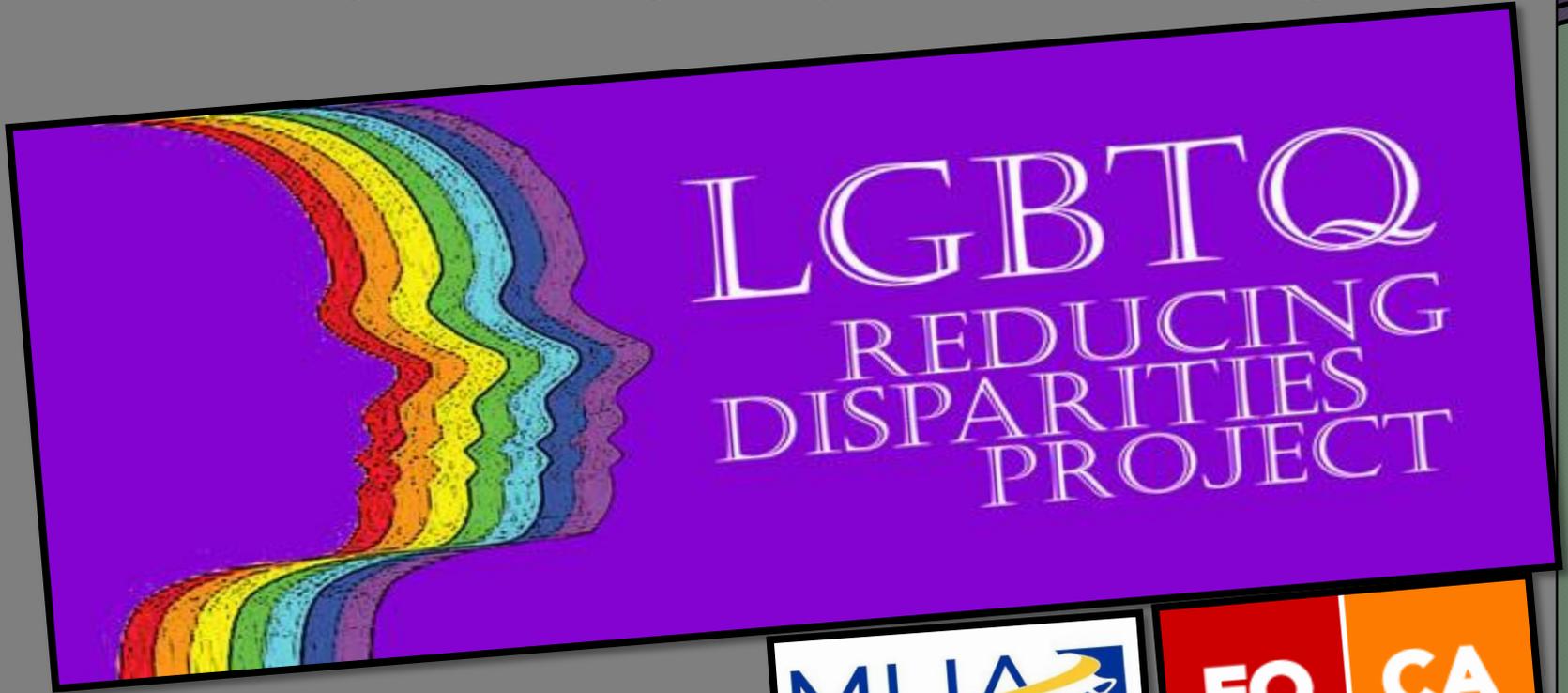
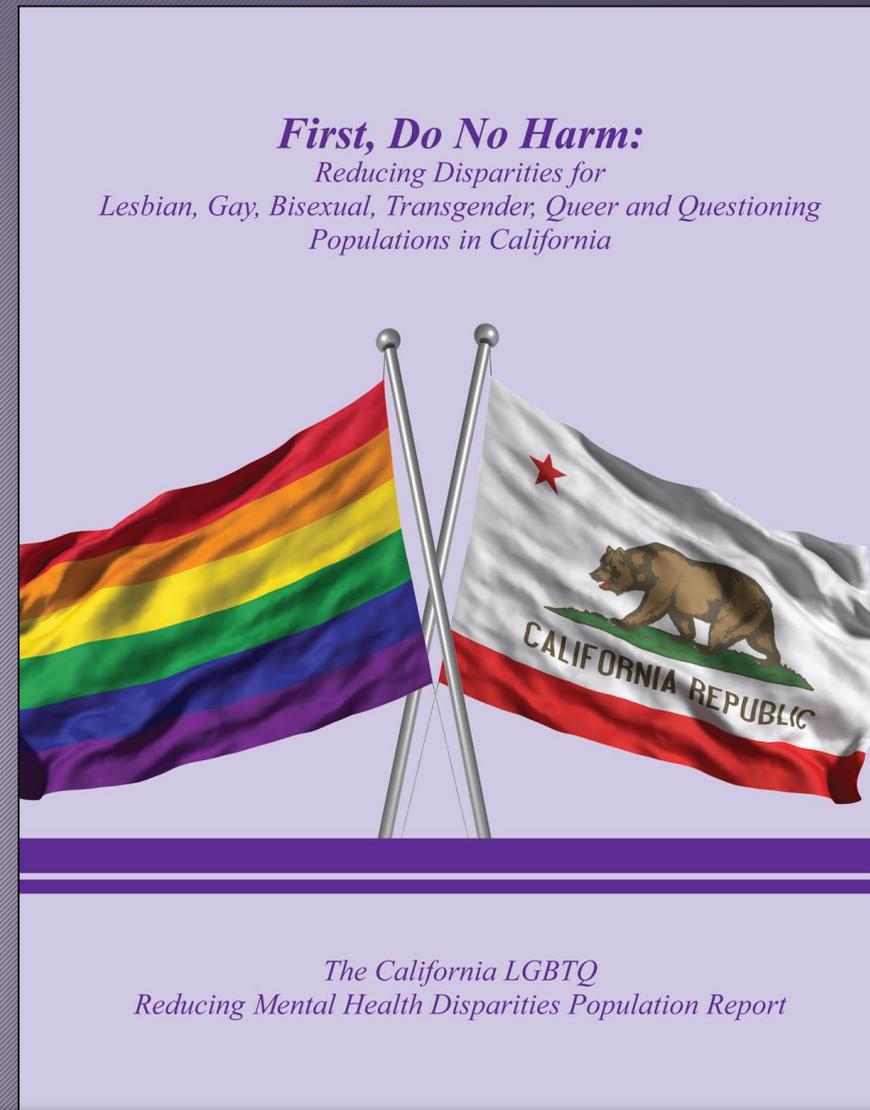


Welcome



LGBTQ Reducing Disparities Project



The **FIRST** time LGBTQ people have been recognized as a disparity group by the State

CBR overview

Strategic Planning Workgroup

23 diverse members from across CA

Advisory Groups

14 Advisory Groups

Over 95 members statewide

Community Gatherings

14 forums across CA

Met with over 420 LGBTQ Californians

First, Do No Harm:

Reducing Disparities for Lesbian, Gay, Bisexual, Transgender, Queer and Questioning Populations in California



The California LGBTQ

Reducing Mental Health Disparities Population Report

Surveys

Over 4200 Respondents

Subject Matter Experts

22 experts contributed to the report

Community Forums

8 forums

Met with over 200 LGBTQ Californians

Surveys

Community Survey

3023 respondents

Provider Survey

1247 respondents

LGBTQ Identified Providers: 359 respondents

First, Do No Harm:

*Reducing Disparities for
Lesbian, Gay, Bisexual, Transgender, Queer and Questioning
Populations in California*



*The California LGBTQ
Reducing Mental Health Disparities Population Report*

The Report

50,253 clicks

Including:

- **Australia**
- **Chile**
- **Germany**
- **Mexico**
- **Philippines**
- **United Kingdom**

First, Do No Harm

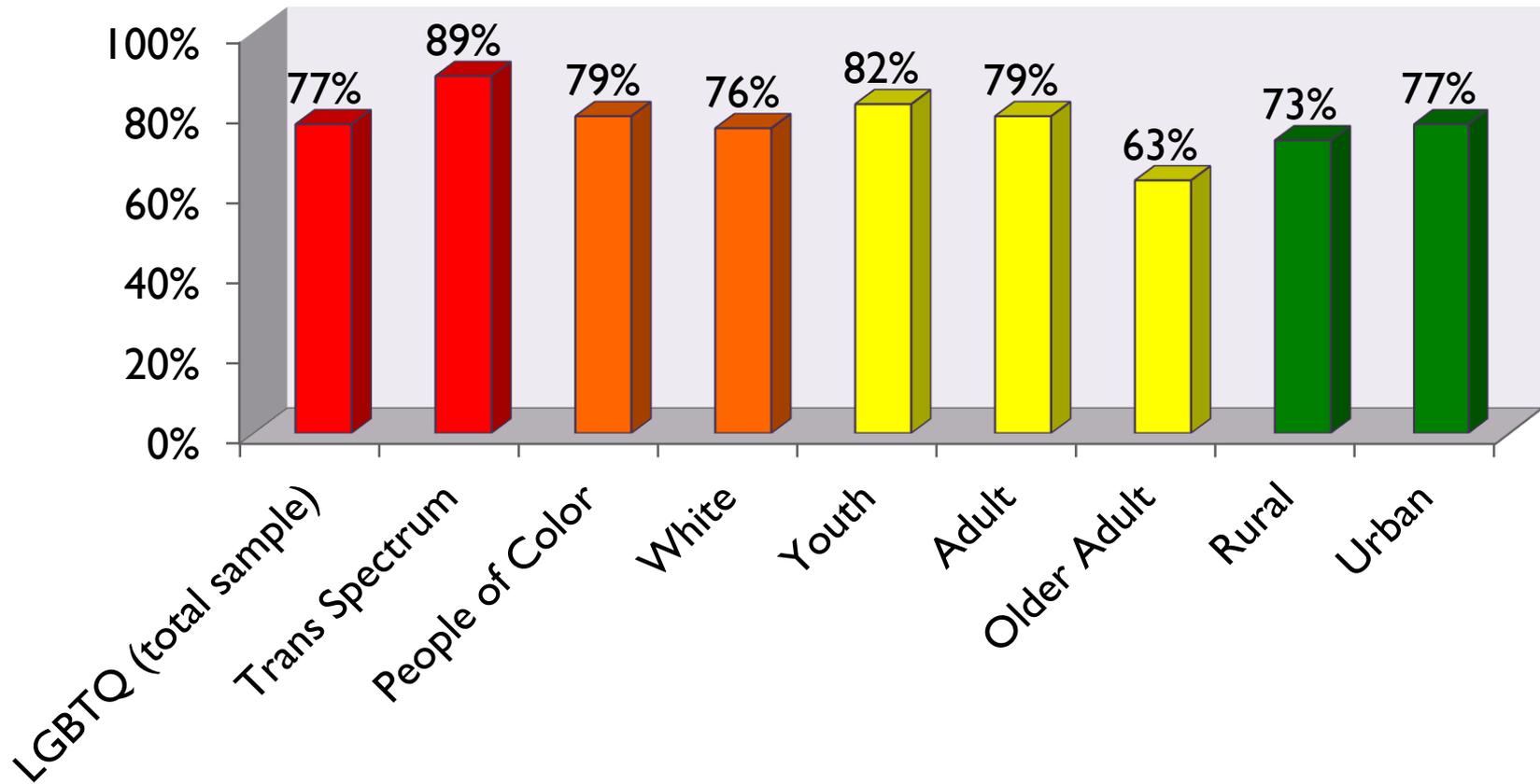
LGBTQ individuals are being harmed on a daily, weekly, monthly, yearly, and sometimes lifetime basis due to stigma, discrimination, prejudice, rejection and legal inequality.

They represent essentially invisible populations whose existence is not accurately documented and rarely acknowledged in any form of official data gathering.



Findings

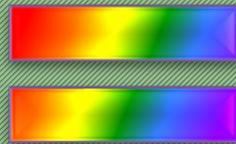
I have experienced emotional difficulties, such as stress, anxiety, or depression, which were directly related to my sexual orientation or gender identity/expression



Discrimination



Discrimination



Distress

Seeking Mental Health Services

77% of ALL respondents reported seeking mental health services of some kind

Trans Spectrum: 85%

Seeking does not mean receiving

Top 6 services people sought but did not receive

- **Individual Counseling/Therapy**
- **Couples or Family Counseling**
- **Peer Support Groups**
- **Non-Western Medical Intervention**

LGBTQ-specific barriers



- **Don't know how to find an LGBTQ competent provider**
- **Cannot find a provider who I am comfortable with who is also LGBTQ knowledgeable**
- **Concerned my provider will be unsupportive of my LGBTQ identity**
- **No LGBTQ specific services in my area**
- **SO/GI confidentiality concerns**
- **LGBTQ competent providers are in the same social circle**

Problems with Mental Health Providers

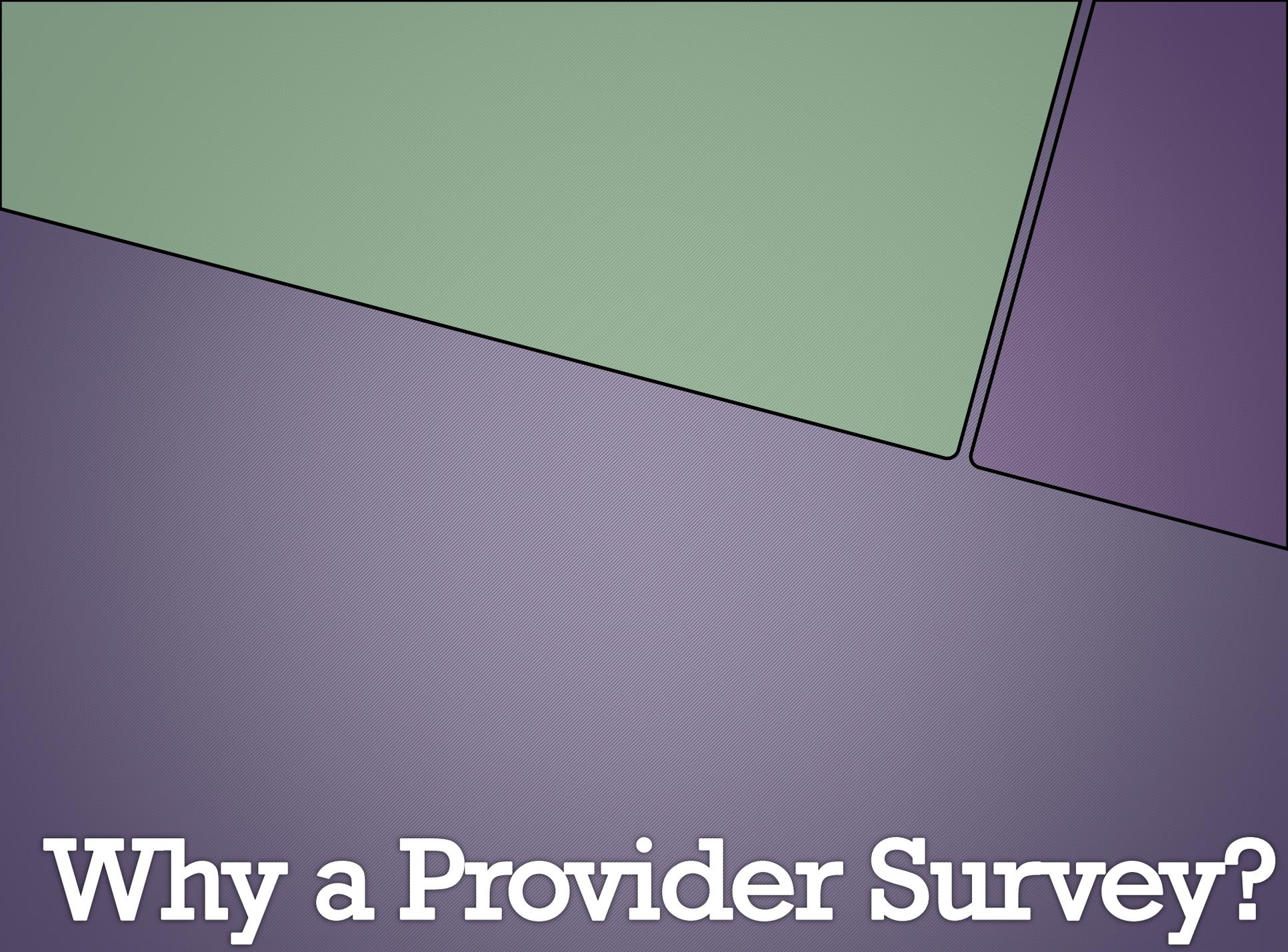


- **Did not know how to help with my sexual orientation concerns**
- **Did not know how to help with my gender identity/expression concerns**
(Trans Spectrum – 5X more likely)
- **My SO/GI became the focus of my treatment, but was not why I sought services**

Problems with Mental Health Providers



- **Made negative comments about my sexual orientation**
- **Made negative comments about my gender identity/expression**
(Trans Spectrum - 4x as likely)
- **Did not know how to help same-sex couples**
- **Did not know how to help mixed-orientation couples**



Why a Provider Survey?

Barriers to Providing Services

- 1. Lack of training on the concerns & needs of Transgender people**
- 1. Lack of training on the concerns & needs of LGBTQ parents**
- 1. Lack of training on the coming out process**
- 2. Lack of training on the concerns & needs of LGB people.**

- 5. No access to supervision/consultation with providers who have expertise in LGBTQ concerns and needs**
- 6. Not able to provide services in client's/patient's native language**
- 7. Personal religious beliefs**

Experiences of LGBTQ Providers BECAUSE of sexual orientation or gender identity/expression

Sought after as an expert on LGBTQ issues

Treated differently by colleagues

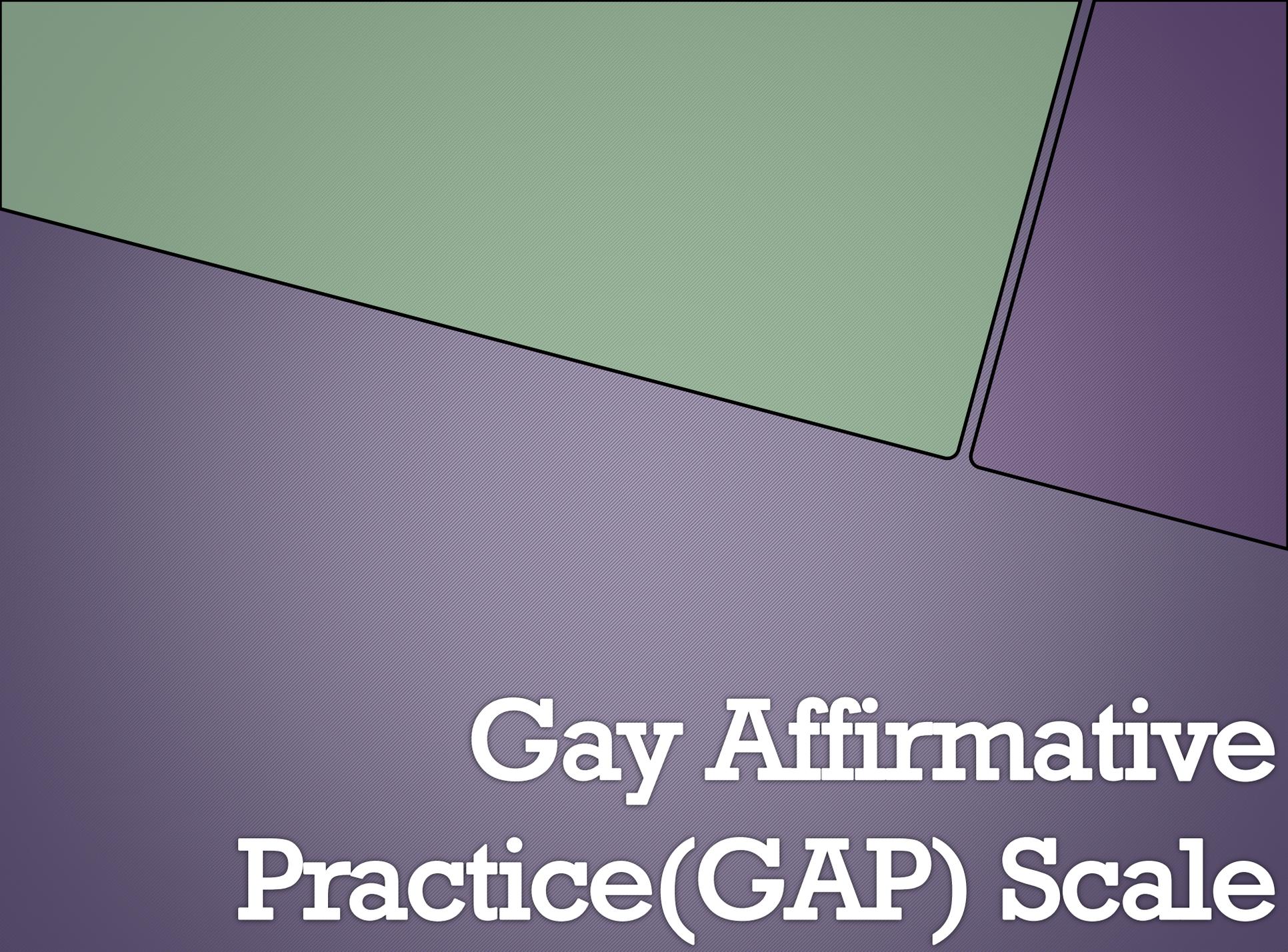
Verbally harassed

Assigned to LGBTQ clients/patients

Socially excluded by colleagues

Instructed to keep sexual orientation or





Gay Affirmative Practice (GAP) Scale

Training Matters

The more trainings someone reported attending the higher their GAP score



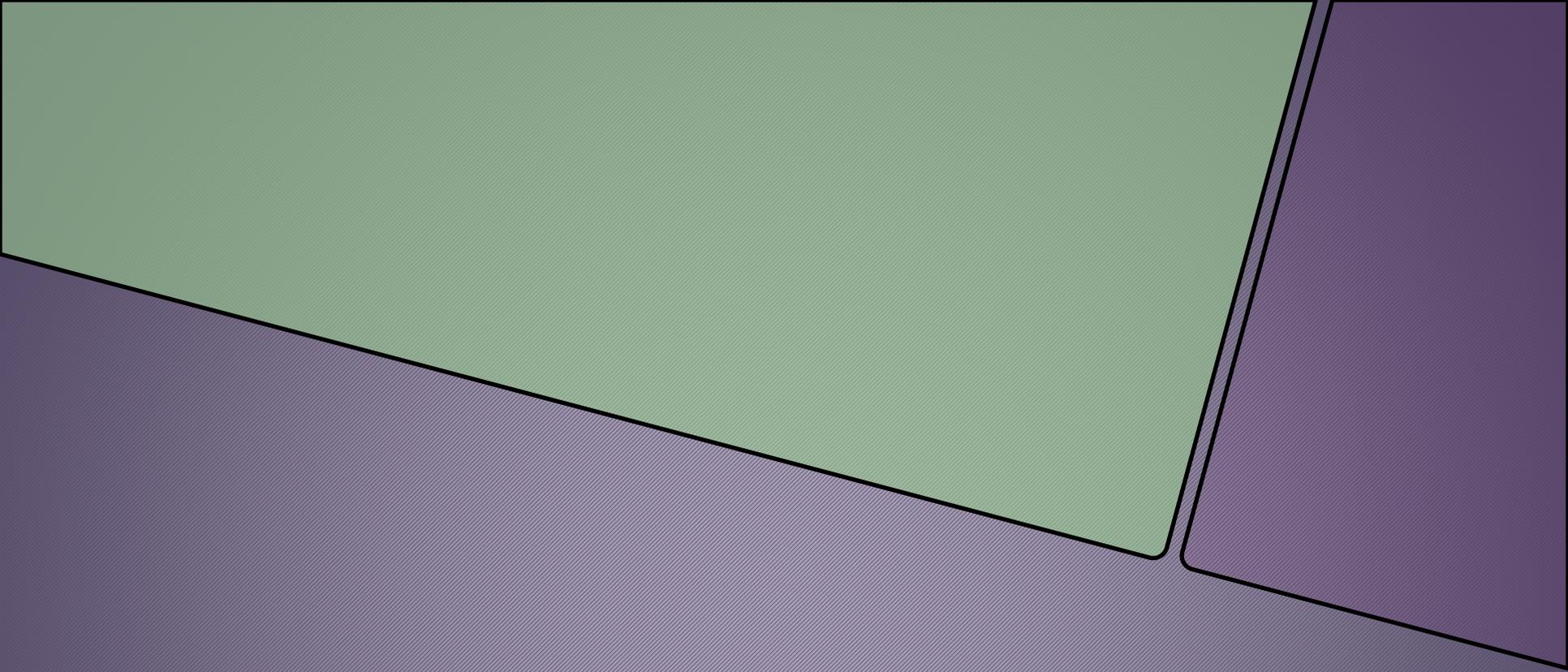
For each training attended their GAP score went up by 3pts

Asking *the* question

Of Provider survey respondents—

- Only **29%** of Mental/Behavioral/Medical Health providers reported asking about sexual orientation
- Only **26%** reported asking about gender identity

MORE training = asking about sexual orientation or gender identity/expression!



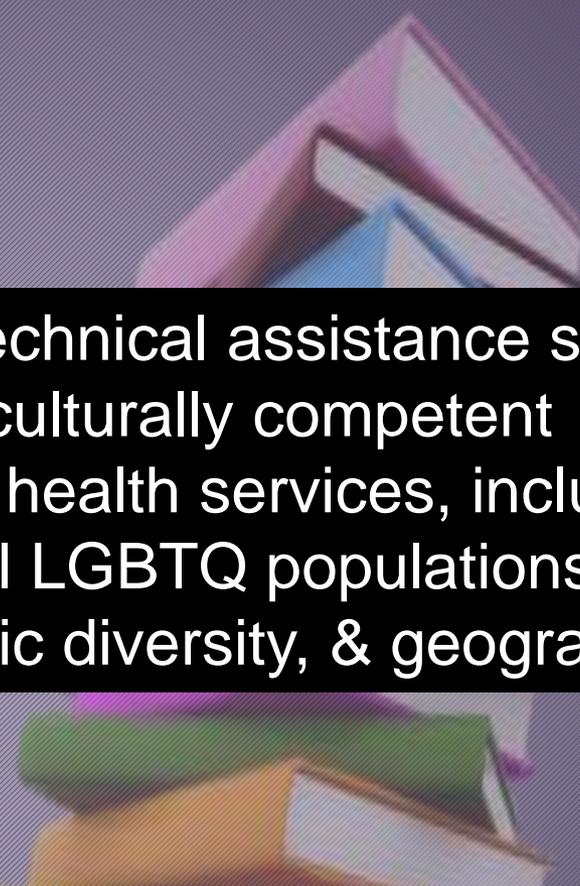
Recommendations

Counting LGBTQ People

If we are not counted, we don't count

Demographic information should be collected for LGBTQ people across the lifespan, & across all demographic variations (race, ethnicity, age, geography) at the state and county levels.

Training



Recommendation 3.1

Statewide workforce training & technical assistance should be required in order to increase culturally competent mental, behavioral, and physical health services, including outreach and engagement, for all LGBTQ populations across the lifespan, racial & ethnic diversity, & geographic locations.

Recommendation 3.2

Statewide workforce training & technical assistance should be required for all California public school staff & administrators in order to increase culturally competent & sensitive treatment of all students who are, or are perceived to be, LGBTQ.

Training

Recommendation 3.1 & 3.2

**Agencies and individuals
providing LGBTQ trainings...**

should...

**have community-based
endorsement(s).**

Contact Information



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