

EQUAL
but not the
SAME




WINSTON
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MEMORIAL
TRUST

**How to support LGBTQ+ communities
through COVID-19 & beyond**
with Jacqui Jobson

HOUSEKEEPING & THANK YOU

Hello and welcome!

- Please turn off your microphones 
- I will be recording this webinar so if you do not want to appear in it, please turn off your camera
- The chat function will not be monitored but you can put question in the chat
- You will receive a link to presentation, recording and accompanying guidance
- Thanks to Hannah Bingham, design and tech support



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- Thanks to Winston Churchill Memorial Trust
www.wcmt.org.uk



JACQUI JOBSON CONSULTANCY

- Equity, Diversity and Inclusion specialising in LGBTQ+
- Equality audits of services
- Training on equity, diversity and inclusion
- External professional supervision and coaching
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THIS WEBINAR WILL OUTLINE:

- Why LGBTQ+ affirming services during and post Covid-19
- Impact of Covid-19 on LGBTQ+ communities
- The mental health needs of LGBTQ+ communities
- Culturally sensitive, safe and affirming approaches
- Tips on how to be an ally



RESPECTFUL, AND INCLUSIVE LANGUAGE

- The LGBTQ+ acronym
- Why no “I” for Intersex
- Trans and Nonbinary inclusive language
- LGBTQ+ communities – not one community
- Minoritised communities – not minority groups



WHY LGBTQ+ AFFIRMING SERVICES THROUGH COVID-19 AND AS PART OF A POST COVID-19 RECOVERY PLAN



- LGBTQ+ communities are underserved in health and care
- Barriers to accessing services
- Adversely affected by Covid-19 in a similar way to other minoritised communities
- During the pandemic services may feel they don't have time for extras like equality
- Plans for reset and recovery post pandemic will be affected by restricted funding

THE IMPACT OF COVID-19 ON LGBTQ+ PEOPLE - WHY ARE THESE COMMUNITIES ADVERSELY AFFECTED?



- More likely to be living in high-risk circumstances
- More likely to have high risk health factors resulting in more severe symptoms
- Higher risk of developing Long Covid
- Impact of Lockdown restrictions
- Less likely to seek early help

NOT ALL PARTS OF THE LGBTQ+ COMMUNITIES ARE AFFECTED EQUALLY



YOUNG LGBTQ+ PEOPLE

- Returning to hostile families of origin, homelessness, education and employment
- Breakdown of peer support

RACIALISED LGBTQ+ PEOPLE

- Higher incidence and worse outcomes of catching Covid-19
- Impact of discrimination and hostile environment

PEOPLE WHO IDENTIFY AS TRANS OR GENDER DIVERSE

- Impact of gender affirming service delays
- Impact of hostile environment and discrimination

NOT ALL PARTS OF THE LGBTQ+ COMMUNITIES ARE AFFECTED EQUALLY (CONT.)



OLDER AND DISABLED LGBTQ+ PEOPLE

- Higher risk of catching Covid-19
- Isolation due to shielding and lockdown
- People needing health and care, impact of reduced services

LGBTQ+ FAMILIES

- LGBTQ+ chosen families not recognised in heteronormative way that social bubbles created
- Increased isolation and invisibility

THE MENTAL HEALTH NEEDS OF LGBTQ+ PEOPLE THROUGH AND POST COVID-19



TWO PIECES OF RESEARCH IN 2020:

- **LGBT Foundation: Hidden Figures** states;
 - 42% of respondents would like to access mental health support
 - 8% people saying that they did not feel safe where they were currently staying
- **UCL and Sussex University Survey** highlighted a mental health crisis among LGBTQ+ communities
 - 69% of respondents suffered depressive symptoms, this rose to almost 90% of those who had experienced homophobia or transphobia.

THE MENTAL HEALTH NEEDS OF LGBTQ+ PEOPLE THROUGH AND POST COVID-19



- Minority stress, discrimination and trauma
- Stressors caused by hostile homo/biphobic and transphobic culture, harassment, discrimination victimisation
- Stress of hyper-vigilance, deciding when to come out, and “code switching”
- Ranging from micro-aggressions to hate crime
- Incremental trauma across a lifetime which is similar to PTSD
- Mental health is not because of the person’s LGBTQ+ identity but because of how they are treated and discriminated against

USING A CULTURALLY SENSITIVE AND AFFIRMATIVE APPROACH TO HEALTH AND CARE



- Equality Act 2010 includes service delivery
- Culturally sensitive, non discriminatory policy and procedures across the organisation
- Data gathered sensitively and used for improvements
- Clear LGBTQ+ action plan as part of organisation's strategic planning
- Visible affirmation through images, promotion
- Comprehensive training on LGBTQ+ issues, including inclusive language and focusing on trauma informed practice
- Specific training on LGBTQ+ issues for the group you serve e.g. older/ young , mental health, cancer care
- Engage with local communities - staff networks with links to decision making , local support groups to identify needs and responses needed
- Look at need for comprehensive competence but also specific LGBTQ+ services
- Support local LGBTQ+ community organisations all year round, not just on Pride Month

BE AN LGBTQ+ ALLY

STANDING ALONGSIDE US

- You can stand beside someone to support them, listen carefully without any agenda, to someone's experience from their point of view and stand by them through a difficult experience.

STANDING STANDING IN FRONT OF US

- You may need to stand in front of someone to protect them from harm.



STANDING BEHIND US

- You can stand behind someone to support them, recognising that they are the experts in their lived experience and will know what is best for them.

ACTIONS TO TAKE AS AN LGBTQ+ ALLY :

- Educate yourself – use the internet
- Understand what privileges you have personally
- Be respectful and kind
- Say sorry if you make a mistake
- Be an influencer – change the hearts and minds of others
- Be an active witness if you see discrimination or hate crime

If you belong to one of the LGBTQ+ communities, act as an ally to those in the other communities

No matter how small the action you take may seem to you, it can make a big difference to someone who has spent a lifetime feeling excluded and discriminated against.



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QUESTIONS?

