



# LGBTQ2S+ Population

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Health & Human Services

# Course Outline

- Identify Health Equity and Best Practices
- Define Sexual Orientation
- Define Gender, Gender Identity and Gender Expression
- Identify Important Lesbian, Gay, Bisexual, Transgender, Queer or Questioning and Two-Spirited plus Terminology
- Define Pronouns and Gender Pronouns
- Define Gender Expression and Gender Affirmation
- Identify LGBTQ2S+ Stressors and Health Disparities

# Health Equity Unit (HEU)

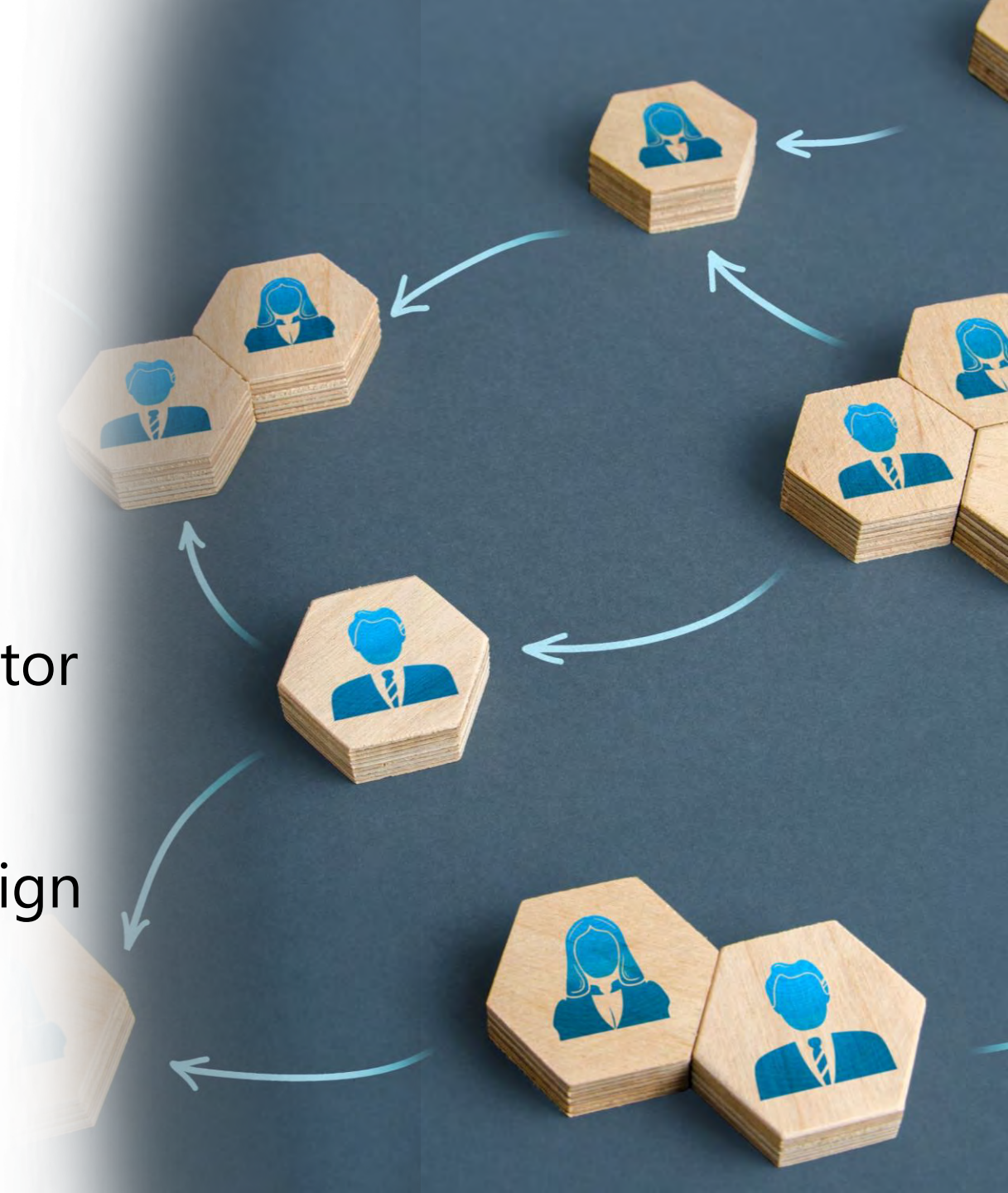
Health equity is giving everyone the same opportunity to the highest level of health care that meets their needs.

The Public Health Division HEU works to understand and reduce health disparities among all North Dakotans. The primary goal is to reduce rates of disease by providing opportunities for interventions and improving access to health care. This will ensure all North Dakotans receive the highest quality of health.

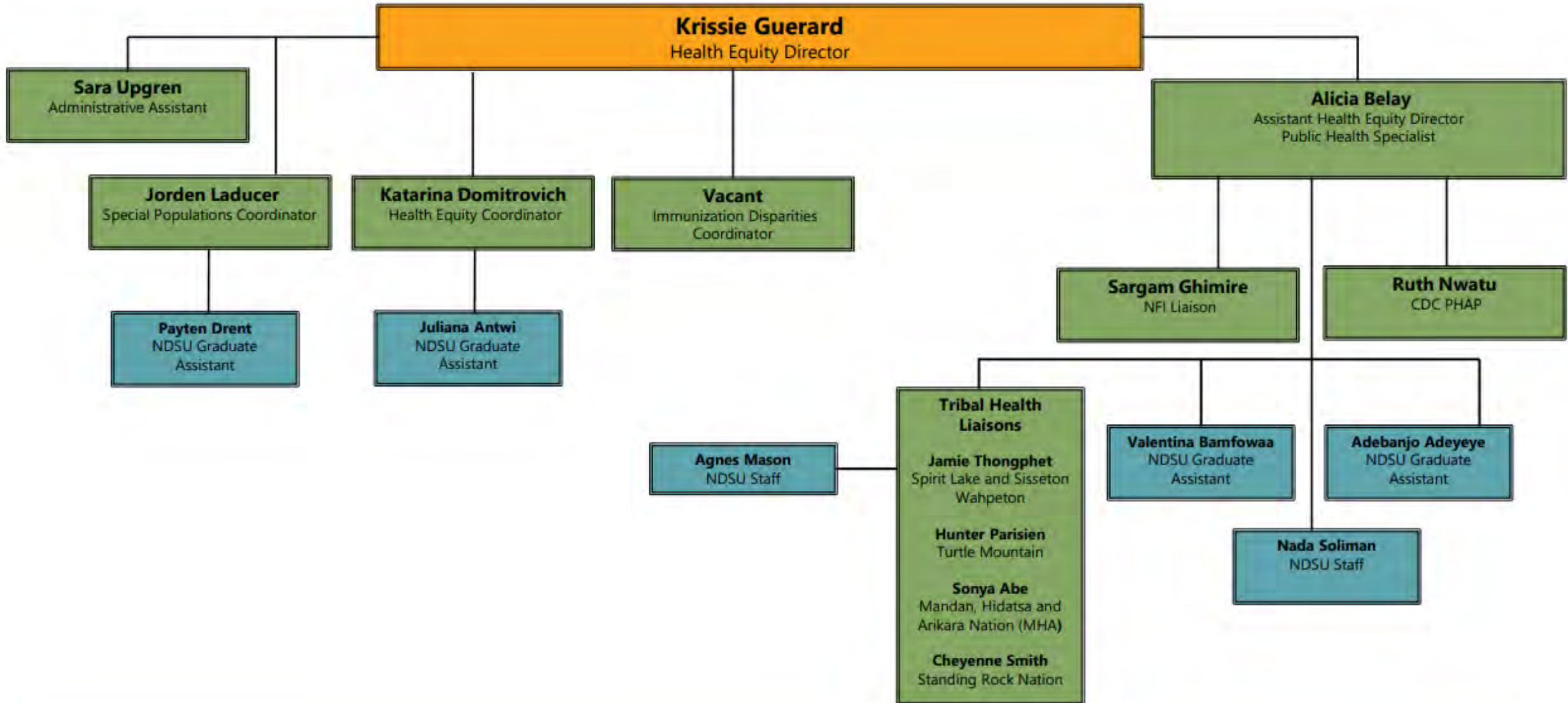


# HEU Evolution

- Director
- CDC Public Health Associate (PHAP)
- Public Health Specialist
- Special Populations Coordinator
- Immunization Health Equity Coordinator
- Healthy Equity Coordinator
- Tribal Health and New American/Foreign Born/Immigrant Liaisons



# Health Equity Unit





Outcomes  
Nonbianary  
Racial  
Neighborhood  
Underserved  
Social~Determinants  
Bi~Sexual  
Transgender  
Homosexual  
Community  
Youth  
Predictors  
Population  
Segregation  
Differences  
Barriers  
Equality  
Insurance  
Ethnicity  
Discrimination  
Beliefs  
Services  
Lesbian  
Competency  
American~Indian  
Cultural  
Minority  
Coverage  
Gender  
White  
Inequality  
Child  
Economic  
Environmental  
Women  
Understanding  
Queer  
Disease  
Cisgender  
Heterosexual  
Ethnic  
Communication  
Disparities  
Barriers  
Equality  
Insurance  
Ethnicity  
Minority  
Youth  
Community  
Racial  
Population  
Preventative  
Health  
Equity

# Equality



# Equity



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# Health Equity Best Practices

<b>REVIEW THE DATA</b>  Where do the inequities lie?	<b>DATA COLLECTION</b>  How can we obtain information to drive decisions?	<b>SELF REFELCT</b>  Consider your daily interactions—take a new perspective	<b>PARTNER WITH COMMUNITY</b>  Which leaders/groups could join you?
<b>SELF ASSESS</b>  Take an implicit bias test	<b>GET BUY IN</b>  Form an equity group—meet monthly, or just touch base for 15 minutes weekly	<b>REVIEW POLICIES</b>  Who and how to people receive your services?	<b>LEARN MORE</b>  Read a book or even find one online resource



# Why Health Equity Matters

Health Equity:

*Giving everyone the same opportunity to the highest level of health care that meets their needs.*

Health influences **all areas of life.**

Health equity strives to improve **quality of life.**

Achieving health equity improves all areas of our physical, mental and emotional **wellbeing.**







# Gender

## Gender

The set of social, psychological, and/or emotional traits, often influenced by societal expectations, that classify an individual as man, woman, a mixture of both or neither.

Sex is biological based on genetic makeup whereas Gender is a social or cultural concept.



# Gender Identity

## Gender identity

Our internal experience and naming of our gender.

It can correspond to or differ from one's sex assigned at birth.





# Gender Identity vs. Sexual Orientation

## **Gender Identity**

is your inner sense of your own gender.

## **Sexual Orientation**

is about the gender(s) of your romantic and sexual partners.



# LGBTQ2S+ Population



**L**esbian  
**G**ay  
**B**isexual  
**Q**ueer or Questioning  
**T**wo-Spirit  
**P**lus





# Lesbian

A person who identifies as a woman who is physically, sexually, romantically and/or emotionally attracted to other women and who identifies as lesbian.



# Gay

A person who identifies as a man who is physically, sexually, romantically and/or emotionally attracted to other men and who identifies as gay.





# Bisexual

A person who is physically, sexually, romantically and/or emotionally attracted to people of their own gender, as well as other genders, and who identifies as bisexual.



# Transgender

An umbrella term for people who do not conform to conventional notions of male or female gender.

Generally, transgender refers to a person whose gender identity does not match their assigned birth gender.





# Queer or Questioning

Some people may feel unsure about their sexual orientation and/or gender identity and describe themselves as questioning.

They may be questioning for a period of time or continue to be questioning throughout their lives.



## 2S (Two-Spirit)

An important term within some Indigenous cultures and for some Indigenous people, meaning a person with both a feminine and a masculine spirit living in the same body.





## + (Plus)

A way to include additional sexual orientations and gender identities under the LGBTQ2S+ umbrella.

For some, the plus stands for love and acceptance.

# Sexual Orientation

- Asexual (Ace)
- Demisexual
- Gray asexual
- Pansexual (Pan)





# Gender Identity

- Agender
- Androgynous
- Cisgender
- Gender fluid
- Genderqueer
- Non-binary





# What is a Pronoun?





# Gender Pronouns

- he/him/his (masculine pronouns)
- she/her/hers (feminine pronouns)
- they/them/theirs (neutral pronouns)
- ze/zir/zirs (neutral pronouns)
- ze/hir/hirs (neutral pronouns)



# Gender Pronouns

Society's outlook on gender and sexual orientation can interfere with a person's ability to understand and articulate aspects of their own gender.





# Gender Expression

The way a person communicates their gender to the world through mannerisms, clothing, speech and behavior.



# Gender Affirmation

- Social Affirmation
- Legal Affirmation
- Medical Affirmation
- Surgical Affirmation





# Gender Affirmation

Ask for everyone's pronouns and consistently use these, even when speaking with someone else about the person.

# Dos and Don'ts



- **Do** use updated terminology
- **Do** align to someone's preferred terminology if defined
- **Don't** use outdated, offensive terms



# Dos and Don'ts

**DO NOT** say homosexual

**DO** say Gay or Lesbian





# Dos and Don'ts

**DO NOT** say transgendered, transvestite or a transgender

**DO** say transgender man, woman or person





# Dos and Don'ts

**DO NOT** say sexual preference or lifestyle

**DO** say sexual orientation



# Dos and Don'ts

**DO NOT** ask about "real" name

**DO** ask for name listed in official documents when needed





# Dos and Don'ts

**DO NOT** say sex change

**DO** say gender affirmation  
process



# LGBTQ2S+ Concepts



- There is no single LGBTQ2S+ Community.
- LGBTQ2S+ represents how these concepts are understood and described within the dominant culture.
- LGBTQ2S+ experience minority stress.





# LGBTQ2S+ Minority Stressors

LGBTQ2S+ people are a *minority* within a primary straight and cisgender society.

LGBTQ2S+ people face bullying, rejection, violence discrimination and more.

# LGBTQ2S+ Health Outcomes

## LGBTQ2S+ People Face:

- Bullying
- Rejection
- Violence Victimization
- Discrimination

## This Can Lead To:

- Anxiety
- Depression
- Substance Abuse
- Increased Sexual Risk-Taking





# LGBTQ2S+ people experience *higher* health disparities related to

- Their mental health
- Substance abuse
- Violence victimization
- HIV/STIs
- Preventive health care



# LGBTQ2S+ Addressing Health Equity

- Foster a welcoming and affirming atmosphere.
- Interact with in ways that do not promote assumptions about sexual orientation, gender identity and sexual development.
- Gather sexual orientation, gender identity and sexual development information from the people you serve and use it to improve access to health care.
- Provide up-to-date care for the LGBTQ2S+ community.
- Promote the wellness and resilience of the LGBTQ2S+ community.



# Summary

You should now be able to:

- Identify Health Equity and Best Practices
- Define sexual orientation
- Define gender, gender identity and gender expression
- Summarize and identify important LGBTQ2S+ terminology
- Identify and define pronouns and gender pronouns
- Define Gender Expression and Gender Affirmation
- Identify and summarize LGBTQ2S+ stressors and health disparities



# Thank You

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NORTH  
**Dakota**  
Be Legendary.

Health & Human Services



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