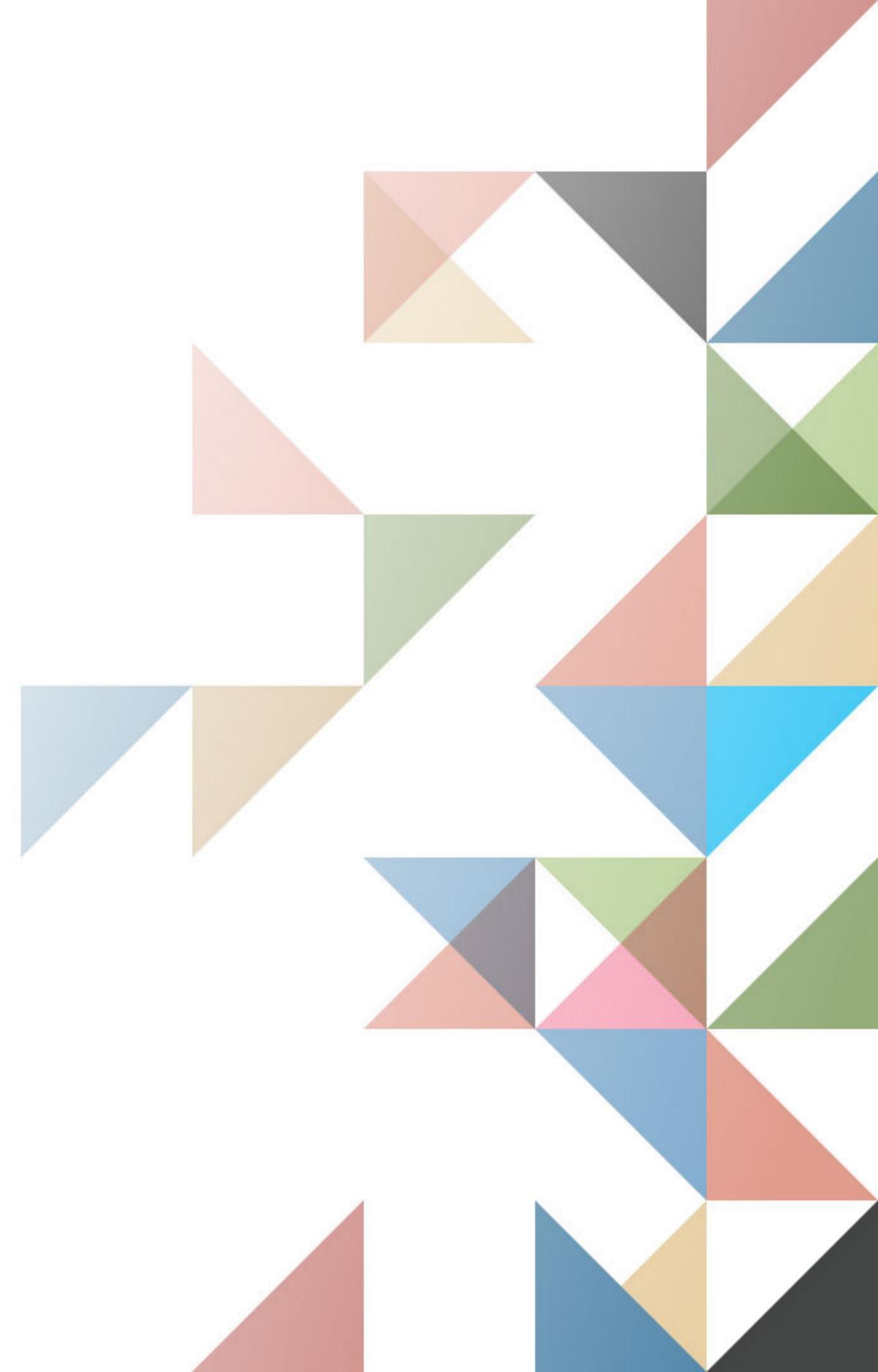
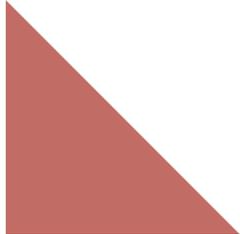




# Cultural Humility 2022





# Terminology

**Gender Identity:** A person's internal, deeply held sense of their gender. For transgender people, their own internal gender identity does not match the sex they were assigned at birth. Gender identity is not visible to others.

**Gender Expression:** External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics.

**Sexual Orientation:** An individual's enduring physical, romantic and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) orientations.

**Sex:** The classification of a person as male or female. At birth, infants are assigned a sex, usually based on the appearance of their external anatomy. (This is what is written on the birth certificate.) A person's sex, however, is actually a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

The background of the slide is decorated with various colored triangles in shades of blue, green, red, pink, grey, and tan, scattered across the page. Some triangles are solid, while others are partially cut off by the edges of the frame.

# LGBTQ+ Youth are at Risk

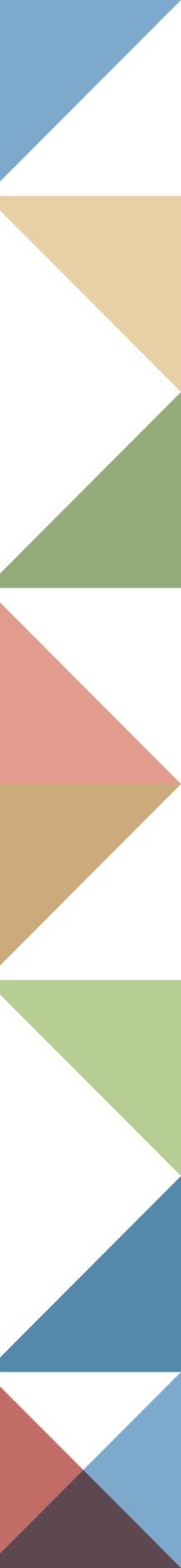
Millions of LGBTQ+ young people are growing up  
in places where they feel **REJECTED, ISOLATED, AND**  
**ASHAMED TO BE THEMSELVES.**

# Utah Suicide Statistics

- Suicide is the first leading cause of death for individuals ages 10-24.
- Suicide is the second leading cause of death for individuals ages 25-44.
- The age adjusted suicide rate in Utah is 21.24 per 100,000 individuals.

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American Foundation for Suicide Prevention (<https://afsp.org/suicide-statistics>)  
[https://prevwp.afsp.org/wp-content/uploads/2016/01/talking-about-suicide-and-lgbt-populations-2nd-edition.pdf?\\_ga=2.143709941.1911231470.1630009775-1080888799.1629839676](https://prevwp.afsp.org/wp-content/uploads/2016/01/talking-about-suicide-and-lgbt-populations-2nd-edition.pdf?_ga=2.143709941.1911231470.1630009775-1080888799.1629839676)



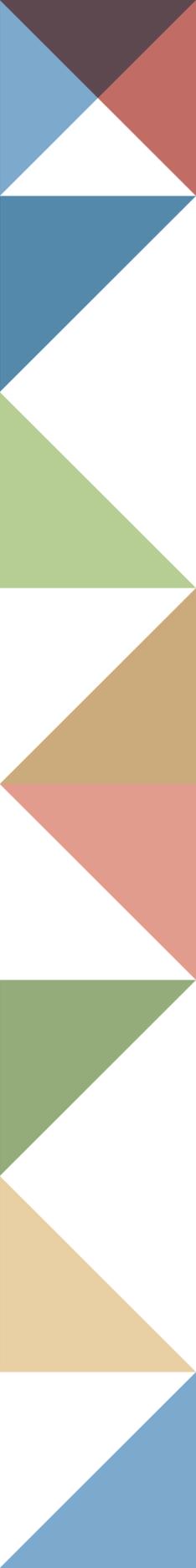
# LGBTQ+ Youth, Suicide, & Mental Health

- 40% of LGBTQ respondents seriously considered attempting suicide in the past twelve months.
- 52% of transgender and nonbinary respondents had seriously considered suicide.
- 21% of transgender and nonbinary respondents had attempted suicide.
- 11% of cisgender respondents had attempted suicide.

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The Trevor Project

(<https://www.thetrevorproject.org/survey-2020/?section=Introduction>)



# LGBTQ+ Youth in Utah

In Utah, 35.1% of students who identify as Bisexual, Gay, Lesbian, and Questioning reported “Often” or “Always” feeling isolated from others in the last seven days, as opposed to 15.5% of students who identified as Heterosexual.

64.6% of students who identify as Transgender or Other reported feeling sad or hopeless for two weeks or more in a row during the past year, as opposed to 28.1% of students who identified as Male/Man/Boy or Female/Woman/Girl.

54.6% of students who identified as Transgender or Other reported that they seriously considered attempting suicide in the past 12 months, as opposed to 16.3% of students who identified as Male/Man/Boy or Female/Woman/Girl.

41.7% of students who identify as Bisexual, Gay, Lesbian, and Questioning reported that they seriously considered attempting suicide in the past 12 months, as opposed to 15.4% of students who identified as Heterosexual.

# Isolation & Loneliness

Negative feelings that young people have about themselves may contribute to suicidal ideation and behavior.<sup>1</sup>

Social isolation and low self-esteem, substance abuse, depression, anxiety, and other mental health issues, often resulting from or worsened by stigma and discrimination, are associated with the higher prevalence of suicidal behavior in LGBTQ+ individuals.<sup>2</sup>

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1 <https://afsp.org/story/how-do-emotions-and-experiences-combine-to-provoke-suicidal-ideation-and-behavior>

2 [https://prevwp.afsp.org/wp-content/uploads/2016/01/talking-about-suicide-and-lgbt-populations-2nd-edition.pdf?\\_ga=2.143709941.1911231470.1630009775-1080888799.1629839676](https://prevwp.afsp.org/wp-content/uploads/2016/01/talking-about-suicide-and-lgbt-populations-2nd-edition.pdf?_ga=2.143709941.1911231470.1630009775-1080888799.1629839676)

# Rejection

Young LGBTQ+ people who are highly rejected by their families are 8x more likely to attempt suicide than those from families that engage in few or no rejecting behaviors.

LGBTQ+ young people who experience high levels of family rejection are more than 3x as likely to use illegal drugs compared with young people from families with little or no rejection.

LGBTQ+ young people from highly rejecting families are more than 3x more likely to be at risk for HIV and for sexually transmitted diseases than young people from families that exhibit little or no rejection.

# Behaviors to Avoid

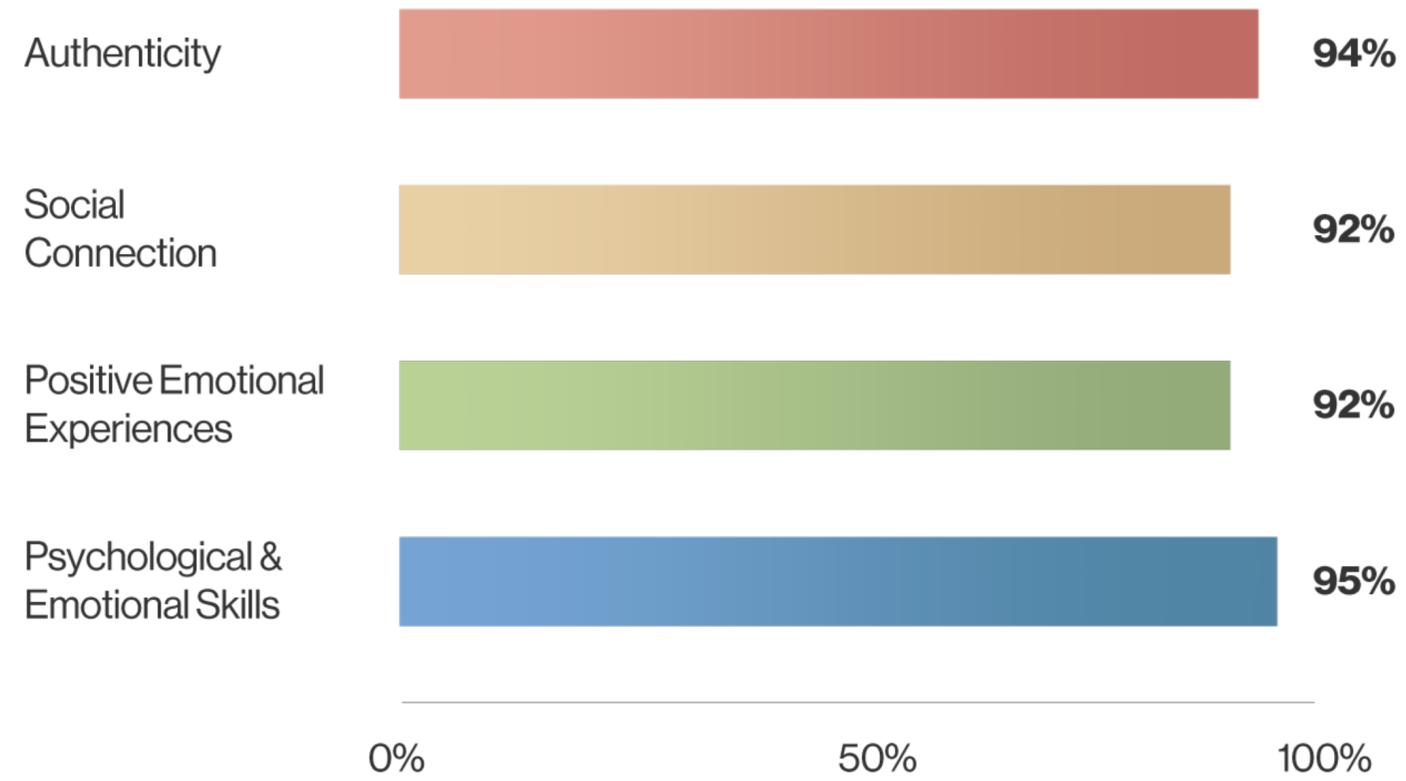
- Hitting, slapping or physically hurting your child because of their LGBTQ+ identity.
- Verbal harassment or name-calling because of your child's LGBTQ+ identity.
- Excluding LGBTQ+ youth from family and family activities.
- Blocking access to LGBTQ+ friends, events & resources.
- Blaming your child when they are discriminated against because of their LGBTQ+ identity.
- Pressuring your child to be more (or less) masculine or feminine.
- Telling your child that God will punish them because they are gay.
- Telling your child that you are ashamed of them or that how they look or act will shame the family.
- Making your child keep their LGBTQ+ identity a secret in the family and not letting them talk about it.



# Behaviors that Help

- Talk with your child or foster child about their LGBTQ+ identity.
- Express affection when your child tells you or when you learn that your child is gay or transgender.
- Support your child's LGBTQ+ identity even though you may feel uncomfortable.
- Advocate for your child when he or she is mistreated because of their LGBTQ+ identity.
- Require that other family members respect your LGBTQ+ child.
- Bring your child to LGBTQ+ organizations or events.
- Talk with clergy and help your faith community to support LGBTQ+ people.
- Connect your child with an LGBT adult role model to show them options for the future.
- Welcome your child's LGBTQ+ friends & partners to your home.
- Support your child's gender expression.
- Believe your child can have a happy future as an LGBTQ+ adult.

## We Are Meeting Our Outcomes



# What We Offer

- **THERAPY**  
Subsidized therapy  
for youth and families
- **PROGRAMS**  
Promoting community, connection,  
and better mental health
- **FRIENDSHIP CIRCLES**  
Identity, age-based, peer led support groups
- **A SAFE SPACE**  
That looks like home and feels like home  
7 days a week
- **EDUCATION & RESEARCH**  
Publish data driven research  
to support families and communities



Session Code

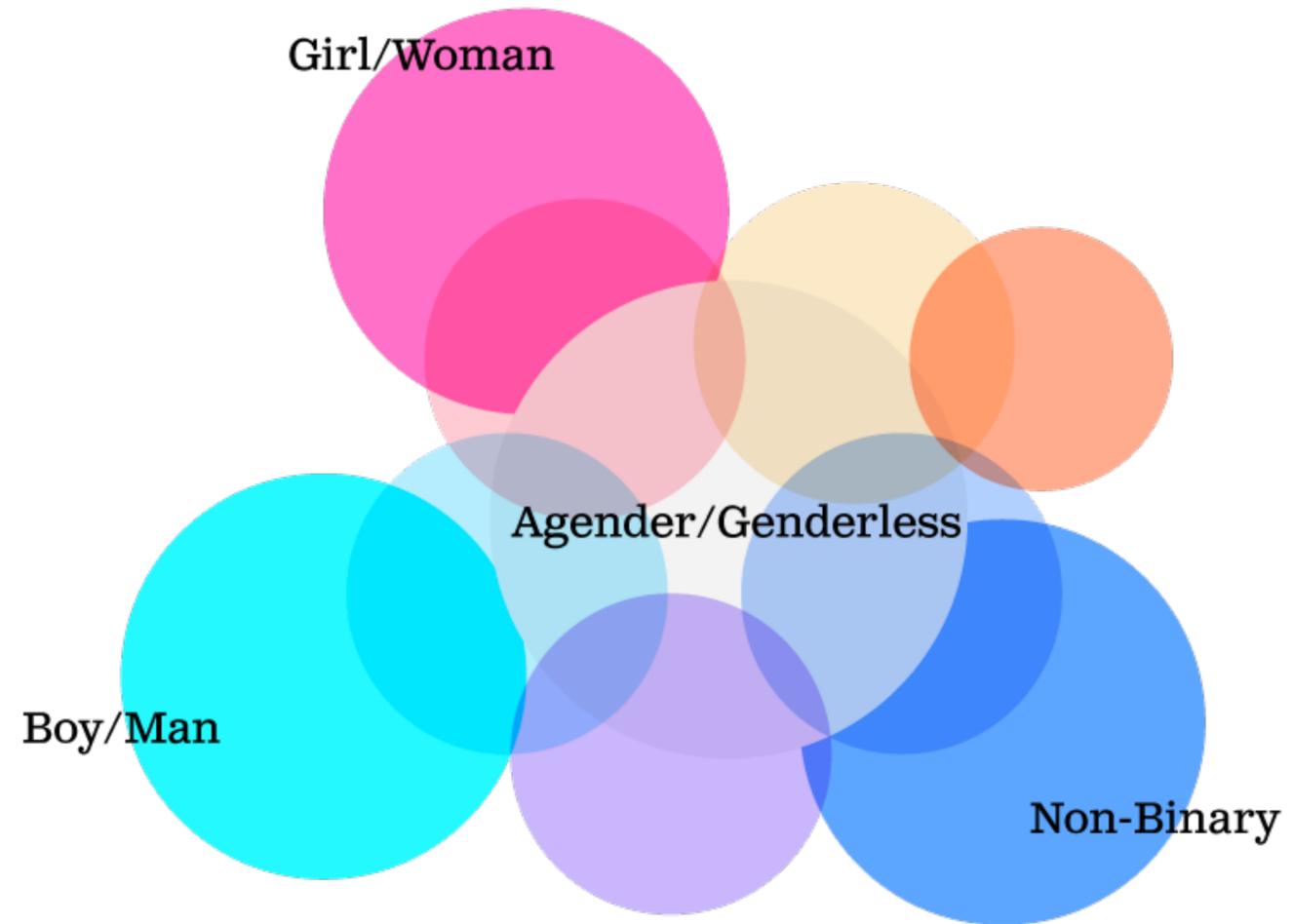
LISTEN

# Cultural Competence vs. Cultural Humility

- Cultural competence encompasses behaviors, attitudes, and policies that ensure that a system or individual can act effectively and appropriately in diverse cultural interactions and settings. It encompasses understanding, appreciation, and respect of cultural differences and similarities within, among and between groups.
- Cultural humility is a commitment to self-evaluation and critique, to redressing power imbalances . . . and to developing mutually beneficial and non-paternalistic partnerships with communities on behalf of individuals and populations.

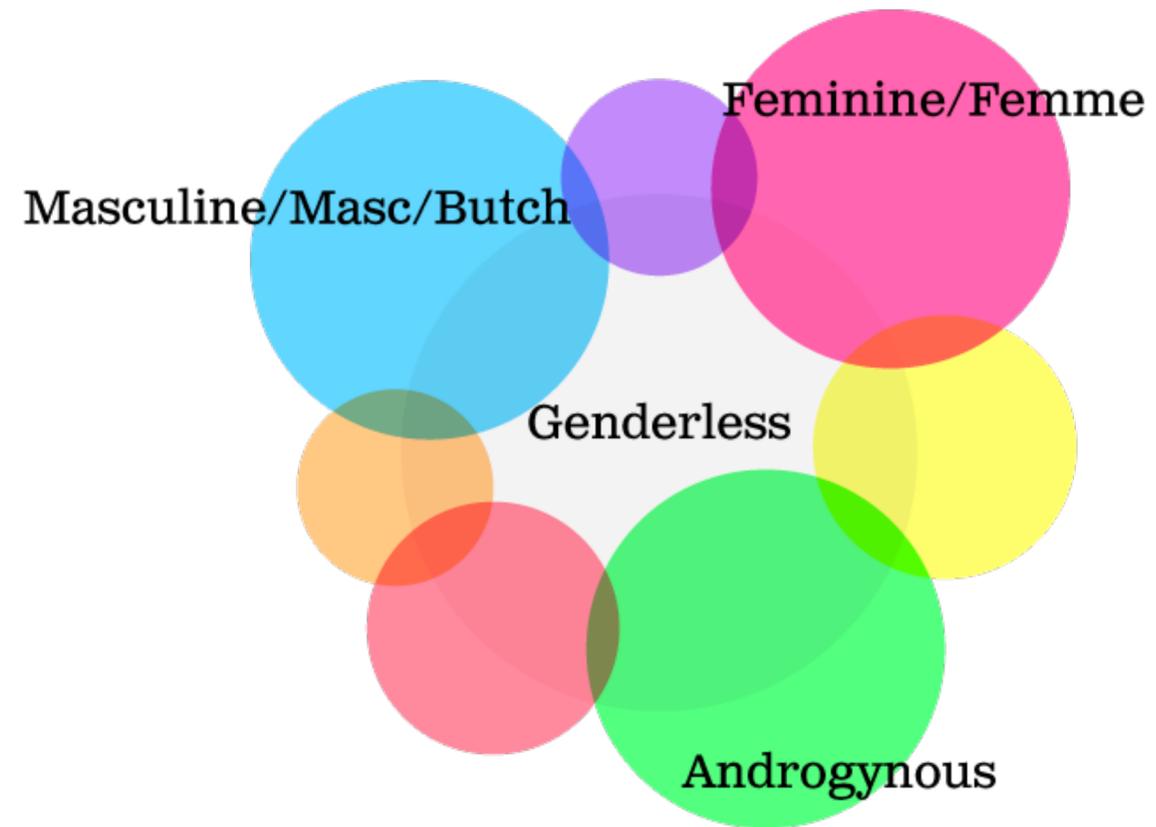
# Gender Identity

A person's internal, deeply held sense of their gender.



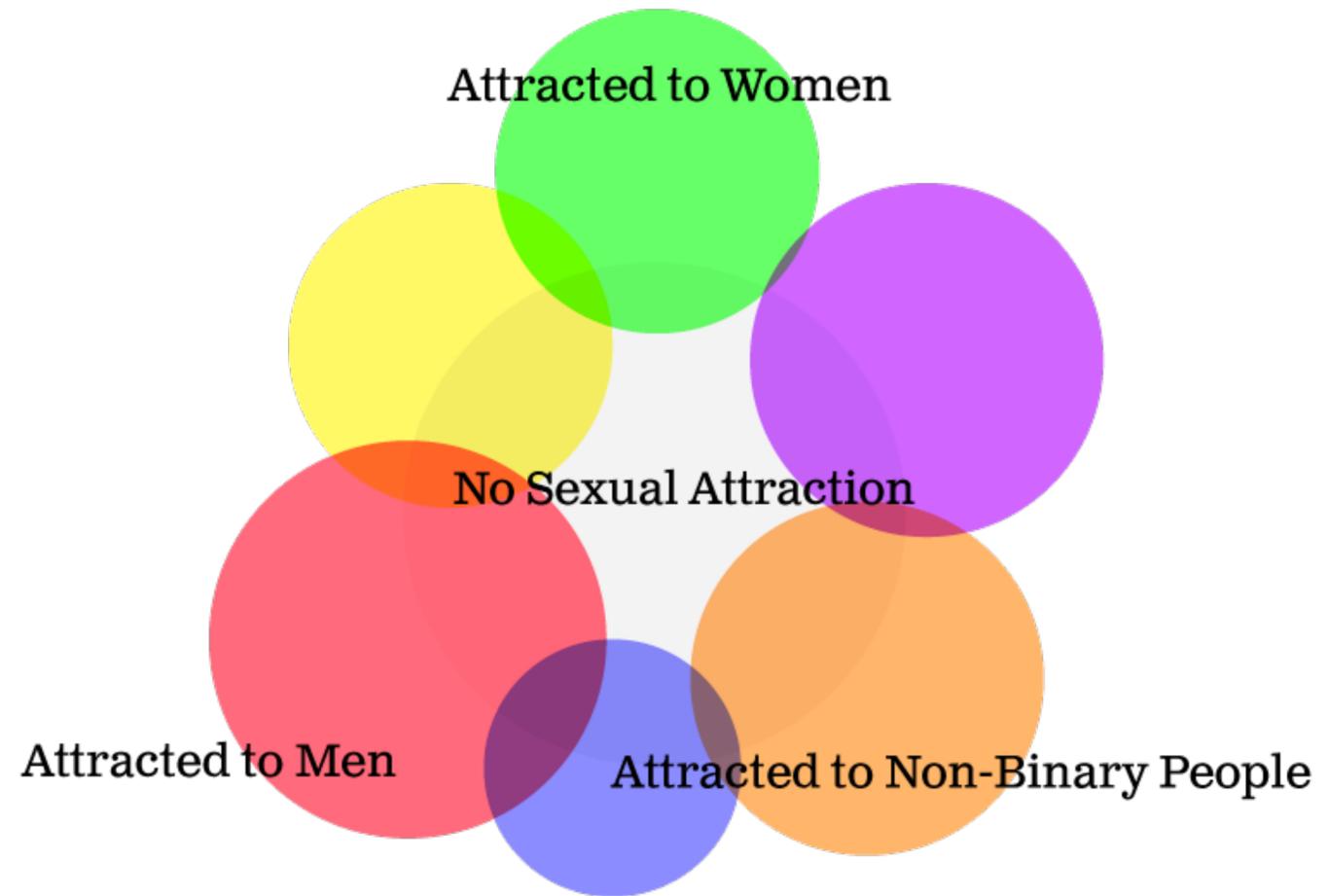
# Gender Expression

External manifestation of gender, expressed through a name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics.



# Sexual Orientation

The scientifically accurate term for an individual's enduring physical, romantic, and/or emotional attraction.



# Recognize When You're Assuming

- “She’s just going through a phase.”
- “I never would have guessed that you were transgender.”
- “Bisexual people are just afraid to admit that they’re gay.”
- “I don’t agree with that lifestyle.”
- “Who’s the girl/boy in the relationship?”



# Practicing Allyship

Allyship is a practice of recognition and re-evaluation in which a person seeks to act in support of and in solidarity with a marginalized group of people.

# Practicing Allyship

Using correct pronouns helps cultivate safe, inclusive, and identity-affirming spaces for all individuals.

Pronouns cannot be determined by looking someone. If you are not sure of which pronouns to use, ask “What are your pronouns?”

Introduce yourself with your name and pronouns. By doing so whether we know transgender or genderqueer people are present, we reduce the risk of misgendering an individual.

- She, her, her, hers, and herself
- He, him, his, his, and himself
- They, them, their, theirs, and themselves
- Ze/zie, hir, hir, hers, and himself
- Xe, xem, xyr, xyrs, and xemself
- Ve, ver, vis, vis, and verself

Transgender and nonbinary youth who have their pronouns respected by all or most of the people in their lives attempted suicide at half the rate of those who did not have their pronouns respected.



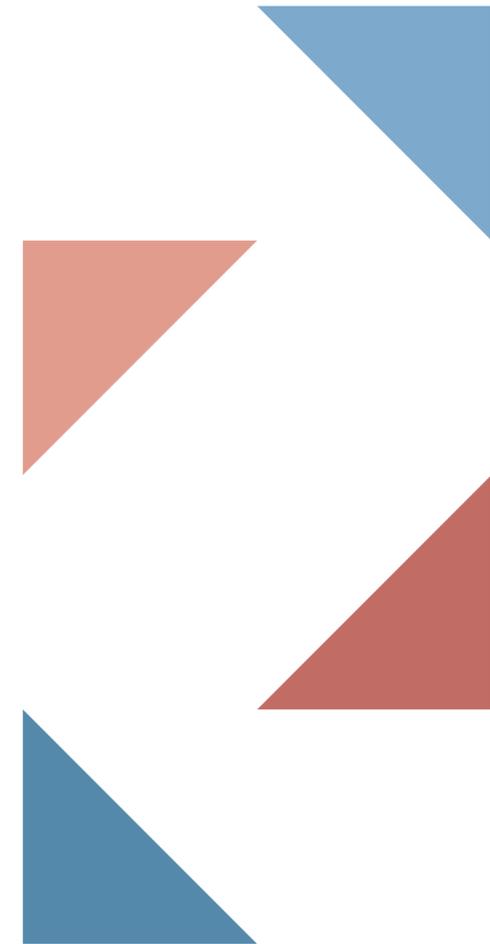
# Other Ways of Practicing Allyship

- Make room for discussions about LGBTQ+ issues and people.
- Take stock of the information, stories, and messages you share.
- Know about affirming LGBTQ+ resources and organizations.

# Working Toward Equality

## Equity is:

- Eliminating inequalities so that there are no avoidable differences in health outcomes between different groups of people.
- Equal opportunity for different groups of people to enjoy life and pursue self-defined, meaningful goals.



# Questions?



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