



Supporting LGBTQ+ Families

And being an LGBTQ+ ally

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Goals for the Day

- LGBTQ+ Identity and Coming Out
- Ecological Framework
- Minority Stress
- Importance of Support



PRONOUNS

He/him/His

She/her/hers

They/Them/Their

Just my name please

Gender Identity

Gender Identity:

A person's innermost concept of self as male, female, nonbinary, or neither.



Sexual Orientation:

A person's physical, romantic, emotional, and/or spiritual attraction to others

Sexual Orientation

Designated (Assigned) Sex

Refers to the sex assignment given to us at birth based on genitalia, organs, and assumptions about chromosomes.

- This includes:
- -Female (has vulva)
- -Male (has penis)
- -Intersex
 - **An individual whose combination of chromosomes, gonads, hormones, internal sex organs, and genitals differs from the two expected patterns of male or female.**



Gender Identity

- Refers to how we self-identify our gender
- Transgender
- Cisgender
- Bigender
- Gender fluid
- Non-binary
- Agender
- *Many transgender or cisgender individuals may not self-identify as such. Some will use identity labels such as girl/woman or boy/man. Many transgender individuals may also identify outside the binary or as agender.*



Sexual Orientation & Sexuality

- Lesbian
- Gay
- Bisexual/Pansexual/Sexually Fluid
- Pansexual
- Heterosexual
- Asexual
- Demisexual

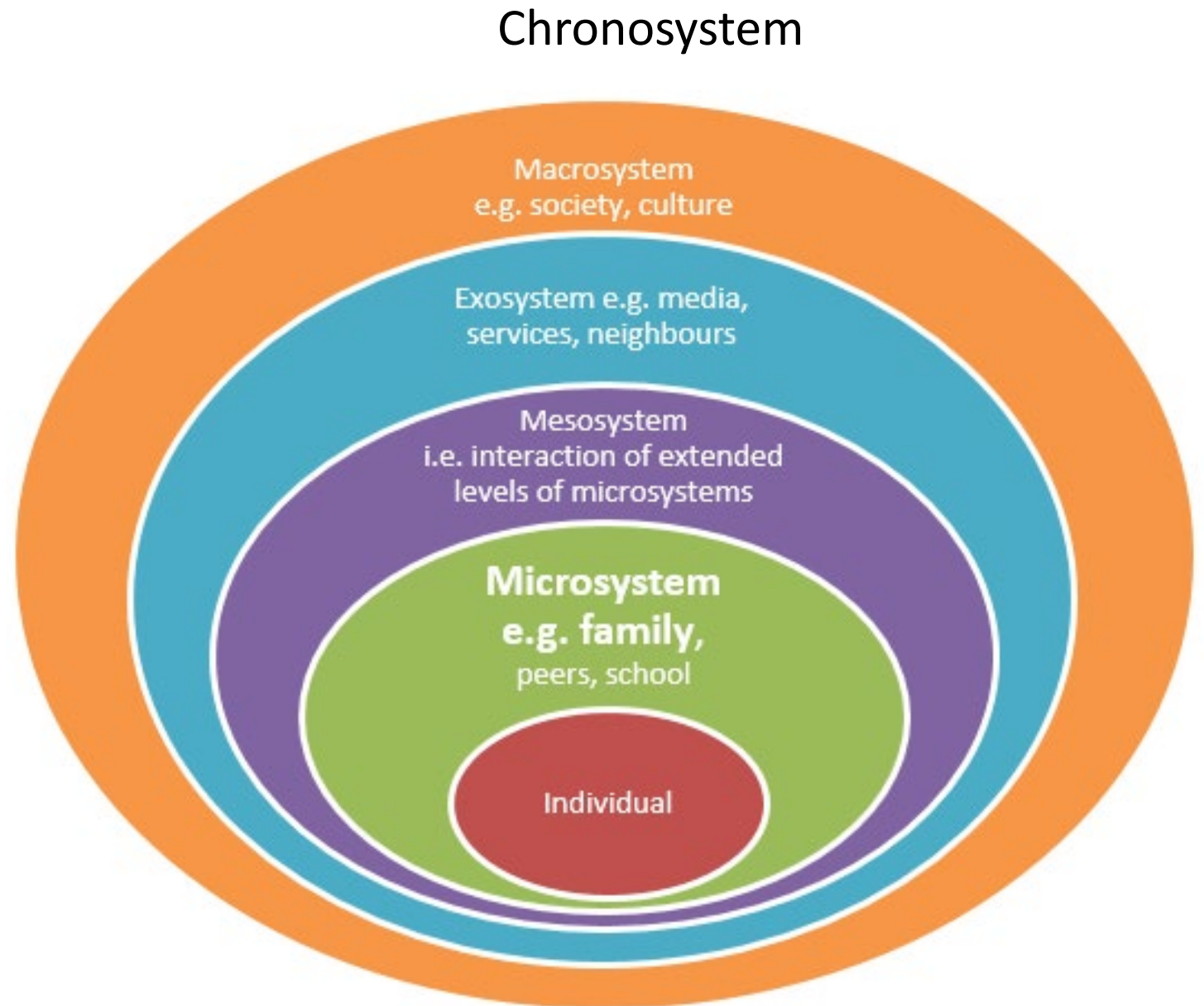
This is Personal

- We all have a:
- SEX DESIGNATED TO US AT BIRTH
- SEXUAL ORIENTATION
- GENDER IDENTITY
- GENDER EXPRESSION



gasp

ECOLOGICAL Framework



The Coming Out Process

The Many Roads to
LGBT Identity



COMING OUT

NOT a one and done event;

is a **PROCESS**;

is **NOT** always safe;

looks and feels different for everyone

Minority Stress

LGBTQ related stressors are those which are above and beyond typical stress:

- **Violence and victimization** across the life-span;
- **Experiences of discrimination, stigma & rejection**
- **Anticipated** rejection, stigma, discrimination, harassment and bullying
- **Internalized** homophobia/transphobia
- **Non-affirmation.**



Minority Stress

Minority Stress is something that occurs in one or multiple social domains

These social domains are:

- Family
- Peer group
- School
- Neighborhood
- Health/mental health care
- Religion/Spirituality
- Legal
- Community Groups

Proximal and Distal Minority Stress

Distal Minority Stress

- Violence and Victimization
- Discrimination, stigma, rejection

Proximal Minority Stress

- Anticipated discrimination, stigma, rejection
- Non-affirmation
- Internalized stigma

“Shame needs three things to grow ... secrecy, silence and judgment.”

~ Brene Brown





Microaggressions

Microaggressions

1

Everyday interactions that perpetuate inequalities and stereotypes

2

A common means of perpetuating inequality.

3

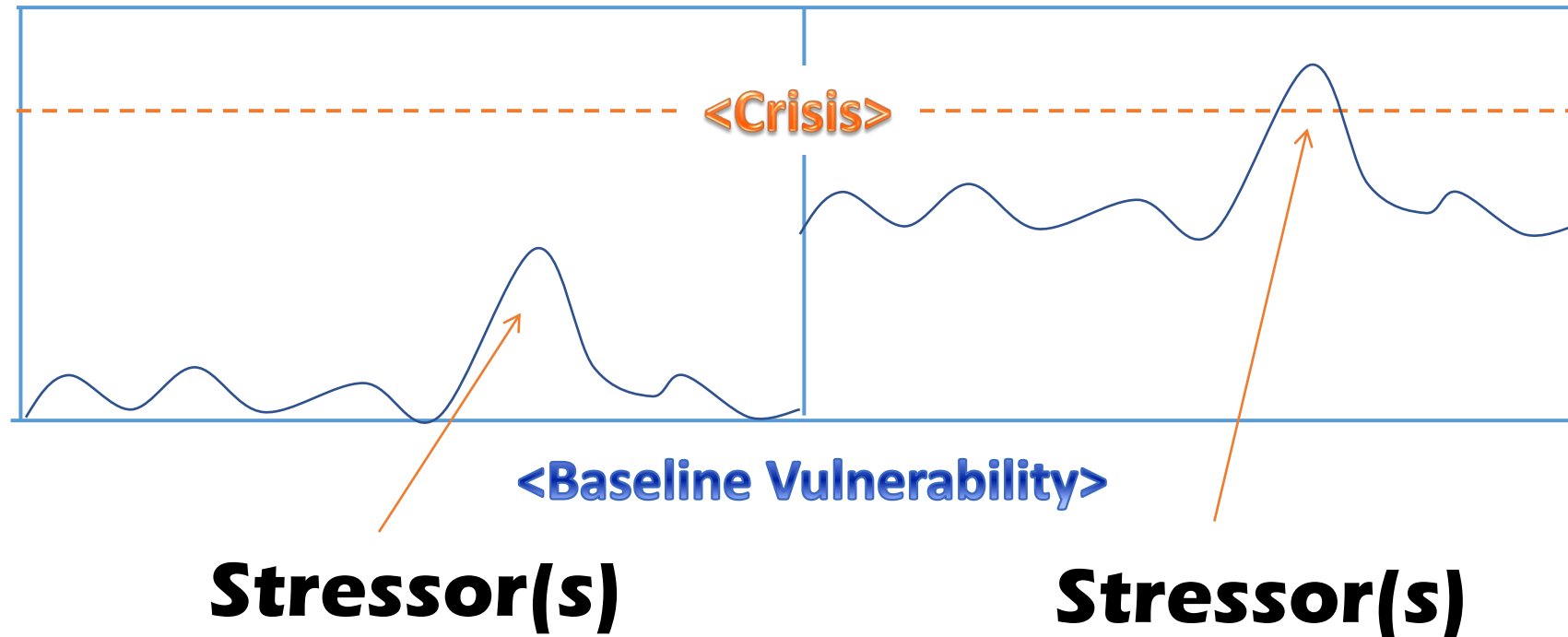
Often unintentional or implicit

- Micro-insults
- Micro-assaults
- Micro-invalidations

Baseline Vulnerability

Low Vulnerability

High Vulnerability



Financial Support

- Provide support for coping with stress associated with stigma and discrimination
- Surrogacy and adoption require more extensive resources and planning, thus may present more barriers and stress for those who do not have access to different types of financial or supportive resources.
- Still limited LGBTQ family representation especially for LGBTQ families who are multiracial and multicultural. Here are some book resources:
 - <https://www.familyequality.org/family-support/lgbtq-books/adult/>
 - https://www.familyequality.org/family-support/lgbtq-books/?filter%5B%5D=Early&gv_search=&mode=all

Community Support

- Neighborhoods are located within context of larger cities/towns and states, Thus LGBTQ families have more opportunities to visibly interact with people and the social conditions of that environment.
- Climate can include political affiliations, social service climate and access, and religious/moral tone (Oswald, Holman, Routan, 2020)
- Lesbian identified families felt more connected to their residential communities when they were in more frequent contact with their own family and when there was a local LGBTQ organization (Oswald and Lazarevic, 2011)
 - Feeling attached and connected to a physical place/neighborhood is related to the integration and intersection of family with the LGBTQ community.

Support

- Structurally (schools, organizations etc...): can create a culture of affirming practices and eliminating discriminatory behaviors.
- Among lesbian and gay men, previous research indicates that higher family support was associated with lower discrimination and rejection sensitivity and less depressive symptoms; Parent acceptance and support also serves to protect against depressive symptoms related to minority stress.
- **Bolstering coping resources:** mitigating internalized barriers to developing relationships and connections; and debunking stereotypes about the self and processing/rewriting narratives of stigma for the self.

(Feinstein et al., 2014)





Becoming an Ally is a process

Being an Ally is an action

What is an Ally?

- A person who works toward the inclusion, safety and respect of folks who identify differently than they do.





What now?

- Change, advocacy, support are all intentional processes.
- Ecological system: Intersections of structural, community, interpersonal, and individual systems.
- Within needs assessments, assess needs of families and parent coaches
- What types of needs are coming up informally for parents and for clinicians?
- In what ways can you involve LGBTQ+ parents in program development for other LGBTQ+ parents?

Resources

[ACLU LGBT Parenting Information](#)

<http://www.familyequality.org>

LA LGBTQ center

Long Beach LGBTQ center

PFLAG

Family Acceptance Project: - <http://familyproject.sfsu.edu>

<https://www.glaad.org/resourcelist>

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