

AN INTRODUCTION TO GENDER IDENTITY AND SEXUAL ORIENTATION IN ADDICTION TREATMENT

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Learning Objectives

Participants will gain understanding of:

- ▣ The difference between Gender Identity and Sexual Orientation.
- ▣ Increase their understanding of the impact of trauma on Individuals who are LGBTQ and it's relationship to unsuccessful treatment outcomes
- ▣ The concept of LGBTQ (Minority) Stress
- ▣ Be able to identify ways of creating supportive, affirming and inclusive treatment environments.

Today's LGBT Training

- ▣ This session does not aim to be the definitive resource, nor does it intend to speak on behalf of all LGBT people.
- ▣ We encourage training participants to research and engage local LGBT organizations, providers and constituents.
- ▣ Building partnerships with local LGBT entities can help increase your understanding of the LGBT community needs and increase referral options for your clients.



How Many Clients / Patients Do You Work With Who are LGBTQ ?

- How many total clients does your agency/ organization see/treat on a monthly or annual basis?
- Of those, how many are "out" to you as lesbian, gay, bisexual, or transgender?
- How many are out as LGBT to everyone (other patients, family, friends, school)?

It Depends on How You Ask The Question.....

- ▣ *Sexual / Romantic Attraction* - Attraction or desire to be in a primary sexual or loving relationship
- ▣ *Sexual Behavior* - Voluntary activity that involves genital contact and sexual excitement or arousal.
- ▣ *Sexual Identity* - Personally selected label attached to perception about their sexuality

The Kinsey Scale



- 0 Exclusively heterosexual
- 1 Predominantly heterosexual, incidentally homosexual
- 2 Predominantly heterosexual but more than incidentally homosexual
- 3 Equal heterosexual and homosexual
- 4 Predominantly homosexual, but more than incidentally heterosexual
- 5 Predominantly homosexual, incidentally heterosexual
- 6 Exclusively homosexual

Statistics on the Kinsey Scale

Kinsey Rating	Meaning of Rating	%
0	Exclusively other-sex oriented in behavior and psychological response (100)	50
1	Incidental same-sex behavior (90/10)	15
2	More than incidental same-sex behavior (60/40)	12
3	About equal amounts of same and other-sex behavior (50/50)	9
4	More than incidental other-sex behavior (60/40)	6
5	Incidental other-sex behavior (90/10)	5
6	Exclusively same-sex oriented in behavior and psychological response (100)	4

Alphabet Soup

▣ L

▣ G

▣ B

▣ T

▣ Q

▣ Q

▣ C

▣ I

▣ P

▣ A

▣ 2S

▣ A

Key Terms and Concepts

Lesbian:

- A female who is emotionally, romantically, sexually, affectionately, or relationally attracted to other females.

(Johns Hopkins, 2015)

Gay Male:

- A male who is emotionally, romantically, sexually, affectionately, or relationally attracted to other males.

(Johns Hopkins, 2015)



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Key Terms and Concepts

Bisexual:

- An individual who is emotionally, romantically, sexually, affectionately, or relationally attracted to both men and women.

(Johns Hopkins, 2015)

Queer:

- A term describing people who have a non normative gender identity, sexual orientation, or sexual anatomy — can include lesbians, gay men, bisexual people, transgender people, and a host of other identities. Since the term is sometimes used as a slur, it has a negative connotation for some LGBT people; nevertheless, others have reclaimed it and feel comfortable using it to describe themselves.

(Johns Hopkins, 2015)



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Key Terms and Concepts

Questioning

A person, often an adolescent, who has questions about their sexual orientation or gender identity and does not necessarily identify as gay

Intersex

People born with an indeterminate sexual anatomy or developmental hormone pattern / chromosome pattern that is neither exclusively male nor exclusively female, the conditions that cause these variations are sometimes grouped under the terms “intersex” or “DSD” (Differences of Sexual Development)

Key Terms and Concepts

Transgender:

- Refers to a person whose gender identity does not correspond to their sex assigned at birth.
- Transgender (or the shortened version, 'trans') may be used to refer to an individual person's gender identity and is sometimes used as an umbrella term for all people who do not conform to traditional gender norms.

(Johns Hopkins, 2015; Keatley et al., 2015)

Cisgender:

- An individual whose gender identity generally matches with that assigned for their physical sex. In other words, a person who does not identify as transgender.

(Johns Hopkins, 2015)

Key Terms and Concepts

Pansexual/Omnisexual:

- An individual who is emotionally, romantically, sexually, affectionately, or relationally attracted to people regardless of their gender identity or biological sex.

(Johns Hopkins, 2015)

Asexual:

- Refers to someone who does not experience sexual attraction towards other people, and who identifies as asexual. Asexuals may still have romantic, emotional, affectional, or relational attractions to other people. Asexuality is distinct from celibacy, which is the deliberate abstention from sexual activity. Some asexuals do have sex.

(Johns Hopkins, 2015; Keatley et al., 2015)

Key Terms and Concepts

- ▣ Sex Assigned at Birth:
 - Assigning a sex at birth is often based on the appearance of their external anatomy and is documented on the birth certificate.
 - A person's sex is actually a combination of biological markers (chromosomes and hormones) and anatomic characteristics (reproductive organs and genitalia). Impacted by legal, policy, cultural and social issues.
- ▣ Gender Expression:
 - How one externally manifests their gender identity through behavior, mannerisms, speech patterns, dress, and hairstyles.



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Key Terms and Concepts

▣ Gender Identity:

- A person's internal sense of their own gender.

(Keatley, Deutsch, Sevelius & Gutierrez-Mock, 2015)

▣ Sexual Orientation:

- Distinct from gender identity and expression. Describes a combination of attraction, behavior and identity for sexual and/or romantic partners.

(Keatley, Deutsch, Sevelius & Gutierrez-Mock, 2015)

Key Terms and Concepts

Sexual Identity:

- A culturally organized concept of the self. Labels can include lesbian or gay, bisexual or heterosexual.

(Diamond, 2008)



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Key Terms and Concepts

Sex / Gender Role (Outward Expression)

- Outward expression of maleness / femaleness
- Masculine / feminine / androgyny
- Culturally specific influenced by social learning

Other Terms

- ▣ MSM, WSW, WSWM, MSWM
- ▣ Gender Variant
- ▣ Gender Queer
- ▣ Gender Non-Conforming
- ▣ Same Gender Loving
- ▣ Heteroflexible
- ▣ Bicurious

The interrelatedness of terms

It is important for providers to understand the four core concepts of identity related to gender and sexual orientation:

Sex Assigned
at Birth

Gender
Identity

Gender
Expression

Sexual
Orientation



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The Interrelatedness of Terms

Sex
Assigned
at Birth

F

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Gender
Identity

F

A

~~M~~

Gender
Expression

F

A

~~X~~

M

Sexual
Orientation

F

B

M

~~X~~

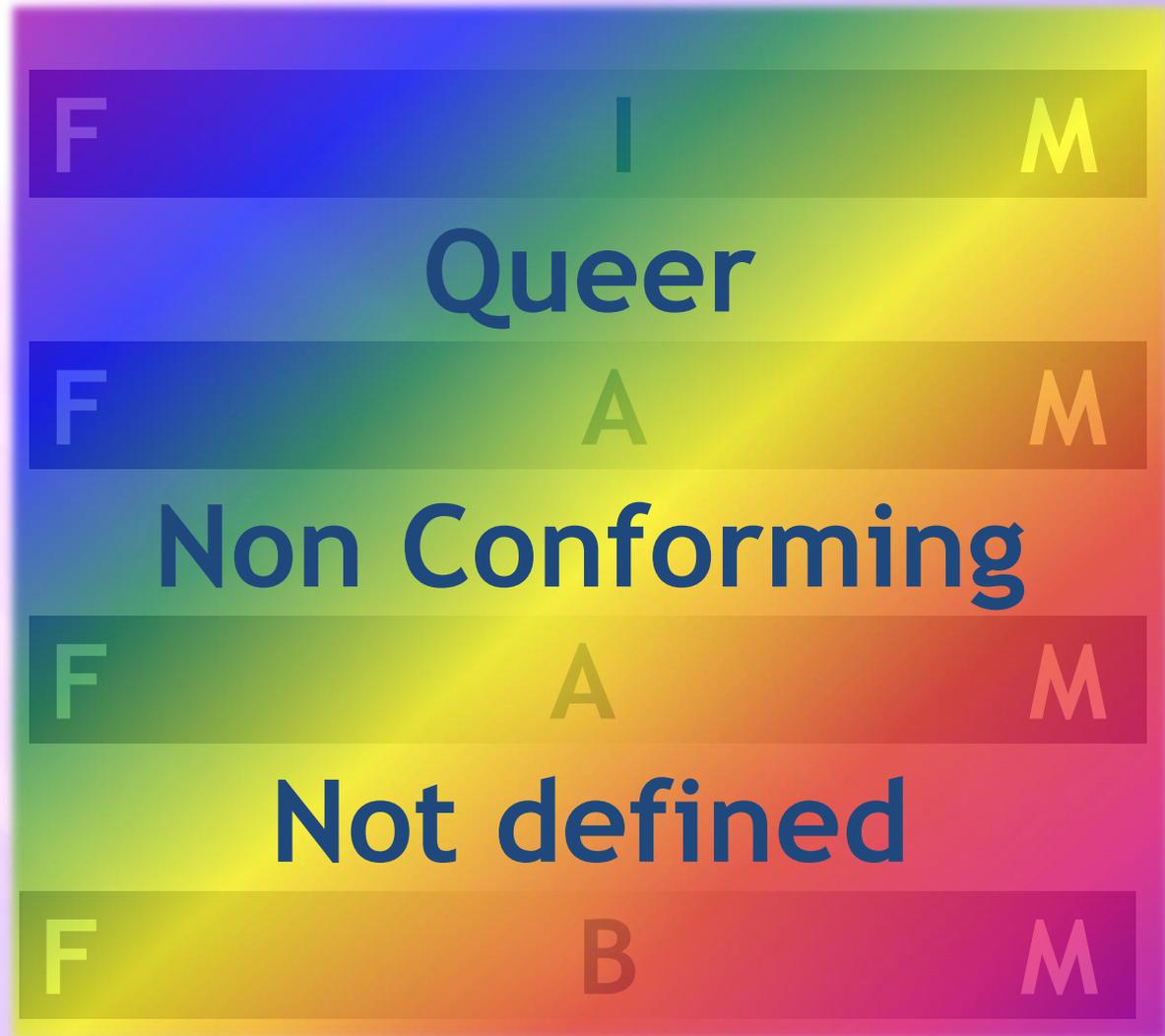
The Interrelatedness of Terms

Sex
Assigned
at Birth

Gender
Identity

Gender
Expression

Sexual
Orientation



Trauma Informed Care

What Should be Safe Spaces?

- ▣ *Family of Origin*
- ▣ *School/Campus*
- ▣ *Community*
- ▣ *Religion / Church*
- ▣ *Other*

LGBT Stigma and Stress:

Ilan Meyers (2003) proposed that the higher incidence of mental and substance use disorders in LGB Individuals was essentially the result of a “Hostile and stressful social environment” (p. 674) to which LGB people are subjected as a result of their sexual minority status.

LGBT Stress

Also referred to as “Minority Stress”, refers to the chronic stress experienced by LGBT individuals related to stigmatization, marginalization and lack of institutional and social supports within a predominantly heterosexual society (Warren & Barber 2009)

Processes of Minority Stress

- ▣ Environmental and other external events that occur in an individual's life as a result of sexual minority status. They create overt stress (chronic or acute). Examples would be discrimination or threats to safety and security.
- ▣ Anticipation and expectation that external stressful events will occur and the vigilance that the person must maintain because of the expectation.
- ▣ The internalization of the negative attitudes and prejudices from society

Processes of Minority Stress - Resilience

- ▣ Group solidarity
- ▣ Internal group comparison vs. external
- ▣ Can access when they are clearly identified as a group member

LGBT Stigma and Stress:

- ▣ In addition to understanding minority stress, it is also helpful for providers to learn about unconscious biases.



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Unconscious Bias

- May or may not involve *microaggressions*, or “brief, everyday exchanges that send denigrating or damaging messages to [racial/ethnic and sexual minorities].”

(Sue et al., 2007)

- May often seem like benign comments to the perpetrator.
- Often unintentional or if intentional, harmful consequences are unknown.

Examples of Unconscious Bias

- “I have no problem with gay people when they don’t wear it on their sleeve.”
- “She’s really pretty, I couldn’t tell she was transgender.”
- “How do you know you’re gay if you’ve never been with [a person of the opposite sex]?”



(McClousky, 2014)



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Definitions

- ▣ **Stereotyping** *To believe that all people or things with a particular characteristic are the same.*
- ▣ **Prejudice** *A feeling of like or dislike for someone or something especially when it is not reasonable or logical (a preconceived judgmental opinion).*
- ▣ **Myths** *An idea or story that is believed by many but that is not true.*
- ▣ **Stigma** *A set of negative beliefs that a society or group of people have about something*

LGBT Specific Trauma

- ▣ LGBT clients may experience all the same traumatic events as heterosexual individuals:
 - Examples: domestic violence growing up, childhood abandonment, adult sexual violence, and other events.
- ▣ However, there may be specific, additional traumas related to a client's sexual orientation or gender identity.

LGBT Specific Trauma

Examples of LGBT-related traumas:

- Bullied as a child or teen because of presumed sexual orientation or gender expression.
- Anxiety, distress, and negativity experienced in the initial coming out experience.
 - Example: being “outed” in an unsafe environment.



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LGBT Specific Trauma & Stress

- Continuing to come out and anxiety associated with potential negative social, professional, and familial reactions.
- Anti-LGBT verbal, physical or sexual assault (gay bashing).
- Prior therapy or healthcare focused on trying to "cure" or in invalidate LGBT sexual orientation or gender identity.

Heterosexism

A system of attitudes, bias and discrimination in favor of opposite sex sexuality and relationships. It can include the presumption that other people are heterosexual or that opposite sex attractions and relationships are the only norm and therefore superior.

Coming Out

Coming out is the term used to describe the process of and the extent to which one identifies as lesbian, gay or bisexual.

There are two parts to this process: coming out to oneself and coming out to others.

It includes the realization that one is gay, lesbian and bisexual and accepting that fact and deciding what to do about it

Coming Out (continued)

- ▣ It is very personal. It happens different ways and occurs at different ages.
- ▣ Coming Out is a continuing, sometimes lifelong process
- ▣ Some people are afraid of being rejected but others worry that their sexual identity will be the overriding focus in future interactions with the other person
- ▣ Other issues are the extent of the revelation, timing and anticipated consequences

Passing

Is a person's being regarded as a member of a social group other than his or her own, such as a different gender, race, sexuality or disability status; generally with the aim of gaining social acceptance or gaining access to privilege of the power group

Clinical Issues Common to Both Lesbians and Gay Men

Core Aspects of Identity

- ▣ Family of Origin
- ▣ Race
- ▣ Ethnicity
- ▣ Age
- ▣ Class
- ▣ Sexual Orientation
- ▣ Gender Identity
- ▣ Abilities
- ▣ Appearance
- ▣ Religion
- ▣ Other



Provider Considerations

- ▣ Despite tremendous progress for LGBT rights, many gay men keep their sexual orientation hidden.
- ▣ Many states do not have LGBT nondiscrimination protections. While marriage equality exists in all states and territories (except for American Samoa and some tribal communities), LGBT people in many states can still be fired from their jobs and/or evicted from their homes.

(Fidas, 2014; Eliason, Dibble & Robertson, 2011)

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Clinical Issues With Gay Male Clients

Challenges to Understanding Who Contemporary Gay Men Are

- Is a male gay, if he has a strong attraction to other men but is married to a female and has never engaged in same-sex sexual activity?
- Is a man who has sex with other men, and identifies as “straight” really gay?
- Does simply labeling oneself a gay man make one so?

Related Health Issues for Gay Men

Body image and eating disorders:

- Gay men 3x more likely than heterosexual men to have an eating disorder.
- Body image and eating disorders may take the form of compulsive exercise.
- Steroid abuse due to body image problems.

(Matthews-Ewald et al., 2014; Carlat et al., 1997; Martins, Tiggemann, Kirkbride, 2007)

Gay Men and Substance Misuse

- ▣ Age Related use patterns
- ▣ Club Drugs
- ▣ Crystal Meth
- ▣ Drug and Alcohol use related to stages of Coming Out Process
- ▣ Substance use and HIV/AIDS.

MSM

- ▣ MSM: an abbreviation for men who have sex with men. This term focuses on behaviors.
- ▣ The term does not indicate sexual orientation.
 - Example: a male who identifies as heterosexual in the community, but also engages in same-gender sexual interactions while in jail.

(Johns Hopkins University, 2015)

MSM

- ▣ For some men, their same-sex sexual encounters may be restricted by institutional settings.
 - Examples: military, prisons, sleep away camp, boarding schools, college, seminary, fraternities or other predominantly gender-specific environments.

More about Men who have sex with men (MSM)

- ▣ Separation of “sexual behavior” from “sexual Identity”
- ▣ View themselves as heterosexual
- ▣ “Down Low”

African-American and Latino MSM

- ▣ Face racial discrimination from society at large
- ▣ Homophobia from their own ethnic groups
- ▣ Often feel unaccepted in the mainstream gay community

Mutual Aid Groups

- ▣ Providers need to be knowledgeable of local groups that are LGBT-affirming and culturally specific. A resource list should be made readily available to all clients.
- ▣ Encourage shopping around for the right self-help group.
- ▣ Encourage engagement with a LGBT affirming sponsor.



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Clinical Issues With Bisexuals



Presence Within the General Population

Historical measurements and conceptualizations of sexual identity, in particular, bisexual identity have predominantly focused on the Kinsey Scale and the Klein Sexual Orientation Grid. An important issue to remember when looking at the size of sexual minorities within the general population is that those individuals who do not self-label or identify as bisexual are not captured accurately in research data or clinical settings.

Definition of Bisexuality

A person who has the potential to be attracted romantically and / or sexually to people of more than one sex, not necessarily at the same time, not necessarily in the same way and not necessarily to the same degree. It is a **sexual orientation in and of itself and distinct from heterosexuality and homosexuality.**



Examples of Biphobia

- ▣ Bisexuals are **confused** about their sexual orientation.
- ▣ Bisexuals are **afraid** to be lesbian or gay because of social stigma and oppression from the majority.
- ▣ Bisexuals have gotten **“stuck”** in the coming out process.
- ▣ Bisexuals have knuckled under to the social pressure to **“pass”** as straight.
- ▣ Bisexuals are **in denial** about their sexual orientation.
- ▣ Bisexuals are **“not fully formed”** lesbians or gay men.

KLEIN SEXUAL ORIENTATION GRID

Directions: Use the following scale to rate each of the following variables in each period:

- 1. Other sex only
- 2. Other sex mostly
- 3. Other sex somewhat more
- 4. Both sexes equally
- 5. Same sex somewhat more
- 6. Same sex mostly
- 7. Same sex only

<u>VARIABLE</u>	<u>PAST</u>	<u>PRESENT</u>	<u>IDEAL</u>
A. Sexual Attraction to			
B. Sexual Behavior with			
C. Sexual Fantasies about			
D. Emotional Preference for			
E. Social Preference for			
F. Self-Identification as			
G. LGBT/Heterosexual Lifestyle			

▣ **Definitions helpful in using the Klein scale:**

- ▣ Past: Your life up to 12 months ago.
- ▣ Present: The most recent 12 months
- ▣ Ideal: What do you think you would eventually like?

▣ **The Variables:**

- ▣ Sexual Attraction: To whom are you sexually attracted?
- ▣ Sexual Behavior: With whom have you actually had sex?
- ▣ Sexual Fantasies: Whom are your sexual fantasies about? (They may occur during masturbation, daydreaming, as part of real life, or purely in your imagination.)
- ▣ Emotional Preference: Emotions influence, if not define, the actual physical act of love. Do you love and like only members of the same sex, only members of the other sex, or members of both sexes?
- ▣ Social Preference: Social preference is closely allied with but often different from emotional preference. With members of which sex do you socialize?
- ▣ Lifestyle Preference: What is the sexual identity of the people with whom you socialize?
- ▣ Sexual Identity: How do you think of yourself?
- ▣ Political Identity: Some people describe their relationship to the rest of society differently than their personal sexual identity. For instance, a woman may have a heterosexual sexual identity, but a lesbian political identity. How do you think of yourself politically?

The American Institute of Bisexuality

www.bisexual.org This is Fritz Klein's website and contains information resources, additional resources on use of Klein Grid.

The Bisexual Resource Center
www.biresource.org

Clinical Issues With Transgender Individuals

What do we mean when we say, “transgender?”

- Refers to a person whose gender identity does not correspond to their sex assigned at birth.
- Transgender (or the shortened version, ‘trans’) may be used to refer to an individual person’s gender identity and is sometimes used as an umbrella term for all people who do not conform to traditional gender norms.

(Keatley, Deutsch, Sevelius & Gutierrez-Mock, 2015)

Gender Identity

One's internal, deeply held sense of one's gender. For transgender people, their own internal gender identity does not match the sex they were assigned at birth. Most people have a gender identity of man or woman (or boy or girl). For some people, their gender identity does not fit neatly into one of those two choices. Unlike gender expression, gender identity is not visible to others

Sexual Orientation

Describes an individual's enduring physical, romantic and/or emotional attraction to another person. Gender Identity and sexual orientation are not the same thing.

Gender Dysphoria

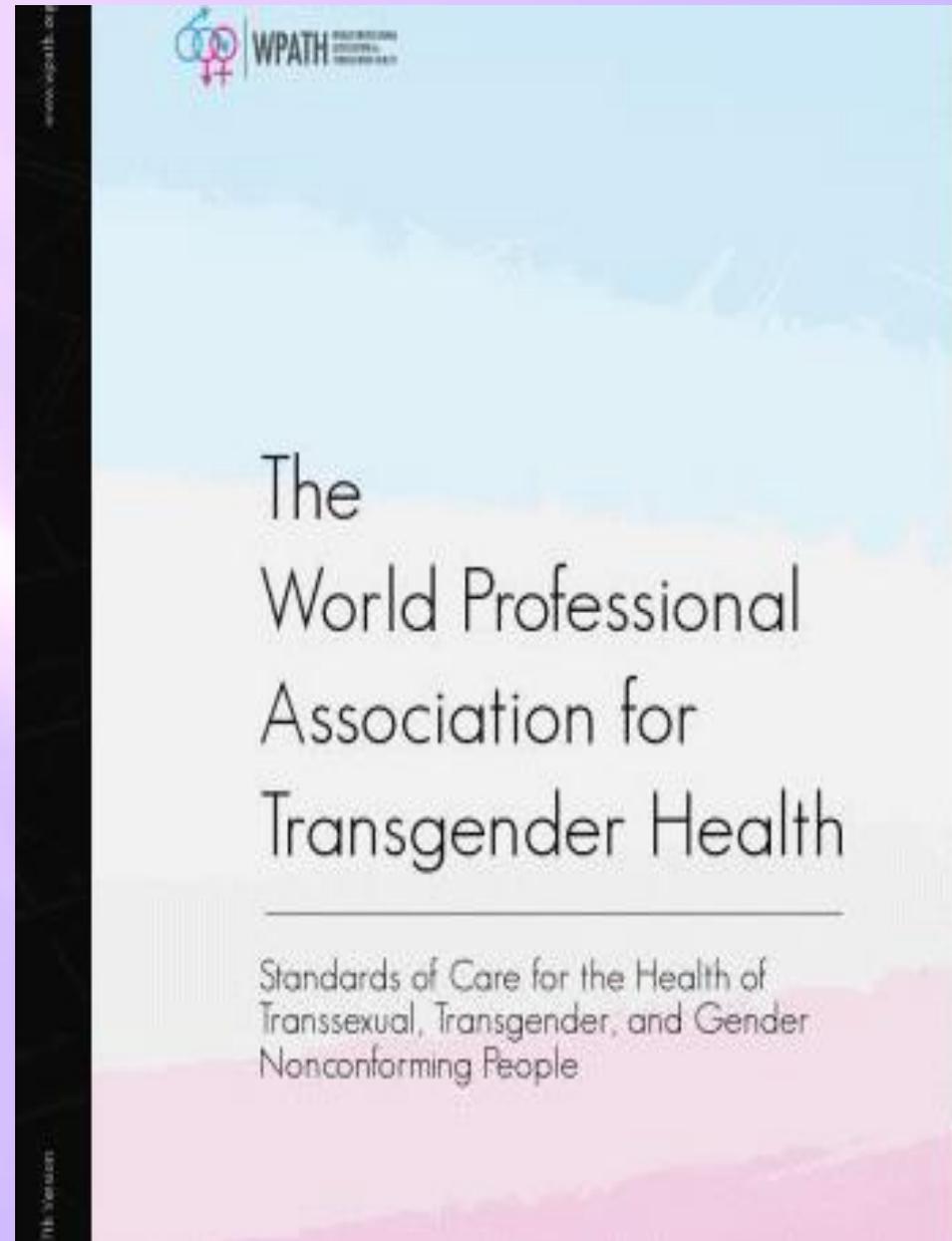
The distress that is caused by a discrepancy between a person's gender identity and that person's sex assigned at birth (and the associated gender role and / or primary and secondary sex characteristics).

Transitioning

- ▣ Transition includes some or all of the following personal, medical and legal steps:
 - Telling family, friends and co-workers
 - Using a different name and new pronouns
 - Dressing differently
 - Changing one's name and/or sex on legal documents
 - Hormone therapy
 - One or more types of surgery (possibly)

The World Professional Association for Transgender Health (WPATH), formerly known as the Harry Benjamin International Gender Dysphoria Association (HBIGDA) is a professional organization devoted to the understanding and treatment of gender identity disorders

www.wpath.org



Provider Considerations

It is critically important for providers to respect and use trans clients names & pronouns:

- Preferred names and/or pronouns may change and may not match current identity documents.
- Ask clients name and pronoun preference.
- Use client's preferred name and pronouns.



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Provider Considerations

Respecting trans clients names & pronouns
cont.:

- Examples:

- *Gendered pronouns:*

- Include he/his; she/her.

- *Gender neutral pronouns:*

- Include they/them; ze/hir

Gender Nonconforming

- ▣ Individuals whose gender identity, role or expression differ from what is normative for their assigned sex in a given culture and historical period
- ▣ Bigender
- ▣ Androgeny
- ▣ Nongendered
- ▣ Genderqueer

Provider Considerations

Service delivery clinical considerations:

- Gender segregated facilities
- Identity documents
- Staff competence
- Appropriate clinical assessment versus curiosity/ignorance
- Bullying/victimization from other clients
- Electronic health records



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Provider Recommendations

- A client's anatomy should only be discussed if relevant to their treatment.
- Provide care for anatomy that is present while affirming the patient's current gender identity.
- The Center of Excellence for Transgender Health makes the following recommendation for trans-inclusive data collection:
 - Asking current gender identity
 - Asking assigned sex at birth

(Center of Excellence for Transgender Health, 2011).

CETH Recommended Trans/Gender Expression Inclusive Intake Questionnaire

1. What is your current gender identity? (Check and/or circle ALL that apply)

Male

Female

Transgender

Male/Transman/FTM

Transgender

Female/Transwoman/MTF

Genderqueer

Additional category (please specify):

Decline to answer

2. What sex were you assigned at birth? (Check one)

Male

Female

Decline to answer

3. What pronouns do you prefer? _____

In Treatment Programs, Trans Clients Report:

- Experiencing more transphobia from treatment program staff than from other clients.
- Programs do not address trans issues.
- Being required to use sleeping and shower facilities inconsistent with their current gender identity.

Provider Recommendations

- Educate treatment program staff and enforce policy.
- Allow trans clients to use bathrooms, showers and sleeping facilities based on their current gender identification.
- Allow trans clients to continue the use of hormones in treatment.
- Advocate for trans client using “street” hormones to receive immediate medical care and legally prescribed hormones.

Resources

- ▣ Gender Spectrum:
www.genderspectrum.org
- ▣ Gender Talk: www.gendertalk.com/
- ▣ National Center for Transgender Equality: <http://transequality.org/>

Continuum of Treatment

- ▣ “Repair” the sexual identity - ignore the AOD
- ▣ Treat the sexual identity - fix the addiction
- ▣ Treat the addictions - ignore the orientation
- ▣ Treat the AOD - minimize the orientation
- ▣ Treat the AOD - acknowledge the sexual identity
- ▣ Treat the AOD - integrate the sexual identity into recovery
- ▣ Integrate the sexual identity as significant to treatment and recovery

Defining

LGBT Affirmative Care

- ▣ **LGBT-tolerant**

Aware that LGBT people exist and use their services

- ▣ **LGBT-sensitive**

Aware of, knowledgeable about, and accepting of LGBT people

- ▣ **LGBT-affirmative**

Actively promote self-acceptance of an LGBT identity as a key part of recovery