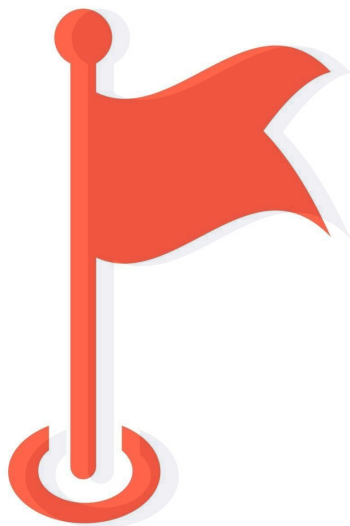# Ally Training

Anthem Blue Cross Blue Shield

* The Trevor Project is an independent company providing LGBTQ ally training services on behalf of the health plan.

INBCBS-CD-019575-23 April 2023

Agenda

- ✔ Welcome

- ✔ LGBTQ 101

- ✔ Intersectionality and Bias

- ✔ Empathetic Listening

- ✔ Actionable Allyship

- ✔ Resources and Q & A

THE TREVOR PROJECT

Things to Keep in Mind

✅ This is only the **beginning**, keep these conversations going outside of this room.

✅ The people in this room have **different experiences** and levels of knowledge about today's topics.

✅ Keep an open mind and be non-judgemental.

THE TREVOR PROJECT
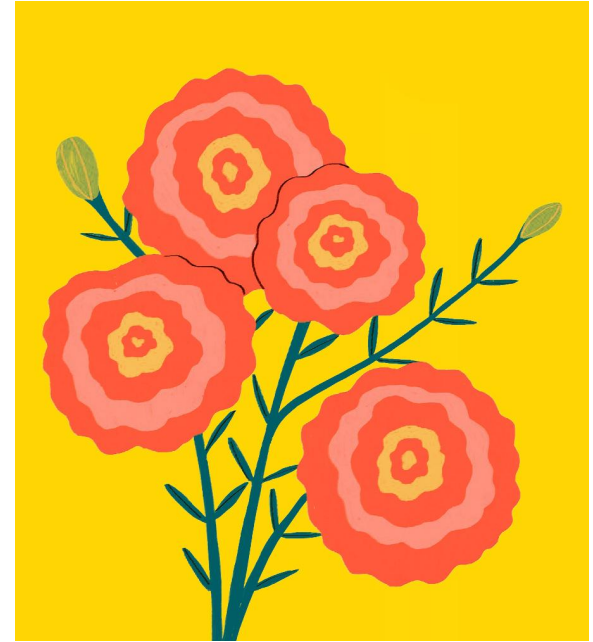
After participating in this workshop participants will be able to:

- ✔ Describe what it means to be an ally

- ✔ Describe various terminology related to LGBTQ communities

- ✔ Identify unique challenges facing LGBTQ people

- ✔ Identify ways to create safer and more supportive environments for LGBTQ people

- ✔ Identify ways to combat bias in yourself and your community

THE TREVOR PROJECT

The Trevor Project is the world's largest suicide prevention and mental health organization for LGBTQ young people.

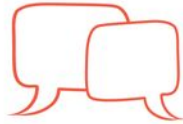Our mission is to end LGBTQ youth suicide — and it is urgent.

Trevor Programs

TrevorLifeline

The only nationwide, 24/7 crisis and suicide prevention lifeline offering free and confidential counseling for LGBTQ youth, available at **1.866.488.7386.**

TrevorChat

A free, confidential and secure instant messaging service that provides live help for LGBTQ youth by trained volunteers. **Visit TheTrevorProject.org/Help.**
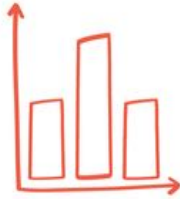
TrevorText

A free, confidential, secure service for LGBTQ youth to text a trained Trevor counselor for support and crisis intervention. **Text "START" to 678-678.**

TrevorSpace

World's largest safe space social networking site for LGBTQ youth. **TrevorSpace.org**

THE TREVOR PROJECT

Trevor Programs

Research

Regular evaluations & surveys ensure our services reduce risk of suicide & help us learn of the mental health issues affecting LGBTQ youth

Advocacy

We work at the local, state, and federal levels to advocate for legislation that protects the rights of LGBTQ people

Education

We educate adults who interact with youth on LGBTQ competent suicide prevention, risk detection, and response

Understanding Suicide in the U.S.

Although suicide is preventable, it continues to be a growing public health problem in the United States:

- From 1999 through 2018, the suicide rate **increased 35%**

- Suicide is the 12th leading cause of death for all ages in the United States

THE TREVOR PROJECT

LGBTQ Youth Suicide

2nd
Leading cause of death among youth ages 10-24

41%
Seriously considered attempting suicide in the past year - 4x more likely than their peers

73%
Reported that they had experienced discrimination based on sexual orientation or gender idenitty

1.8 M
LGBTQ youth seriously consider suicide each year

60%
Reported wanting counseling from a mental health professional but were unable to receive it in the past year

40%
Lower risk of suicide when LGBTQ Youth have one accepting adult in their life
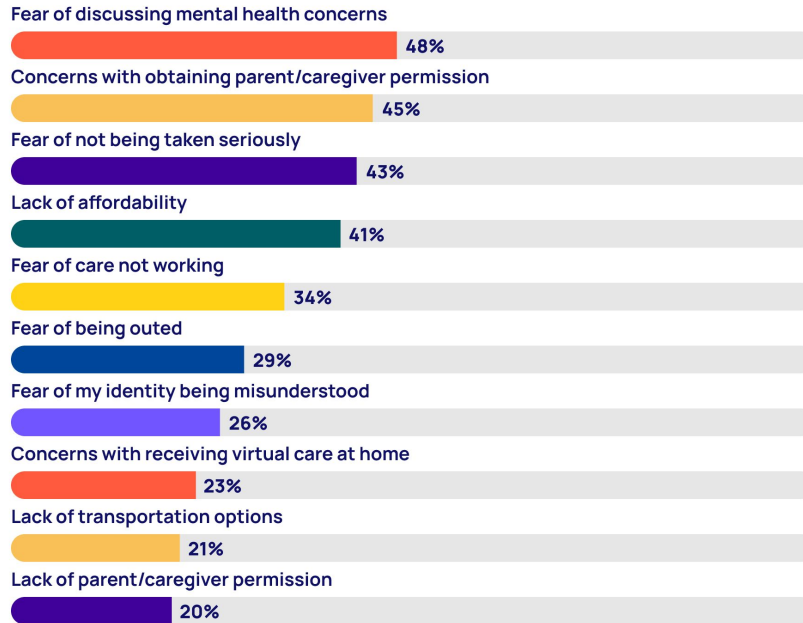
THE TREVOR PROJECT

Mental Health & Suicide Risk

LGBTQ youth are not inherently prone to suicide risk because of their sexual orientation or gender identity but rather placed at higher risk because of how they are mistreated and stigmatized in society.

LGBTQ youth who wanted mental health care but were unable to get it cited the following top ten reasons

Fear of discussing mental health concerns
48%

Concerns with obtaining parent/caregiver permission
45%

Fear of not being taken seriously
43%

Lack of affordability
41%

Fear of care not working
34%

Fear of being outed
29%

Fear of my identity being misunderstood
26%

Concerns with receiving virtual care at home
23%

Lack of transportation options
21%

Lack of parent/caregiver permission
**20%**

Top Ten

Allyship

LGBTQ 101

What is Allyship?

✓ **Supporting** members of a community other than their own.

✓ Allyship must be **active (including educating yourself)**, it requires work.

✓ Would the community you ally yourself with **consider you** an ally?

THE TREVOR PROJECT

Why Allyship Matters

LGBTQ youth who report having at least one accepting adult were 40% less likely to report a suicide attempt in the past year (The Trevor Project, 2019).
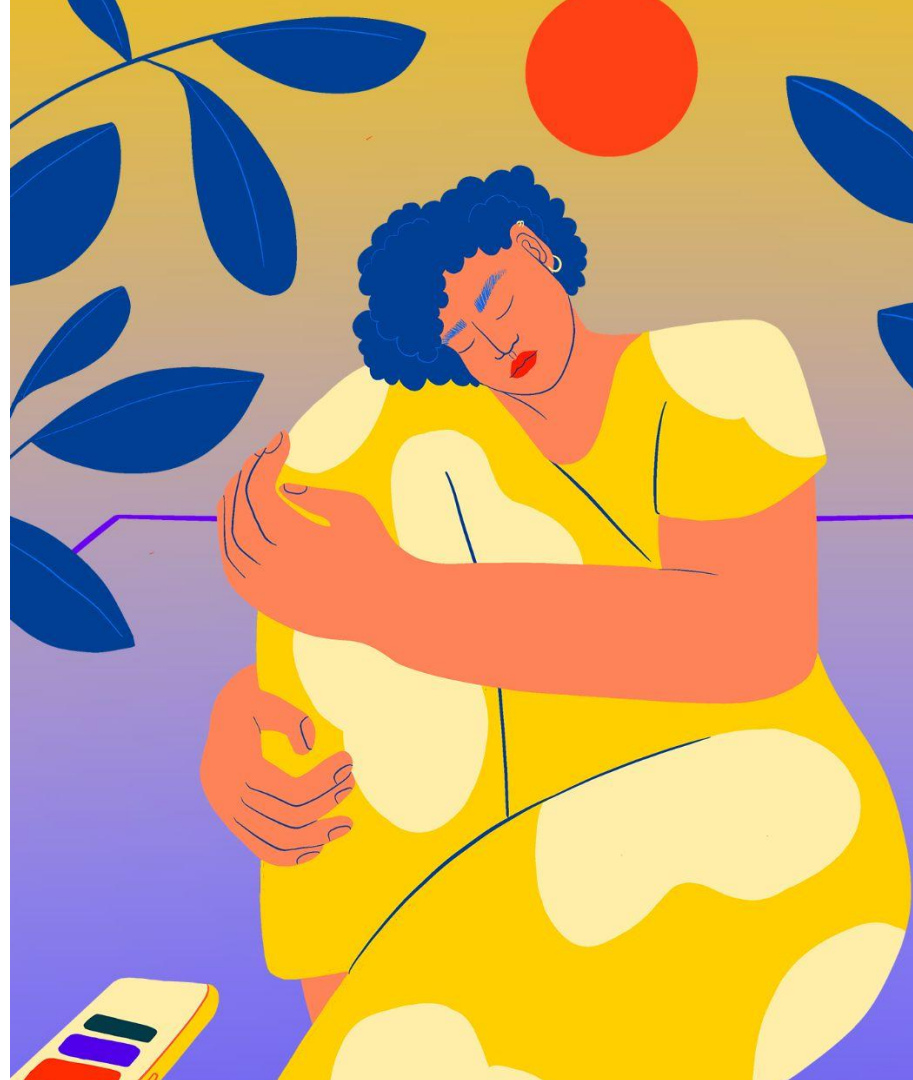
Common Language

LGBTQ 101

Gender

A collection of physical characteristics and personal mannerisms society associates with a particular sex.

Gender Identity

Someone's innermost concept of self as masculine, feminine, a blend of both, another gender or set of genders, or lack of gender. This is not always congruent with their sex assigned at birth or their gender assigned at birth.

Gender Expression

The ways in which a person presents themself to the world through hairstyles, clothing, toys, preferences, mannerisms, or other things.

Transgender (Trans)

A term that describes someone whose gender identity differs from the gender they were assigned at birth.

Cisgender

A term for people whose gender identity matches the sex or gender they were assigned at birth. This is commonly referred to as the opposite of "transgender," and was created by transgender people who felt that by not having a word to describe non-transgender people, it farther "othered" the transgender community as non-normal.

Genderqueer/Nonbinary

A term used to describe one's gender identity as not fitting into a binary (man/woman) understanding of gender. People who identify as this may express androgyny, gender neutrality, or reject identifying their gender entirely.

Intersex

An umbrella term used to describe someone born with internal and/or external sexual anatomy that doesn't fit the typical expectations of the male/female binary.

Is Gender a Binary?

Boy

Girl

Is Gender a Spectrum?

Boy

Girl

THE TREVOR PROJECT

Gender is More Like This:

Sexual Orientation

Commonly defined as patterns of emotional, romantic, and/or sexual attractions to another person or people.

Gay

Commonly used to describe an individual who identifies as a man whose attractions are to some other men. This word has previously been used as an umbrella term for all LGBTQ people, but the more inclusive term is now the "LGBTQ" or "queer" community.

Lesbian

Commonly used to describe someone who identifies as a woman, whose attractions are to some other women.

Bisexual/Pansexual

Used to describe an individual who is attracted to more than one gender. Individuals who identify as this need not have had equal sexual experience with people of multiple genders; in fact, they need not have had any sexual experience at all to identify as this.

Historically framed as being attracted to "both" genders, this has been reframed to include people who fall outside the gender binary.

Asexual/Ace

Used to describe someone who experiences little or no sexual attraction. While most people who identify this way desire emotionally intimate relationships, they are not drawn to sex as a way to express that intimacy.

Questioning

Refers to someone who is in the process of discovering or exploring their sexual orientation or gender identity, and who has not claimed a precise identity to use to describe these characteristics.

Queer

Umbrella term used to describe someone who is a sexual or gender minority (generally, not heterosexual and/or cisgender). This word has historically been used as a slur against LGBTQ people, but it has been increasingly reclaimed by LGBTQ communities and is now used by and among some people who are LGBTQ. Note that many folks are still not comfortable using this word or being referred to as this word so it's best to mirror language while using this term.

How Does Society See Sexual Orientation?

Some people say that sexual orientation is this:

Others say sexual orientation is this:
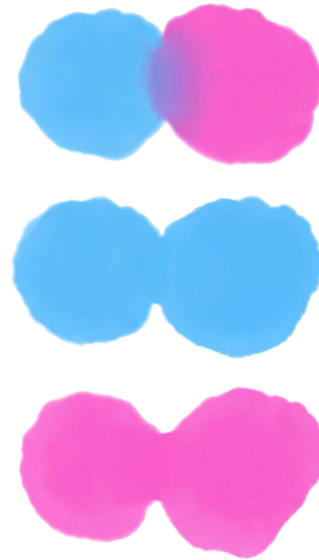
Sexual Orientation is more like this:

Pronouns

LGBTQ 101

Let's Talk About Pronouns

HELLO MY PRONOUNS ARE
They, Them, Theirs

HELLO MY PRONOUNS ARE
She, Her, Hers

HELLO MY PRONOUNS ARE
Ze, Hir, Hirs

HELLO MY PRONOUNS ARE
He, Him, His

HELLO MY PRONOUNS ARE
Xe, Xem, Xyrs

HELLO MY PRONOUNS ARE
She, He, They
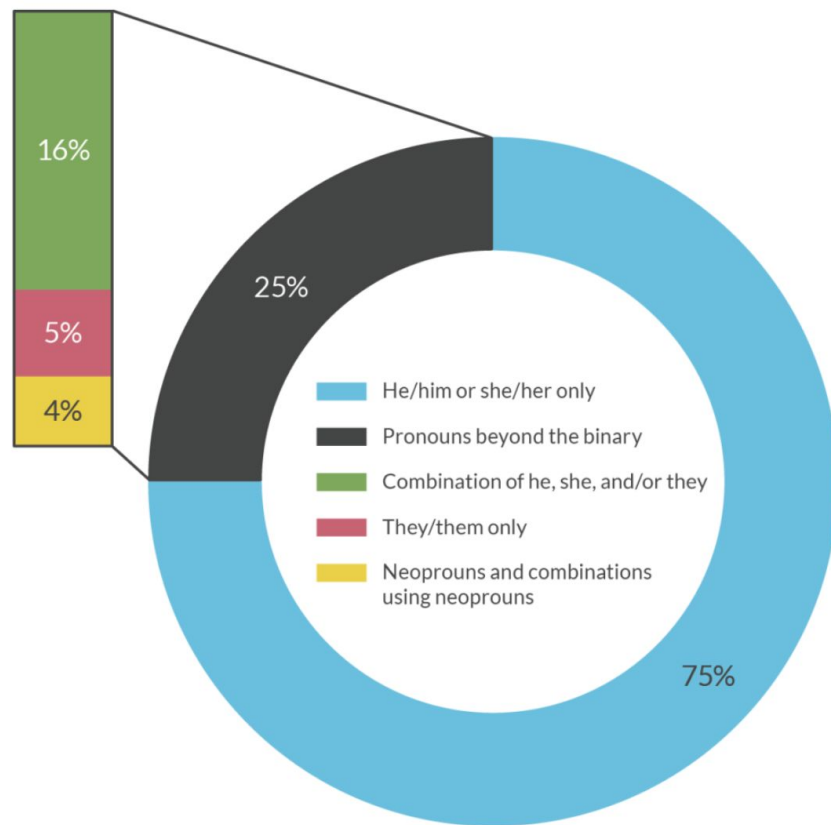
Why Pronouns Matter

Transgender and nonbinary youth who said their pronouns were respected by most or all of the time attempted suicide at half the rate of those whose pronouns weren't respected

16%

5%

4%

25%

75%

He/him or she/her only

Pronouns beyond the binary

Combination of he, she, and/or they

They/them only

Neoprouns and combinations using neoprouns

Gender Pronouns

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themself	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

THE TREVOR PROJECT

Pronouns In Context

- People choose which pronouns work best for them

- The pronouns a person uses do not need to align with any particular gender identity or expression

- People may use more than one set of pronouns or no pronouns at all

- If you mess up someone's pronouns apologize and move on

GENERuAL-NEUTRAL TERMS TO ADDRESS A GROUP

Y'ALL PEEPS Pals EPIC HUMANS Dawgs TEAM
LOVELIES KIDS Hey fam
FOLKS Meow-meows Famjam Folx niblings
Peep-a-doodles Sunshines KITKATS
beautiful people Kiddos comrades EARTHLINGS
GUM DROPS Everyone Goblins & ghoulies Future leaders of the world FRiENDS CHANGE MAKERS
Homo sapiens COOL CATS & KITTENS MORNING GLORIES HOMiES
Movers & Shakers SCHOLARS Rad jazz cats
Party people Snicker-doodles HAPPY PEOPLE THEYDIES & GENTLETHEMS

Inspired by @sara_levine & @themilajam

@sylviaduckworth

THE TREVOR PROJECT

40

Final Thoughts on Language

✅ Mirror language when talking to a person about their identity

✅ Use the affirming exploration technique:
- "Thank you for sharing that with me. You know, a lot of people use (term) in different ways. When you say that you identify as (term) can you tell me what that means to you?"

Let's Talk About Coming Out

The process through which someone shares an identity, including their sexual orientation or gender identity, with themselves or others.

THE TREVOR PROJECT

What Do You Think

✓ What are some of society's misconceptions about LGBTQ identities?

✓ Why are these misconceptions so pervasive?

Our work is guided by three main frameworks

Minority Stress

Intersectionality

Resilience

Identities and Intersectionality

Intersectionality is the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of privilege and oppression.

Crenshaw, K. (1991). Mapping the Margins: Intersectionality, Identity Politics, and Violence Against Women of Color. Stanford Law Review, 43(6), 1241-1299.

Racism is the systemic oppression of a racial group to the social, economic, and political advantage of another

It is a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race

Examples
- Land Equity
- Education
- Government Protections
- Health Care
- Food Security
- Employment
- Housing

Minority stress produces suicide risk

Higher rates of suicide risk among LGBTQ people result from increased internalized stigma, discrimination, and rejection from others.

Minority stress can be most persistent and problematic for individuals who occupy multiple marginalized social positions.

Positive factors can create resilience and lower suicide risk

Risk factors such as discrimination, bullying, and rejection...

Protective factors such as social support, LGBTQ role models, and inclusive policies...

...interact with limited protective factors to...

...can buffer risk and...

Increase Vulnerability   Increase Resilience

Biases

Setting the Stage: Basic Assumptions

✓ Believe it or not, we all have biases (Yes, even me. Yes, even you.) and some biases still serve a functional purpose

✓ The vast majority of our biases are unconscious, and stem from our inability to process all of the information our brains are receiving at any moment

✓ We're specifically interested in identifying and eradicating biases that hurt others or hurt our interpersonal relationships with others

*Dovidio, J. F., K. Kawakami, C. Johnson, B. Johnson, and A. Howard. 1997. "On the Nature of Prejudice: Automatic and Controlled Processes." Journal of Experimental Social Psychology 33 (5): 510–540

Bias

✔ Marginalized identities are more likely to experience bias in society.

✔ Many LGBTQ people struggle to receive the same treatment and opportunities as their cisgender and straight peers.

✔ Those who live at the intersection of multiple marginalized groups are more likely to experience bias not only from outside of their community but also from people who may share part of their identity.

Unconscious Bias

Unconscious bias or implicit bias are social stereotypes, mainly about certain groups of people, that we form outside our own awareness.
If you have thoughts, that means:

1. You are alive and
2. You have bias

Discrimination is the act, practice, or an instance of prejudice categorically rather than individually

Examples
- Choices made based off race, sex, gender
- Mansplaining
- Buying into stereotypes
- Creating generalizations
- Microaggressions

Microaggressions

Behavioral expression of both conscious and unconscious bias

The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

Sue, Derald Wing. Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation, 2010. Retrieved from Unconscious Bias Implicit Bias, and Microaggressions: What Can We Do About Them?

Manifestations of Microaggressions

VERBAL COMMUNICATION

NONVERBAL COMMUNICATION

ENVIRONMENTAL CUES

Examples of Possible Microaggressions

You speak excellent English!

Is that your natural hair?

That person looks scary, I should cross the street!

You look great for your age!

What she's trying to say is…

You should smile more.

You're transgender? Wow, you don't look like it at all.

Examples of Possible Microaggressions

- Minimizing or doubting someone's mental health struggles

- Clutching your purse/wallet while passing a black man

- Placing the existence of Indigenous peoples in the past tense

- Assumptions of heterosexuality and cisgender identities as the norm

- Assuming someone is attracted to you just because they are LGB

- Using incorrect pronouns after correct ones have been shared

- Being condescending or infantilizing disabled people

As a review, reflect on a time where you engaged in a microaggression in your life.

How can you work through your unconscious bias to prevent further microaggressions?

THE TREVOR PROJECT

Empathetic Listening
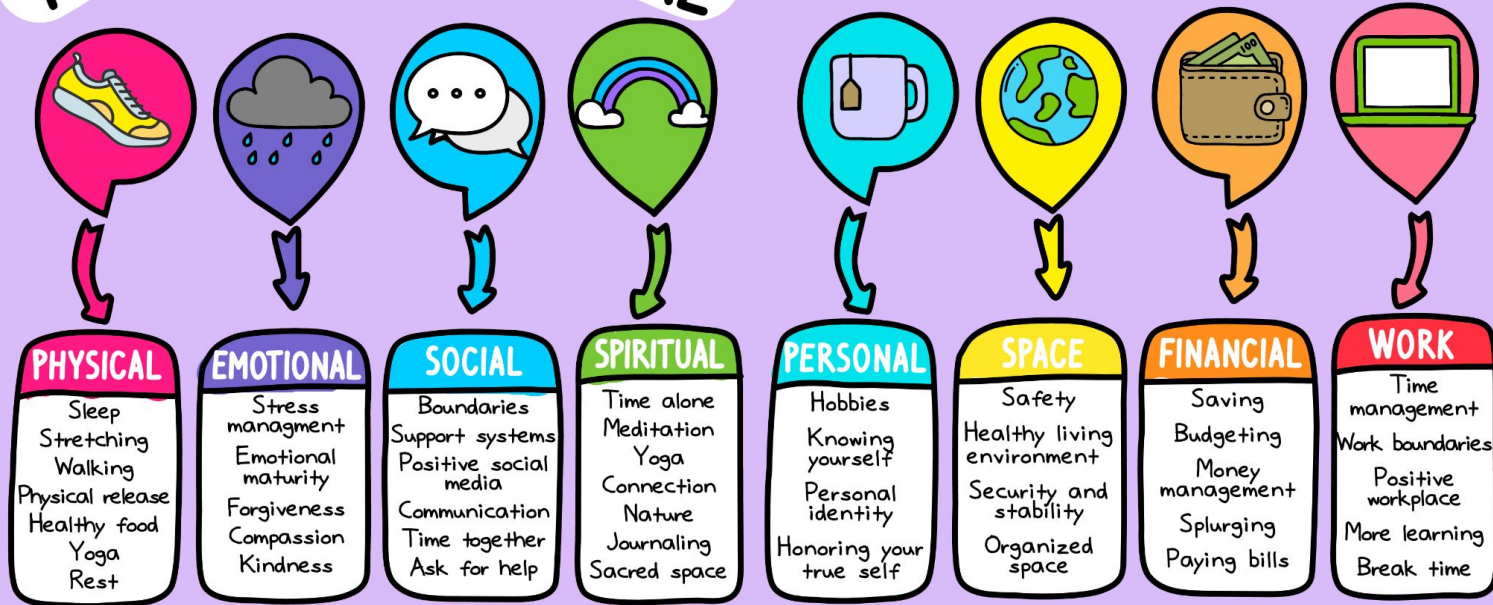
Empathetic Listening

Try Your Best To:

- ✅ Reflect language
- ✅ Validate & normalize
- ✅ Stay present
- ✅ Be non-judgmental
- ✅ Use minimal encouragers
- ✅ Express care, concern & encouragement

Self-Care & Resiliency

TYPES OF SELF-CARE

PHYSICAL
Sleep
Stretching
Walking
Physical release
Healthy food
Yoga
Rest

EMOTIONAL
Stress
managment
Emotional
maturity
Forgiveness
Compassion
Kindness

SOCIAL
Boundaries
Support systems
Positive social
media
Communication
Time together
Ask for help

SPIRITUAL
Time alone
Meditation
Yoga
Connection
Nature
Journaling
Sacred space

PERSONAL
Hobbies
Knowing
yourself
Personal
identity
Honoring your
true self

SPACE
Safety
Healthy living
environment
Security and
stability
Organized
space

FINANCIAL
Saving
Budgeting
Money
management
Splurging
Paying bills

WORK
Time
management
Work boundaries
Positive
workplace
More learning
Break time

VISIT BLESSINGMANIFESTING.COM
FOR MORE!

Reflect on Self Care

✓ What are some of the things you like to do to take care of yourself?

✓ What activities work best in different situations (at work, on the weekends, when you're alone, etc.)?

Building Resiliency

Promoting Resiliency
Helping to increase protective factors

✅ Strong connections, a sense of community

✅ Artistic, athletic, or academic engagement

✅ Development of coping mechanisms, safety planning, self-care

Active Allyship

Be Kind. Empathy is the best form of communication.

Don't Make Assumptions

Check your own biases

Respect Everyone. Period.
- Your understanding or opinion doesn't dictate respect

Use Inclusive language
- Mirror language
- Being intentional and thoughtful about questions we ask or things we say.

Facilitate Inclusive Pronoun Practices

- Use folks' pronouns correctly and consistently.
- Allow space for sharing pronouns in meetings.
- Use behind name on virtual platforms
- Email signatures

Educate Yourself
- Look up local resources
- Engage in LGBTQ media (literature, TV shows, movies, social media, etc.)
- Attend LGBTQ events (participate as appropriate)

Active Allyship

Provide Gender Inclusive Facilities
- Bathrooms
- Changing rooms/locker rooms
- In-patient care spaces

Encourage & Facilitate Self Advocacy
- Amplify LGBTQ voices
- Champion diversity & inclusion
- Help foster strong connections and community
- Promoting positive media representation

Speak out against LGBTQ harrassment, discrimination, biases, and microagressions.

Advocate for Change
- Company/Organization Policy
  - HR resources
  - Facilities
  - Non-discrimination Policy
- State & Federal Legislation
  - Oppose anti-LGBTQ Legislation
  - Support LGBTQ non-discrimination
  - Funding and inclusive policy for accessible and affordable mental health care
  - Restricting access to lethal means

THE TREVOR PROJECT

Where Can I Learn More?

Where Can I Learn More?

THE TREVOR PROJECT

2021   OUT & EQUAL WORKPLACE ADVOCATES

OUT & EQUAL
WORKPLACE ADVOCATES

LEVERAGING YOUR VOICE

A Guide for Employee Resource Groups and Public Policy Engagement

HUMAN RIGHTS CAMPAIGN

Transgender Inclusion in the Workplace:
A Toolkit for Employers

OUT & EQUAL
WORKPLACE ADVOCATES

What's Your Pronoun?

Strategies for Inclusion in the Workplace

2018
U.S. LGBTQ PAID LEAVE SURVEY

**HUMAN RIGHTS CAMPAIGN FOUNDATION
PUBLIC EDUCATION & RESEARCH**

REPORT ON THE
EXPERIENCES OF
TRANSGENDER AND
NON-BINARY RESPONDENTS

OUT & EQUAL
WORKPLACE ADVOCATES

HUMAN RIGHTS CAMPAIGN

THE TREVOR PROJECT

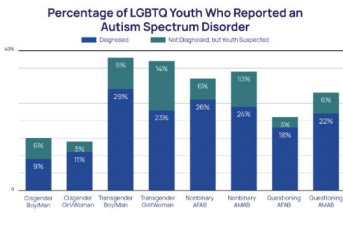## Research Brief: Mental Health Among Autistic LGBTQ Youth

April 2022

Background

Nearly 3% of children and adolescents ages 13-17 and an estimated 2% of adults ages 18-84 have been diagnosed with Autism (clinically referred to as Autism Spectrum Disorders) (Xu et al., 2018; Dietz et al., 2020). In recent years, both scholarship and activism from autistic individuals have shifted the conceptualization of autism away from a developmental disability framework and toward a neurodiversity framework, which recognizes Autism as a different but equally valid way of engaging with and experiencing the world (Happé & Frith, 2020). Autistic individuals report poorer mental health than individuals without autism, who are commonly referred to as "allistic." Autistic youth report higher rates of depression (Pezzimenti et al., 2019) and anxiety (Zaborski & Storch, 2017) than their allistic peers. Rates of dying by suicide are also higher for autistic individuals than for their allistic peers (Hirvikoski et al., 2016). Aligning with the minority stress model (Meyer, 2003), these mental health outcomes may be due to the stress of trying to navigate a world with a stigmatized identity. There is also growing evidence to suggest that autistic individuals are more likely to identify as LGBTQ (Dewinter et al., 2017), and autistic individuals report high levels of gender non-conforming feelings (Dewinter et al., 2017). Further, the prevalence of autism among individuals with gender dysphoria is estimated to be between 6%-25% (Thrower et al., 2019). While there is less research on the mental health of individuals living at the intersection of autism and LGBTQ identities, autistic LGBTQ adults report higher levels of barriers to healthcare, unmet healthcare needs, self-reported mental illness, and being refused services by a medical provider than their allistic peers (Hall et al., 2020). Using data from The Trevor Project's 2021 National Survey on LGBTQ Youth Mental Health, this brief examines mental health and suicide risk among autistic LGBTQ youth.

Results

Overall, 5% of LGBTQ youth have been diagnosed with autism. Additionally, 35% suspect they might be autistic. Transgender girls/women (14%) and nonbinary youth assigned male at birth (AMAB) (10%) had the highest diagnosis rates. Transgender boys/men (29%) and nonbinary youth assigned female at birth (AFAB) (26%) had the highest

Percentage of LGBTQ Youth Who Reported an Autism Spectrum Disorder

Diagnosed | Not Diagnosed, but Youth Suspected

THE TREVOR PROJECT

Research Brief: Substance Use and Suicide Risk Among LGBTQ Youth

January 2022

Background

Both rates of substance use and suicide deaths have increased in the United States over the last ten years, especially among youth and young adults (Curtin & Heron, 2019; Gomes, Tadrous, Mamdani, & Juurlink, 2018; Hingson, Zha, & Smyth, 2019). Those with substance use disorder are at seven times greater odds of dying by suicide, compared to those who do not have a substance use disorder (Conner et al., 2019). National prevalence data on substance use among lesbian, gay, and bisexual (LGB) high school students indicate that LGB students use substances at significantly higher rates than their straight peers (Jones et al., 2019). This risk is compounded by LGB youths' increased risk of attempting suicide compared to their straight, cisgender peers (Johns et al., 2019; Johns et al., 2020). Given that most previous research on youth substance use relies on federal datasets that have not measured gender identity in ways that include transgender or nonbinary youth, there is little research on transgender and nonbinary youths' substance use. Using data from The Trevor Project's 2021 National Survey on LGBTQ Youth Mental Health, this brief examines the relationship between lesbian, gay, bisexual, transgender, and queer or questioning (LGBTQ) youths' substance use and their risk of suicide.

Results

Over half of LGBTQ youth (56%) used alcohol in the last year, including 47% of LGBTQ youth under the age of 21. Over one in three LGBTQ youth (34%) used marijuana in the last year, including 29% of LGBTQ youth under the age of 21. One in 10 (11%) LGBTQ youth reported having used a prescription drug that was not prescribed to them in the last year, and this rate was the same for those under and over the age of 21.

11% of LGBTQ youth reported regular use (defined as daily or weekly use) of both alcohol and marijuana. Rates of regular alcohol or marijuana use were much higher for LGBTQ young adults ages 21 or older than they were for LGBTQ youth under age 21. One in three LGBTQ young adults ages 21 or older (33%) reported regular alcohol use, compared to 5% of LGBTQ youth under age 21. One in five LGBTQ young adults ages 21

Substance Use in the Last Year Among LGBTQ Youth

Under 21 | Over 21

| 1

THE TREVOR PROJECT

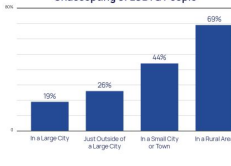## Research Brief: LGBTQ Youth in Small Towns and Rural Areas
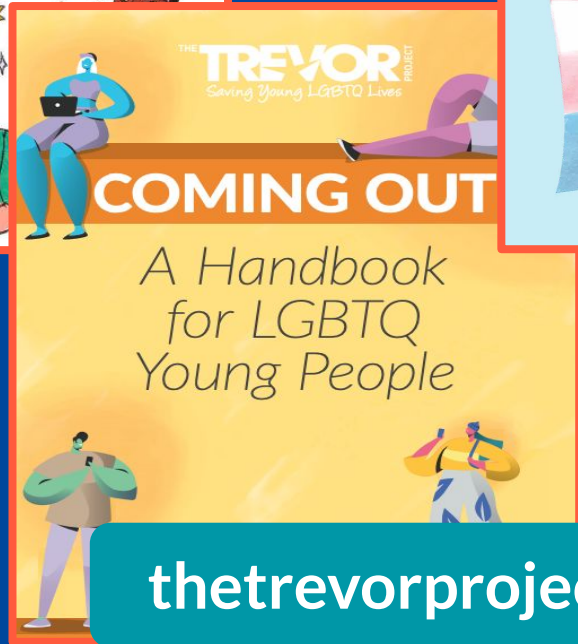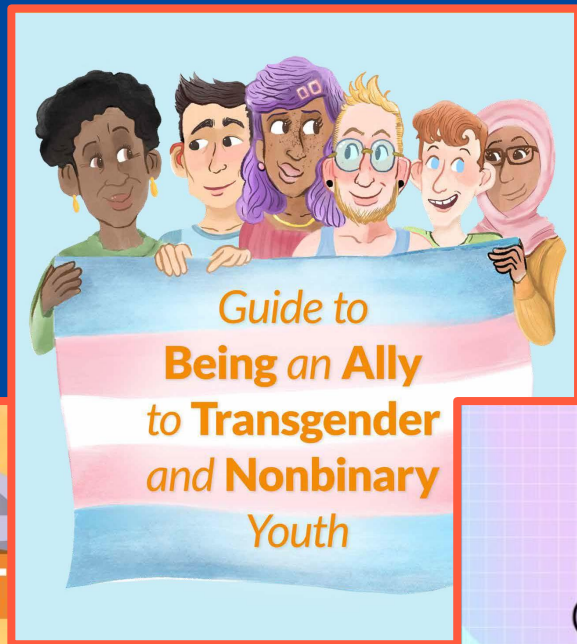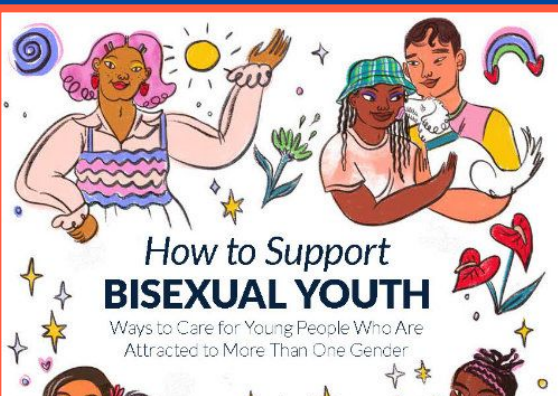
November 2021

Background

Among the broader population of youth ages 10-24 in the U.S., suicide rates are higher in rural than in urban communities (Fontanella et al., 2015). Further, data from GLSEN's National School Climate Survey indicate that LGBTQ youth from small towns or rural areas are more likely to hear anti-LGBTQ remarks and experience discrimination in schools than those from urban and suburban schools (Kosciw et al., 2020). However, little research has specifically examined differences in mental health and suicide risk based on whether LGBTQ youth live in urban or rural areas. One study of lesbian, gay, bisexual, and questioning (LGBQ) youth found that, although both rural and non-rural LGBQ youth reported significantly greater risk of depression compared to their non-LGBQ peers, there were no significant differences in depression when comparing rural LGBQ youth to LGBQ youth from urban and suburban areas (Price-Feeney, Ybarra, & Mitchell, 2019). Further, a study of lesbian, gay, and bisexual (LGB) youth in Canada also found similar rates of depression among rural and urban youth; however, they found that rural LGB boys, but not rural LGB girls, were more likely to consider and attempt suicide than those from urban and suburban areas (Poon & Saewyc, 2009). Given the mixed findings on LGBTQ youth in rural areas and small towns, there is a need for additional research, particularly among transgender and nonbinary youth. Using data from The Trevor Project's 2021 National Survey on LGBTQ Youth Mental Health, this brief examines depression and suicide risk among LGBTQ youth from rural areas and small towns compared to urban and suburban areas.

Results

Nearly half (49%) of LGBTQ youth in rural areas and small towns stated that their community was somewhat or very unaccepting of LGBTQ people compared to just over a quarter (26%) of those in urban and suburban areas. In total, only 4% of rural LGBTQ youth reported that their community was very accepting of LGBTQ people. Approximately half of the sample lived in urban (15%) or suburban (34%) areas, with the other half living in a small city/town (41%) or rural area (10%). LGBTQ youth in rural areas and small towns also reported higher rates of experiencing (61% vs. 56%) and (%) in the past year and suburban areas.

Proportion of Youth who Described the Area Where They Live as Somewhat or Very Unaccepting of LGBTQ People

| 1

---

thetrevorproject.org/research/

How to Support **BISEXUAL YOUTH**
Ways to Care for Young People Who Are Attracted to More Than One Gender

COMING OUT
A Handbook for LGBTQ Young People

THE TREVOR PROJECT
Saving Young LGBTQ Lives

Guide to **Being** an **Ally** to **Transgender** and **Nonbinary** Youth

Black and LGBTQ
Approaching Intersectional Conversations

THE **TREVOR** PROJECT

thetrevorproject.org/resources/

Keygan Miller

Public Training Manager

They/Them

Keygan.Miller@TheTrevorProject.org

thetrevorproject.org/resources/

THE TREVOR PROJECT

We Want Your Feedback!

Scan the QR Code

or

Go to:

tinyurl.com/TTP2023

THE TREVOR PROJECT