NC InCK
NC INTEGRATED CARE FOR KIDS

Integrated Care Round: Supporting LGBTQIA2S+ Youth

May 9, 2024: 12:00-1:30 PM

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Agenda

- Why this Topic
- The Trevor Project (Health Disparities, Terminology, Services and Programs, Resources)
- Policy Considerations for LGBTQIA2S+ Populations
- Learn from a Mental Health Clinician working with LGBTQIA2S+ Folx
- A Look Ahead: Resource Companion Guide

Grounding for InCK ICRs & Echos

- **Respect for All:** *There will be topics, situations, or maybe even resources that you as a person have various feelings about. We ask that in these spaces, we all show respect for all, by being supportive, caring, and professional.*
- **Take 2 and Pause:** *Discussion and hearing from you is so powerful, and what we strive for in these spaces. We ask that if you have shared twice, take a pause, to encourage colleagues to take the floor and share as well.*
- **Questions Encouraged:** *If you have a questions please ask, in most cases someone has the same one. Be BOLD and PROUD, ask it! You are always welcome to private chat Ashley Woolard or Chelsea Swanson as well!*
- **Play, Learn, Grow:** *Just like Fisher Price, we want you to enjoy this learning space, learn and grow from/with each topic!*



Why Supporting LGBTQIA2S+ Youth Matters

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Survey Says....

71% shared that you have worked with a child, youth, or young adult that identifies as LGBTQ+

59% shared you feel extremely or somewhat comfortable working with youth who identify as LGBTQ+

26% shared that you feel somewhat or extremely comfortable identifying affirming providers in the NC InCK Counties

As care managers, what challenges have you experienced when working with individuals that identify as LGBTQIA2S+ and their families?

"**Navigating with parents** who are not supportive and/or unaware of patient preferences related to sexuality or gender identity."

"**Locating therapists** who have knowledge/ experience treating issues that impact LGBTQIA2S youth and finding health care providers that provide **gender affirming care**"

"**Establishing trust** with member and educating family on the situation"

Why this Topic is Important: FN Perspective



Kara Goel, MSW, LCSW
she/ her
DukeWELL Care Manager
InCK Family Navigator

Kara defines herself as an ally and has had the opportunity to connect with multiple transgender youth over the past year at DukeWELL!

Kara's Perspective:

- LGBTQIA2S+ individuals are at higher risk for suicide and homelessness so by offering our services, we can create spaces for hope, safety, and healing.

- Motivational interviewing is my top strategy to create safe spaces for individuals to express their needs and ask for support.

- **My message to Care Managers who may not feel comfortable with this topic:**
  - Take a step back and allow for the patient to tell them what their identity means to them.
  - If you accidentally use the wrong name or pronoun, apologize and keep the conversation moving. Patients want to be seen and heard and they will recognize when we are trying.
  - If you have personal value concerns, discuss this with a supervisor or colleague to ensure your conflict of interest does not impact the care provided to the patient.

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Why this Topic is Important: Health Disparities

Due to stigma and discrimination that LGBTQIA2S+ individuals can experience in the healthcare setting and in their daily lives, they are more likely to experience certain health-related challenges and disparities.



More likely to postpone and avoid medical treatment



Less likely to be up to date on preventative care screenings



Higher risks for depression, anxiety, and suicidal ideation



More likely to report violence victimization, substance use, and suicide risk

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Sources: *Center for Disease Control and Prevention; National LGBTQIA+ Health Education Center; IMPROVING THE HEALTH CARE OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) PEOPLE: Understanding and Eliminating Health Disparities*

Why this Topic is Important: Health Disparities

56% of LGBTQ young people who wanted mental health care in the past year were not able to get it.
(Trevor Project, 2023)

Nearly **1 in 3** LGBTQ young people said their mental health was poor most of the time or always due to anti-LGBTQ policies and legislation.
(Trevor Project, 2023)



LGBTQ individuals in NC reported delaying or avoiding seeking healthcare:
45% reported fear of denial of service
44% reported fear of discrimination or harassment
Only **33%** agreed doctors in their community are prepared to treat LGBTQ patients.
(Campaign for Southern Equality, 2023)

Only **38%** of LGBTQ young people found their home to be LGBTQ-affirming.
(Trevor Project, 2023)

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Kyle Teller, PhD

The Trevor Project

Public Training Manager

she/her

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The Trevor Project

Kyle Teller, PhD (she/her) is the Manager of Public Training for The Trevor Project, the world's largest suicide prevention and crisis intervention organization for LGBTQ+ young people. Kyle manages the design and facilitation of public training to promote a shared understanding of how we can all effectively engage with and be an ally to LGBTQ+ young people. Her goal is to build joyous LGBTQ+ futures through education and community connection. In previous roles, Kyle managed and facilitated educational programs for universities and nonprofit organizations. She utilized intersectional, trauma-informed learning approaches to develop high-impact programs with measurable success. Kyle earned a PhD in English with emphases in adult education, writing, and cultural studies from the University of Kansas.



James Barron, MA

UNC Health

Equity & Inclusion (E&I) Department Liaison

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Policy Considerations for LGBTQIA2S+ Populations

James Barron, MA (he/him) is Department Liaison in the Equity & Inclusion (E&I) Department at UNC Health. James' role includes communicating the work of the (E&I) Department to all UNC Health Entities and establishing feedback mechanisms to ensure that work supports patient care and delivers of the mission of UNC Health and special projects as assigned. James was the Employee Resource Group Coordinator for the PRISM (LGBTQ) Employee Resource Group until recently and has assembled data and information for the now, every-two year, submission of the Healthcare Equality Index. James has worked in Equal Employment and Diversity and Inclusion for over twenty years. James received his Bachelor of Arts in Italian Literature and Language and Diploma in Labour Relations and the Law from the University of Sydney and Master of Arts in Human Resource Management from the University of Houston-Clear Lake.



Tavi Hawn, LCSW-C

Author, Speaker, Consultant, Therapist

they/ them

Learn from a Mental Health Clinician working with LGBTQIA2S+ Folx

Tavi Hawn, LCSW-C (they/them) is a multi-racial Indigenous healer currently living on land of the Yésah peoples. Tavi is parent of a preschooler and has birthed many queer, trans, 2S healing justice projects in the Southeast and Mid-Atlantic over the past 15 years. They are author of The Gender Identity Guide for Parents and Cultural Awareness in Therapy with Two Spirit, Trans, and Gender NonConforming Adults. They love to dance, walk in the woods, eat, hug their elders, and play a drum kit and hand drums.

Websites: https://reclaimandrisetherapy.com/
https://www.tavihawn.com/
https://www.tavihawn.com/books

A Look Ahead

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Supporting LGBTQIA2S+ Youth Resource Companion

Check your Email for the Resource Companion!



What's included:

- Information from this presentation
- Additional information on:
  - Health Disparities
  - Terminology and Language Considerations
  - State Laws
  - Consent and Confidentiality
  - Resources on healthcare, mental health and crisis support, finding providers, legal support, community programs, and more!

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Guide Coming Soon to the NC InCK Website!

A Look Ahead

Summer Capacity Building Break!

No June ICR

Please take this opportunity to review a past ICR you may have missed!

Engagement Opportunities:



June is pride month! Be on the lookout for events as well as opportunities to learn and support.

Additional Learning Resources:

OutCare: On-demand CEU learning opportunities and Webinars.

National LGBTQIA+ Health Education Center : Educational programs, resources, and consultation including:

- Telehealth and LGBTQIA+ Communities Toolkit
- Gender-Affirming Pediatric Care Toolkit
- Learning Resources Webinars

Trevor Resource Hub

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