Supporting the Workforce on Providing Affirming Services to LGBTQ+ People

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This session is brought to you in partnership with the Center of Excellence on LGBTQ+ Behavioral Health Equity and the National Family Support Technical Assistance Center.

https://lgbtqequity.org/  https://www.nfstac.org/
UPCOMING LEARNING OPPORTUNITIES

Evidence & Interventions to Support & Affirm LGBTQ+ Children & Adolescents
Thursday, July 7, 2:30-4 p.m. ET

All About the I: Panel Discussion on Intersex Intersectionality
Tuesday, July 12, 1-2 p.m. ET

Register now at https://lgbtqequity.org/learn/
Ensure that there are nondiscrimination policies in place that protect LGBTQ+ people, including employees. Make sure these policies have information on how someone should respond if they witness or experience mistreatment.
Provide training to the workforce which explains important concepts related to serving LGBTQ+ populations and explains the guidance provided in the agency’s written policies.
Coaching

Provide coaching to your workforce which allows them to discuss concepts they learned in the training and get support if they are experiencing challenges implementing the guidance. For example, staff might need coaching support to help build confidence in asking about pronouns or intervening when they witness harassment.
Ask supervisors to conduct check-ins with staff during supervision. This allows natural space for coaching if there are challenges the staff is experiencing. Further, provide supervisors some guidance and space to process their own challenges and seek support.
Infuse Content

Provide frequent training on LGBTQ+ identities to help advance knowledge.

This includes adding scenarios with LGBTQ+ people in them into other trainings. For example, if your agency is offering a training on trauma informed care, ensure one of the scenarios includes someone who identifies as LGBTQ+. This ensures people will hear the information in more than one place and will be able to implement their learning in various contexts.
Equitable Standards

Apply standards of respectful treatment to all LGBTQ+ people, including your workforce.
FOLLOW UP AND NEXT STEPS

In our follow up email, within 3-5 business days, look for:

• A link to the recording of today’s presentation
• Today’s presentation slides
• Invitations to upcoming events
• Additional resources
• Ways to stay connected with us
• A letter of participation emailed to you

www.nfstac.org
Thank you for joining us!

Please complete the SAMHSA-required feedback survey you will be directed to when the webinar ends.
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Thank you for joining us!