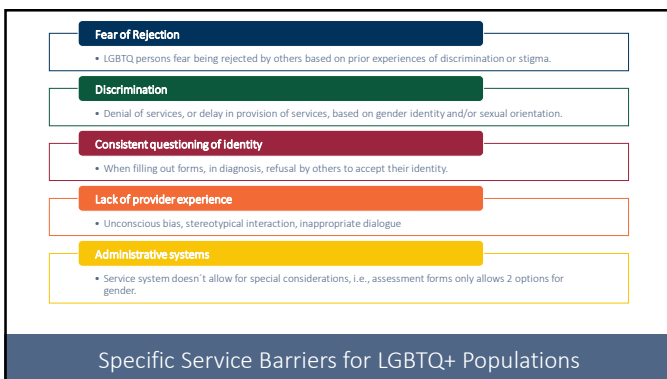
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"Implicit biases exist in all of us, even in those who are explicitly committed to being fair and impartial, such as doctors, teachers and judges."

Unconscious Bias

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Practitioner Awareness

Consciousness of one's personal reactions to people who are culturally different.



Social science research indicates that our values and beliefs may be inconsistent with our behaviors, and we ironically may be unaware of it.

Kirwan Institute, Implicit Bias, 26/2626, <http://kirwaninstitute.osu.edu/wp-content/uploads/2014/03/2014-implicit-bias.pdf>

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- Microaggressions refer to discriminatory comments and gestures that, when experienced repeatedly, increase the minority stress experienced by LGBTQ people.
- These humiliations can be intentional or unintentional, and are insulting to racial, ethnic and sexual minorities.
- LGBTQ individuals who are also racial/ethnic minorities are a hyper-marginalized population exposed to microaggressions associated with both racism and heterosexism.

Microaggressions

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Minority Stress

- The additional stress that members of marginalized groups experience because of the prejudice and discrimination they face, (relationship between minority and dominant values and conflict with the social environment experienced by minority group members).
- Minority Stress can lead to poorer health outcomes compared to individuals that do not experience Minority Stress.

American Psychological Association, The Minority Stress Perspective, <https://www.apa.org/pi/aihu/resources/exchange/2012/04/minority-stress>

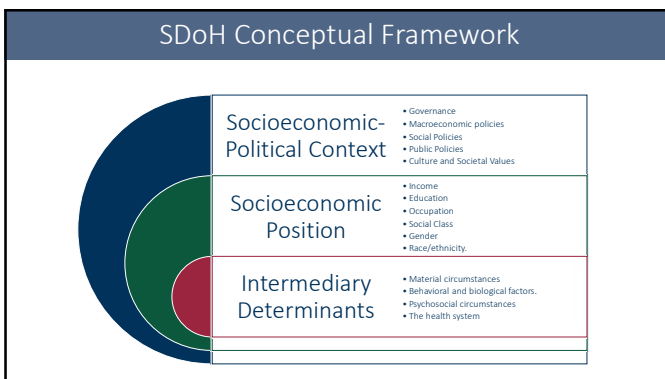
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Stigma

- Intrapersonal
- Interpersonal
- Institutional
- Community



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Arrests: 2019, gay, lesbian, and bisexual individuals were 2.25 times as likely to be arrested in the past twelve months than straight individuals.

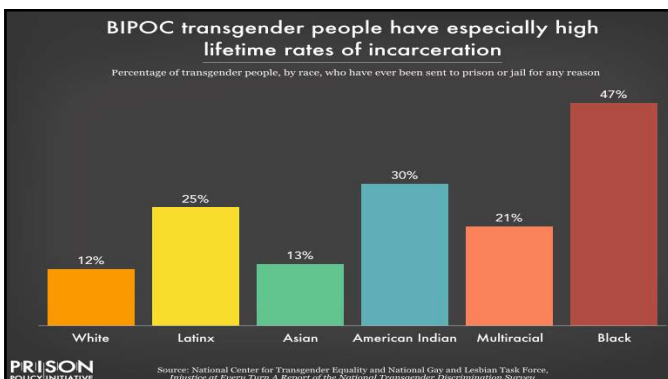
Sentencing and Incarceration: LGB people are incarcerated at a rate over three times that of the total adult population

Probation and Parole: NSDUH data reveals that people on probation and parole are almost twice as likely to be lesbian, gay, or bisexual than people not on probation and parole

Prison Policy Initiative, Visualizing the Unequal Treatment of LGBTQ People in the Criminal Justice System, <https://www.prisonpolicy.org/blog/2021/03/02/lgbtq/>, March 2, 2021

LGBT in Criminal Justice System


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Issues Facing LGBTQ Persons in Custody

- Transgender people are nearly 10X more likely to be sexually assaulted than the general prison population.
- 40% of transgender people in state and federal prisons reporting a sexual assault in the previous year.
- LGB people were approximately 3X as likely to report sexual abuse as other prisoners.



National Center for Transgender Equality. (2018). LGBTQ People Behind Bars: A Guide to Understanding the Issues Facing Transgender Prisoners and Their Legal Rights. Available at: <https://transequality.org/transpeoplebehindbars>

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Cultural Humility

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Culture

Integrated patterns of human behavior that include thoughts, communications, languages, practices, beliefs, values, customs, courtesies, rituals, ways of interacting, roles, relationships, and behaviors expected of a racial, ethnic, religious, or social group.

National Center on Cultural Competence, (NCCC) Bridging the cultural Divide in Health Care Settings: https://nccc.georgetown.edu/culturalbroker/#_definitions/index.html

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Culturally sensitive services are those that are respectful and relevant to the beliefs, practices, culture, and linguistic needs of diverse consumer/client populations and communities.

Culturally responsive services comprehensively address power relations across the organization, at different levels of intervention: systemic, organizational, professional, and individual.

Cultural Responsiveness

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Cultural Humility

The ability to maintain an interpersonal posture oriented to the other (or open to the other) in relation to the aspects of cultural identity that are most important to the person

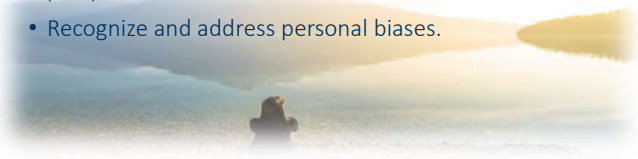
- Engage in continuous self-reflection
- Maintaining lifelong learning
- Recognize that there may be a power/privilege dynamic

American Psychology Reflections on Cultural Humility, <http://www.apa.org/pi/families/resources/newsletter/2013/08/cultural-humility.aspx>

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Awareness and Attitude

- Incorporate an understanding of LGBTQ populations, relational dynamics, and differences.
- Develop self-awareness and identify personal cultural perspectives.
- Recognize and address personal biases.



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Recommendations

- Common challenges that arise in care.
- Familiarity of terms and concepts of the LGBTQ+ communities.
- Individuals adhere to values and belief systems to certain degrees, not at all, expressed differently than others in their cultural group.
- Cultural patterns are not frozen or static, but are open to exceptions, as many people have experiences that their group does not share.
- Integrate a person-centered approach.

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Information

- Preferred language and meaning within context
- Ask open-ended questions about themselves, their view of their situation, support systems, etc.
- Affirmations
- Reflective listening
- Summaries



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Affirming Engagement



- Inclusive environment
- Initial approach and greeting
- Fostering a relationship


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Skills



- Explore and recognize the importance of how situations are perceived (someone else's vision) and how they are approached from a cultural context.
- Perspectives highlight values with strengths that can be reformulated to support recovery and well-being.

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Best Practices

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Inclusive Language

Binary Assumption	Gender inclusive
Ladies and gentlemen	Dear Guests
Boys and girls	That person
Men and women of the faculty	Friends and colleagues
Brothers and sisters	Students
He or she	Siblings
She the Mr.	All
	The participant
	Faculty members
	Faculty of all genders

University of Maryland, Lesbian, Gay, Bisexual, Transgender Equity Center: <https://gbt.umd.edu/good-practices/inclusive-language>
accessed 8/6/21

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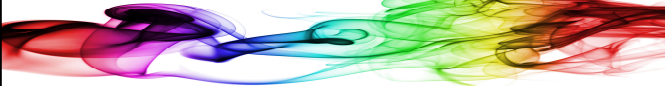
Seven Principles

1. Gender and sexuality exist continuously with infinite possibilities.
2. The continuums of gender and sexuality are separate but interrelated realms.
3. The gender continuum is divided into separate male and female continuums, but not mutually exclusive.
4. Sexuality is made up of three distinct domains: orientation and attraction, behavior, and identity. These three realms are interrelated but not always aligned.
5. Gender can develop based on biological sex, but this is not always the case (i.e. transgender, intersex and androgynous people)

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Seven Principles (continued)

6. There are biological, psychological, social and cultural influences at play in sexual and gender development trajectories. Social factors, such as family and peer relationships, strongly shape behavior during the preschool and school years.
7. Each individual is unique and composed of multiple identities that exist within and interact with other socio-cultural realms, such as socioeconomic status, geographic region, race and ethnicity, religious and spiritual affiliation, gender and sexuality, among others.



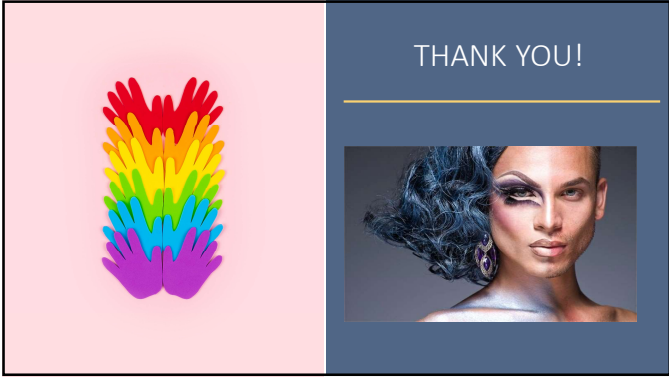
American Psychiatric Association, Robert Paul Cabaj, MD, Working with LGBT Patients, <https://www.psychiatry.org/psychiatrists/cultural-competency/education/best-practice-highlights/working-with-lgbt-patients>

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Situational Challenges

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