

Working with LGBTQIA Clients in the 21st Century

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Relevant to today's presentation, what landmark decision happened 44 years ago?

LGBTQIA Terminology (non-exhaustive)

Ally	Androgynous	Asexual	Biphobia	Bisexual	Cisgender
Gay	Gender Dysphoria	Gender-Expansive	Gender Expression	Gender-Fluid	Gender Identity
Gender Non-Conforming	Genderqueer	Gender Transition	Homophobia	Lesbian	LGBTQIA
Pansexual	Queer	Questioning	Sexual Orientation	Transgender	Transphobia

A History Lesson . . .

- ▶ The 1970s: Marches, Flags, & Depathologization
- ▶ The 1980s: Billie Jean King, Rock Hudson, & AIDS
- ▶ The 1990s: Fighting for Our lives, DOMA, & DADT
- ▶ The 2000s: Sisyphus
- ▶ The 2010s: Marriage Equality, Repeal of DADT, & Current Sociopolitical Environment

A Clinical History Lesson . . .

- ▶ The 1970s: To Re-Orient or Not? Is it a Choice?
- ▶ The 1980s: Internalized Homophobia, Identity Development Models, Impact of AIDS on Mental Health, & Realization of What We Don't Know
- ▶ The 1990s: Acknowledging Bisexuality, Emerging Awareness of our own Sexism and Racism, & Discrediting Conversion Therapies
- ▶ The 2000s: Guidelines for working with LGB Clients & Expanding Our Vision
- ▶ The 2010s: Guidelines for working with Transgender & Gender Nonconforming People, Intersectionality, Sociopolitical Environmental Stress, & Focusing on Strength & Resilience

APA's Guidelines for Psychotherapy with Lesbian, Gay, and Bisexual Clients (2011)

"These revised guidelines reflect the many changes that have taken place in the field of lesbian, gay, and bisexual psychology. Existing topics have evolved and the literature also has expanded into new areas of interest for those working with lesbian, gay, and bisexual clients. In addition, the quality of the data sets of studies has improved significantly with advent of population-based research. As a result, these guidelines provide psychologists with (1) a frame of reference for the treatment of lesbian, gay, and bisexual clients; and, (2) basic information and further references in the areas of assessment, intervention, identity, relationships, diversity, education, training and research."

Attitudes Toward Homosexuality and Bisexuality

- ▶ Guideline 1. Psychologists strive to understand the effects of stigma (i.e., prejudice, discrimination, and violence) and its various contextual manifestations in the lives of lesbian, gay, and bisexual people.
- ▶ Guideline 2. Psychologists understand that lesbian, gay, and bisexual orientations are not mental illnesses.
- ▶ Guideline 3. Psychologists understand that same-sex attractions, feelings, and behavior are normal variants of human sexuality and that efforts to change sexual orientation have not been shown to be effective or safe.
- ▶ Guideline 4. Psychologists are encouraged to recognize how their attitudes and knowledge about lesbian, gay, and bisexual issues may be relevant to assessment and treatment and seek consultation or make appropriate referrals when indicated.
- ▶ Guideline 5. Psychologists strive to recognize the unique experiences of bisexual individuals.
- ▶ Guideline 6. Psychologists strive to distinguish issues of sexual orientation from those of gender identity when working with lesbian, gay, and bisexual clients.

Relationships and Families

- ▶ Guideline 7. Psychologists strive to be knowledgeable about and respect the importance of lesbian, gay, and bisexual relationships.
- ▶ Guideline 8. Psychologists strive to understand the experiences and challenges faced by lesbian, gay, and bisexual parents.
- ▶ Guideline 9. Psychologists recognize that the families of lesbian, gay, and bisexual people may include people who are not legally or biologically related.
- ▶ Guideline 10. Psychologists strive to understand the ways in which a person's lesbian, gay, or bisexual orientation may have an impact on his or her family of origin and the relationship with that family of origin.

Issues of Diversity

- ▶ Guideline 11. Psychologists strive to recognize the challenges related to multiple and often conflicting norms, values, and beliefs faced by lesbian, gay, and bisexual members of racial and ethnic minority groups.
- ▶ Guideline 12. Psychologists are encouraged to consider the influences of religion and spirituality in the lives of lesbian, gay, and bisexual persons.
- ▶ Guideline 13. Psychologists strive to recognize cohort and age differences among lesbian, gay, and bisexual individuals.
- ▶ Guideline 14. Psychologists strive to understand the unique problems and risks that exist for lesbian, gay, and bisexual youths.
- ▶ Guideline 15. Psychologists are encouraged to recognize the particular challenges that lesbian, gay, and bisexual individuals with physical, sensory, and cognitive-emotional disabilities experience.
- ▶ Guideline 16. Psychologists strive to understand the impact of HIV/AIDS on the lives of lesbian, gay, and bisexual individuals and communities.

Economic and Workplace Issues

- ▶ Guideline 17. Psychologists are encouraged to consider the impact of socioeconomic status on the psychological well-being of lesbian, gay, and bisexual clients.
- ▶ Guideline 18. Psychologists strive to understand the unique workplace issues that exist for lesbian, gay, and bisexual individuals.

Education and Training

- ▶ Guideline 19. Psychologists strive to include lesbian, gay, and bisexual issues in professional education and training.
- ▶ Guideline 20. Psychologists are encouraged to increase their knowledge and understanding of homosexuality and bisexuality through continuing education, training, supervision, and consultation.
- ▶ Guideline 21. In the use and dissemination of research on sexual orientation and related issues, psychologists strive to represent results fully and accurately and to be mindful of the potential misuse or misrepresentation of research findings.

APA's Guidelines for Psychological Practice with Transgender and Gender Nonconforming People (2015)

“This document lays out 16 guidelines aimed at helping professionals better understand the lifespan development, stigma, discrimination and barriers to care faced by transgender and gender nonconforming people. It is primarily intended for psychologists who provide care, conduct research, or engage in education or training focused on this population. But it may also be helpful to anyone seeking a deeper understanding of transgender and gender nonconforming people.”

Foundational Knowledge and Awareness

- ▶ Guideline 1. Psychologists understand that gender is a nonbinary construct that allows for a range of gender identities and that a person's gender identity may not align with sex assigned at birth.
- ▶ Guideline 2. Psychologists understand that gender identity and sexual orientation are distinct but interrelated constructs.
- ▶ Guideline 3. Psychologists seek to understand how gender identity intersects with the other cultural identities of TGNC people.
- ▶ Guideline 4. Psychologists are aware of how their attitudes about and knowledge of gender identity and gender expression may affect the quality of care they provide to TGNC people and their families.
- ▶ Guideline 5. Psychologists recognize how stigma, prejudice, discrimination, and violence affect the health and well-being of TGNC people.
- ▶ Guideline 6. Psychologists strive to recognize the influence of institutional barriers on the lives of TGNC people and to assist in developing TGNC-affirmative environments.
- ▶ Guideline 7. Psychologists understand the need to promote social change that reduces the negative effects of stigma on the health and well-being of TGNC people.

Life Span Development

- ▶ Guideline 8. Psychologists working with gender-questioning and TGNC youth understand the different developmental needs of children and adolescents, and that not all youth will persist in a TGNC identity into adulthood.
- ▶ Guideline 9. Psychologists strive to understand both the particular challenges that TGNC elders experience and the resilience they can develop.

Assessment, Therapy, and Intervention

- ▶ Guideline 10. Psychologists strive to understand how mental health concerns may or may not be related to a TGNC person's gender identity and the psychological effects of minority stress.
- ▶ Guideline 11. Psychologists recognize that TGNC people are more likely to experience positive life outcomes when they receive social support or trans-affirmative care.
- ▶ Guideline 12. Psychologists strive to understand the effects that changes in gender identity and gender expression have on the romantic and sexual relationships of TGNC people.
- ▶ Guideline 13. Psychologists seek to understand how parenting and family formation among TGNC people take a variety of forms.
- ▶ Guideline 14. Psychologists recognize the potential benefits of an interdisciplinary approach when providing care to TGNC people and strive to work collaboratively with other providers.

Research, Education, and Training

- ▶ Guideline 15. Psychologists respect the welfare and rights of TGNC participants in research and strive to represent results accurately and avoid misuse or misrepresentation of findings.
- ▶ Guideline 16. Psychologists Seek to Prepare Trainees in Psychology to Work Competently With TGNC People.

LGBTQIA Youth & Bullying

- ▶ Three components of bullying:
 - ▶ 1. Aggressive behavior that involves unwanted, negative actions.
 - ▶ 2. A pattern of behavior repeated over time.
 - ▶ 3. Real or perceived imbalance of power or strength.
- ▶ Three basic types of bullying - emotional, verbal, and physical
- ▶ Cyberbullying
- ▶ Direct vs. Non-Direct Bullying

Priorities in Working with LGBTQIA Clients

Be aware of your own privileges	Acknowledge your biases and take steps to open your mind and heart	Have a culturally sensitive practice model	Know the guidelines and embed them in your practice
Don't assume you know your client's sexual orientation or gender	Help clients build a support network	When treating LGBTQIA youth, be particularly sensitive to confidentiality	Treat the problem not the sexual orientation or gender
Acknowledge institutional discrimination	Know community & reliable online resources	Know about Pride and take a stance	Engage in ongoing training

Questions
&
Comments
