



LGBT Community
Generated Recommendations to
the Philadelphia Department
of Behavioral Health and
Mental Retardation Services

Introduction to the LGBT Initiative

**Presented by
Michael Lewis and Susan Spencer**

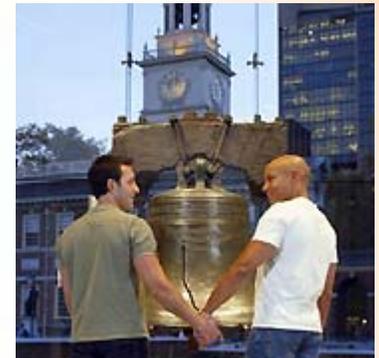
Consumer Voice



“Hello, I am a transwoman, a person in recovery, and I suffer from depression. Once, before I was a person in recovery I stayed in treatment for 93 days, when you were only supposed to stay for 27. I was going to places like (provider A) and (provider B) and sleeping arrangements were difficult. Usually the bedrooms have two beds. The women did not feel comfortable with me; the men thought I wanted to have sex with them. I had no place to go. They sent me to a halfway house. I did not commit a crime; I was not coming from jail, prison or any criminal justice system. I was just a little different.”

Overview

- Review of the Process
- Clarifying Terms
- Highlights: Training, Service, System, and Data Recommendations
- Update & Next Steps
- Q & A



Review of the Process

- Dr. Evans' desire to better meet the needs of LGBT BH consumers
- Small meeting of stakeholders
- BH LGBT Initiative Workgroup
- Public Forum
- Review and Comment





Clarifying Terms

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and get more information about that topic.

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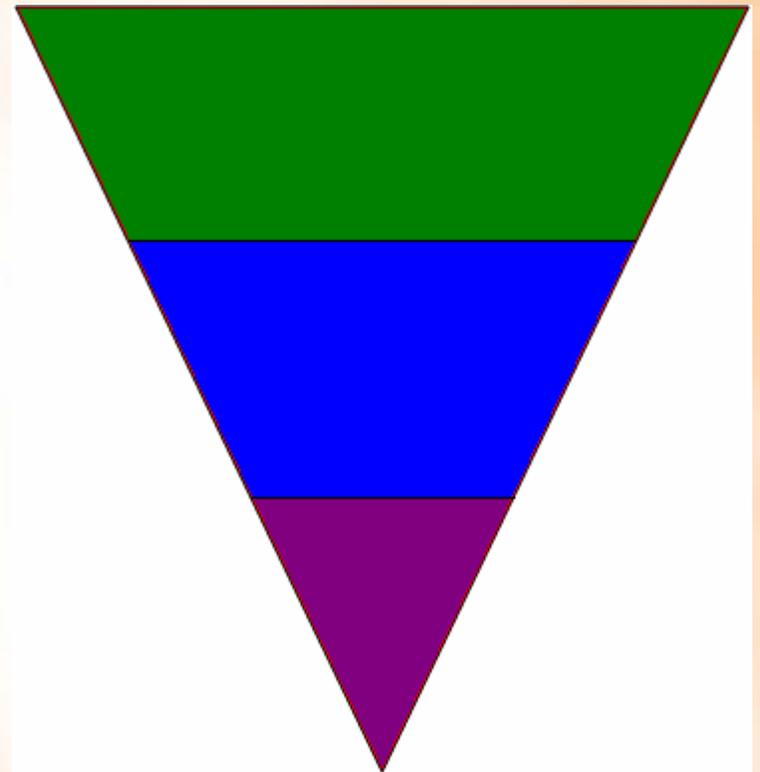
Sexual Orientation

- The direction of one's sexual interest toward members of the same, opposite, or both sexes.
- Replaces “sexual preference” because the term implies a choice is present for the individual.



Sexual Orientation

- Attraction
- Behavior
- Identity –
self-defined



L₁

Lesbian - WSW

G₂

Gay – MSM – sometimes universal

B₃

Bisexual – sexual attraction to both sexes



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Gender Identity

- The gender with which a person identifies.
- Can be male/masculine, female/ feminine, or something less conventional
- Gender roles or physical appearance/cues may not reflect the internal identity of a person



Sylvia Rivera-Murray was the transgender woman who led the charge at the Stonewall Riots in NYC, June 27, 1969.

L₁

Lesbian - WSW

G₂

Gay – MSM – sometimes universal

B₃

Bisexual – sexual attraction to both sexes

T₁

Transgender – Transsexual - ??

Q₁₀

Questioning – sometimes Queer

I₁

Intersex – previously hermaphrodite

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Communit**IES**

(Diversity Multiplied)

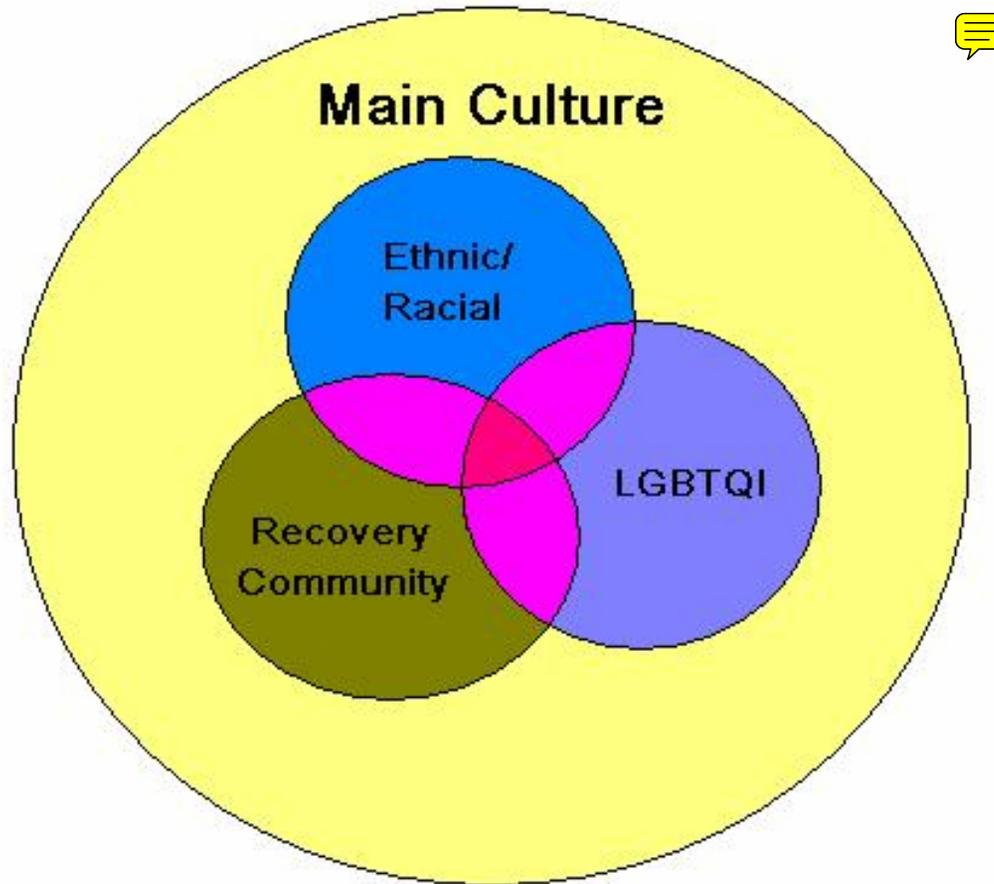
- Different Races, Ethnicities, and Cultures
- Different Age Groups
- Different Interest Groups
- Different Politics
- Different Economic Status'
- Different Expressions of Sexuality and Gender



Should everyone “come out”?



Clash of Cultures in Identity Formation



“LGBT Affirming” Provider/Program

- An entire agency or a specific program of an agency that has put in place significant practices that ensure clinical and cultural expertise to all LGBT clients who approach that agency or program for behavioral health services.

Training Recommendation Highlights



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Universal Training Needs

- **Identify qualified trainers**
 - Significant experience or expertise
 - Recovering LGBT Consumers as trainers
- **Mandatory that all providers have cultural competency training that includes sexual orientation and gender identity**

Training Recommendations for LGBT Affirming Providers

- **ALL Staff (examples)**
 - **The coming out process**
 - **Ethics and Boundaries**
- **Clinical Staff (examples)**
 - **Community and cultural based assets and resources**
 - **Substance abuse issues in LGBT communities**
 - **LGBT Specific Suicide Risk Factors**

Service Recommendation Highlights



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Consumer Voice

“Myself and another woman were the only two [LGBT consumers] on the unit. She was open and because of comments mentioned to her I thought it best to keep it a secret. Staff told her that if she did not change her ways that she will burn in hell. The stuff that staff and other clients said could make or break you when you are in treatment.”



Universal Service Recommendations

- All residential settings meet the needs of LGBT consumers – OSH policy 
- All services must be goal directed and include coordination with other systems as the person presents (ex: HIV, hormone therapy, etc.) 

Service Recommendations for LGBT Affirming Providers

- Develop LGBT peer specialists and volunteers in recovery 
- Create a welcoming, safe, and supportive environment
 - Social Interaction
 - Physical Environment
 - Policies
 - Recruitment and Hiring of Staff



System Recommendation Highlights



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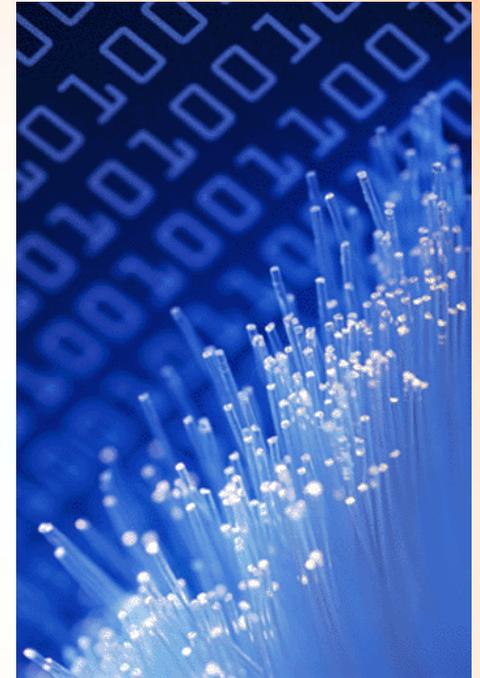
Universal System Recommendations

- Ongoing LGBT advisory committee 
- Develop relationships with community based resources 
- Specific website and educational/outreach materials developed to reach LGBT consumers

System Recommendations for LGBT Affirming Providers

- LGBT Affirming full continuum of care
- Demonstration Project
- Eventually, develop specific service related standards of care
- Update provider materials (e.g. Appendices in CBH Provider Manual) to include an explanation of LGBT Affirming designation and the process to obtain this designation

Data Recommendation Highlights



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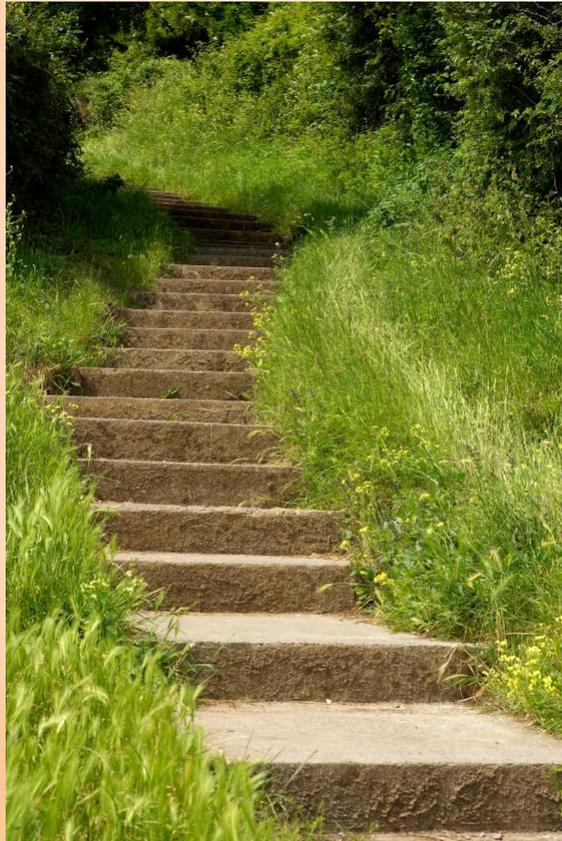
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Data Recommendations

- Develop a set of questions for providers and DBH/MRS to be used across the system for points of collecting individual consumer data that is sensitive to sexual orientation and gender identity 
- Develop a relationship and consult with experts in the field of data collection 

Data Recommendations

- Data Collection Pilot
- All data concerning identity as LGBT would be handled with the same level of confidentiality as other personal health information



Update and Next Steps

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What has been done to date?

- Presented to Executive Management 
- Distribution of the document and feedback from other regions - SAMHSA 
- Included on DBH/MRS Website under initiatives
- Begun to identify interested staff to participate in the Initiative

What has been done to date?

- Begun Community Outreach – Siloam, Attic Youth Center, etc.
- Presenting at conferences
- Begin to develop an infrastructure to support the recommendations
 - Developed a Workgroup Structure
 - Internal Planning and Discussion

Next Steps

- Develop LGBT Advisory Committee
- Pride Parade in June '07 (“Freedom Expression”) 
- Start up Initiative workgroups
- Demonstration Project
- Further community engagement
- Further development of website and information resources

LGBT Initiative Workgroups

- LGBT Initiative Integration with The Philadelphia Compact (youth) 
 - LGBT Training Workgroup
 - LGBT Data Workgroup
 - LGBT Special Events Workgroup
 - LGBT Coordination with Other Initiatives Workgroup
- Non-Workgroup Activity:**
- LGBT Web/Information Development

Question & Answer





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