

Equitable Healthcare for LGBTQ+ Populations

Tuesday, June 21, 2022 | 4:30pm-6pm



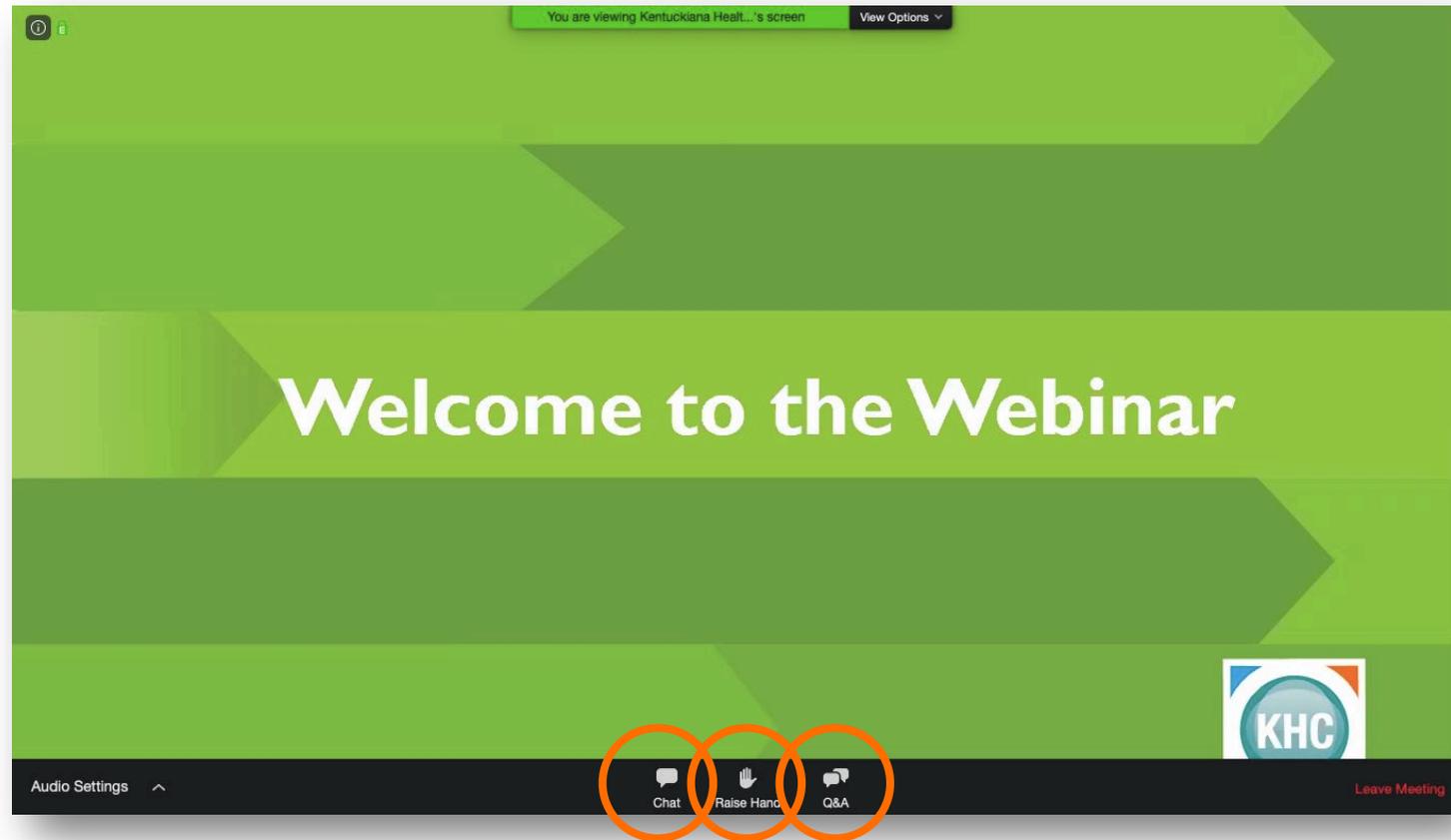
Welcome and Logistics

Natalie Middaugh

Director, Programs and Health Strategies
Kentuckiana Health Collaborative

LOGISTICS

Select "Q&A" that sets a question and ask it to the host or speaker.



LOGISTICS

Access event materials at

<https://khcollaborative.org/event/equitable-healthcare-for-lgbtq-populations/>



SOCIAL MEDIA

Twitter: @KHCollaborative

LinkedIn: [www.linkedin.com/company/
Kentuckiana-Health-Collaborative](http://www.linkedin.com/company/Kentuckiana-Health-Collaborative)

Facebook: [www.facebook.com/Kentuckiana
HealthCollaborative](http://www.facebook.com/KentuckianaHealthCollaborative)

#KHC



THANK YOU TO OUR SPONSOR





Moderator

Ugonna Okorie

*Master of Science in Public
Health Policy Student
Johns Hopkins University*



Alex Riedinger

*Director, Specialty Accounts &
Business Development and
Pride Co-Leader
GE Appliances, a Haier
company*



Marcie Timmerman

*Executive Director
Mental Health America of
Kentucky*



Aaron Youngblood

*Communities – Enterprise EVP
Included Health*

CORPORATE EQUALITY

Human Rights Campaign (HRC)

- The HRC works to create a world where LGBTQ+ people are embraced as full members of society at home, at work, and in every community.

HRC Corporate Equality Index (CEI)

- The CEI is the national benchmarking tool on corporate policies and practices pertinent to LGBTQ+ employees.

Relevance to GEA

- Since 2018, GEA has been named a Best Place to Work for LGBTQ+ Equality by achieving a CEI score of 100.



HUMAN
RIGHTS
CAMPAIGN®



GE APPLIANCES
a Haier company

Sources:
<http://www.hrc.org/hrc-story/about-us>

GEA's 2022 CEI Rating

1. Workforce Protections (30 points possible)

- a) Non-discrimination policy includes sexual orientation 15
- b) Non-discrimination policy includes gender identity & expression 15

2. Inclusive Benefits (30 points possible)

- a) Parity between same & different-sex spousal benefits 10
- b) Parity between same & different-sex partner benefits 10
- c) Transgender-inclusive health care coverage with no broad exclusions 10

3. Supporting an Inclusive Culture & Corporate Social Responsibility (40 points possible)

- a) Demonstrate at least 3 LGBTQ+ internal best practices 10
- b) LGBTQ+ Employee Resource Group –OR– Diversity Council with LGBTQ+ focus 10
- c) At least 3 distinct efforts of outreach or external engagement with the LGBTQ+ community 15
- d) Corporate Social Responsibility 5

TOTAL SCORE

100

2023 CEI Criteria

NEW CRITERIA WORTH 40 POINTS!

1. Workforce Protections *(5 points possible)*

2. Inclusive Family Benefits *(50 points possible)*

- + Parity between same & different-sex spousal and domestic partner family formation benefits **10**
- + At least 5 additional essential services and treatments for transgender medical coverage **10**
- + LGBTQ+ Benefits Guide **5**

3. Supporting an Inclusive Culture *(25 points possible)*

- + 4 LGBTQ+ internal training and accountability efforts (was: 3) **5**
- + 1 LGBTQ+ data collection effort (i.e. self-ID) **5**
- + Transgender-inclusive best practices (i.e. gender transition toolkit) **5**

4. Corporate Social Responsibility *(20 points possible)*



Introduction: Marcie Timmerman, MHA (she/her)



Executive Director, MHA Kentucky since April 2017

Masters of Health Administration, College of Public Health at University of Kentucky

Bachelors in English from The Ohio State University

Mom to Will, age 8, and wife to David

cisgender, heterosexual, ally

Lexingtonian for 15+ years

Who Are We?



Email:

mhaky@mhaky.org

Phone and Text:

859-684-7778

Established in 1951 as a 501(c)3

Education: Webinars, Podcast, and Website. Teaching on Mental Health First Aid, QPR, Self-Care, Boundary Setting, Grief, Trauma-Informed Care, Trauma-Informed Workplaces & more.

Advocacy in 2022: Fund988KY, Ban Conversion Therapy, Bill Tracking, and more. Advocates who set up the conditions for the first Department of Mental Health in the USA to be established

Research: Reviewing latest research & getting the latest information to patients & families in the commonwealth



#B4Stage4 Philosophy

Stage 1: Mild Symptoms and Warning Signs

Stage 2: Symptoms Increase in Frequency and Severity.
Symptoms interfere with life activities and roles.

Stage 3: Symptoms worsen with relapsing and recurring episodes accompanied by serious disruption in daily activities and roles.

Stage 4: Symptoms are persistent, severe, and have jeopardized one's life.

“The Alphabet Mafia” Briefly Explained

- Lesbian
- Gay
- Bisexual
- Transexual
- Queer
- Questioning
- Intersex
- Asexual
- Aromantic
- Non-Binary
- Pansexual
- More Helpful Words/Terms: <https://studentaffairs.jhu.edu/lgbtq/education/glossary/>
- SOGI Explanation <https://www.youtube.com/watch?v=-CrjaFBF5dY>
- “Gender Affirming Care” Defined: <https://www.aamc.org/news-insights/what-gender-affirming-care-your-questions-answered#:~:text=Gender%2Daffirming%20care%2C%20as%20defined,they%20were%20assigned%20at%20birth.>

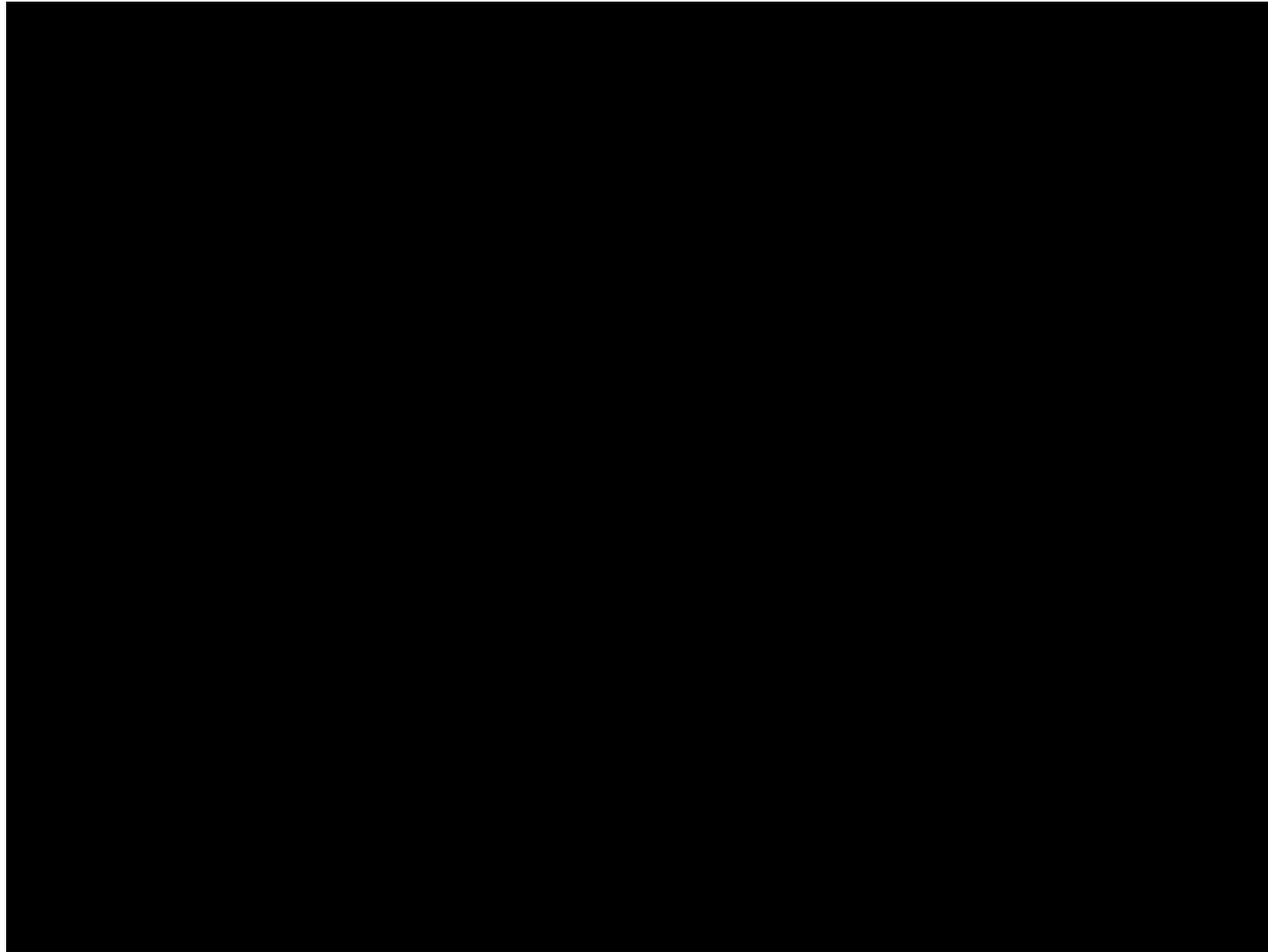




**JUNE IS LGBTQ+
PRIDE MONTH**

Fast Facts about LGBTQ+ and Mental Health Efforts

- LGBTQ+ people are twice as likely as non-LGBTQ+ people to have a mental health condition and continue to show disparities in mental health, even though [they are more likely to use mental health services](#).
- People who identify as LGBTQ+ have more frequent suicidal thoughts, and rates are continuing to rise. Fifty-six percent of LGBTQ+ individuals who took an MHA depression screen in 2021 reported having suicidal thoughts more than half or nearly every day of the previous two weeks - nearly 7% higher than the reported rate in 2019. (MHA Screening)
- The [Trevor Project](#) reports that 73% percent of LGBTQ+ youth report experiencing symptoms of anxiety, 58% report symptoms of depression, and 45% report having seriously considered attempting suicide in the past year.
- According to the [U.S. Transgender Survey](#), 40% of transgender adults have attempted suicide during their lifetime, compared to less than 5% of the general U.S. population.



New! To Our Collection Of LGBTQ+ Resources This June

COMING OUT IN
ADULthood: IMPOSTER
SYNDROME

COMING OUT IN
ADULthood: TELLING
YOUR STRAIGHT PARTNER

EXTERNAL RESOURCES:
LGBTQ+ MENTAL HEALTH

ASEXUALITY & MENTAL
HEALTH

BISEXUALITY & MENTAL
HEALTH

VISIT THE LGBTQ+ MENTAL
HEALTH HUB

Upcoming Events

WEBINAR: SUPPORTING
LGBTQ+ YOUTH IN OUR
COMMUNITIES

WEBINAR: GENDER
IDENTITY WITH LISA
RAZZANO - DETAILS
COMING SOON!

INSTAGRAM LIVE WITH
@JAMESISSMILING - 6/16
AT 1 P.M. ET

<https://mhanational.org/lgbtq/pride>

Our Advocacy Around LGBTQ+ Health Equity

- 9-8-8 funding and establishing competent care, including SOGI training in CMHC call centers, at DBHDID, in the Cabinet for Health & Family Services, etc.
- Creating a Statewide Warmline (currently in process) with competent call-takers and hopefully members of the community as volunteers for this
- ThriveKY coalition efforts to rebuild and protect our social safety net: housing, food, clothing, health coverage are important!
- Protect LGBTQ+ rights and visibility in the Commonwealth by partnering with Fairness Kentucky, Ban Conversion Therapy Kentucky, and other groups. Specifically rights to affirming health care, access to providers, and equal basic human rights.
- Creating truly safe spaces for LGBTQ+ community members of all ages to receive information and support for their mental health needs in traditional & nontraditional ways.
- SOGI Trainings for mental health professionals, advocates, and supportive members of the public on



<http://banconversiontherapyky.org/>

Mental Health

And The LGBTQ+ Community

According to studies by the UCLA Williams Institute, more than 700,000 LGBTQ people have been subjected to the horrors of conversion therapy,

What is conversion therapy?

Conversion therapy is any of several dangerous and discredited practices aimed at changing an individual's sexual orientation or gender identity. Conversion therapy which is also sometimes referred to as Reparative Therapy, Ex-Gay Therapy, Sexual Orientation Change Efforts (SOCE), or Torture,

SOURCE

<http://banconversiontherapyky.org/about-conversion-therapy/>



MHIA
Mental Health America
of Kentucky

MHIA
Mental Health America
of Kentucky

Mental Health

And The LGBTQ+ Community

**42% of Youth Who Experienced Conversion
Torture Report Suicide Attempts**

SOURCE

The Trevor Project National Survey on LGBTQ Youth Mental Health 2019



MHIA
Mental Health America
of Kentucky

MHIA
Mental Health America
of Kentucky



IMPROVING CARE FOR LGBTQ+ COMMUNITIES

The Center of Excellence on LGBTQ+ Behavioral Health Equity provides behavioral health practitioners with vital information on supporting the population of people identifying as lesbian, gay, bisexual, transgender, queer, questioning, intersex, two-spirit, and other diverse sexual orientations, gender identities and expressions.

Through training, coaching, and technical assistance we are implementing change strategies

Self-Paced E-Learning Modules: <https://lgbtqequity.org/learning-modules/>

Reducing the Risk of Suicide in the LGBTQ+ Community

There are many ways to lower someone's risk of suicide, such as having:

- Easy access to effective, culturally competent care
- Support from medical and mental health care professionals
- Coping, problem solving and conflict resolution skills
- Restricted access to highly lethal means of suicide (e.g. firearms)
- Strong connections to family members
- Connectedness to safe schools
- Academic, artistic, athletic achievements
- Nonviolent problem solving and conflict resolution
- Family acceptance for their sexual orientation and/or gender identity
- A feeling of safety, support and connectivity at school through peer groups like Gay-Straight Alliances
- Positive connections with friends who are similar interests
- Cultural and religious beliefs that discourage suicide
- Positive role models and self esteem

Resourced from The Trevor Project

NATIONAL
SUICIDE
PREVENTION
LIFELINE™

I-800-273-TALK
www.suicidepreventionlifeline.org



www.mhaky.org/get-help

CRISIS TEXT LINE |

Text HELLO to 741741
Free, 24/7, Confidential

GET HELP 24/7:



TrevorText
Text START to 678678



TrevorChat
TrevorChat.org



TrevorLifeline
866.488.7386

THE TREVOR PROJECT
Saving Young LGBTQ Lives

Contact Information:

Marcie Timmerman
(859) 684-7778 Phone or Text
www.mhaky.org
mtimmerman@mhaky.org

@MhaKentucky



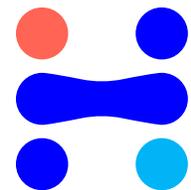
@mhaofky

Mental Health America of Kentucky



 Grand Rounds +  on demand

are now

 **Included**
HEALTH



The LGBTQ+ healthcare experience



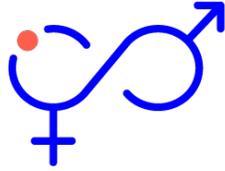
Provider fit

45%

difficulty finding a
PCP

60%

difficulty finding a
Mental Health
Provider



Trust

35%

postpone or avoid
care due to negative
experiences



Health risks

43%

diagnosed
with anxiety
and depression



Cost

50–75%

greater emergency
department use



Communities offerings

Concierge advocacy and guidance across four opportunity areas

Increase trust in healthcare

Providing support from **dedicated, highly-specialized care coordinators** who are representative of the communities they serve.

Connect to affirming providers

Connecting members to **vett ed in-network providers across all 50 states** who are affirming, clinically competent, and match member preferences.

Navigate to the right benefits

Ensuring members receive **whole-person care focused on LGBTQ+ and Black health needs**, all within your benefits ecosystem and public resources.

Advocate for and educate members

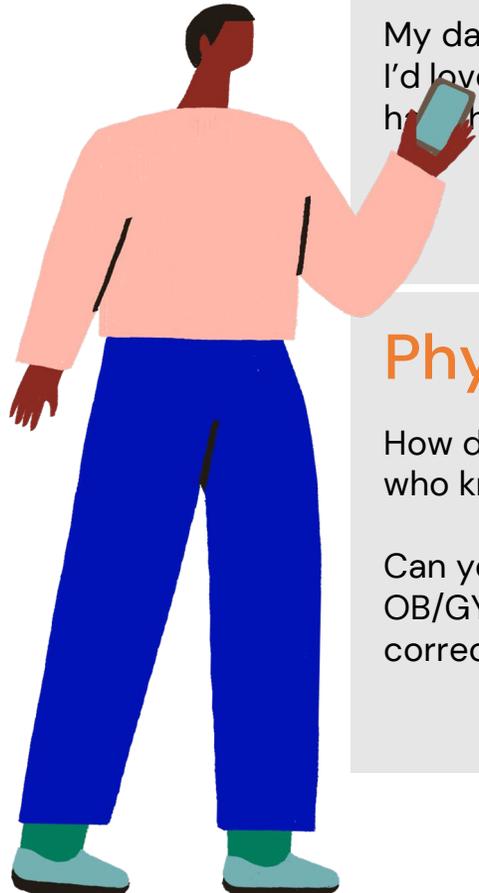
Assisting with family and community questions; **educating** members on workplace policies, coverage, and healthcare topics; and **advocating** for members.





Whole-person care focused on LGBTQ+ needs

Working within the vendor ecosystem to ensure members feel safe, understood, and supported



Community support

My daughter just told me she's gay. I'd love to talk to other parents who have had similar experiences.

Mental wellbeing

I would like to find an LGBTQ+ knowledgeable therapist.

Benefits navigation

I'm planning for upcoming care, can you tell me if that's covered by my plan?

Physical health

How do I get PrEP or find a provider who knows about it?

Can you connect me with an OB/GYN who will use my correct pronouns?

Gender affirming care

I am transgender and want to have gender affirming surgery. Can you help me with my insurance and finding surgeons?

Family Building

I am looking for an OB/GYN and / or a Fertility Specialist who is friendly to the community.



Closing

Jenny Goins

President and CEO
Kentuckiana Health Collaborative

UPCOMING KHC EVENTS

REMOVING BARRIERS TO CARE WITH COMMUNITY HEALTH WORKERS

A KHC Community Health Forum
September 13, 2022 | 8:00am ET



Registration now open on the KHC website

UPCOMING KHC EVENTS

RAND 4.0 Report: What the Hospital Price Transparency Study Reveals About Kentucky and Southern Indiana

July 26 @ 12:00 pm – 1:00 pm

Registration now open on the KHC website



Equitable Healthcare for LGBTQ+ Populations

Thank you for attending!