

Over the “Ethical” Rainbow: Providing Services and Support for LGBTQ Populations

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Faculty

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Objectives

- By the end of this presentation, participants will be able to:
 - Define what it means to be ethical
 - Use culturally-appropriate language when working with LGBTQ individuals
 - Identify personal biases as it relates to working with LGBTQ individuals

Objectives

- Identify ways to build rapport and trust with your client / patient
- Identify LGBTQ resources specific to your profession
- Identify where to find standards / codes specific to the professions participating in this presentation

Culturally-Appropriate and Respectful Language

- Lesbian
- Gay
- Bi-sexual
- Transgender
- Queer
- Questioning



Language to Avoid

- Homosexual
- Homosexual Lifestyle
- Sexual Preference
- Gay Agenda
- Gay Marriage
- Gay Family



LGBTQ Health Disparities At-A-Glance

- LGBTQ youth are more likely to attempt suicide and be homeless
- LGBTQ populations have higher rates of tobacco, alcohol, and other drug use
- LGBTQ populations have a higher prevalence of certain mental health issues

LGBTQ Health Disparities At-A-Glance

- Transgender populations have a high prevalence of attempted suicide and victimization
- Gay, bisexual, and other men who have sex with men (MSM) are at higher risk for HIV and other STI's

LGBTQ Health Disparities At-A-Glance

- Young MSM and transgender women, especially those who are black, are at especially high risk for HIV
- Lesbians and bi-sexual women are more likely to be overweight or obese
- Lesbians are less likely to get preventive services for cancer

LGBTQ Health Disparities At-A-Glance

- Elderly LGBTQ individuals face additional barriers to optimal health because of isolation and a lack of culturally appropriate social services and providers
- Transgender people are at higher risk of UTI's and other urinary complications due to fear and stigma associated with use of their bathroom of choice

What Does it Mean to Be Ethical?

- **Ethics** – A set of moral standards that is based on what is good and what is bad. It sets guidelines by which working professionals make ethical decisions for the good of the client/patient served. Ethics are the philosophy behind which ethical decision-making is based

What Does it Mean to Be Ethical?

- *Being an ethical helping professional means doing the right thing effectively, efficiently, skillfully, compassionately, and competently. It is putting aside person values and beliefs and creating an affirming and supportive space for the client/patient*

Ethical Codes

- According to each of their Codes of Ethics, Counselors, Social Workers, Medical Professionals, and other Helping Professionals do not practice, condone, facilitate, engage in, or collaborate with discrimination based on sexual orientation or gender identity

Common Ethical Themes

- Counselors, Social Workers, Medical Professionals, and other Helping Professionals...
 - Do No Harm (Non Maleficence); Do Good (Beneficence)
 - Informed Consent
 - Diversity Awareness
 - Multicultural Skills

Common Ethical Themes

- Dignity of the Person
- Integrity
- Competence
- Congruence
- Not Imposing Personal Values
- Social Justice



Common Ethical Themes

- Integrity of the Relationship
- Avoiding Conflicts of Interest
- Research Based Treatment
- Continuing Education
- Client Confidentiality
- Advocacy



Other Basic Ethical Behavior Regarding Treatment of Clients / Patients

- Autonomy - Giving the client / patient freedom to make choices
- Justice - Treating client / patient fairly
- Fidelity - Being reliable, faithful, and trustworthy
- Veracity - Being truthful and transparent with client / patient

Mandatory Ethics vs. Aspirational Ethics

Building Trust and Rapport with LGBTQ Clients/Patients

- Take time to educate yourself on the issues that matter to LGBTQ people
- Listen! You do not have to speak....just listen
- Place LGBTQ - affirming images in and around your office (e.g. rainbow sticker, LGBTQ health brochures)

Building Trust and Rapport with LGBTQ Clients/Patients

- Advocate for your client's/patient's rights
 - Actions really do speak louder than words
- Say something
 - If you see or hear someone acting in an unethical manner, speak up

Identify Personal Biases Towards LGBTQ Populations

- Stop and Reflect!
 - What is your primary concern for the client / patient?
 - How might your personal judgments impact your ability to be empathetic?



Identify Personal Biases Towards LGBTQ Populations

- How might your personal judgments cause harm?
- How would you want you or a loved one to be treated given the same circumstances?

Where to Locate Standards / Codes / Position Statements for Working with LGBTQ Populations by Profession

- National Association of Social Workers (NASW) National Committee on LGTB Issues – Position Statement - www.socialworkers.org/diversity/new/LGBTQ.asp
- American Nurses Association (ANA) – Code of Ethics & Position Statement - www.nursingworld.org/codeofethics
- American Counseling Association (ACA) - www.counseling.org/knowledge-center/ethics
- American Medical Association (AMA) - <http://www.ama-assn.org/ama>
- Gay & Lesbian Medical Association (GLMA) - <http://www.glma.org/>

Additional Resources

- Association for Lesbian, Gay, Bisexual, Transgender Issues in Counseling (ALGBTICAL) - www.algbtical.org
- Transgender Resources www.transequality.org/
- LGBTQ POC Resources - www.glaad.org/issues/people-color
- LGBTQ Youth Resources - <http://www.thetrevorproject.org/>
- LGBTQ Aging Resources – www.lgbtqagingcenter.org/

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