

SGDLC Workshop Study Guide

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Sexual and Diversity Learning Community Workshop: **An Overview of a Product from the** **Sexual & Gender Diversity Learning Community Program**

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This guide introduces concepts from the Sexual and Gender Diversity Learning Community (SGDLC) workshop: a 7-hour training for mental health providers and administrators on LGBTQ+ affirming mental health care. The objective of this guide is to provide ways to improve mental health providers' and administrators' comfort, knowledge, and skill with LGBTQ+ affirmative mental health care.

Interrogate Your Stereotypes and Examine Your Comfort:

- Reflect inwards to identify personal judgments and stereotypes about sexual and gender diversity.
- Evaluate the origins and impacts of negative bias and attitudes toward sexual and gender minorities. Where does this come from? How does this affect your daily life and/or your work?
- Address your comfort and confidence with sexual orientation and gender identity by taking the time to review personal judgments, stereotypes, language, and knowledge, and how these can affect your day-to-day life.

Understand the Importance of Language:

- Learn sexuality and gender terms and concepts.
- Recognize the need to stay current with language that continues to evolve over time - providers and administrators work to keep their knowledge current and respectful.
- Learn to avoid microaggressions or repair relationships after misgendering people or using outdated or offensive language.

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Learn About LGBTQ+ Health

Disparities:

- Stay up to date about how systems of privilege undermine the mental health of LGBTQ+ persons.
- Consider how these systems work to create barriers to effective care.
- Examine how the lack of LGBTQ+ affirmative mental healthcare exacerbates LGBTQ+ health disparities.
- Examine the impact of societal discrimination, bias, and oppression on LGBTQ+ mental health.

Reduce Obstacles to Care:

- Conduct a comprehensive evaluation of your policies and procedures for taking the mental health of LGBTQ+ people into consideration in your own practices.
- Based upon areas of needed improvement, work to dismantle structural discrimination, bias, and oppression in your system of care.

Understand Intersectionality:

- Learn about the intersectionality framework for conceptualizing the impact of multiple forms of discrimination among LGBTQ+ people.
- Consider how LGBTQ+ people's overlapping identities contributes to the way they experience the world, themselves, and others.

Integrate Sexual Health into Behavioral Health Care:

- All humans have sexual rights, which are used in risk avoidance and in the pursuit of promoting health and pleasure.
- Learn an ethical framework for facilitating sexual health conversations.
- Learn how to honor client sexual rights, reduce sexual risks, and center sexual pleasure when providing behavioral health care.

Provide LGBTQ+ Affirmative Care and Facilitate Sexual Health

Conversations:

- Provide LGBTQ+ affirmative care using the following frameworks:
 - Multicultural and Social Justice Counseling Competencies
 - Transgender and Gender Nonconforming (TGNC)
 - Transdiagnostic Treatment Approach LGB Individuals

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