LGBTQ+ and Disability Part 1: An Introduction to Working with Clients with Intersecting Identities

Presented by:
DJ Ralston, M.A., Ed.D. Student, George Washington University
Katherine Hurley, M.A., M.F.A., NCC, Ph.D. Student, George Washington University
Lucas DeMonte, M.Ed., Ed.S, Ph.D. Student, Northern Illinois University
Welcome and Platform Logistics

Muted on entry/Video off

- We encourage you to turn your video off, this helps to minimize distractions as well as ensures that users who may need to access the ASL interpreter can more easily find the ASL interpreter to pin the video.

Accessibility Features

- Closed Captions
- ASL Interpreters
- Ensure you can see the ASL interpreter for the duration of the presentation, you will want to “pin the video” - hover over the video you would like to pin and click the “…” to access the menu and select pin video.

Use of Emojis “hand clapping emojis/thumbs up”

Please feel free to submit questions via the chat
Learning Objectives

• Increased knowledge on the application of CRC/ACA ethics for working with LGBTQ+ Youth

• Increased knowledge and ability to utilize common language around LGBTQ+ identity

• An understanding of Intersectionality as it relates to LGBTQ+ identities and other marginalized identities

• Identify common narratives faced by LGBTQ+ Youth and Youth with Disabilities including the intersectionality of identities

• The ability to describe the socio-political impacts on work with Gender expansive adolescents or gender expansive clients
Bio: DJ Ralston - Pronouns: they/them/theirs

- Genderqueer, Non-Binary

- Doctoral Student in Human and Organizational Learning

- All the way from phone calls and emails/text messages up to counseling using platforms like Zoom or Doxy.me.

- Senior Research Associate at the Center for Rehabilitation Counseling Research and Education (CRCRE) at the George Washington University.

- Works on three RSA-funded projects to support state vocational rehabilitation agencies (CIT-VR, Project E3 & WINTAC).

- Areas of interest/expertise include intersection of disability and poverty, work incentives counseling and financial empowerment, partnership development and leveraging and braiding resources and supporting LGBTQ+ populations.
Bio: Lucas DeMonte - Pronouns: he/him/his

- I identify as a white disabled queer Trans Man (Assigned Female at Birth).
- Doctoral Student and Research GA at NIU
- UF Mental Health Counseling Graduate
- Interests: Trauma, severe mental illness, disability, marginalized identities, inclusive pedagogy
- Educator, Researcher, Counselor, Consultant
- Social Justice Advocate
Bio: Katherine Hurley - Pronouns: she/her/hers

- Doctoral student in Counseling at GWU

- Clinical mental health counselor and researcher, focusing on marginalized groups including individuals with Autism Spectrum Disorder and those in the LGBTQ+ community.

- Awarded three grants from the Social Security Administration for research toward increasing employment opportunities for adults with Autism Spectrum Disorder, and the Honey W. Nashman Prize for Community-Based Participatory Research.

- Creator of cognitivegym.org, a platform for online curriculum to help adults with ASD achieve employment and other goals.
Ethics (CRC/ACA)

- Respect and Non-Judgmental irrespective of personal views - A.2.b - Non-discrimination
- Awareness of Personal Biases as they relate to LGBTQ people - A.4 - Avoiding Value Imposition
  - Based on Upbringing
  - Religious Beliefs
  - Cultural Background
- I don’t know anything about that/I don’t serve those populations - “That’s a Big City Thing”
DSM History

“DSM-I (1968) Sexual deviations: transvestism


DSM-III-R (1987) Disorders usually first evident in infancy, childhood or adolescence: transsexualism, gender identity disorder of childhood, gender identity disorder of adolescence or adulthood nontranssexual type (GIDAANT)


DSM-IV-TR (2000) Same

DSM-5 (2013) Gender dysphoria: GDAA, GDC; sexual disorders: transvestic disorders

HRT and surgeries still require GD diagnosis
**Lesbian** - A woman who is emotionally, romantically or sexually attracted to other women.

**Gay** - A person who is emotionally, romantically or sexually attracted to members of the same gender.

**Bisexual** - A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.

**Transgender** - Umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

**Queer** - Umbrella term for sexual and gender minorities who are not heterosexual and cisgender.

**Intersex** - Umbrella term used to describe a wide range of natural bodily variations. In some cases, these traits are visible at birth, and in others, they are not apparent until puberty. Some chromosomal variations of this type may not be physically apparent at all.

**Asexual** - The lack of a sexual attraction or desire for other people.
Gender Identity

• Gender
  - Identity
  - Expression

• Sex Assigned at Birth
  - AMAB
  - AFAB
  - Intersex/Other

• Sexual/Affectual Attraction (Orientation)
  - Physical
  - Emotional

Learn more at ccgsd-ccedgs.org.
Orientation vs. Identity

**Sexual/Affectual Orientation**
- An inherent or immutable enduring emotional, romantic or sexual attraction to other people.
  - Gay
  - Lesbian
  - Homosexual
  - Bisexual
  - Pansexual

**Gender Identity**
- One’s innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One’s gender identity can be the same or different from their sex assigned at birth.
  - Transgender
  - Non-Binary
  - Genderqueer
  - Gender-Fluid
  - Gender Expansive
  - Gender Non-Conforming

[Human Rights Campaign – Glossary of Terms](#)
Language and Gender

- **Cisgender** - A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

- **Gender Dysphoria** - Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify. According to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM), the term - which replaces Gender Identity Disorder - "is intended to better characterize the experiences of affected children, adolescents, and adults."

- **Gender-Expansive** - Conveys a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system.

- **Gender-Fluid** - A person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity.

- **Gender Non-Conforming** - A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.
Genderqueer - Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

Non-Binary (also referred to as enby) - a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do.

Transgender - An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

Trans Man - A man who’s assigned sex at birth was female.

Trans Woman - A woman who’s assigned sex at birth was male.
### Pronouns 101

<table>
<thead>
<tr>
<th>Type</th>
<th>Name</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feminine</td>
<td>She, her, her</td>
<td>She went to the store. I spoke to her. It was her apple.</td>
</tr>
<tr>
<td>Masculine</td>
<td>He, him, his</td>
<td>He went to the store. I spoke to him. It was his apple.</td>
</tr>
<tr>
<td>Gender Neutral</td>
<td>They, them, their</td>
<td>They went to the store. I spoke to them. It was their apple.</td>
</tr>
<tr>
<td>Gender Neutral</td>
<td>Ze, hir, hirs</td>
<td>Ze went to the store. I spoke to him. It was his apple.</td>
</tr>
</tbody>
</table>

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language.

I’m seeing Jeremy this weekend. They’re going to take me skateboarding. Then I’m going to go with them to the movies.

Brittany brought me to this awesome concert! Ze is so fun. I can’t wait to hang out with zir again.
When people call you the correct pronouns
Importance of Language

• Language contributes to identity and helps LGBTQ+ people create and find community

• Nuance and differences in beliefs
  - LGBTQ People are not a monolith
  - If you have met one trans person, you’ve met one trans person

• Constantly Changing Landscape

• People (especially youth) will know quickly if you are a safe person.

• Person first language vs. Disabled

• Utilizing language clients use talking about multiple identities

• What is informing your language?
Additional Concepts/Reminders

- Sex is biological, chromosomal, and a construct
- Various sexual/affectional orientations
- Gender Identity is often understood before sexual orientation
- Gender Identity encompasses an inner sense of being
- Transsexual is an outdated term
- DO: A transgender person, a trans man, a trans woman, a non-binary person, a genderqueer individual etc.
- DON’T: transgendered, a trans, “I would have never known you were trans/disabled,” etc.
- Disability encompasses invisible and visible
- Disabled folx exist on the sexual/affectional, gender spectrums
Creating A Welcoming Space

- Consider your application and intake process.
  - Ask about preferred name/name you go by
  - Include your own pronouns when introducing yourself
  - Ask about pronouns

- Understand and use language of LGBTQ+ community

- Research memes and cultural references

- Accessibility!
Creating Safety

- Ask people what they actually need
- Use correct pronouns: practice!
- Gender Identity/Sexual orientation is often not the main or only concern*
- Be sure to think about and center people of color and their narratives
- Accessibility Needs
Advocacy

• Model correct gender pronouns and name
• Correcting people as needed
• Provide resources
• Get involved
• Assist in educating others
• Create open and affirming office spaces (flyers, stickers, intake forms, all gender restrooms, training, etc.)
• Make it safe for people to tell you their stories w/o judgment if relevant
Personal Narrative Reflection

• What are narratives about your gender you’ve received?
• Your sexual/affectional orientation?
• Narratives you’ve heard about gender expansive people?
• What narratives have you heard about people with disabilities?
• What narratives have you heard about people with disabilities and sexuality? Gender identity?
• Where did you hear these narratives?
Intersectionality
Intersections

- Sexual Orientation
- (Dis)ability Status
- Racial Identity
- Nationality
- Gender Identity
What is Intersectionality?

“the interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage”

- Oxford Dictionary
Thinking about your own privileges and marginalization

• Age
• Income
• Employment Status
• Religion
• Education
• And others...
Let’s Look at Race, Gender and Pay

• Women earn on average 83 percent of what men earn in the U.S.

• COVID is expected to make that 76 cents on the dollar.

Annual Earnings Comparison

- Overall, Black and Hispanic women face the biggest pay gap when compared to white men (100%):
  - Asian Women: 97%
  - White Women: 80%
  - Black Women: 66%
  - Hispanic Women: 58%

**Note:** Data shows median earnings for full-time, year-round civilian employees 16 and over in 2018.
**Source:** UC Census Bureau. 2018 American Community Survey. [Business Insider](https://www.businessinsider.com).
Equal Pay Day

- Number of days women have to work into the next year to earn as much as white men:
  - Asian Women: +42 Days
  - White Women: +100 Days
  - Black Women: +226 Days
  - Hispanic Women: +307 Days
Women in the Corporate Pipeline

Adding Intersectional Identities: Individuals who are LGBTQ+ and/or have one or more disabilities
What We Know: Employment and LGBTQ+ Adults

- Until July 15, 2020, individuals who are LGBTQ+ could be fired for their identity.*
- Exceptions are still allowed for religiously-affiliated companies and organizations.**
- LGBTQ+ adults are overrepresented in unemployment data and earn less than heterosexual counterparts overall.
- Only 58% of Fortune 500 companies offer transgender-inclusive benefits (Singh & Durso, 2017).

*The New York Times: Civil Rights Law Protects Gay and Transgender Workers, Supreme Court Rules
**NBC News: Supreme Court's religious employer ruling could weaken LGBTQ protections
Workplace Discrimination Continues

25% of LGBT people report experiencing discrimination based on sexual orientation or gender identity in the past year—half of whom said it negatively impacted their work environment.

LGBT Facts

LGBT individuals are MORE THAN TWICE AS LIKELY as straight individuals to have a mental health disorder.

Suicide attempts are 3 TIMES MORE COMMON among bisexual individuals than straight individuals.

Sexual minorities have a GREATER RISK of substance use disorders than straight individuals.

Compared to non-sexual minority youth, sexual minority youth are TWICE AS LIKELY to report being bullied.

Read more: LGBT Individuals and Increased Risk for Developing Psychiatric Disorders
In 2019, only 19.3% of individuals with disabilities were employed (BLS, 2020).

Over 1 million employment discrimination cases on the basis of disability have been filed since 2010 (Jameel, Shapiro, & Yerardi, 2019).

Individuals with disabilities can face "de-sexualized" or "de-gendered" treatment in media, research and by others (McRuer & Mollow, 2012).

This leads to further marginalization, invalidation, and invisibility of individuals with intersectional identities of having a disability and being LGBTQ+ (Egner, 2016).
Intersectional LGBTQ+ and Disability Identities

AN ESTIMATED 3-5 MILLION LGBT PEOPLE HAVE DISABILITIES

2 in 5 transgender adults¹

1 in 4 LGB adults² in California

...compared to 27.2% of the general population⁴

AN ESTIMATED 3-5 MILLION LGBT PEOPLE HAVE DISABILITIES

40% of bisexual men

36% of lesbian women

36% of bisexual women

26% of gay men³ in Washington reported having a disability

Download LGBT People with Disabilities PDF to Learn More
Inclusivity and Support Matter

• Schools with GSAs and LBGT+ Policies had LGBTQ+ students who felt more supported and were less bullied (Day et al., 2020).

• Peer mentorship for transition-aged youth with disabilities has been shown to offer positive outcomes in mental health, self-esteem and employment readiness (Lindsay, Hartman, & Fellin, 2018).

• Students who identify as LGBTQ+ and having a disability reported a need for environments that felt safe to them in the school and other settings (Kahn & Lindstrom, 2015).

Download LGBT People with Disabilities PDF to Learn More
Common Narratives

- “Born in the Wrong Body” is a mainstream narrative.
- Many people haven’t always known”
- *Whiteness centered in conversations about gender*
- There is no right way to transition.
- Too “young” or “It’s a phase”
- Not all trans and gender expansive people medically transition.
- Not all gender diverse people that medically transition identify as a man or a woman.
- Not all trans and gender expansive people want surgical interventions.
- Current discussion surrounding gender dysphoria in youth with Gender Dysphoria
- You must wait one year before I can write you a letter

*Having to choose an identity to focus on instead of showing up as all of them, belonging.
Common Themes Among LGBTQ+ Youth

- Bullying gets so bad that I switched to Virtual School
- Avoiding using the restroom/ restroom issues
- One parent supports me, one doesn’t
- “What’s good about being trans?”
- “My parents won’t let me start HRT until I’m 18 because they don’t want to be responsible for that decision if I decide it was a mistake”
- I have other online trans/enby friends that I chat with over discord, so I don’t feel so isolated
- “Everyone thinks it’s a phase, but I know who I am.”
- Youth, “It’s not just about gender.”
- Intersections of ASD, GE
- Social Justice and Intersectionality is important! YOUTH GET IT
  - And know when you don’t
Socio-Political Impacts on Work

- No Parental Support, stigma, repealed LGBTQ protections, not enough protections
- Lack of trust in providers
- Lack of culturally humble providers
- Lack of Intersectionality*
- Bills across the country criminalizing TGNC Youth tx
- Private therapy often does not take insurance
- In the US, 4 times more likely to live in poverty, Up to 6 times if TPOC (Lgbtmap)
- ADA
- Socioeconomic status
- Access
Note about Continuous Education

- Continuously educate yourself and when working with students/youth with disabilities assist in educating parents so youth don’t have to.

- Review resources in your community and get involved, build relationships, know where to make referrals for LGBTQ+ affirming services and supports.

- Check out the resources accompanying this webinar after it has been posted online.
Question and Answer Session
References


Resources

- Merriam-Webster - Definition of Queer: https://www.merriam-webster.com/dictionary/queer
Resources (continued)


- NAH Nzinga Harrison, MD https://www.nzingaharrisonmd.com/suicide-attempts-three-times-more-common-in-bisexual-individuals/

Thank You

DJ Ralston, M.A., Ed.D. Student, George Washington University
Katherine Hurley, M.A., M.F.A., NCC, Ph.D. Student, George Washington University
Lucas DeMonte, M.Ed., Ed.S, Ph.D. Student, Northern Illinois
Contact Us

Dr. Maureen McGuire-Kuletz, Ed.D, CRC
Principal Investigator
mkuletz@gwu.edu

John C. Walsh, M.Ed., CRC
Project Director
jcwalsh@gwu.edu