

Safe Spaces for Lesbian, Gay, Bisexual and Trans* People



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Welcome

About your trainer
Setting ground rules



Aims

For staff and volunteers in a health setting to obtain knowledge about the LGBT community and associated mental health impacts

To improve communication and engagement for LGBT patients



Jargon Buster

Gay

Queer

Pansexual

Cisgender

Lesbian

Intersex

Bisexual

Non-binary

Heterosexual

Trans - trans spectrum

Homophobia

Transvestite

Gender fluid

Biphobia

Transphobia



Heterosexism/Cisgendered society

Heterosexism describes the tendency to view heterosexuality as the norm and all other forms of sexuality as deviations from the norm

It refers to a subtle, yet pervasive, bias in society whereby institutions and individuals are conditioned to expect others to live and behave as if everyone were heterosexual/cisgendered



Sexuality

Sexuality

- -Orientation – who you are attracted to, who you love
- -Behaviour, what you do
- -Identity, what you call yourself

Gender

Gender is also assigned at birth based on sex

It refers to self-expression, performance, actions, behaviour, dress and grooming based on cultural norms of masculinity and femininity

Trans

- A person whose assigned one gender at birth who transitions to live full time as the other gender.
- Appropriate language, for eg. if transwoman using the pronouns 'she', 'her' and 'hers'
- Inappropriate language – woman who is really a man, man in a dress, she- male , he-she
- Someone who is transitioning doesn't have to have surgery. It's about how they identify themselves.

- Genderfluid/gender queer/non-binary: person assigned at birth male or female who chooses not to identify with binary definition of gender
- Their gender identity, expression and presentation may be fluid and/or non- conforming
- They may identify as both male and female or neither male or female
- They may use pronouns 'he' and 'she' or 'they'

Why do we ask Monitoring Questions ?



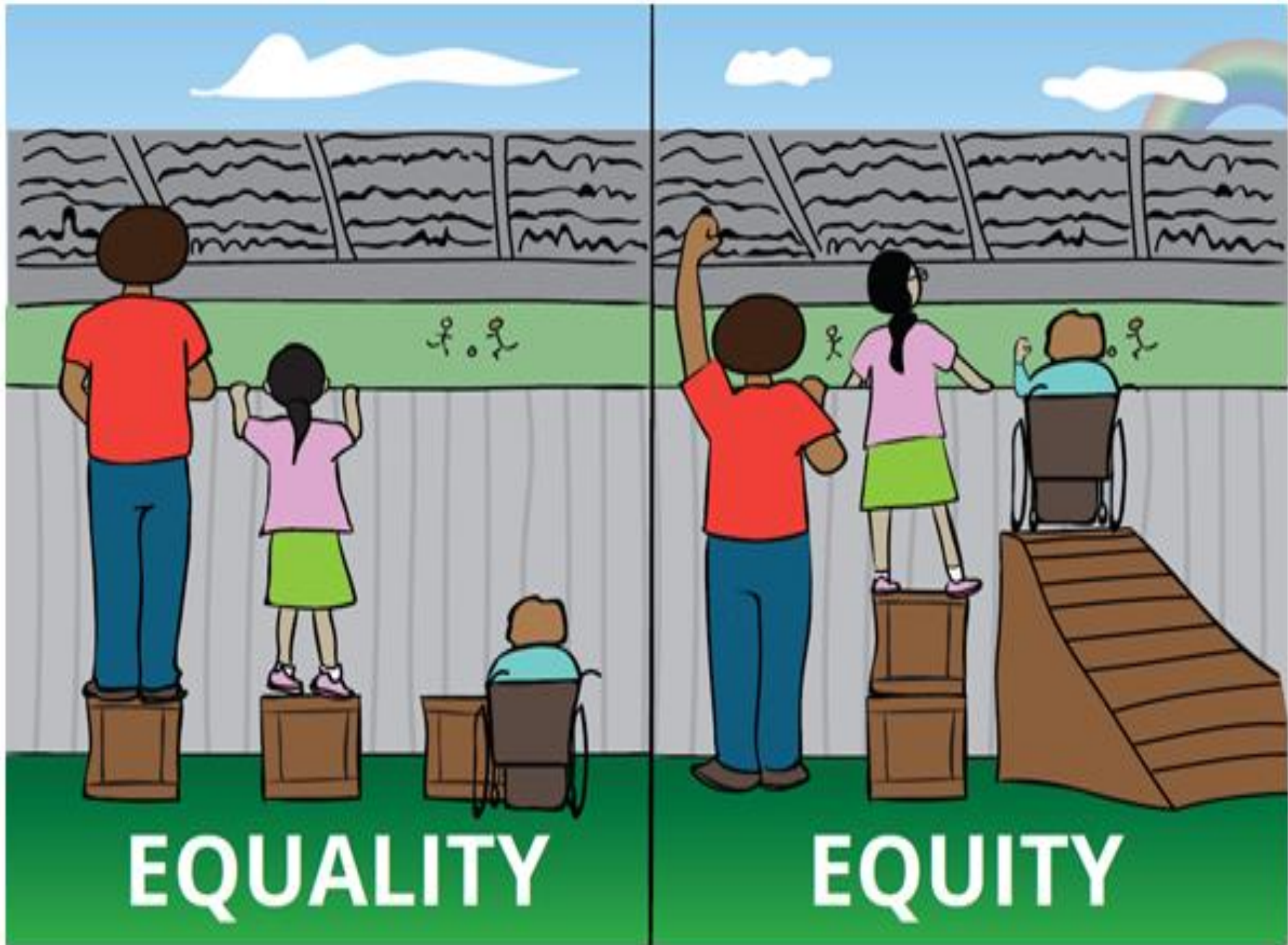


Asking questions

Asking people their sexual orientation and gender identity means we can be clear we are providing the best possible service.

Equality or Equity of Chance?

Is treating everyone the same, treating everyone equally ?



EQUALITY

EQUITY

**MENTAL HEALTH IS IMPACTED IF YOUR
IDENTITY AND EXISTENCE ARE EITHER
IGNORED OR TREATED NEGATIVELY**

LGBTQ PEOPLE ARE AT A HIGHER RISK OF EXPERIENCING MENTAL HEALTH PROBLEMS THAN THE WIDER POPULATION.

Higher risks of: depression, anxiety, self harm, substance misuse and suicidal feelings

34% of LGB people – at least one suicide attempt – compared to 18% of heterosexual young people

48% of Trans people – at least one suicide attempt – compared to 26% of cisgender people

Figures from the Rare report (Risk and Resilience Explored ,produced by the former LGBT charity Pace in collaboration with the Brunel University London, London South Bank University and University of Worcester, 2015.



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SOME CAUSES OF MENTAL HEALTH PROBLEMS

Unemployment

Housing

Social isolation

Domestic violence

Abuse

Trauma

Stress

Discrimination

Stigma

“Everyday life has a big impact on mental health, and black communities in the UK are still more likely than others to experience problems such as bad housing, unemployment, stress and racism, all of which can make people ill. “ NHS choices

EITHER/OR MINDSET

Lack of data about the mental health of LGBT people and their experiences of mental health services.

White = Heterosexual

LGBTQ (lesbian, gay, bisexual, trans) = White

BAME (Black, Asian, Minority Ethnic) = Heterosexual & cisgendered male

QTIPOC (Queer, Trans, Intersex, People of Colour) = Invisible

TOO MANY 'ISMS'?

Racism

Sexism

Ageism

Transphobia

Biphobia

Islamophobia

Disability Prejudice



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INTERSECTIONALITY – YES I WENT THERE!

What do our Advice line stats tell us ? (2015-16)

Greatest number of cases 25-35 yr olds-46%
increase of 18% from 2014-15- reflects current
govt. policies and benefit changes

Growth in over 55's

Intersectionality- 93% of service users identify
as belonging to 2 protected characteristics



Stonewall Housing clients

78% BAME

50% identify as having a disability (up from 30%) –
reflects benefit changes and complexity of cases

18% trans

22% describe themselves as having MH related disability
(under reported)



Equalities Legislation

- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Equality Act (Sexual Orientation) Regulations 2007
- Human Fertilisation and Embryology Bill 2008
- Equality Act 2010
- Marriage (Same Sex Couples) Act 2013

Equality Act 2010

- Protection from discrimination.
- Brought together under one act all of the equalities legislation including the Disability Discrimination Act and the Race Relations Act
- Nine protected characteristics

The 9 protected characteristics

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation

OVER TO YOU

You are taking part in a women (or men) only exercise class and a trans person joins the class. Some of the people taking part are talking after the class and it's clear that they don't believe the trans person should be in the class and you hear them say that they are going to complain to the class leader.

Is that ok?

What should the class leader do ?

What would the employer say ?

As a volunteer what would you say/do ?



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Stonewall LGBT in Britain 2017

Accessing services

- One in ten LGBT people (10 per cent) who were looking for a house or flat to rent or buy in the last year were discriminated against because of their sexual orientation and/or gender identity.

Stonewall Unhealthy Attitudes 2015

- One in ten (ten per cent) health and social care practitioners say they are not confident in their ability to understand and meet the specific needs of lesbian, gay or bisexual patients and service users.
- A quarter (24 per cent) are not confident in their ability to respond to the specific care needs of trans patients and service users.

Safe Lives (2014) reported that LGBT people are disproportionately under-represented among those accessing DV services

OUR SERVICES



- **Supported accommodation** for 16 – 24 ½ within Hackney, Haringey and Islington
- **Advice and Advocacy Service.** Advice line – free, confidential housing advice for LGBT individuals, couples of families. Twice weekly drop ins, housing advocacy and case working
- **LGBT Jigsaw** –coordinating young people services that have experienced homelessness, honour based violence, sexual violence, domestic abuse and hate crime.
- **Mental Health Advocate** – for LGBT youth across our services
- We work in partnership with **St Mungos** providing supported **accommodation for Trans* people and an over 25 project in Newham.**
- **DAP – Domestic Abuse Partnership** – with Galop, Switchboard and London Friend
- **DCLG Project** – Peer support for LGBT people who have experienced violence
- **Work-Ready Project** – a project led by volunteers to help empower young people and improve employability skills
- **Older People Project**– lobbying and campaigning for the over 55 LGBT network

Mental Health advocacy at Stonewall Housing

- Referral pathway
- 1 to 1 support
- Signposting .

Thank You .

Please take a couple of minutes to complete our evaluation forms

Jenny@stonewallhousing.org

Tina@stonewallhousing.org