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# LGBTQ+ Cultural Humility: Why & How to Exemplify

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# Ask Clunky Questions

## Growth Requires Vulnerability

- This is a Safe Space
- Use the language you know
- Respect Difference
- Assume Best Intentions
- Debunking Misinformation is Part of the Process
- Help Create a Judgement Free Zone



# What's the Difference

Cultural Competence Vs. Cultural Humility  
Identifying & Deconstructing Biases



# It's Not About the Label

## Sexual Orientation

- Lesbian
- Gay
- Bisexual
- Monosexual
- Pansexual
- Asexual
- Polysexual
- Demisexual
- Heteroflexible
- Queer
- Questioning

## Romantic Orientation

- Aromantic
- Monoromantic
- Polyromantic
- Demiromantic
- Queer Platonic

## Gender

- Transgender
- Cisgender
- Intersex
- Non-Binary
- Genderqueer
- Agender
- Two-Spirited
- AFAB
- AMAB
- Demigirl
- Demiboy



# Challenges & Social Constructs

## Social Norms

- Heteronormativity
- Gendernormativity

## Programming

- Religious Impact

## Adolescent Brain

- Identity Vs. Confusion



# The Choices You Make

Closeted Vs. Out

# Coming Out Reactions

- I will not tolerate this or you
- I will accept you if you don't talk about or act on it
- I love you but I hate what you are doing
- I accept and love you but I don't understand
- I love you and I want to understand
- I love you and I understand

# The Stats

1/3 are told they are going to hell when they come out.

70% hear derogatory words at school.

Only 1 in 5 youth are called by their correct name and pronouns

51% can't use the correct locker rooms at school.

88% don't have access to LGBTQ+ relevant sexual health information

40% are homeless

50% rate mental health as poor

8.4x more likely to attempt suicide

77% reports experiencing verbal and physical assault at school

55% report being physically attacked outside of school

1 in 2 trans youth will never live to see their 21st birthday

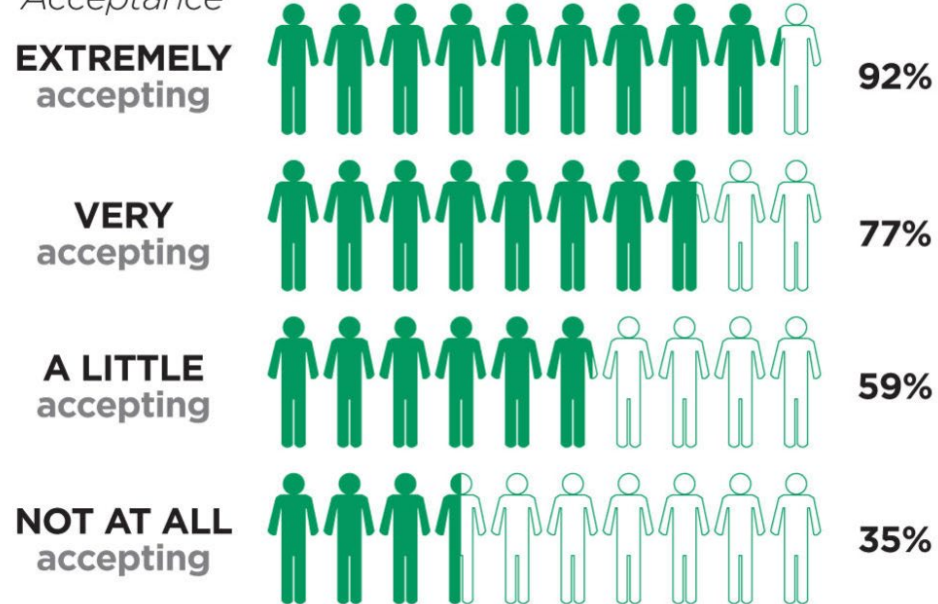




# Power of Positive Impact

## Youth Believe They Can Be A Happy LGBT Adult

*Level of Family Acceptance*



Ryan, Family Acceptance Project, 2009



# What to Do:

- Recognize Own Bias
- Don't Make Assumptions
- Use Inclusive Language
- Use Proper Name & Pronouns
- Identify Yourself as an Ally (Action)
- Inclusive Forms/Documentation/Literature
- Organizational Images Reflect Diversity
- Introduce Self (Name & Pronouns)
- Clarify Appropriately
- Apologize
- Never - Make Them Do The Work For You

# Local Resources

Uplift Outreach Center - Deb Foreman (she/her)

PFLAG - Susan Ward(she/her)

Upstate Pride - Caroline Caldwell (she/her)

Gender Benders - Ivy Hill (they/them)

Rainbow Support Group - Kim Williams (she/her),  
Princess Mocha (she/her/he/him)

Pride Link -Keona Prude (she/her)

Amaryllis Counseling - Laura Davis (she/her) or  
Liz Serricchio (she/her)

Pendleton Place Youth Resource Shelter - Josh Crocker (he/him)

Upstate LGBT+ Chamber - Tyler Prescott (he/him)

Augusta Heights Baptist Church - Greg Dover (he/him)

Greenville First Baptist - Matt Rollins (he/him)

Triune Mercy Center - Tandy Taylor (she/her)

PRISMA Pride Alliance- Dr. Heavner(he/him)

Dr. Moore (he/him)- Psychiatrist

864Pride - Spencer Beeson (he/him), Jaime Erin Fivecoat  
(she/her)



# Reference

SC Youth Suicide Prevention Initiation (Dr. Alex Karydi)  
World Professional Association for Transgender Health (WPATH) [www.wpath.org](http://www.wpath.org)  
Columbia LGBT Health Initiative [www.gendersexualityhealth.org](http://www.gendersexualityhealth.org)  
Gay and Lesbian Medical Association (GLMA) [www.glma.org](http://www.glma.org)  
American Academy of Child and Adolescent Psychiatry (AACAP) [www.aacap.org](http://www.aacap.org)  
Association of Gay and Lesbian Psychiatrists (AGLP) [www.aglp.org](http://www.aglp.org)  
Lesbian and Gay Child and Adolescent Psychiatric Association  
•LAGCAPA) [www.lagcapa.org](http://www.lagcapa.org)  
[www.stopbullying.gov](http://www.stopbullying.gov)  
Gay Lesbian & Straight Education Network [www.glsen.org](http://www.glsen.org)  
Parents, Families, Friends, and Allies United with LGBT people [www.pflag.org](http://www.pflag.org)  
Family Acceptance Project [www.familyproject.sfsu.edu](http://www.familyproject.sfsu.edu)  
True Colors Fund [www.truecolorsfund.org](http://www.truecolorsfund.org)  
2017 Upstate Needs Assessment: Johnstone (251 respondents 18 and up)  
2018 HRC study on LGBTQ youth  
2019 LGBTQ Health survey by Campaign for Southern Equality  
2018 HRC study on LGBTQ youth  
2017 Upstate Needs Assessment

