

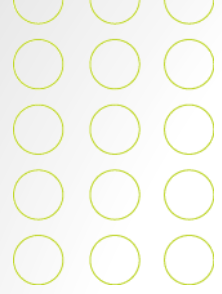


100% Employee-Owned Since 2017

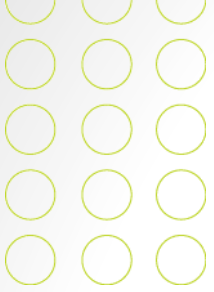
My *Voice*

My **Community**

My *Self*



- Understand common issues facing LGBTQ individuals with ID/DD
- Know various community resources available for LGBTQ Individuals with ID/DD
- Able to advocate for LGBTQ individuals with ID/DD to ensure that their concerns are heard, supported, and expressed safely.



- 2010 US Census - approximately 3.8 million Americans have a diagnosis of ID/DD
- *Medicaid Home and Community-Based Services Programs: 2013 Data Update* – over 634,000 individuals with ID/DD served by HCBS Waivers

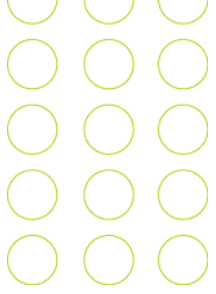


- Studies show anywhere from 4-12% of the population identify as LGBTQ.
  - 2011 Gates Study, Williams Institute – 3.8%
  - 2014 Pew Research – 4.6%
  - 2016 GLAAD/Harris Poll – 12%
- Estimated 152,000-456,000 LGBTQ individuals with ID/DD, with 25,000-76,000 receiving HCBS services



*The world is full of so many  
despondent people...  
longing to find their voice.*

*-Gbonju Akintola*

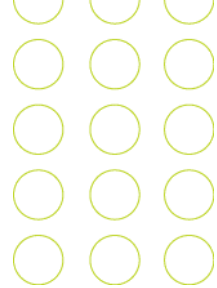


**Lesbian** - A woman who is attracted to other women

**Gay** - A person who is attracted to members of the same gender

**Bisexual** – A person attracted to more than one sex or gender

**Transgender** – A person whose gender identity is different from that assigned at birth

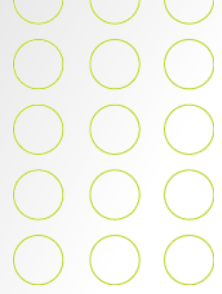


**Queer** - A person who is more fluid in their sexual orientation and/or their gender identity

**Coming Out** - The *process* in which a LGBTQ person shares their sexual orientation and/or gender identity with others

**Closeted** – An LGBTQ person who has not shared their sexual orientation or gender identity in some facet of their life

**Outing** - Exposing someone as LGBTQ without their permission



- Don't pressure them
- Reinforce your support
- Thank them
- Not a phase
- Ask questions
- Integrate into their plan of care
- Focus on individual, not the label





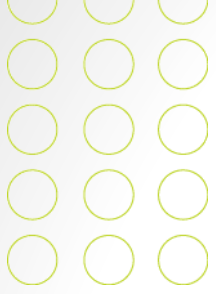


## Understand and discuss consequences

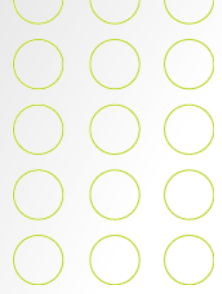
- Employment – 29 states
- Housing – 29 states
- Public Accommodations – 30 states
- Conversion Therapy – 35 states

More information at [hrc.org/state-maps](http://hrc.org/state-maps)





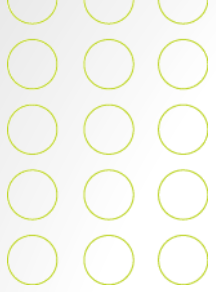
- Limited ability to interpret emotions and external cues
- Often sexuality is ignored
- Ask basic questions
- Use of images or picture boards
- Role Play and model situations
- Look for non-verbal cues
- Behaviors as communication



Direct Support Professionals are “afraid they will get in trouble with their agency.”

- Open and honest conversation
- Expect to make mistakes
- Be open to learning
- Follow HIPAA
- Safe Zone Training





## How can we help families and guardians?

- How to start the conversation
- Focus on the individual
- Discuss what LGBTQ means
- Reinforce preferred pronouns
- Address their concerns
- Discuss individual's rights
- Offer resources



*The need for connection and  
community is primal,  
as fundamental as the need for  
air, water, and food.*

–Dean Ornish



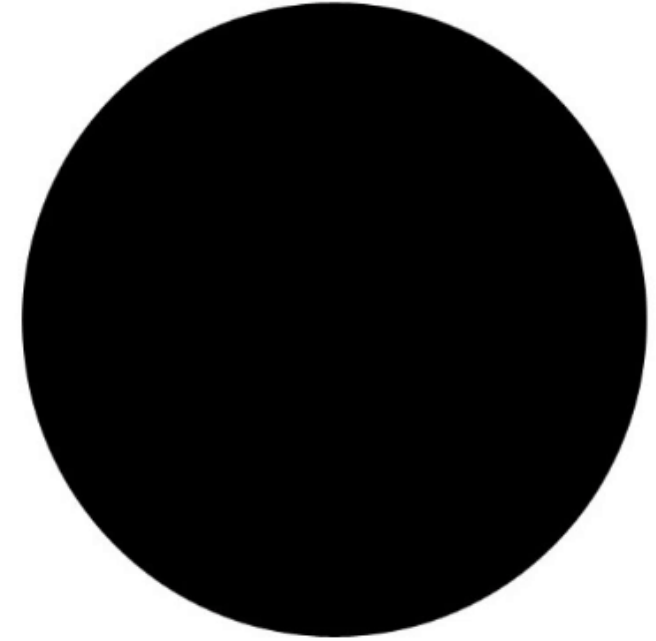
- 1 in 3 individuals with ID/DD experience mental illness
- LGBTQ 3 times more likely to experience mental illness

Social stigma  
and prejudice



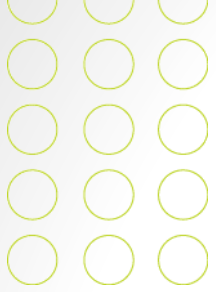
Lack of support  
or community

Accessibility and communication



- Know their surroundings
- Understand bigotry
- Educate the individual
- Offer education to others
- Disassociate with those that are not supportive
- Encourage discussion on situations and feelings





- Pride Events and other LGBTQ friendly places
- Internet

Search for local LGBTQ support groups and alliances



- Help start a local support group
- Facebook

Queerability

LGBTs Allied

Disabled LGBTQ+ Community





- Open and Affirming Churches

  - United Church of Christ

  - Alliance of Baptists

  - Evangelical Lutheran Church in America

- Gay Sports

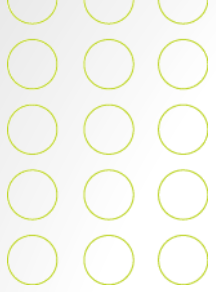
  - Varsity Gay League

  - North American Gay Amateur Athletic Alliance (NAGAAA)

- Meetup

  - Movies/Dinner

  - Outdoor Activities

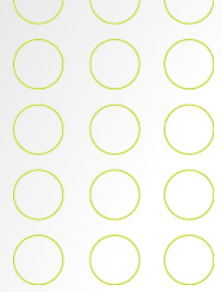


- Human Rights Campaign - [www.hrc.org](http://www.hrc.org)  
The largest national LGBTQ civil rights organization
- GLAAD – [www.glaad.org](http://www.glaad.org)  
Media and resource organization
- PFLAG – [www.pflag.org](http://www.pflag.org)  
Parents, Families, and Friends of Lesbians and Gays
- Lambda Legal – [www.lambdalegal.org](http://www.lambdalegal.org)  
National legal organization



*If you can't love yourself,  
how in the hell you gonna love  
somebody else?*

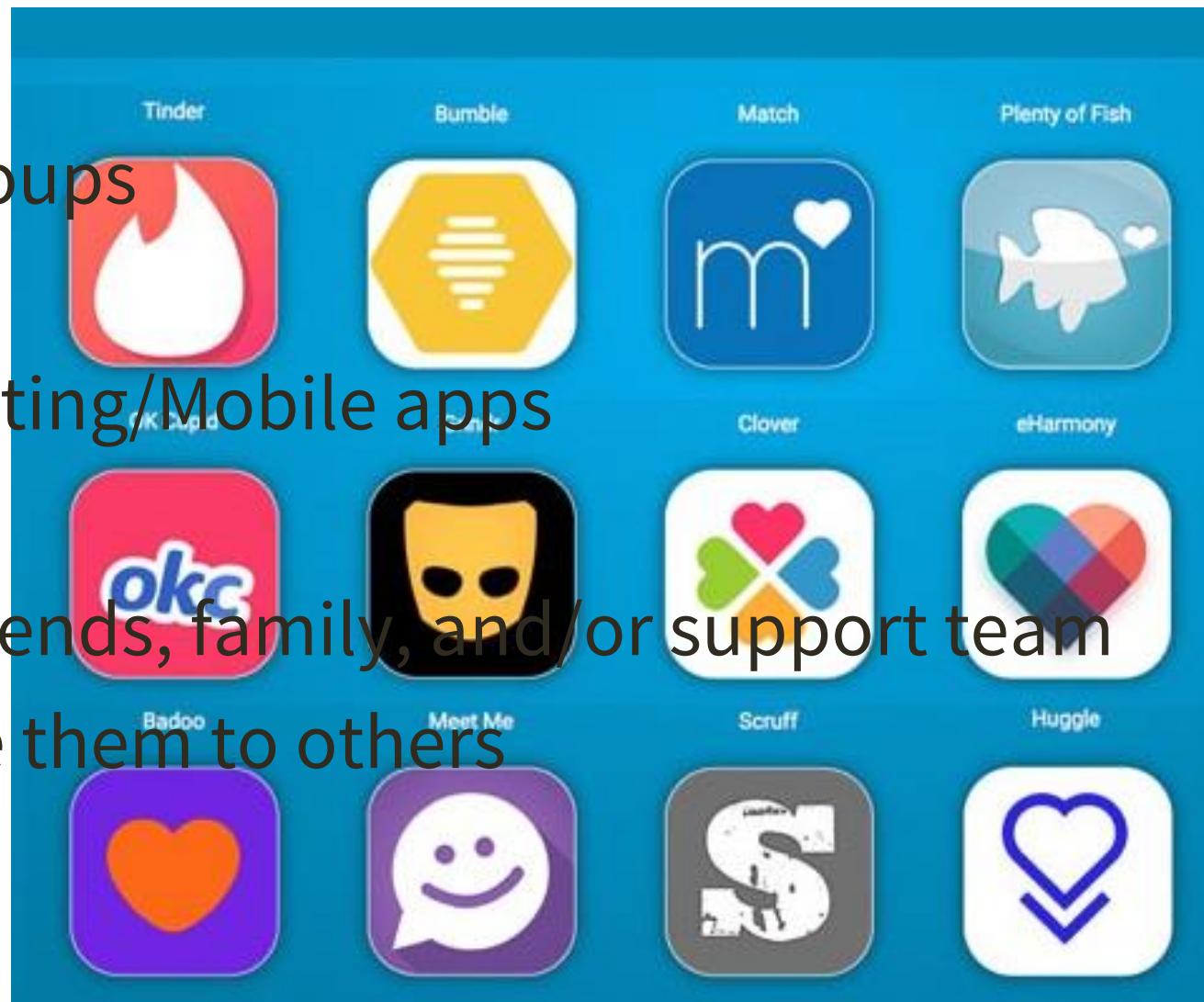
- RuPaul

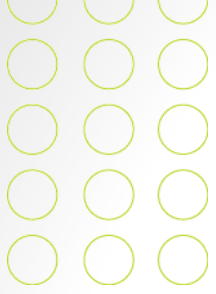


- ID/DD experience sexual abuse two to three times as often
- LGBTQ twice as likely to experience sexual violence
- LGBTQ individual's with ID/DD have the same desire to meet people and have relationships.
- Loneliness, insecurity, lack of education leaves them vulnerable to abusive relationships



- Friends
- Social Groups
- Work
- Online dating/Mobile apps
- Talk to friends, family, and/or support team
- Introduce them to others



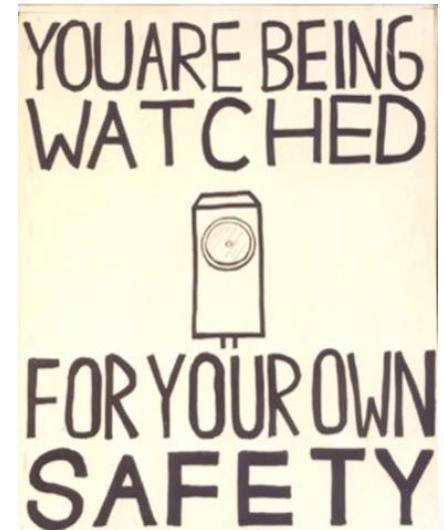


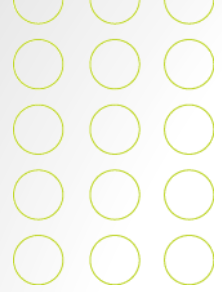
- Meet in public/stay in public
- Don't share private information
- Friendship vs dating
- Respecting personal space
- Never do anything or answer any request which makes you feel uncomfortable
- Look and listen for Red Flags



“Whenever I go over there, staff goes with me...I wish I could be alone with him. But there’s rules, and I have to follow them”

- Arrange transportation and meeting places
- Listen to their wants
- Discuss boundaries
- Set aside time to be alone

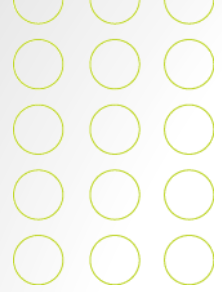




“We don't think of them as sexual beings. We don't think of them as having sexual needs or desires. Often they're thought of as children, even when they're 50 years old”

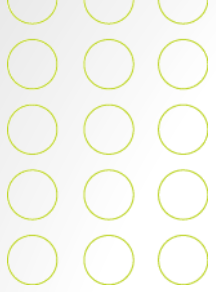
- Talk about sex
- Respect privacy
- Ensure privacy
- Discuss future expectations





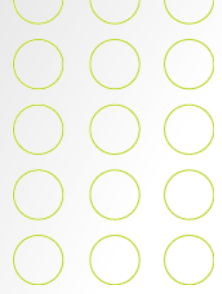
- ID/DD have higher rate of contracting STI/STD
- MSM have a higher rate of contracting STI/STD
- Education
  - Chlamydia, Gonorrhea, HPV, Herpes, HIV
- Safe sex practices
  - Condoms and PrEP
- Right to privacy
- Disclosure





# Role of the Case Manager is vital

Know issues facing LGBTQ Individuals with ID/DD  
Help them find their voice and express who they are  
Encourage them to find a community of their own  
Assist them to live their life to have a full self  
Educate them so they make safe decisions



*I am always comforted by realizing  
that there are still so many helpers –  
so many caring people in this world.*

- Fred Rogers

# ***My Voice, My Community, My Self***

## **Resources for LGBTQ individuals with ID/DD**

**Safe Zone Project** - <https://thesafezoneproject.com>

**Helping Families Support Their Lesbian, Gay, Bisexual, and Transgender (LGBT) Children**  
[https://nccc.georgetown.edu/documents/LGBT\\_Brief.pdf](https://nccc.georgetown.edu/documents/LGBT_Brief.pdf)

**Human Rights Campaign** - [www.hrc.org](http://www.hrc.org)

**GLAAD** – [www.glaad.org](http://www.glaad.org)

**PFLAG** – [www.pflag.org](http://www.pflag.org)

**Lambda Legal** – [www.lambdalegal.org](http://www.lambdalegal.org)

**American Civil Liberties Union** – [www.aclu.org](http://www.aclu.org)

**Find an Affirming Church** - [https://www.gaychurch.org/find\\_a\\_church/](https://www.gaychurch.org/find_a_church/)

**United Church of Christ** - [www.ucc.org/](http://www.ucc.org/)

**Alliance of Baptists** - <https://www.allianceofbaptists.org/>

**Evangelical Lutheran Church in America** - <https://www.elca.org/>

**Varsity Gay League** - <https://www.varsitygayleague.com/>

**North American Gay Amateur Athletic Alliance (NAGAAA)** - [www.nagaaasoftball.org/](http://www.nagaaasoftball.org/)

**Meetup:** Find Meetups so you can do more of what matters to you. Or create your own group and meet people near you who share your interests. – [www.meetup.com](http://www.meetup.com)

**Sexuality and Disability: A Guide for Parents**

[http://supporteddecisionmaking.org/sites/default/files/sexuality\\_developmental\\_disability\\_parent\\_guide\\_0.pdf](http://supporteddecisionmaking.org/sites/default/files/sexuality_developmental_disability_parent_guide_0.pdf)

**Teaching Children with Down Syndrome about Their Bodies, Boundaries, and Sexuality**  
Book by Terri Couwenhoven