

WEBVTT

1 "Mack, Kari" (3233776128)

00:00:03.714 --> 00:00:17.124

Hello everybody, thank you for joining us we're here today for signals substance use disorder awareness series. My name is Carrie Mac and along with my coworkers, Jordan. Nielsen, Stephanie ghusl and Wanda.

2 "Mack, Kari" (3233776128)

00:00:17.124 --> 00:00:23.544

Russell we appreciate you. Joining us here today, we are a team of nurses and behavioral clinicians.

3 "Mack, Kari" (3233776128)

00:00:23.599 --> 00:00:34.034

For the substance use disorder team here at North, which is a part of Sigma due to the format of the seminar you will not be able to ask questions during the presentation.

4 "Mack, Kari" (3233776128)

00:00:34.364 --> 00:00:43.484

You are however able to add questions at any time in the Q and a section found at the lower right hand side of your screen. We will.

5 "Mack, Kari" (3233776128)

00:00:43.599 --> 00:00:51.964

Try to address as many questions as time permits during the last 15 minutes of our hour together. Please limit your questions to the seminar topic.

6 "Mack, Kari" (3233776128)

00:00:52.474 --> 00:01:03.454

If you have specific questions regarding your substance use disorder, treatment, or policy, you can contact me or my team members, and our contact information can be found on the last.

7 "Mack, Kari" (3233776128)

00:01:03.599 --> 00:01:05.010

Of the PowerPoint.

8 "Mack, Kari" (3233776128)

00:01:05.335 --> 00:01:15.205

Today's PowerPoint will be a part of the presentation here in Webex or you can also click on the link found in the chat section near the Q and a section. Today.

9 "Mack, Kari" (3233776128)

00:01:15.205 --> 00:01:24.745

I have the pleasure of introducing Todd Courtney for our may webinar, which is from pride getting to know the expensive LGB.

10 "Mack, Kari" (3233776128)  
00:01:25.010 --> 00:01:26.460  
Queue community.

11 "Mack, Kari" (3233776128)  
00:01:27.055 --> 00:01:34.705  
Todd is the director of clinical services at the pride Institute Todd has worked for a pride Institute for over 16 years.

12 "Mack, Kari" (3233776128)  
00:01:35.185 --> 00:01:45.805  
He received his bachelor's of science degree and addiction counseling from Metropolitan State University, and his master's degree in counseling psychology from St, Mary's University.

13 "Mack, Kari" (3233776128)  
00:01:46.140 --> 00:02:00.180  
He is certified to provide supervision to alcohol and drug councilors and licensed professional clinical counsellors through the board of behavioral health and therapy of Minnesota. Todd is passionate about his work with the.

14 "Mack, Kari" (3233776128)  
00:02:02.155 --> 00:02:14.995  
Community and is active on the conference circuit, presenting on substance use and mental health issues of the community. Todd serves on the board of directors for the National Association of.

15 "Mack, Kari" (3233776128)  
00:02:16.590 --> 00:02:19.860  
Addiction professionals and their alleys.

16 "Mack, Kari" (3233776128)  
00:02:19.860 --> 00:02:30.600  
Todd was privileged to receive the 2022 clinical supervisor of the year award from the Minnesota association of resources for recovery and chemical health.

17 "Mack, Kari" (3233776128)  
00:02:30.600 --> 00:02:36.390  
Thank you Todd for your time and for being here today, and I will now turn it over to our presenter from pride.

18 "Todd Connaughty" (248281856)  
00:02:45.625 --> 00:02:56.365  
Good afternoon everyone my name is Todd Kennedy and I'm so honored and privileged to be here to share with you today. Uh, my understanding knowledge and experience.

19 "Todd Connaughty" (248281856)

00:02:56.390 --> 00:03:10.695

Working specifically with the community, thank you for taking time out of your busy day to spend the next hour together. I also want to say a huge thank you to, uh, the organizers of this Webex webinar.

20 "Todd Connaughty" (248281856)

00:03:12.090 --> 00:03:20.340

It is so important during this time, and the changes going out in the world that we have an opportunity to talk about marginalized communities.

21 "Todd Connaughty" (248281856)

00:03:20.340 --> 00:03:24.270

Especially plus, uh, individuals.

22 "Todd Connaughty" (248281856)

00:03:26.065 --> 00:03:32.485

So some goals and objectives for today, please know that we're going to touch on a lot of topics regarding the community.

23 "Todd Connaughty" (248281856)

00:03:32.485 --> 00:03:44.245

I tried to, uh, share information about regarding mental health substance, use issues, um, including political issues, and a host of things.

24 "Todd Connaughty" (248281856)

00:03:44.295 --> 00:03:58.635

Things that are specific to the community. Some of the things that we'll look at today. I'd like to start with a broader scope and then funnel down. So we're going to start out with some basic terminology.

25 "Todd Connaughty" (248281856)

00:03:58.905 --> 00:04:04.095

I never make assumptions about what people know about the community. So, like to start there.

26 "Todd Connaughty" (248281856)

00:04:04.270 --> 00:04:12.690

We're going to look at the constructs of science, sex at birth, gender, identity, gender expression and sexual orientation.

27 "Todd Connaughty" (248281856)

00:04:12.690 --> 00:04:21.960

We're going to look at what it means to be transgender versus gender, expansive versus gender, non binary. We're going to look at stages of transition.

28 "Todd Connaughty" (248281856)

00:04:21.960 --> 00:04:30.175

For those that may work with plus individuals, some, uh, point of things that we should look at when assessing an individual.

29 "Todd Connaughty" (248281856)

00:04:30.625 --> 00:04:41.755

We are going to look at the impact of minority stress and adverse childhood experiences on an individual that identifies with the plus community. And we're going to look at trends that.

30 "Todd Connaughty" (248281856)

00:04:41.960 --> 00:04:48.719

Currently that we see happening in in the community at this time.

31 "Todd Connaughty" (248281856)

00:04:48.719 --> 00:04:58.674

So, from the National Institute, on drug abuse, they had this quote, people who identify plus often faced social stigma,

32 "Todd Connaughty" (248281856)

00:04:58.704 --> 00:05:08.634

discrimination and other challenges not encountered by people who identify as heterosexual or straight. They also face a greater risk of harassment and violence as a.

33 "Todd Connaughty" (248281856)

00:05:08.719 --> 00:05:17.969

Result of these other stressors. Sexual minorities are at an increased risk for various behavioral health issues.

34 "Todd Connaughty" (248281856)

00:05:17.969 --> 00:05:32.189

And again, I, for me, I don't want to pathologize the plus community. I'm a part of the community as well but I think it's important, um, as we know research and statistics support, uh.

35 "Todd Connaughty" (248281856)

00:05:32.189 --> 00:05:43.704

Uh, treatment and resources for the community. So, here are some statistics that are still staggering today and it is unfortunate. We've seen in the last couple of years. Some of these have actually increased.

36 "Todd Connaughty" (248281856)

00:05:44.094 --> 00:05:49.344

I'm not going to go through all the statistics because you have access to the PowerPoint.

37 "Todd Connaughty" (248281856)

00:05:50.064 --> 00:06:04.914

But we look at 60%, we're denied health care, refuse treatment by their doctors, 50% of that, to educate their own providers on competent care. We see this, particularly with the trends and gender non binary population. binary population

38 "Todd Connaughty" (248281856)

00:06:05.699 --> 00:06:10.619

Up to 90% have been threatened or harassed at work or school for their identity.

39 "Todd Connaughty" (248281856)

00:06:11.004 --> 00:06:13.464

26 7% have been fired due to their bias.

40 "Todd Connaughty" (248281856)

00:06:13.464 --> 00:06:27.564

We see 10% higher rates of smoking within the plus community and research shows that us big tobacco companies and alcohol companies specifically target marginalized communities.

41 "Todd Connaughty" (248281856)

00:06:27.564 --> 00:06:29.484

target marginalized communities

42 "Todd Connaughty" (248281856)

00:06:30.354 --> 00:06:44.574

We also look at, um, particularly without trans and gender nonconforming community that 43% of those individuals report using substances just to cope with the oppression, prejudice and discrimination that they experience.

43 "Todd Connaughty" (248281856)

00:06:44.574 --> 00:06:45.954

they experience

44 "Todd Connaughty" (248281856)

00:06:48.324 --> 00:06:59.154

Just quickly for those that do live in Minnesota, we also find higher rates of homelessness within the community as you see from this PowerPoint, uh,

45 "Todd Connaughty" (248281856)

00:06:59.184 --> 00:07:07.584

4% of the minnesotans identify as plus of those individuals 11% identify as. identify as

46 "Todd Connaughty" (248281856)

00:07:08.029 --> 00:07:09.089

Yes.

47 "Todd Connaughty" (248281856)

00:07:09.354 --> 00:07:22.614

If you look at the bottom of this graph, we see 68% of LGB individuals who are African American, native, American, Hispanic, multi, racial, Asian 60 of those individuals are homeless.

48 "Todd Connaughty" (248281856)

00:07:22.614 --> 00:07:28.524

And this, this really speaks to the idea of, um. of um

49 "Todd Connaughty" (248281856)

00:07:29.089 --> 00:07:43.019

sectionality of identities, and the impact of minority stress if someone is and a racial minority, and a host of other things may be, they've got issues.

50 "Todd Connaughty" (248281856)

00:07:43.019 --> 00:07:55.584

Uh, with economic status or education, all of these factors come together that really play into an individual's ability to access, um, uh, uh, shelter for themselves.

51 "Todd Connaughty" (248281856)

00:07:58.139 --> 00:08:10.409

So, I do like to share the American psychological or psychiatric or psychological association standards of care from 2015 and quite honestly, I share them with everyone because it doesn't.

52 "Todd Connaughty" (248281856)

00:08:10.409 --> 00:08:16.079

Matter if you are a mental health, professional or alcohol and drug counseling, professional.

53 "Todd Connaughty" (248281856)

00:08:16.079 --> 00:08:29.939

To me, this speaks to all human beings and how we should understand individuals. We understand that gender is a non binary construct meaning there it is not just male and female.

54 "Todd Connaughty" (248281856)

00:08:29.939 --> 00:08:36.444

By by breaking the non by breaking the binary way of looking at gender,

55 "Todd Connaughty" (248281856)

00:08:36.714 --> 00:08:47.574

we allow for a range of other gender identity tees and we also understand that someone's psychological sense of self may not align with the sex. They were signed at birth.

56 "Todd Connaughty" (248281856)

00:08:48.444 --> 00:08:55.974

We also understand the gender identity of sexual orientation are distinct, but interrelated constructs it.

57 "Todd Connaughty" (248281856)

00:08:56.003 --> 00:09:07.704

Sometimes it's surprising to me, even within the community, there is not always understanding of that that idea. And number 3, we are aware of how we.

58 "Todd Connaughty" (248281856)

00:09:07.994 --> 00:09:18.074

Our attitudes also our history, our backgrounds and our knowledge of gender identity and gender expression may affect how we interact with individuals.

59 "Todd Connaughty" (248281856)

00:09:18.404 --> 00:09:25.934

And so, to me, these are great guidelines for all human beings to follow when really working with sexual orientation and gender identity.

60 "Todd Connaughty" (248281856)

00:09:26.279 --> 00:09:40.409

We're going to quickly review some of these terms as assigned sex at birth, gender, identity, gender expression and presentation, sexual orientation, attraction and behaviors.

61 "Todd Connaughty" (248281856)

00:09:40.409 --> 00:09:45.864

So, assign mail at birth am a B, or assigned female at birth really?

62 "Todd Connaughty" (248281856)

00:09:45.864 --> 00:10:00.084

Is that process when a baby is born the, the attending provider looks at the genitalia of the individual and from that announces that it's a boy or it's a girl. Um, there is.

63 "Todd Connaughty" (248281856)

00:10:00.409 --> 00:10:09.434

Diversity especially last year or 2 around this idea that genitalia does not equal bio, uh, or gender.

64 "Todd Connaughty" (248281856)

00:10:09.884 --> 00:10:15.974

And, um, and and so we do see some states that are really trying to.

65 "Todd Connaughty" (248281856)

00:10:16.409 --> 00:10:21.179

Um, take away rates of trans and gender, non binary individuals.

66 "Todd Connaughty" (248281856)

00:10:21.179 --> 00:10:33.509

Again, going back to genitalia does not equal gender. Gender really is that internal, psychological sense of male, female or other we look at gender expression.

67 "Todd Connaughty" (248281856)

00:10:33.509 --> 00:10:47.219

Gender expression is how an individual expresses themselves to the world, or presents himself to the world. Of course, we never want to make assumptions about individuals based on the way they they dress.

68 "Todd Connaughty" (248281856)

00:10:47.219 --> 00:11:00.689

Or their expectation, or the careers that they engaged in. And so it really is about getting outside of the idea of stereotypical male, female, masculine, feminine, and allowing for people.

69 "Todd Connaughty" (248281856)

00:11:00.689 --> 00:11:04.109

Allowing that we don't assign.

70 "Todd Connaughty" (248281856)

00:11:04.109 --> 00:11:18.959

Um, gender, gender, identity to inanimate inanimate objects, like clothing and careers and feelings and emotions, uh, and really allowing the individual to identify to us how they identify as far as their gender.

71 "Todd Connaughty" (248281856)

00:11:23.099 --> 00:11:35.309

So plus terms lesbian is a woman who experiences a human need for warm lover affection from another woman woman this may, or may not include sexual contact.

72 "Todd Connaughty" (248281856)

00:11:35.309 --> 00:11:45.959

Hey, is a man who experiences a human need for warm and affection from another man or an identified, man this may, or may not include sexual contact.

73 "Todd Connaughty" (248281856)

00:11:45.959 --> 00:11:55.919

I sexual as a person whose need for warm perfection and love can be satisfied by either a man or a woman or both. Sometimes this may include sexual contact.

74 "Todd Connaughty" (248281856)



00:11:55.919 --> 00:12:10.799

Pansexual, these are individuals who recognize that there are more than 2 genders in the world and really their attraction need for affection. Warmth, et cetera really comes from the individual that that.

75 "Todd Connaughty" (248281856)

00:12:10.799 --> 00:12:21.984

They are in a relationship with it is not about their gender. It is really about the human being and all those factors that make a human being. I have a little quote here at the bottom. I like the wine and not the label.

76 "Todd Connaughty" (248281856)

00:12:22.314 --> 00:12:30.594

Uh, if any of you are interested in, have not had the opportunity to see the Canadian sitcom s\*\*\* creek. Um, it is a, about a.

77 "Todd Connaughty" (248281856)

00:12:30.799 --> 00:12:45.734

Town that does not experienced homophobia phobia, transphobia, this articulates, uh, the parents sexual identity. It really is not about the, the color or the flavor of the wine or the label of that line.

78 "Todd Connaughty" (248281856)

00:12:45.764 --> 00:12:50.444

It is really about the, the wine itself and however, that wine.

79 "Todd Connaughty" (248281856)

00:12:50.799 --> 00:12:54.179

Was up in life if that makes sense.

80 "Todd Connaughty" (248281856)

00:12:54.179 --> 00:13:08.939

Queer so 20 years ago, and I can recall this query was a majority of term, and it really was a derogatory term used to hurt other people to denigrate them over the past 20. you know, 1510 years.

81 "Todd Connaughty" (248281856)

00:13:08.939 --> 00:13:19.049

The community has reclaimed the, the term queer and really by reclaiming it, have empowered themselves. Queer can be used to.

82 "Todd Connaughty" (248281856)

00:13:19.049 --> 00:13:23.699

Identify someone's sexual orientation, gender identity, or both.

83 "Todd Connaughty" (248281856)

00:13:24.504 --> 00:13:38.424

It is also a way for an individual to indicate that they may be on a

spectrum or fluid as far as their identity. And as a 2nd, part, uh, point points out, we should use caution when using the word queer.

84 "Todd Connaughty" (248281856)

00:13:39.144 --> 00:13:42.174

Excuse me because of the history of the work.

85 "Todd Connaughty" (248281856)

00:13:43.884 --> 00:13:52.554

Asexual so, over the past 5 years, we've seen really an increase of asexual visibility and we need to continue with that.

86 "Todd Connaughty" (248281856)

00:13:53.004 --> 00:14:02.214

These are individuals that don't experience sexual or physical attraction for the most part. Um, this is different than celibacy and that.

87 "Todd Connaughty" (248281856)

00:14:02.509 --> 00:14:14.114

Usually is taken for cultural religious reasons and a decision made by the individual whereas asexual is more than the individual does not experience that physical or sexual attraction.

88 "Todd Connaughty" (248281856)

00:14:14.414 --> 00:14:20.264

It doesn't mean they may not engage in sexual activity, but it is not the priority in a relationship.

89 "Todd Connaughty" (248281856)

00:14:22.079 --> 00:14:37.074

Cis gender, so this means on the same side. So when we look at this gender individuals, like myself, my genitalia, my biology, my internal psychological sense of self, all match.

90 "Todd Connaughty" (248281856)

00:14:37.194 --> 00:14:41.994

So I am assist gender male. Um, so what it.

91 "Todd Connaughty" (248281856)

00:14:42.079 --> 00:14:48.539

Is again that all of these things align and so I identify as this gender.

92 "Todd Connaughty" (248281856)

00:14:48.539 --> 00:14:52.979

For trends, individual trends means across from.

93 "Todd Connaughty" (248281856)

00:14:52.979 --> 00:14:58.019

We typically use this as an umbrella term for anyone that sort of, um.

94 "Todd Connaughty" (248281856)

00:14:58.019 --> 00:15:01.499

Operates outside of, uh.

95 "Todd Connaughty" (248281856)

00:15:01.974 --> 00:15:16.494

The gender, the stereotypical gender identity, um, today, I really like to use the terminology expansive or trans expansive or expansive identity, because not all individuals.

96 "Todd Connaughty" (248281856)

00:15:16.524 --> 00:15:17.064

Um.

97 "Todd Connaughty" (248281856)

00:15:17.429 --> 00:15:31.344

That are expansive, expansive individuals may identify as transgender, but an expansive person may not may not be trans. They just really like to transgressed society's expectations.

98 "Todd Connaughty" (248281856)

00:15:31.344 --> 00:15:34.584

What of what it means to be a man or woman or both.

99 "Todd Connaughty" (248281856)

00:15:36.324 --> 00:15:47.814

Intersects approximately 2 to 8% of individuals born, uh, throughout the world are born intersex. This indicates an individual who has both, uh, characteristics of male and female.

100 "Todd Connaughty" (248281856)

00:15:47.814 --> 00:15:54.684

Oftentimes this will be, um, via chromosomal genitalia or or both. both

101 "Todd Connaughty" (248281856)

00:15:54.859 --> 00:16:09.674

And some things that we may see as a result of being intersections micro P, uh, micro or a macro, uh, macro, macro or federal magazine, uh, we may see some,

102 "Todd Connaughty" (248281856)

00:16:09.764 --> 00:16:14.834

some conditions such as Klein, uh, filter syndrome and all of these.

103 "Todd Connaughty" (248281856)

00:16:15.124 --> 00:16:29.344

Um, are indications that an individuals intersects intersects does

that mean an individual individual is transgender or gender expansive?  
Also 20 years ago and intersex child or baby that was born.

104 "Todd Connaughty" (248281856)

00:16:29.374 --> 00:16:33.634

Oftentimes the parents would have to make a decision for.

105 "Todd Connaughty" (248281856)

00:16:33.899 --> 00:16:44.639

The baby, whether they were going to identify as male or female, and oftentimes surgery was done at that time to align the parent's decision today.

106 "Todd Connaughty" (248281856)

00:16:44.639 --> 00:16:57.834

It really is more about if there is if there aren't any medical necessity, or or medical reasons for, uh, for indication of surgery,

107 "Todd Connaughty" (248281856)

00:16:58.194 --> 00:17:04.584

it really is best practice to allow the individual when they get to the age to determine for themselves, how they will identify.

108 "Todd Connaughty" (248281856)

00:17:04.639 --> 00:17:14.879

Gender expansive I've already already have talked about. I really like this for the umbrella term because it really does a encompass.

109 "Todd Connaughty" (248281856)

00:17:14.879 --> 00:17:19.769

Every and all gender identities.

110 "Todd Connaughty" (248281856)

00:17:19.769 --> 00:17:34.254

So, boy, let me tell you, even though I've worked in the field for with the plus community for over 20 years, it is very difficult to keep up with terminology as we know we use labels to,

111 "Todd Connaughty" (248281856)

00:17:34.524 --> 00:17:39.534

to communicate with each other and to let people know how we identify and what that means.

112 "Todd Connaughty" (248281856)

00:17:39.769 --> 00:17:46.154

And so we've seen the hoster's slew of new terminology come out when working with the community as we.

113 "Todd Connaughty" (248281856)

00:17:46.154 --> 00:17:59.744

See, there is a host of terminology listed here agenda, fluid agenda, queer, Pam, gender by gender age, gender and there are small nuances to each of these words. Um, as as.

114 "Todd Connaughty" (248281856)

00:17:59.769 --> 00:18:11.129

You probably aware of this PowerPoint and presentation will be shared and available. So please when you get some time, take some time to go through that terminology.

115 "Todd Connaughty" (248281856)

00:18:11.129 --> 00:18:18.539

Questioning an individual can question their sexual orientation and gender identity or both uh, the importance.

116 "Todd Connaughty" (248281856)

00:18:18.539 --> 00:18:26.184

Factor with this is number 1. we never want to push or for someone to come out. It is up to them and when they're ready to do that.

117 "Todd Connaughty" (248281856)

00:18:26.664 --> 00:18:38.094

Uh, secondly, the important piece of someone that is questioning is to help them find it resources or safe spaces. Where they can explore and explore their identity.

118 "Todd Connaughty" (248281856)

00:18:40.044 --> 00:18:51.054

I do like to share some of the flags that you'll find within the community. This is not an all inclusive list again. The PowerPoint will be available to all of you. There.

119 "Todd Connaughty" (248281856)

00:18:51.084 --> 00:18:55.824

There's many different and additional flags that could be added to this list.

120 "Todd Connaughty" (248281856)

00:18:56.069 --> 00:19:05.999

To me, that's just in the case, the uniqueness vibrancy and, uh, the individuality of the community.

121 "Todd Connaughty" (248281856)

00:19:05.999 --> 00:19:15.989

So, if you work with with individual, these are just some things that may want, you may want to look at.

122 "Todd Connaughty" (248281856)

00:19:16.554 --> 00:19:29.844

And and, um, again, not mandatory, but but some things to look at,

that may have an impact of someone that's part of the community, you know, we want to look at an individual's coming out history.

123 "Todd Connaughty" (248281856)

00:19:30.084 --> 00:19:35.964

Where are they in that process? What was that process? Like, for them, you know, often times, unfortunately.

124 "Todd Connaughty" (248281856)

00:19:36.494 --> 00:19:51.494

It is a case that many people have a negative experience when they come out and oftentimes that can lead to fear of coming out to other individuals living in authentic life. Not being genuine.

125 "Todd Connaughty" (248281856)

00:19:52.109 --> 00:20:03.114

This really goes back to allowing a safe space for a friend Co Co worker family member, allowing a safe space and affirming space to do the work. That needs to be done.

126 "Todd Connaughty" (248281856)

00:20:03.624 --> 00:20:11.274

We also want to look at a trends or gender identity for those trans, gender, fluid or gender, non binary individuals.

127 "Todd Connaughty" (248281856)

00:20:12.109 --> 00:20:22.769

Excuse me, where are they in the coming out process? Not all individuals in this category are looking to transition for some trans individuals.

128 "Todd Connaughty" (248281856)

00:20:22.769 --> 00:20:30.899

Just to have the ability to identify as trends to utilize the name that they want to use to present and show up.

129 "Todd Connaughty" (248281856)

00:20:30.899 --> 00:20:45.744

In life as an authentic self is really maybe the extent of their transitioning status. Um, so the important piece is to again allow that space and those opportunities to explore and talk about for individuals are at.

130 "Todd Connaughty" (248281856)

00:20:45.954 --> 00:20:50.814

If someone is indicating they want to move forward in a transitioning status of.

131 "Todd Connaughty" (248281856)

00:20:50.899 --> 00:21:04.079

Of course, you would want to make a plan with that. Individuals talk about the pros and the cons barriers, the resources, you know, taking looking at the whole grand picture of someone, um, coming out in transitioning.

132 "Todd Connaughty" (248281856)

00:21:04.914 --> 00:21:16.584

There are many individuals, they have experienced that minority stress, the bullying, the victimization, discrimination and depression related to their identity. And so it's important to see what the impact of.

133 "Todd Connaughty" (248281856)

00:21:16.584 --> 00:21:23.904

That is on an individual for many individuals. Of course leads to fear fear of going out. Fear of accessing.

134 "Todd Connaughty" (248281856)

00:21:24.079 --> 00:21:31.979

Resources and services, fear of interactions with human beings out of fear of being being harmed.

135 "Todd Connaughty" (248281856)

00:21:31.979 --> 00:21:39.899

Of course, in in an assessment, we want to look at the impact of all those identities.

136 "Todd Connaughty" (248281856)

00:21:39.899 --> 00:21:43.739

The race economic status, um.

137 "Todd Connaughty" (248281856)

00:21:43.739 --> 00:21:58.409

Educational the family home, religious, religious spirituality. How do all these factors come together to, um, influence the human being that you may be speaking to today?

138 "Todd Connaughty" (248281856)

00:21:58.409 --> 00:22:04.439

And then we have this concept within the + plus community um.

139 "Todd Connaughty" (248281856)

00:22:04.439 --> 00:22:08.034

And it's actually with everyone, it's really about shame.

140 "Todd Connaughty" (248281856)

00:22:08.244 --> 00:22:21.594

It's taking those negative messages from society, family members, instant educational institutions, religious institutions, individuals, taking those negative messages, those discrimination, discriminatory,

141 "Todd Connaughty" (248281856)  
00:22:21.594 --> 00:22:24.354  
oppressive statements and internalizing.

142 "Todd Connaughty" (248281856)  
00:22:24.439 --> 00:22:28.769  
Needing to shame feeling less than.

143 "Todd Connaughty" (248281856)  
00:22:29.274 --> 00:22:35.544  
And and so how do we help an individual that may be experiencing this?  
How do we help them change?

144 "Todd Connaughty" (248281856)  
00:22:35.544 --> 00:22:46.344  
Those messages they tell themselves how do we help them to show  
up in their lives authentically genuinely and to take pride in who  
they are as human beings.

145 "Todd Connaughty" (248281856)  
00:22:48.389 --> 00:22:59.909  
I do like to talk about gender dysphoria. I know on this slide it  
talks about the DSM 5. we don't really need to go in that. Go into  
that, except for the fact that the.

146 "Todd Connaughty" (248281856)  
00:22:59.909 --> 00:23:06.089  
Had gender, identity disorder, gender, identity disorder. Really?

147 "Todd Connaughty" (248281856)  
00:23:06.089 --> 00:23:10.944  
Put the onus of responsibility, or blame on the individual.

148 "Todd Connaughty" (248281856)  
00:23:11.454 --> 00:23:26.064  
The individual has a sense of this internal distress and income  
groups, and these negative feelings and oftentimes leading to self  
harm behaviors, increased increase, suicidal, suicidal.

149 "Todd Connaughty" (248281856)  
00:23:26.089 --> 00:23:28.109  
Things like that.

150 "Todd Connaughty" (248281856)  
00:23:28.109 --> 00:23:40.944  
Well, in the DSM 5, they went to from gender identity to sorta to  
gender dysphoria and really this is about that internal psychological  
sense of, you know, dissonance, um, distress,



151 "Todd Connaughty" (248281856)

00:23:41.394 --> 00:23:48.024

intolerance and it really, uh, many of those feelings are because of how society treats the end.

152 "Todd Connaughty" (248281856)

00:23:48.109 --> 00:24:03.089

Visual, so it really takes the responsibility or, um, the blame off the individual and really puts it on the feelings. It's not about the individual. It's about the feelings that they are experiencing.

153 "Todd Connaughty" (248281856)

00:24:03.089 --> 00:24:08.819

There's been a lot of, uh, uh, news articles, uh.

154 "Todd Connaughty" (248281856)

00:24:08.964 --> 00:24:16.644

Lately about transitioning and trans affirming care and it, it is unfortunate.

155 "Todd Connaughty" (248281856)

00:24:16.674 --> 00:24:27.774

I'm not here to be political, but I am here to talk about the stages of transition for those that are allowed to go through this process. Individuals may transition socially.

156 "Todd Connaughty" (248281856)

00:24:28.139 --> 00:24:32.009

Maybe by how they dress the name that they use.

157 "Todd Connaughty" (248281856)

00:24:32.544 --> 00:24:38.784

Some may go through the core systems or to have their driver's license changed to have the court documents changed.

158 "Todd Connaughty" (248281856)

00:24:39.204 --> 00:24:50.094

Um, and so, and it may be coming out to friends and family and asking them to use a different name than their assigned name at birth for adolescence. Um, they're.

159 "Todd Connaughty" (248281856)

00:24:50.519 --> 00:25:02.909

Is the use of puberty blockers? Basically, what? This does, um, blocks the individual or the, the adolescent from going through puberty. It gives the they had a lesson, the family, the.

160 "Todd Connaughty" (248281856)

00:25:03.384 --> 00:25:16.494

Support, you know, schools, medical community, family system, et

cetera, to really work with the adolescent, come up with a plan to explore the pros and cons access resources.

161 "Todd Connaughty" (248281856)

00:25:17.034 --> 00:25:22.824

If the individual decides determines that, you know, they want to continue on with, um.

162 "Todd Connaughty" (248281856)

00:25:22.909 --> 00:25:24.029

Uh.

163 "Todd Connaughty" (248281856)

00:25:24.384 --> 00:25:38.844

Puberty, then the puberty blockers can be discontinued and they will go through that process. There is no research that really supports that there was any long term effects to using puberty blockers after that we also have gender affirming or hormonal care.

164 "Todd Connaughty" (248281856)

00:25:39.174 --> 00:25:43.944

Uh, many of our clients that pride use Australia or testosterone. Um.

165 "Todd Connaughty" (248281856)

00:25:44.474 --> 00:25:54.974

And again, it helps the individual, um, align further, you know, their outward appearance with their internals and psychological sense of self.

166 "Todd Connaughty" (248281856)

00:25:55.604 --> 00:26:03.824

Um, we also may see individuals go through a, uh, surgical process. It could be feminized or gender affirming, or.

167 "Todd Connaughty" (248281856)

00:26:04.504 --> 00:26:16.474

Surgeries for the individual, and there may be individuals that have, um, complete, uh, gender affirming surgery that includes the genitalia and other other parts of the body.

168 "Todd Connaughty" (248281856)

00:26:17.134 --> 00:26:23.524

Um, what we see typically are most individuals are in that social and hormonal transitional stages.

169 "Todd Connaughty" (248281856)

00:26:24.029 --> 00:26:29.279

And again, a reminder that transitioning is not everyone's goal.

170 "Todd Connaughty" (248281856)

00:26:29.364 --> 00:26:38.904

Gender unicorn I so appreciate this of different versions. There used to be agenda bear and I, and a agenda bread person what?

171 "Todd Connaughty" (248281856)

00:26:38.904 --> 00:26:49.194

This allows us for all the constructs we're talking about to not be in a binary system of male female as we see gender identity. There's male, female and.

172 "Todd Connaughty" (248281856)

00:26:49.279 --> 00:27:02.354

Others and they each have their own spectrum same with gender expression. Sex signed at birth, physical attraction, women, men other, and who people are emotionally attracted to women men other or all.

173 "Todd Connaughty" (248281856)

00:27:04.274 --> 00:27:04.844

Excuse me.

174 "Todd Connaughty" (248281856)

00:27:05.159 --> 00:27:15.179

Um, 1 thing I I did fail to mention earlier when we were talking about gender and sexual behaviors, we, we must remember that not all.

175 "Todd Connaughty" (248281856)

00:27:15.179 --> 00:27:26.964

Sexual behaviors indicate sexual orientation as we know in some cultures, or for some, some survival skills. Um, individuals may engage in the same sex behaviors.

176 "Todd Connaughty" (248281856)

00:27:27.204 --> 00:27:34.944

Um, you know, we look at other cultures and things called the download. It really is more about releasing connection than someone's.

177 "Todd Connaughty" (248281856)

00:27:35.204 --> 00:27:50.024

Orientation we also know there are individuals that engage in in sex work to support themselves to survive to survive to have a place to live to feed themselves and they may engage in same sex relationships, or, uh,

178 "Todd Connaughty" (248281856)

00:27:50.084 --> 00:27:54.914

and not be identified as gay or lesbian. And we have individuals that.

179 "Todd Connaughty" (248281856)

00:27:55.179 --> 00:28:05.879

Gay lesbian, bisexual, or whatever the case may be part of the community that engage in ops of sex relationships, you know, for a survival.

180 "Todd Connaughty" (248281856)

00:28:05.879 --> 00:28:17.784

Pronouns researches come out that pronouns is 1 of the number 1 ways. We can decrease anxiety of stress, particularly for our trends and gender non binary individuals.

181 "Todd Connaughty" (248281856)

00:28:18.084 --> 00:28:25.794

Of course, we never want to make assumptions about someone's pronouns. It is always okay to ask what someone's pronouns at what point on.

182 "Todd Connaughty" (248281856)

00:28:25.879 --> 00:28:32.039

They use my name is Todd. I use he him his pronouns. Some.

183 "Todd Connaughty" (248281856)

00:28:32.039 --> 00:28:38.999

Agencies provide, um, I don't know if you can see that pronoun buttons, you know, he.

184 "Todd Connaughty" (248281856)

00:28:39.024 --> 00:28:49.644

She, they them asked me, um, so again, 1 way to help an individual feel safe and affirmed and to help decrease their anxiety is to use the correct pronoun.

185 "Todd Connaughty" (248281856)

00:28:49.884 --> 00:28:57.564

If you do make a mistake apologize and let the individual know you will work to do better and follow through with that.

186 "Todd Connaughty" (248281856)

00:28:59.124 --> 00:29:12.624

Some examples of pronoun buttons, uh, is really the idea of the non binary gender, gender essentialism where male female are, the only 2 identities, and any,

187 "Todd Connaughty" (248281856)

00:29:12.804 --> 00:29:17.844

any identity that falls outside of that is usually discriminated against a press or.

188 "Todd Connaughty" (248281856)

00:29:17.869 --> 00:29:25.409

Are invalidated and this is actually an issue within the plus community.

189 "Todd Connaughty" (248281856)

00:29:25.764 --> 00:29:36.594

Same with header sexism just the idea that in society, the revered or the most ideal relationship is a heterosexual or opposite sex relationship and in doing this,

190 "Todd Connaughty" (248281856)

00:29:36.594 --> 00:29:44.334

we discredit disown and validate or are actively or discriminate against same sex relationships.

191 "Todd Connaughty" (248281856)

00:29:44.549 --> 00:29:53.339

Again, another possible, uh, issue for an individual.

192 "Todd Connaughty" (248281856)

00:29:53.664 --> 00:30:03.744

Homeowner activity is the idea that within marginalized communities, there are certain subsets within the community that actually discriminated a press. Each others each other.

193 "Todd Connaughty" (248281856)

00:30:04.134 --> 00:30:10.164

Oftentimes within the plus community, we often times you'll see the less being gay subset.

194 "Todd Connaughty" (248281856)

00:30:11.339 --> 00:30:22.199

You know, sometimes discriminate a press against the transgender non binary and by community never want to make the assumption within the, the community that.

195 "Todd Connaughty" (248281856)

00:30:22.199 --> 00:30:30.389

That each individual in the community understands the different populations, the identities and what that means.

196 "Todd Connaughty" (248281856)

00:30:30.389 --> 00:30:35.789

Just a quick snippet on world as we see up to 3 point 1,000,000.

197 "Todd Connaughty" (248281856)

00:30:35.789 --> 00:30:48.449

Individuals live in rural areas, 1, in 5 individuals that live in, uh, plus that live in rural areas as a person of color.

198 "Todd Connaughty" (248281856)

00:30:48.449 --> 00:31:01.404

What we see, oftentimes in the rural communities is that again for

victimization and stigmatization, the amplification or acceptance or rejection, the smaller community finds out or the church group,

199 "Todd Connaughty" (248281856)

00:31:01.404 --> 00:31:08.364

the LGB individual tends, they might find out the identity and that can use.

200 "Todd Connaughty" (248281856)

00:31:08.449 --> 00:31:20.834

Be a great communication and acceptance of support or amplify the rejection and the individual seem feels even more stigmatized and dislocated from the community.

201 "Todd Connaughty" (248281856)

00:31:22.364 --> 00:31:25.994

The important thing with our individuals is.

202 "Todd Connaughty" (248281856)

00:31:26.249 --> 00:31:36.089

Help them find supports to advocate for them, help them find providers and really to be someone that supports the community.

203 "Todd Connaughty" (248281856)

00:31:36.089 --> 00:31:41.009

Apa guidelines numbers, 56 and 7 again.

204 "Todd Connaughty" (248281856)

00:31:41.009 --> 00:31:51.629

How as human beings, we can help the community. We look at how stigma prejudice and discrimination affects the health of and well, being of the community.

205 "Todd Connaughty" (248281856)

00:31:51.629 --> 00:32:04.704

We help break down institutional barriers for the community and provide safe and affirming spaces whether that's in our homes where we work, uh, our community events and groups,

206 "Todd Connaughty" (248281856)

00:32:04.914 --> 00:32:11.544

and we understand the need to promote to promote excuse me promote social change that reduces the.

207 "Todd Connaughty" (248281856)

00:32:11.629 --> 00:32:18.419

Negative effect we talked about I apologize. I'm so sorry.

208 "Todd Connaughty" (248281856)

00:32:18.419 --> 00:32:22.169

We've already eluded in and spoke.

209 "Todd Connaughty" (248281856)

00:32:22.169 --> 00:32:31.824

2 minority stress, it really is about the idea that marginalized communities, experience, stress, discrimination, oppression, victimization, due to their identity.

210 "Todd Connaughty" (248281856)

00:32:32.034 --> 00:32:38.994

Again, this takes the blame off the individual and really puts it on society in the impact of those stressors on the individual.

211 "Todd Connaughty" (248281856)

00:32:40.469 --> 00:32:48.749

What we see with whoops, sorry about that. But we see oftentimes of minority stress is the impact on the individual.

212 "Todd Connaughty" (248281856)

00:32:48.749 --> 00:32:53.879

In increased substance, use mental health issues, homelessness.

213 "Todd Connaughty" (248281856)

00:32:53.879 --> 00:33:07.409

Medical and physical health issues, less access to resources for education. So there is a host of things that happens that may happen to the individual due to minority stress.

214 "Todd Connaughty" (248281856)

00:33:07.974 --> 00:33:20.484

Stigma and discrimination that currently exists we've talked about for the community important pieces, be an ally, you know, show up for the community, help the community,

215 "Todd Connaughty" (248281856)

00:33:20.994 --> 00:33:27.354

find safe places to to have community. We still see the stigma and discrimination.

216 "Todd Connaughty" (248281856)

00:33:27.854 --> 00:33:39.494

For individuals to serve in the military, particularly with that trans community, we have individuals and relation relationships, denied the ability to adopt children,

217 "Todd Connaughty" (248281856)

00:33:40.604 --> 00:33:45.764

especially through religious institutions, or or agencies.

218 "Todd Connaughty" (248281856)

00:33:46.319 --> 00:33:58.979

Individuals, uh, community businesses can refuse services to individuals based on their religious beliefs. We see in Florida, Texas, uh, and other states, you know, active.

219 "Todd Connaughty" (248281856)

00:33:58.979 --> 00:34:06.269

Legislation to take away the rights of the community, particularly our trans community.

220 "Todd Connaughty" (248281856)

00:34:06.269 --> 00:34:12.629

Alcohol and tobacco higher prevalence of use of both within marginalized communities.

221 "Todd Connaughty" (248281856)

00:34:12.629 --> 00:34:19.974

You know, these companies understand if you play to the insecurities of the community, um, you can, uh,

222 "Todd Connaughty" (248281856)

00:34:20.004 --> 00:34:32.304

increase your sales by having people feel more included to be part of and, um, to feel like they are part of the, the.

223 "Todd Connaughty" (248281856)

00:34:32.629 --> 00:34:39.959

The population and the community at whole makes them feel that they will be accepted.

224 "Todd Connaughty" (248281856)

00:34:39.959 --> 00:34:46.769

Because of the use of alcohol or tobacco, adverse childhood experiences, um.

225 "Todd Connaughty" (248281856)

00:34:47.274 --> 00:34:50.874

Not going to go into the study, but this is a great screening inventory.

226 "Todd Connaughty" (248281856)

00:34:50.874 --> 00:35:05.694

It's a 10 questions screening for individuals to find out the impact of abuse, neglect, exploitation and, uh, on the family system and the impact of that on the individual and,

227 "Todd Connaughty" (248281856)

00:35:06.084 --> 00:35:06.744

uh, recent.



228 "Todd Connaughty" (248281856)  
00:35:06.769 --> 00:35:10.469  
Research is coming out and supporting that.

229 "Todd Connaughty" (248281856)  
00:35:10.469 --> 00:35:16.409  
Individuals often experience higher rates of adverse childhood experiences.

230 "Todd Connaughty" (248281856)  
00:35:16.409 --> 00:35:26.339  
Again, along with minority stress and adverse childhood experiences, we see the impact on mental health substance use.

231 "Todd Connaughty" (248281856)  
00:35:26.339 --> 00:35:39.419  
Physical medical health issues, access to resources, homelessness, a host of things that, you know, because of these chronic stressors that people experience.

232 "Todd Connaughty" (248281856)  
00:35:39.654 --> 00:35:49.824  
Overall, our LGB Q, individuals experienced at least 1 adverse childhood experience up to 52% identified 3 or more.

233 "Todd Connaughty" (248281856)  
00:35:49.824 --> 00:35:59.334  
The highest disparities for individuals fell under sexual abuse, household, mental illness and emotional abuse. emotional abuse

234 "Todd Connaughty" (248281856)  
00:35:59.419 --> 00:36:10.994  
Of the individual, and with that, what we have seen the impact of adverse childhood experiences, these 2 greater number of mental health,

235 "Todd Connaughty" (248281856)  
00:36:11.054 --> 00:36:14.984  
negative symptoms per day for the community.

236 "Todd Connaughty" (248281856)  
00:36:15.359 --> 00:36:18.449  
Why.

237 "Todd Connaughty" (248281856)  
00:36:18.449 --> 00:36:23.309  
Be a ally or an affirming environment for the community.

238 "Todd Connaughty" (248281856)  
00:36:23.309 --> 00:36:31.319

I think we reviewed that 1 important factor to show up is how can we show up for individuals.

239 "Todd Connaughty" (248281856)

00:36:31.319 --> 00:36:40.949

That a part of the community really is to take that cultural humility approach, which is that using reflection with the individual.

240 "Todd Connaughty" (248281856)

00:36:40.949 --> 00:36:48.989

Having respect for the individual, giving them unconditional positive regard. Um.

241 "Todd Connaughty" (248281856)

00:36:48.989 --> 00:36:52.584

Being relevance and providing relevancy,

242 "Todd Connaughty" (248281856)

00:36:52.584 --> 00:37:07.584

including in resources in other areas to the individual and resiliency really helping the individual tap into the resiliency that they have created due to some of the adversities they have had in

243 "Todd Connaughty" (248281856)

00:37:07.584 --> 00:37:08.304

the life.

244 "Todd Connaughty" (248281856)

00:37:10.104 --> 00:37:21.744

So, what we see the impact of minority stress, average childhood experiences, et cetera, what we see are 3 highs and 1 low in the substance use and mental health of individuals. We see.

245 "Todd Connaughty" (248281856)

00:37:21.744 --> 00:37:28.494

Higher prevalence of mental health issues and substance use disorders, higher healthcare burden and costs higher other.

246 "Todd Connaughty" (248281856)

00:37:28.579 --> 00:37:40.199

Current conditions for the individual and lower accessibility to competent and culturally, culturally competent care.

247 "Todd Connaughty" (248281856)

00:37:40.199 --> 00:37:45.509

A quick review this samhsa every 3 years comes up with a study.

248 "Todd Connaughty" (248281856)

00:37:45.509 --> 00:37:56.784

They study over 69,000 individuals this was taken in 2015, but it's

updated every 3 years. I'd like to continue using it. Even though it's from 2015, because it gives a great illustration of the impact.

249 "Todd Connaughty" (248281856)  
00:37:56.784 --> 00:38:00.624  
it gives a great illustration of the impact

250 "Todd Connaughty" (248281856)  
00:38:00.959 --> 00:38:10.799  
Of, um, all of the factors we've spoken I've talked about today on the mental health and substance use of individuals.

251 "Todd Connaughty" (248281856)  
00:38:14.700 --> 00:38:27.625  
So of the 67,000 people interviewed for this study, 94% identified as part of the sexual majority in red, we see sexual minority at 4.3% and 1.7 identified as unknown, or unwilling to identify how they identify.

252 "Todd Connaughty" (248281856)  
00:38:27.625 --> 00:38:30.865  
as unknown or unwilling to identify how they identify

253 "Todd Connaughty" (248281856)  
00:38:32.185 --> 00:38:40.525  
What we see across the board, and I will go through this quickly. So we have time for questions, um, in red again is a sexual minority.

254 "Todd Connaughty" (248281856)  
00:38:40.975 --> 00:38:49.885  
So, what we see across the board in every category, we see a higher prevalence of use of these substances by.

255 "Todd Connaughty" (248281856)  
00:38:50.220 --> 00:38:56.760  
Lg btq individuals, Here's a breakdown by percentage.

256 "Todd Connaughty" (248281856)  
00:38:56.760 --> 00:39:10.020  
As you see, 18 and older, 18 to 2526 and older, and using the category categories of male female, which Samson needs to work on it. Obviously. Um, so we can.

257 "Todd Connaughty" (248281856)  
00:39:10.020 --> 00:39:22.140  
Ensure that we're providing for all gender identities. But again, what we see is higher prevalence of illicit substance, use across the board within the community.

258 "Todd Connaughty" (248281856)  
00:39:22.255 --> 00:39:35.695

Alcohol use, we see the breakdown of 18 and older 18 to 2526 an older male female across the board the sexual minority with the highest rates of alcohol use within the lesbian and lesbian and bisexual female community.

259 "Todd Connaughty" (248281856)  
00:39:35.695 --> 00:39:37.765  
bisexual female community

260 "Todd Connaughty" (248281856)  
00:39:39.300 --> 00:39:47.940  
Substance use disorder by diagnosis again, sexual minority, higher prevalence and oftentimes we've seen multiple.

261 "Todd Connaughty" (248281856)  
00:39:47.940 --> 00:39:51.720  
Substance use to sort of, uh, identity, uh, disorder.

262 "Todd Connaughty" (248281856)  
00:39:51.720 --> 00:40:05.485  
Diagnosis within the community, mental illness, we see across the board higher prevalence of mental health issues within, uh, the community, uh, with my own,

263 "Todd Connaughty" (248281856)  
00:40:05.515 --> 00:40:11.485  
add a dental anecdotal work with a pride Institute. We see anxiety.

264 "Todd Connaughty" (248281856)  
00:40:11.720 --> 00:40:14.940  
Depression bipolar disorder borderline.

265 "Todd Connaughty" (248281856)  
00:40:14.940 --> 00:40:20.760  
Uh, as has top 5 diagnosis with, uh.

266 "Todd Connaughty" (248281856)  
00:40:20.760 --> 00:40:27.210  
Also, uh, or I'm sorry, autism spectrum disorder.

267 "Todd Connaughty" (248281856)  
00:40:27.210 --> 00:40:31.560  
A monster, trans and gender non binary community.

268 "Todd Connaughty" (248281856)  
00:40:31.560 --> 00:40:43.770  
Those who received mental health services as you see section minority, higher prevalence of reaching out and receiving services, which is hopeful, which I'm glad to hear.

269 "Todd Connaughty" (248281856)

00:40:43.770 --> 00:40:49.200

Which we all should be happy to hear and see that. Our community is reaching off for services.

270 "Todd Connaughty" (248281856)

00:40:49.200 --> 00:40:59.550

So, what happens whether we work with clients for an agency that specifically works with the community, or even in our home.

271 "Todd Connaughty" (248281856)

00:40:59.550 --> 00:41:03.000

If we treat individuals without.

272 "Todd Connaughty" (248281856)

00:41:03.445 --> 00:41:11.335

Being genuine re, invalidate their experience or without that respect and positive regard. Of course, individuals are going to feel isolated.

273 "Todd Connaughty" (248281856)

00:41:11.665 --> 00:41:22.495

Um, and so what we see for, you know, agencies what can happen is the individual leaves services, um, because it is safer for them to actually.

274 "Todd Connaughty" (248281856)

00:41:23.000 --> 00:41:36.015

In that survival mode, back on the streets are back in their own homes where they don't have to deal with discrimination oppression victimization with that being said, anytime we worked with an individual it's really important to help.

275 "Todd Connaughty" (248281856)

00:41:36.375 --> 00:41:42.975

Because I know a lot of this sounds negative this. But this community is vibrant, they are resilient. They.

276 "Todd Connaughty" (248281856)

00:41:44.225 --> 00:41:58.805

Um, are definitely people that fight and people that, um, deserve space, you know, with individuals and within society for people that, um, really support them an advocate for their needs.

277 "Todd Connaughty" (248281856)

00:42:01.375 --> 00:42:16.375

How to approve stigma and ally, you know, welcoming signs, flags of the, you know, different flags of the community access, or at least, um, referrals to resources that are culturally competent.

278 "Todd Connaughty" (248281856)

00:42:16.735 --> 00:42:20.845

Um, going to events immersing yourself in the culture.

279 "Todd Connaughty" (248281856)

00:42:21.260 --> 00:42:32.130

In June going to to pride fest and really participating in showing that whether you're part of the community and ally that you support the community.

280 "Todd Connaughty" (248281856)

00:42:33.655 --> 00:42:46.765

Do tier, I can't pronounce her last name very well was the 1st, um, openly lesbian of Iceland in, uh, 2009 to 2013 and she had this quote it is absolutely imperative that every human beings,

281 "Todd Connaughty" (248281856)

00:42:46.765 --> 00:42:52.045

freedom and human rights are respected all over the world. are respected all over the world

282 "Todd Connaughty" (248281856)

00:42:52.605 --> 00:43:02.655

And that is no more true today than any time in our history as I mentioned there is a lot going out in the world. I think we're all aware of it. I think it is imperative.

283 "Todd Connaughty" (248281856)

00:43:02.775 --> 00:43:12.105

And we can all do our parts to make sure that all human beings feel heard validated and their experiences. Um, you know, every.

284 "Todd Connaughty" (248281856)

00:43:12.130 --> 00:43:24.360

1 has representation in the world and has access to, uh, the resources and the systems that they may need to really create a life that has purpose and meaning.

285 "Todd Connaughty" (248281856)

00:43:24.595 --> 00:43:35.695

So that is the end of the PowerPoint. I, thank you for. Taking this ride with me. I know it's a lot of information, but I was trying to touch on many different areas that are salient and relevant to the community.

286 "Todd Connaughty" (248281856)

00:43:36.175 --> 00:43:41.065

And we are actually available now for for questions. So thank you.

287 "Jordan nielsen" (1753861120)

00:44:03.655 --> 00:44:18.595

Jordan, we're not able to hear you double muted. I'm so sorry All righty. So our 1st question here, the statistics shared at the start of the presentation are alarming.

288 "Jordan nielsen" (1753861120)

00:44:18.865 --> 00:44:23.305

What is pride doing to improve these statistics and increase availability for.

289 "Jordan nielsen" (1753861120)

00:44:23.570 --> 00:44:28.230

To community to take care.

290 "Todd Connaughty" (248281856)

00:44:28.230 --> 00:44:31.230

Great question. Um.

291 "Todd Connaughty" (248281856)

00:44:31.230 --> 00:44:34.500

So, we are actively out in the community.

292 "Todd Connaughty" (248281856)

00:44:34.500 --> 00:44:41.700

Um, talking about issues within the community, we're educating providers.

293 "Todd Connaughty" (248281856)

00:44:41.700 --> 00:44:53.095

Um, we are collaborating with other community providers, whether that be for housing, HIV care medical care, or, you know, care for hormones and medication, psychiatric care.

294 "Todd Connaughty" (248281856)

00:44:53.515 --> 00:45:01.615

Um, we also we are a community that, you know, our population is probably that we serve as 85%. five percent

295 "Todd Connaughty" (248281856)

00:45:01.700 --> 00:45:12.600

Medicaid, and so we work a lot with individuals that are homeless, you know, have job loss or estranged from the family. So we are helping people.

296 "Todd Connaughty" (248281856)

00:45:12.600 --> 00:45:21.990

Especially at a residential program to start to build that foundation to address or substance use and their mental health to give skills.

297 "Todd Connaughty" (248281856)

00:45:23.005 --> 00:45:34.525

To utilize when they experience depression, discrimination, victimization and health and coping skills so that the 1st choice may not be using a substance,

298 "Todd Connaughty" (248281856)

00:45:34.525 --> 00:45:38.785

but maybe using a skill to prevent return to substance use.

299 "Mack, Kari" (3233776128)

00:45:51.055 --> 00:45:57.295

Jordan, I'm not sure what's happening with your audio, but we cannot hear you again. There we go.

300 "Jordan nielsen" (1753861120)

00:45:57.900 --> 00:46:07.320

All righty so I know you touched on this a little bit, but what are some appropriate and respectful ways to ask someone how they identify and what their pronouns are.

301 "Todd Connaughty" (248281856)

00:46:07.320 --> 00:46:20.940

Sure, um, I always like to start with hey, I'm Todd. How are you doing today? And and I use see him as pronouns and uses shake my hand and they'll say something like, well, my name's John. Doe.

302 "Todd Connaughty" (248281856)

00:46:20.940 --> 00:46:34.140

And then I'll say something, like, and how do you identify what pronoun should I use with? You just introducing myself sort of setting the idea that, you know, pronouns important to me. Hopefully that.

303 "Todd Connaughty" (248281856)

00:46:34.140 --> 00:46:44.430

Hoping that that individual cross from, you will give me their name and also reflect back to me with the pronouns. They like to use. It is always okay to ask to, um.

304 "Todd Connaughty" (248281856)

00:46:44.635 --> 00:46:56.995

Or another, another strategy to use is just use the individual's name. Um, you know, sometimes if you're an individual that works with hundreds of people, sometimes it, you know, mistakes happens.

305 "Todd Connaughty" (248281856)

00:46:56.995 --> 00:47:02.425

So, um, another strategy is is to use her name, but it's always okay to ask.

306 "Jordan nielsen" (1753861120)



00:47:06.150 --> 00:47:16.860

Um, and that's kind of goes along with that, but it's importing someone with who is besides asking them across their pronouns and allowing.

307 "Jordan nielsen" (1753861120)

00:47:16.860 --> 00:47:22.680

Experiences and challenges, you need to them how is it important to understand?

308 "Jordan nielsen" (1753861120)

00:47:22.680 --> 00:47:31.890

How important is it? Excuse me to understand all of these ever changing terms and and ways someone might choose to identify it's confusing.

309 "Todd Connaughty" (248281856)

00:47:31.890 --> 00:47:38.460

That's a great question. And as we talked about it, it is searching an event.

310 "Todd Connaughty" (248281856)

00:47:38.460 --> 00:47:41.700

Evolving field and, you know, I.

311 "Todd Connaughty" (248281856)

00:47:41.700 --> 00:47:47.130

I think social media in a younger generation, because I love that they are finding.

312 "Todd Connaughty" (248281856)

00:47:47.130 --> 00:47:52.380

You know, labels words to identify their experience and who they are.

313 "Todd Connaughty" (248281856)

00:47:52.380 --> 00:47:57.180

And with that also understand that mistakes are going to be made um.

314 "Todd Connaughty" (248281856)

00:47:57.180 --> 00:48:03.720

So, when, um, how important are those things.

315 "Todd Connaughty" (248281856)

00:48:03.720 --> 00:48:07.200

Number 1, the pronoun is the number 1 thing to know.

316 "Todd Connaughty" (248281856)

00:48:07.200 --> 00:48:10.680

I think it is, and it is always okay.

317 "Todd Connaughty" (248281856)

00:48:10.680 --> 00:48:20.820

If someone says I'm Omni sexual or I'm sexual, or I'm identify as Achilles terminology. That isn't basic. It's okay to say.

318 "Todd Connaughty" (248281856)

00:48:20.820 --> 00:48:26.430

You know, I try to keep up with everything and tell me your experience of what it means to be Achilles.

319 "Todd Connaughty" (248281856)

00:48:26.430 --> 00:48:30.900

And so taking that curiosity approach, and it's not about, you know.

320 "Todd Connaughty" (248281856)

00:48:30.900 --> 00:48:36.780

Shame on you for not knowing what it means. It's just acknowledging that it's an evolving field.

321 "Todd Connaughty" (248281856)

00:48:36.780 --> 00:48:44.340

And we all try to do our best, but sometimes we just we need some understanding. So asking questions.

322 "Jordan nielsen" (1753861120)

00:48:44.340 --> 00:48:51.960

So this question, I know.

323 "Jordan nielsen" (1753861120)

00:48:51.960 --> 00:49:03.750

Family member who experienced trauma at a young age. He lost his dad at the age of 11 later in life had a actually identity crisis. He identifies as male believes. He may be.

324 "Jordan nielsen" (1753861120)

00:49:03.750 --> 00:49:13.170

He booked for therapist that can help him, but has been unable to find 1 what is a good resource and maybe resources.

325 "Todd Connaughty" (248281856)

00:49:13.170 --> 00:49:16.800

Um, if if you would like.

326 "Todd Connaughty" (248281856)

00:49:16.800 --> 00:49:20.610

Please, uh, what we can do.

327 "Todd Connaughty" (248281856)

00:49:20.610 --> 00:49:25.890

Um, well, number 1, there's a host of different organizations, like

the Trevor project.

328 "Todd Connaughty" (248281856)

00:49:25.890 --> 00:49:29.190

Um, if it's a local.

329 "Todd Connaughty" (248281856)

00:49:29.190 --> 00:49:40.530

Workout, um, what I would ask you to do, and what I would like for you to do if you want to email me, what I can do is have our business development team, send you a list of those resources.

330 "Todd Connaughty" (248281856)

00:49:41.035 --> 00:49:51.685

Um, we do have, you know, we're always working on trying to instate and out of state, identify, competent providers. You know, we do have some people that come to pride from, out of state.

331 "Todd Connaughty" (248281856)

00:49:52.225 --> 00:50:00.295

And so we have a list of and transgender non binary support services that I can.

332 "Todd Connaughty" (248281856)

00:50:00.530 --> 00:50:07.380

Share with you, thank you.

333 "Jordan nielsen" (1753861120)

00:50:07.380 --> 00:50:12.090

I said awesome, thank you. Yes.

334 "Jordan nielsen" (1753861120)

00:50:12.090 --> 00:50:17.760

All right next question here, just having a documented diagnosis.

335 "Jordan nielsen" (1753861120)

00:50:17.760 --> 00:50:24.450

Um, increase the access to services for an cross individual.

336 "Todd Connaughty" (248281856)

00:50:24.450 --> 00:50:36.990

That is a great service service question. I mean, this is such a strange phenomenon, but yes, some people do worry about having a diagnosis, but actually.

337 "Todd Connaughty" (248281856)

00:50:36.990 --> 00:50:41.820

A diagnosis can oftentimes open access to resources.

338 "Todd Connaughty" (248281856)

00:50:42.685 --> 00:50:55.825

You know, to getting hormones or to surgical procedures, we need that diagnosis to create a comprehensive treatment plan and then to also get providers that can work with the individuals.

339 "Todd Connaughty" (248281856)

00:50:55.825 --> 00:51:01.735

So, it feels like a double edged sword sometimes. But that does open up doors to.

340 "Jordan nielsen" (1753861120)

00:51:01.820 --> 00:51:16.020

Resources and to, you know, medical care, dedicated, already have time for 1 more question before I turn it over to for our Thursday. Um.

341 "Jordan nielsen" (1753861120)

00:51:16.020 --> 00:51:27.060

How can a loved 1 or friend be supportive of somebody who is questioning, or wants to come out but it's unsure of how to do. So.

342 "Todd Connaughty" (248281856)

00:51:27.060 --> 00:51:32.130

What an awesome question love it um.

343 "Todd Connaughty" (248281856)

00:51:32.130 --> 00:51:36.930

So, there's a couple of things you can do here, because I don't know the situation.

344 "Todd Connaughty" (248281856)

00:51:36.930 --> 00:51:46.770

It's to me, it's always been helpful in in my personal life network to have resources available or, you know.

345 "Todd Connaughty" (248281856)

00:51:46.770 --> 00:51:56.970

Signage or, you know, books, whatever the case may be just indicating I am open to. I'm an L. I am supportive. Um.

346 "Todd Connaughty" (248281856)

00:51:56.970 --> 00:52:01.350

You can also just be available available.

347 "Todd Connaughty" (248281856)

00:52:01.350 --> 00:52:15.630

To be with the client to allow them that space to be vulnerable and not that you're going to force the issue, or let them and tell them, like, oh, I know what's going on for you, but really listening with non judgment.

348 "Todd Connaughty" (248281856)

00:52:15.630 --> 00:52:22.770

You know, if you hear some things that are concerning or worrying, have a resource, you know, hey, how about.

349 "Todd Connaughty" (248281856)

00:52:22.770 --> 00:52:32.490

How about we hook you up with this therapist or or this agency and maybe you can do some work and exploration around that issue. Um.

350 "Todd Connaughty" (248281856)

00:52:32.490 --> 00:52:41.520

Today, more than ever, people just need someone that wants to listen to them and to validate their experience. So, I don't know if that answered the question.

351 "Todd Connaughty" (248281856)

00:52:41.520 --> 00:52:50.430

Yes, I think it's okay. I'll go ahead.

352 "Todd Connaughty" (248281856)

00:52:50.430 --> 00:52:56.910

No, you're okay. Okay. Oh, yeah. I just sometimes forget what the original question is.

353 "Jordan nielsen" (1753861120)

00:52:56.910 --> 00:53:08.670

So, no, you're good. You answered the question. Thank you. I am going to turn it over to Rhonda here. Who's going to give you some more information about our Thursday?

354 "Todd Connaughty" (248281856)

00:53:08.670 --> 00:53:17.010

Thank you. That was wonderful. Thank you so much.

355 "Wanda russell" (291615488)

00:53:17.010 --> 00:53:31.590

All of those answers have helped me to just feel more confident and just asking for pronouns and just being transparent if we don't have the right terminology. So thank you for that.

356 "Todd Connaughty" (248281856)

00:53:32.245 --> 00:53:44.875

Well, thank you, and I I know that was a lot of information and 1 power PowerPoint so I just everything always seems important to me. So it's a great reference for us. Thank you.

357 "Wanda russell" (291615488)

00:53:45.625 --> 00:53:51.505

And for everyone else, there's a 5 question survey on the side panel.

We kindly ask you.

358 "Wanda russell" (291615488)

00:53:51.590 --> 00:53:58.200

Take a few moments to fill this out and it helps us to keep our seminars relevant to, you.

359 "Wanda russell" (291615488)

00:53:58.200 --> 00:54:11.010

If you haven't already done, so feel free to listen to the replays of any of the past years seminars on our website, be sure to sign up to receive automatic email reminders for upcoming sessions.

360 "Wanda russell" (291615488)

00:54:11.010 --> 00:54:20.760

And make sure you mark your calendars for our June as you'd be awareness presentation That'll be on Wednesday, June, 21st at noon, Central time.

361 "Wanda russell" (291615488)

00:54:20.760 --> 00:54:26.610

roger's behavioral health will be presenting on and adolescence development.

362 "Wanda russell" (291615488)

00:54:26.610 --> 00:54:34.830

Want to thank everybody for joining us and have a great rest of your day. Thank you.

363 "Mack, Kari" (3233776128)

00:54:34.830 --> 00:54:46.440

Just 1, final question here, we have some people asking for what is the best email address to use if they are looking for some resources.

364 "Todd Connaughty" (248281856)

00:54:46.440 --> 00:54:53.670

I'm going to give you my email and then I can, uh, you know, send those out to the appropriate people to respond.

365 "Todd Connaughty" (248281856)

00:54:53.670 --> 00:54:58.230

So, it's my 1st name T. O. D.

366 "Todd Connaughty" (248281856)

00:54:58.230 --> 00:55:07.830

Dot my last name. C. O. N. N. A. U. G. H. T. Y.

367 "Todd Connaughty" (248281856)

00:55:07.830 --> 00:55:11.430

At U. H. S.

368 "Todd Connaughty" (248281856)  
00:55:11.430 --> 00:55:15.090  
I N. C. dot com.

369 "Mack, Kari" (3233776128)  
00:55:15.090 --> 00:55:18.240  
Okay, thank you so much for that.

370 "Todd Connaughty" (248281856)  
00:55:18.240 --> 00:55:23.850  
Yes, absolutely. Be happy to share. All right. Thank you.