



BEST PRACTICES FOR SERVING THE QUEER COMMUNITY

Alex Villalba, MA, CLES, CFSD (they/them)



INTRODUCTIONS





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ACTIVITY:



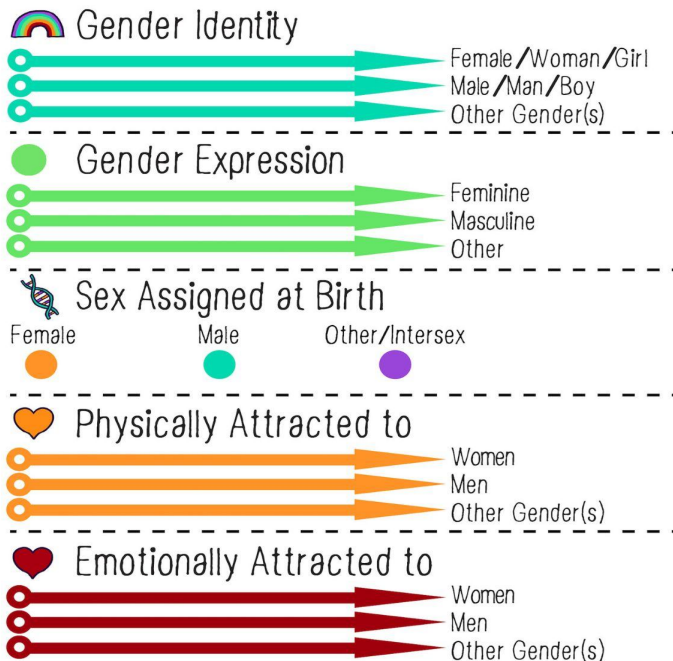
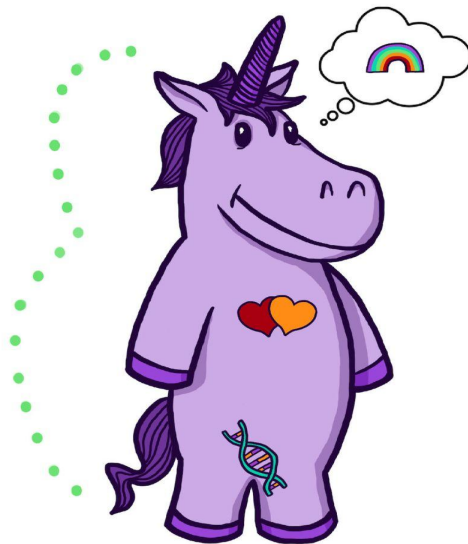
OBJECTIVES

- Discuss updates on terminology in the LGBTQ Community.
- Review the types of relationships and family dynamics.
- Provide best practices that could be applied in the workspace.
- Discuss what can be taken in consideration during visits with families.

GENDER AND SEXUALITY

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

REMINDER!

- Fluid and fluctuates with time
- It's impossible to know one's gender or sexual identity just by looking
- Assumptions can lead to people feeling invalidated or invisibilized

Don't assume or assign!

BUILDING BLOCKS

- **Cis-gender:** Someone who **fully** identifies with the gender they were assigned at birth
- **Trans/non-binary:** Someone who does **not completely** identify with the gender assigned to them at birth

LGBTQIA+

Lesbian: same-sex/gender attraction as a woman

Gay: same-sex/gender attraction as a man

Bisexual: attracted to two sexes/genders (yours and another)

Trans: Someone who does not completely identify with the gender assigned to them at birth

Queer: someone who embodies a non-normative gender/sexuality (umbrella term)

Intersex: someone born with genitalia that does not neatly fall within the male/female sex binary

Asexual (Ace): someone who experiences little to no sexual/romantic attraction to others (umbrella term)

TERMINOLOGY CONT.

Two-Spirit: an umbrella term for some indigenous communities in the English speaking Americas to capture gender, sexual, spiritual variance. Each indigenous community has its own queer history and its own words of describing themselves.

Drag queen/drag king: artists, performers, ambassadors of self-expression, advocates of equity who use camp to flip gender on its head.



Since our first appearance in San Francisco on Easter Sunday, 1979, the Sisters have devoted ourselves to community service, ministry and outreach to those on the edges, and to promoting human rights, respect for diversity and spiritual enlightenment.

TERMINOLOGY CONT.

Straight: aka heterosexual, attraction to the opposite gender/sex

Ally: an action based identity that can only be assigned to you by those in the community

Advocate: a word you can use to describe yourself. Also action based



ACTIVITY:

What identities did you learn about today? Which identities align with who you are?

PRONOUNS

What are the most commonly used pronouns?
she/her, he/him & they/them

How to know what pronouns someone uses? Lead
by example:

My name is Alex. My pronouns are they/them.
This is John, he/him.

Misgendering: referring to someone by an incorrect
identifier or pronoun.



GENDER NEUTRAL LANGUAGE

Using gendered language reinforces gender stereotypes and contributes to fixed gender expectations.

Gender neutral language as a baseline, then adjusting to the language the person uses for themselves.

Goal: Create an environment where everyone has the space to be authentically themselves

IN PRACTICE

Mother: birthing person, parent

Father: Partner, non-gestational partner

Husband/Wife: Spouse, partner

Brother/Sister: Sibling

Breast: Chest

Breastfeeding: Chestfeeding

DEADNAMING

Deadname: name a person was given at birth, but no longer uses. aka government/legal name

Why is it harmful?

“As a result of showing an ID with a name or gender that did not match their gender presentation, 25% of people were verbally harassed, 16% were denied services or benefits, 9% were asked to leave a location or establishment, and 2% were assaulted or attacked” (United States Transgender Survey 2015).

TRAUMA INFORMED CARE

Intersectionality: Kimberle Crenshaw (1989) “framework for understanding how a person’s various social and political identities combine to create different modes of **discrimination and privilege**”

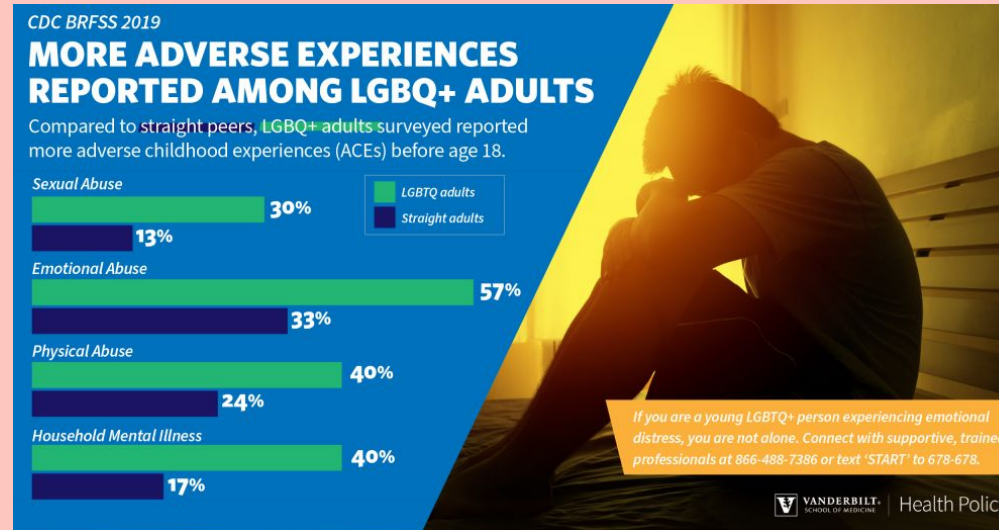
How does this apply to queer people in a the hospital setting?


“...respondents who said they were physically assaulted at school due to gender identity/expression were twice as likely to have done sex work and other work in the underground economy and were 50% more likely to be incarcerated as adults” (USTS).

TIC CONT.

Adverse Childhood Experiences (ACEs):

“ 83% of LGBTQ adults experienced at least one ACE compared to 64% of straight adults. More than half, 52%, of LGBTQ adults reported three or more ACEs compared to 26% of straight adults. LGBTQ people experienced higher rates of each of the eight defined types of ACEs, but researchers found that the disparities were largest for sexual abuse, household mental illness and emotional abuse” (Vanderbilt University, 2022).





Just because someone is pregnant does not mean they are straight. It doesn't mean they are cis and it doesn't mean they are monogamous. It doesn't mean that it was consensual.

COPING WITH TRAUMA

Coping mechanisms: using substances, self-harm, engaging in risky behavior, “numbing out”

Community care: turn to a mutual aide/grassroots community support model to cope with legislative restrictions and violence targeting the queer community, estrangement from family of origin, fear/distrust of institutions etc.

How might someone cope with trauma and why is this relevant to you as a hospital liaison?

Gender affirming care is preventative care.

Gender affirming care is trauma informed care.



GENDER DYSPHORIA

What is gender dysphoria?

- “Gender Dysphoria” is a term that replaced “Gender Identity Disorder” in the DSM-V (2013) and is described as feelings of distress experienced when one’s assigned gender at birth and gender identity are different. Feelings of dysphoria can vary in intensity, by each individual and are not experienced by all queer/trans people.
- Dysphoria is often an outside - in experience. The way people see us, treat us, talk about us in misgendered ways is often what leads to the discomfort.

GENDER EUPHORIA

What is gender euphoria?

- The sense of authentic joy, affirmation and “rightness” in how one feels in their gender identity/expression.
- Gender affirming practices (changing name, gender expression, surgeries, HRT etc.)

Goal: Create an environment that allows gender euphoria to thrive!

TYPES OF RELATIONSHIPS

Knowledge, consent & communication are the foundation of all healthy relationships.

Monogamy: having an exclusive relationship with one person at a time

Non-Monogamy

Open: a dynamic where one or both people in a relationship pursue sex or other attachments with other people

Polyamorous: love, date, have sex with multiple partners

Polygamy: usually referred to in terms of marriage, where one has more than one spouse at a time

FAMILY DYNAMICS

Relationship hierarchies: the power dynamics and roles at play within relationships. Both in monogamous and non-monogamous as well as in platonic and family relationships.

When you walk into a room, who is there? Who is stepping up and who is stepping back?

DISCUSSION

Have you encountered a “non-traditional” family unit? How does this translate to a hospital setting? Did you feel prepared to navigate these types of intakes?

HOW TO ASK QUESTIONS

Toxic curiosity: curiosity that comes at the expense of or the lack of consideration for the other person (for your own benefit)

Prefacing why you need the information before asking the question can help create a trusting environment. If you don't know why you are asking the question, do some research!

Body language. Check your face/tone. Retraction and other body cues. Always checking in with yourself.

OTHER CONSIDERATIONS

Are there any tools you feel you need that will make you more confident to better assist queer families with assessments?

Is the program queer friendly (enough)?

Are there other referrals that can be made out?

How can the paperwork/language be shifted to reflect the information you learned today?

CLOSING-OUT



How is this information sitting with you?

A RESOURCE BY AND FOR TRANSGENDER COMMUNITIES



TRANS BODIES, TRANS SELVES

EDITED BY LAURA ERICKSON-SCHROTH
FOREWORD BY KAI CHENG THOM
SECOND EDITION
COURAGE EDUCATION

RESOURCES

S.O.G.I.E. HANDBOOK

Sexual Orientation, Gender Identity, and Expression
Affirming Approach and Expansive Practices

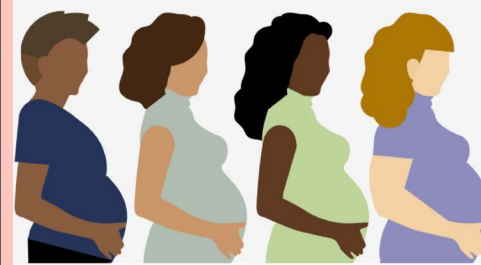
Written by Kiku Johnson

A GUIDE TO EXPAND UNDERSTANDING AND KNOWLEDGE OF TERMINOLOGY, DEFINITIONS, AN AFFIRMING APPROACH AND PRACTICES. SUPPORTING WORK WITH, RESPONDING TO AND CREATING SAFETY FOR ALL YOUTH ALONG THE SOGIE SPECTRA, SPECIFICALLY IN A SPECIALIZED GROUP SETTING IN TANDEM WITH UTILIZING ONE CIRCLE FOUNDATION'S GIRLS CIRCLE® AND THE COUNCIL FOR BOYS AND YOUNG MEN® PROGRAM MODELS.



PREGNANCY AND SUBSTANCE USE

A HARM REDUCTION
TOOLKIT



NATIONAL
HARM REDUCTION
COALITION

Academy of Perinatal
Harm Reduction

QUEER DOULA TOOLKIT

Resources for doulas and
2SLGBTQ+ birthing folks

DEVELOPED BY:
NICOLE MARCOUX AND JORDAN ROBERTS
IN PARTNERSHIP WITH:



TEGAN
AND
SARA
FOUNDATION

MMHN RESOURCES

Para residentes de Los Ángeles.

Compartiendo la sabiduría de la comunidad
para su viaje a través de la paternidad.

1-888-823-SANA

1-888-823-7262 | sana@maternalmentalhealthnow.org



**LLAMAR, MENSAJE
DE TEXTO O CORREO
ELECTRÓNICO**

LUNES - VIERNES
9 AM - 5 PM PST

**DISPONIBLE EN
ESPAÑOL E INGLÉS**

Para información adicional visite
www.sanasana.support
o correo electrónico
sana@maternalmentalhealthnow.org



**Sana sana colita de rana.
Si no sanas hoy, sanarás mañana**

Dar la bienvenida a un bebé a la familia puede crear desafíos de salud mental para los padres. **¡Estamos aquí para ayudar!** ¡Un oído empático y comprensivo de un compañero que ha estado allí!

Apoyo que afirma el género
Culturalmente congruente
Conexiones a los recursos locales
Acceso a grupos de apoyo gratuitos
Seguimiento semanal
Plan de cuidados co-creado

Este servicio está disponible para todos los padres nuevos y futuros en el condado de Los Ángeles, incluidos:

Madres
Padres
Parejas
Padres adoptivos
Padres biológicos que eligen la adopción
Indígenas, negros y personas de color
Personas queer y de género expansivo
Las que han perdido un embarazo
Las que sufren de infertilidad
Las que han perdido un bebé
Las que han terminado un embarazo



Este programa es ofrecido por Maternal Mental Health NOW. La misión de Maternal Mental Health NOW es eliminar las barreras para la prevención, identificación y tratamiento de los trastornos perinatales del estado de ánimo y la ansiedad en el condado de Los Ángeles. Este programa cuenta con el apoyo de la Fundación Conrad N. Hilton.

es una canción infantil popular en español. Se canta cuando un niño se golpea el codo o se lastima. Decimos llamar al programa de apoyo perinatal de pares Sana Sana porque los padres primerizos y los futuros padres también necesitan sanar.



MATERNAL MENTAL HEALTH NOW
supporting the well-being of growing families

QUEER & TRANS Perinatal Mental Health

Toolkit

v1

STORIES, INFORMATION,
RESOURCES & INCLUSIVE PRACTICES

MMHN RESOURCES

The screenshot displays the Streetwize Maternal Mental Health Now (MMHN) web application. The interface includes a top navigation bar with links for Map, Search, Language, Help, About, Log In, and Sign Up. A search bar is located in the top right corner. On the left side, there is a sidebar with the text "Community Wisdom for Your Journey to Parenthood" and a "SHARE YOUR STORY" button. The main area is a map of Los Angeles with numerous blue circular markers indicating resource locations. A legend on the right side of the map lists categories: "Good Stuff" (blue circle), "Bad Stuff" (red circle), and "Fix Stuff" (purple circle). The map is powered by Google Maps, as indicated by the "Google" logo in the bottom left corner. The bottom right corner contains a "Base | Satellite" toggle and a "Terms of Use | Report a map error" link.

CONTACT ME

alex@maternalmentalhealthnow.org

or

[The Cuir Birthworker](#)

thecuirbirthworker@gmail.com