

# COMPETENCE WITH GAY, LESBIAN, BISEXUAL AND TRANSGENDER PERSONS

## × Terms

- + Sexual orientation: how individuals define their primary, enduring sexual activities, and emotionally intimate feelings
- + Gay: both men and women
- + Lesbian: only women
- + Bisexuality: a sexual and emotional enduring attraction to both sexes
- + Transgender: a person's gender roles and identity which may not be associated with one's biological sex

# DEMOGRAPHICS

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- + 9.7% (n= 29,818,770) live in same-sex households
- + Estimate- 10-15% of U.S. population may be gay or lesbian
- + Transgender persons- .25-1% of U.S. population (700,000-3 million)
- + Bisexuals (1-2% of U.S. population (3-6 million))

# CULTURAL COMPETENCE

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- + A broad understanding of culture to include race, ethnicity, gender, sexual orientation, and other dimensions of individual or group experiences
- + Contextualizing the identity and relational development of different racial/ethnocultural groups

# LIFE AND CULTURE

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- + Gay (lesbian and gay people united by a sexual orientation that deviates from the heterosexual norm)
- + Transgender (persons whose self, behavior or dress do not conform to 'normative' gender roles)
- + Bisexuals (individuals with physical sexual attraction or romantic/emotional connection to both sexes)

# HISTORICAL PERSPECTIVES AND CURRENT ISSUES

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- + Term, homosexuality, used in 1869 by Karl Maria Kertbeny
- + Perceived as a mental illness and or a sin; discrimination in some churches, hate crime, institutionalized homophobia
- + New York City Stonewall Riots (1969)
- + Same-sex marriage, domestic partnership, civil union, adoptions

# TERMS

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- + Term, transvestite, coined by Magnus Hirschfeld (1910)
- + Term, transgenderist, used by Virginia Price in the 1970s
- + Transsexuality and gender reassignment surgery
- + Bisexuals with own group: BiNet (the Bisexual Network of the USA)

# CURRENT SOCIETAL ISSUES FOR LGBT PEOPLE

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- + Religious intolerance
- + Societal discrimination
- + Denial of rights
- + Ethical dilemmas (e.g. the coming out process: feeling different, questioning and experimentation, tolerance, and acceptance)

# CULTURAL AWARENESS & KNOWLEDGE ACQUISITION

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Open to questioning, learning and feeling different

Understand the demographics of a group

Consult PFLAG for information

Use feminist, queer, and gender theories

# SKILL DEVELOPMENT

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- + Engagement (use terms e.g. partner, long term relationship; don't assume sexual or gender identity; set aside stereotypical thinking)
- + Assessment (don't assume all persons are heterosexual; allow client to reveal sexual and gender orientation)
- + Intervention (knowledge of resources for GLTB community, mobilize client strengths, group consciousness, and solutions for institutional discrimination)

# SOCIAL AND ECONOMIC JUSTICE

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- + Educate self and others about GLTB groups
- + Confront laws, policies, and procedures that discriminate against disenfranchised LGBTQ people