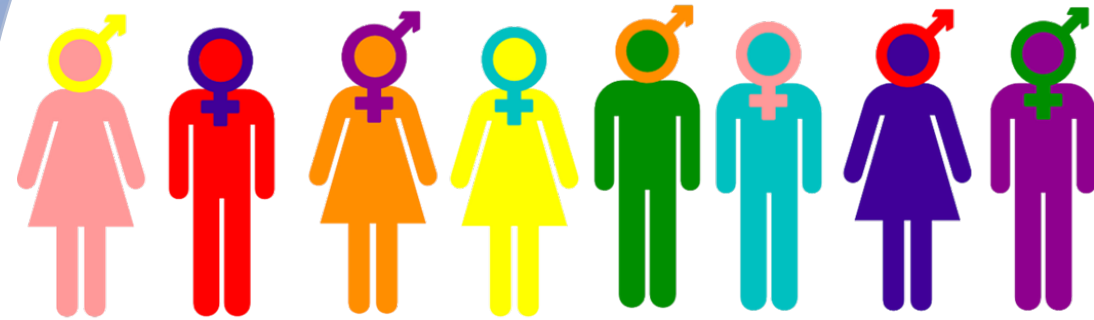


NHS Espresso – LGBT Inclusion Part 2



Alice Fox
MindOut LGBTQ Mental Health Services

Overall Training Objectives

To review our understanding of LGBTQ identities, communities and mental health; what's different and why?

Expand understanding of the challenges that LGBTQ communities face

To deepen awareness of trans issues, trans care pathways, and trans experiences

Where we're headed!



- The Privilege knapsack
- Minority stress
- Intersectionality

Group agreement

Space for learning

Confidentiality

Respect for other identities and experiences

Reserve the right to change your mind

Share the airtime

Oops and ouch approach

Questions please



Privilege

Breakout Groups: Privilege



- *What is it like for you to read about straight privilege?*
- *What privileges do you have?*
- *Are you aware of how privileges you have (or the lack thereof) might affect your mental health?*

Cisgender Privilege Knapsack

What do you think might go into a Cis privilege Knapsack?

In groups write a list of statements which apply to cisgender privilege.

Please nominate someone to share their statements after the breakout.



Minority stress

- Minority stress describes chronically high levels of stress faced by members of stigmatised minority groups.
- It may be caused by a number of factors, including poor social support and low socioeconomic status
- The most well understood causes of minority stress are interpersonal prejudice and discrimination.
- Adverse Childhood Experiences

What impact do you think Minority Stress might have on an LGBT person?

Intersectionality

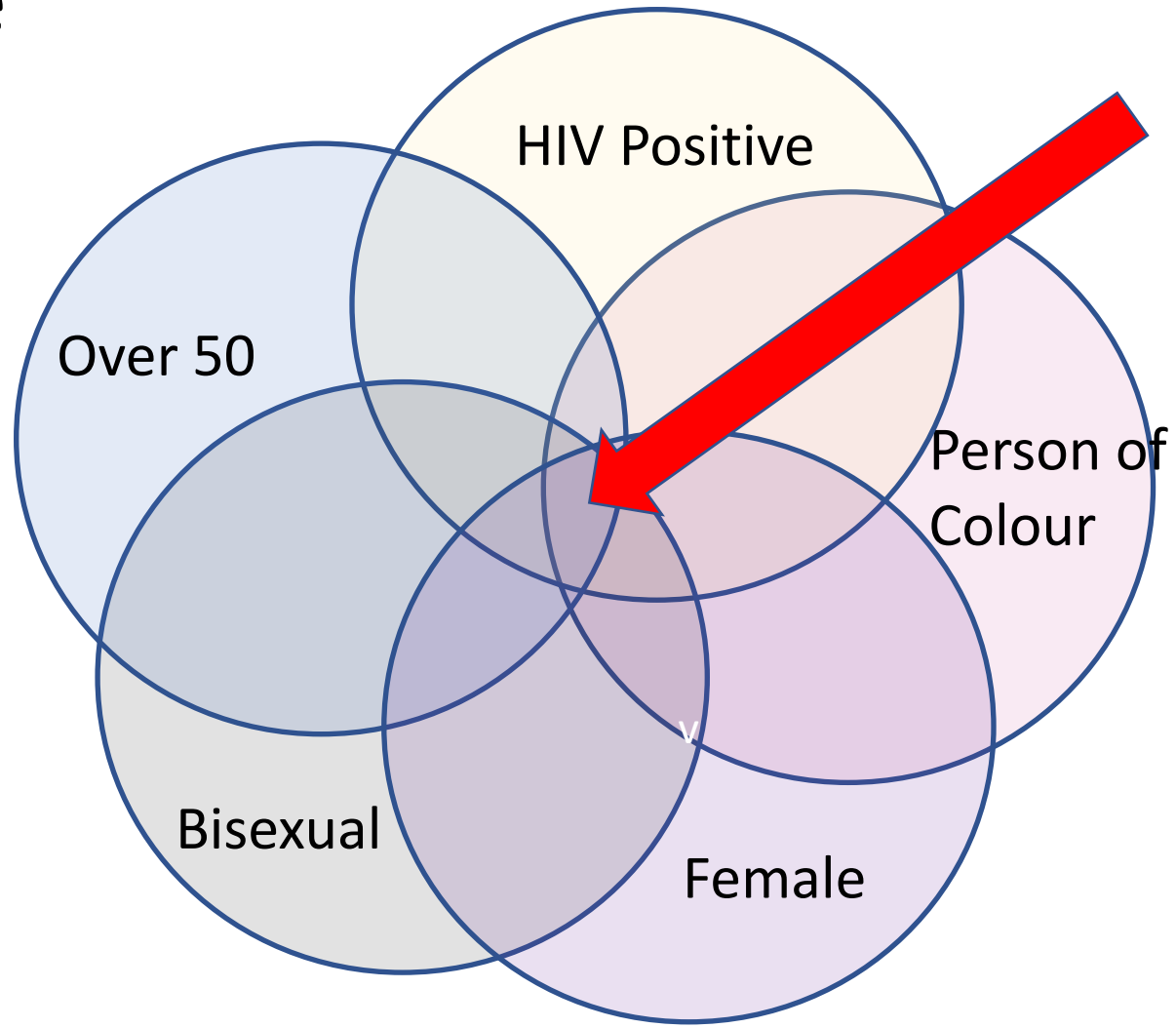
There is no such thing as a single-issue struggle because we do not live single-issue lives.

Audre Lorde



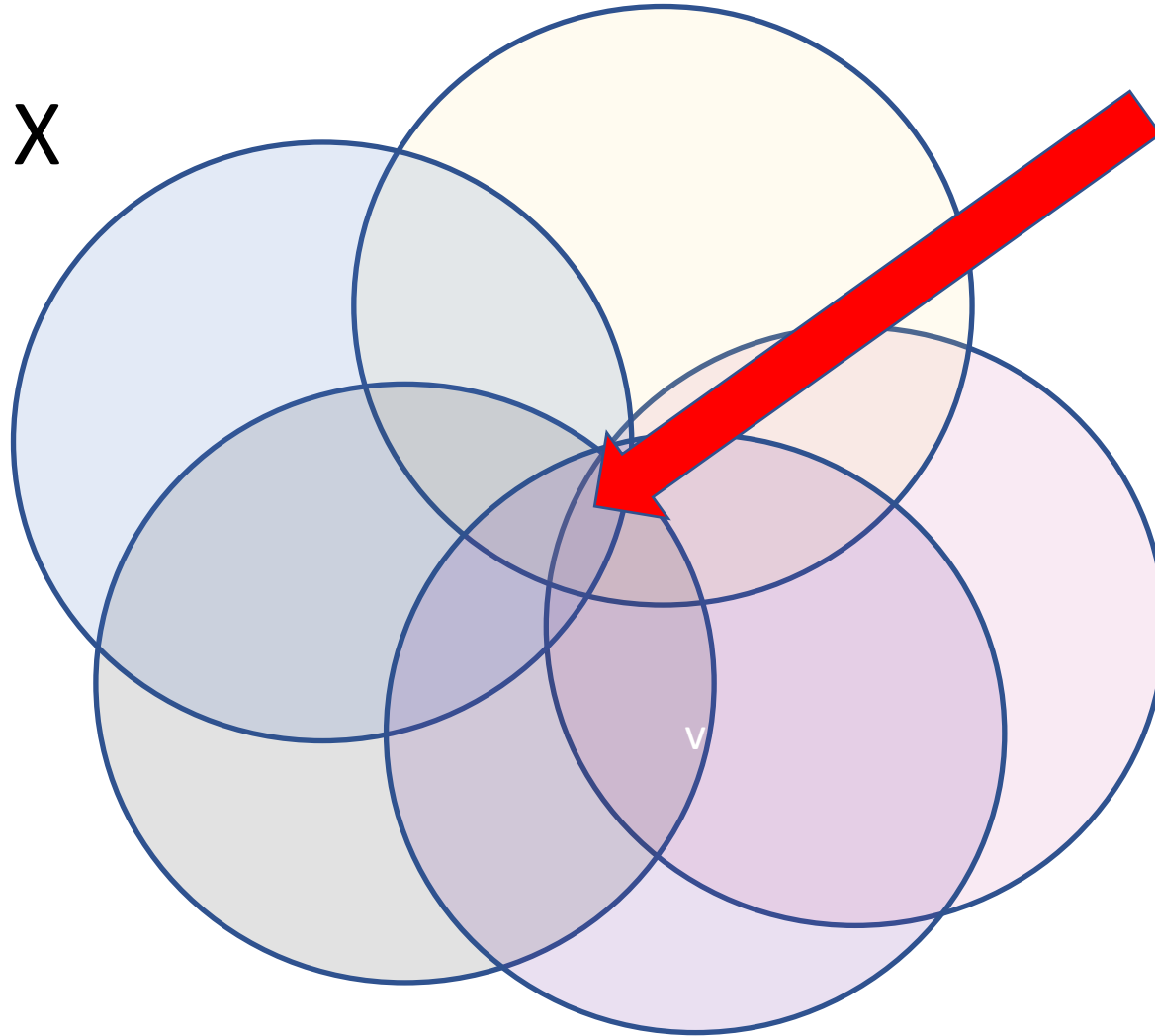


Debbie



Point of
Intersectionality

Person X



Point of
Intersectionality

In your breakout rooms, please come up with your own example person and their multiple marginalized identities. Consider how this person's intersectionality may affect how they navigate the world, and what barriers it might present.

What can we do?

- In our work how might we need to think about the things that have been discussed today when it comes to supporting colleagues? What can we do to demonstrate an awareness of intersectionality, privilege (or lack of it)?
- What about recruitment – positive discrimination? Trans recruitment...?

Questions?



Next Time

21st October 12 – 1.30pm

Trans Inclusion

- Trans identities & inclusive language - overview
- Trans Allyship
- Pronouns, misgendering and what to do if you've made a mistake