



Welcome!

Please put your name, pronouns, practice name, and role in the chat.

You can ask questions via the chat we will monitor it as we go along. We will also pause for questions periodically.

These slides and the recording will be made available on the [Practice Innovation Program website](https://medschool.cuanschutz.edu/practice-innovation-program/current-initiatives/1302-behavioral-health-integration/for-practices).

<https://medschool.cuanschutz.edu/practice-innovation-program/current-initiatives/1302-behavioral-health-integration/for-practices>



AGENDA

- **Upcoming Events - Kathy**
- **LGBTQIA+ 101 for Behavioral Health**

*Alex Floyd (they/them), LCSW
Health Equity Director
One Colorado*



Events on the Horizon

Thursday, March 20, 2025, 12:00 – 12:45

Developing Financial Sustainability for Integrated Behavioral Health Practices Part 2

Dr. Lesley Manson, PsyD, Arizona State University Pam Ballou-Nelson

Monday, April 21, 2025

Spring Collaborative Learning Session ***Keynote speaker – Attorney General Phil Weiser***

Register Now!

2025 Collaborative Learning Session



<https://tinyurl.com/4zu7sa3e>

All Practices and Practice Transformation Organizations participating in the I302 Behavioral Health Integration Project are invited to register and attend.



Keynote Speaker:
Colorado Attorney General, Phil Weiser

 Practice Innovation Program
UNIVERSITY OF COLORADO
ANSCHUTZ MEDICAL CAMPUS



Monday April 21, 2025

Registration opens at 8:00am

Anschutz Medical Campus, Health Sciences Building



Department of
Family Medicine

Scan to complete evaluation



https://practiceinnovationco.co1.qualtrics.com/jfe/form/SV_03dbfdqlRoG5gsS





Practice Innovation Program
UNIVERSITY OF COLORADO
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Project funded by the Colorado
Department of Healthcare Policy
and Finance per House-Bill 22-1302
Healthcare Practice Transformation



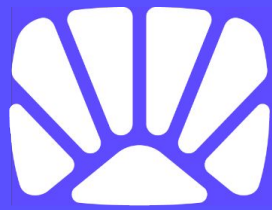
COLORADO
Department of Health Care
Policy & Financing

LGBTQIA+ 101 for Behavioral Health

*Alex Floyd (they/them), LCSW
Health Equity Director
One Colorado
March 5, 2025*



Department of
Family Medicine



One Colorado

LGBTQIA+ 101 for Behavioral Health

Alex Floyd (they/them)
LCSW Health Equity Director
March, 2025

Who is One Colorado?



One Colorado is the state's leading advocacy organization dedicated to **advancing equality** for lesbian, gay, bisexual, transgender, and queer (LGBTQIA+) Coloradans and their families.



Hello!



Agenda

- LGBTQIA+ 101 Crash Course
- Health Disparities
- Systems Minority Stress Framework
 - Public Policy and Community
 - Organizational
 - Interpersonal



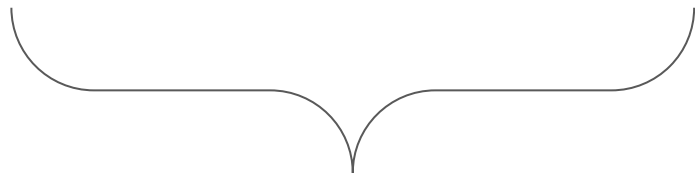
Group Agreements

- Together we know a lot, alone we don't know it all
- Feedback is a gift
- Be kind and respectful
- Uphold what is confidential
- Nobody's perfect



Language and Terminology

Lesbian **G**ay **B**isexual



Sexuality: who you are attracted to

Transgender



Gender: who you are

Queer



Language and Terminology



ntersex

Sex: umbrella term for unique variations in reproductive or sex anatomy



sexual

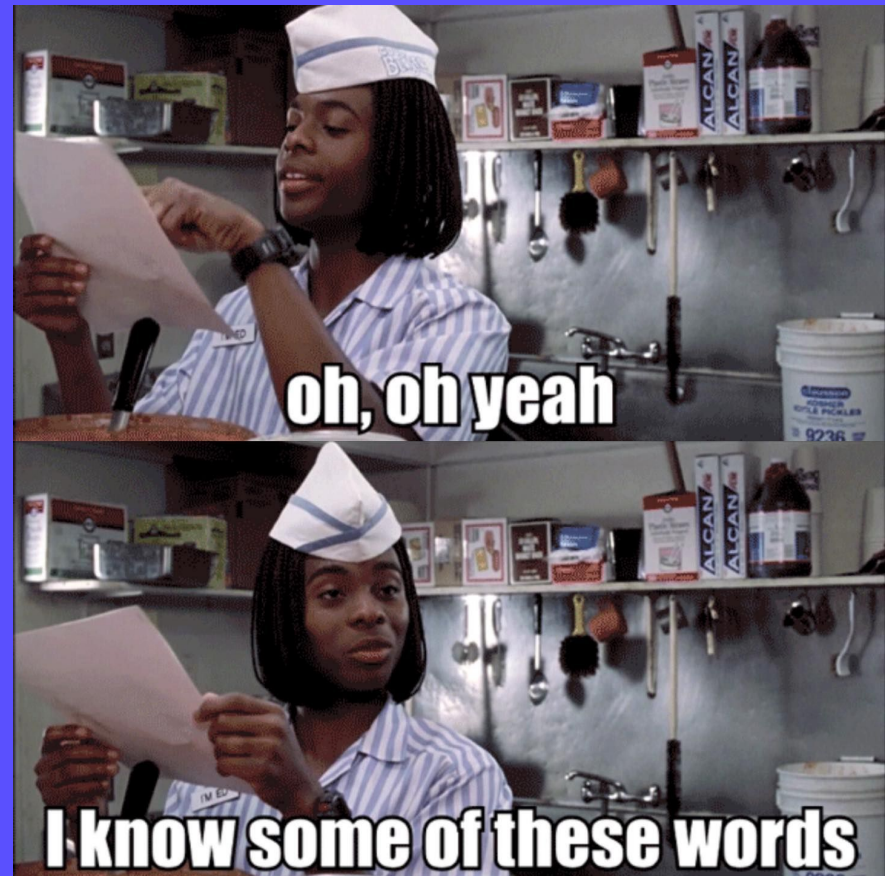
Sexuality: who you are (or not) attracted to and how you are attracted to someone

+ (A Few) Terms

- Agender
- Aromantic (Arrow)
- Bisexual (Bi)
- Cisgender (Cis)
- Demisexual (Demi)
- Genderfluid
- Nonbinary
- Pansexual (Pan)
- Questioning
- they/them/theirs
- Two-Spirit
- Genderqueer



Questions?

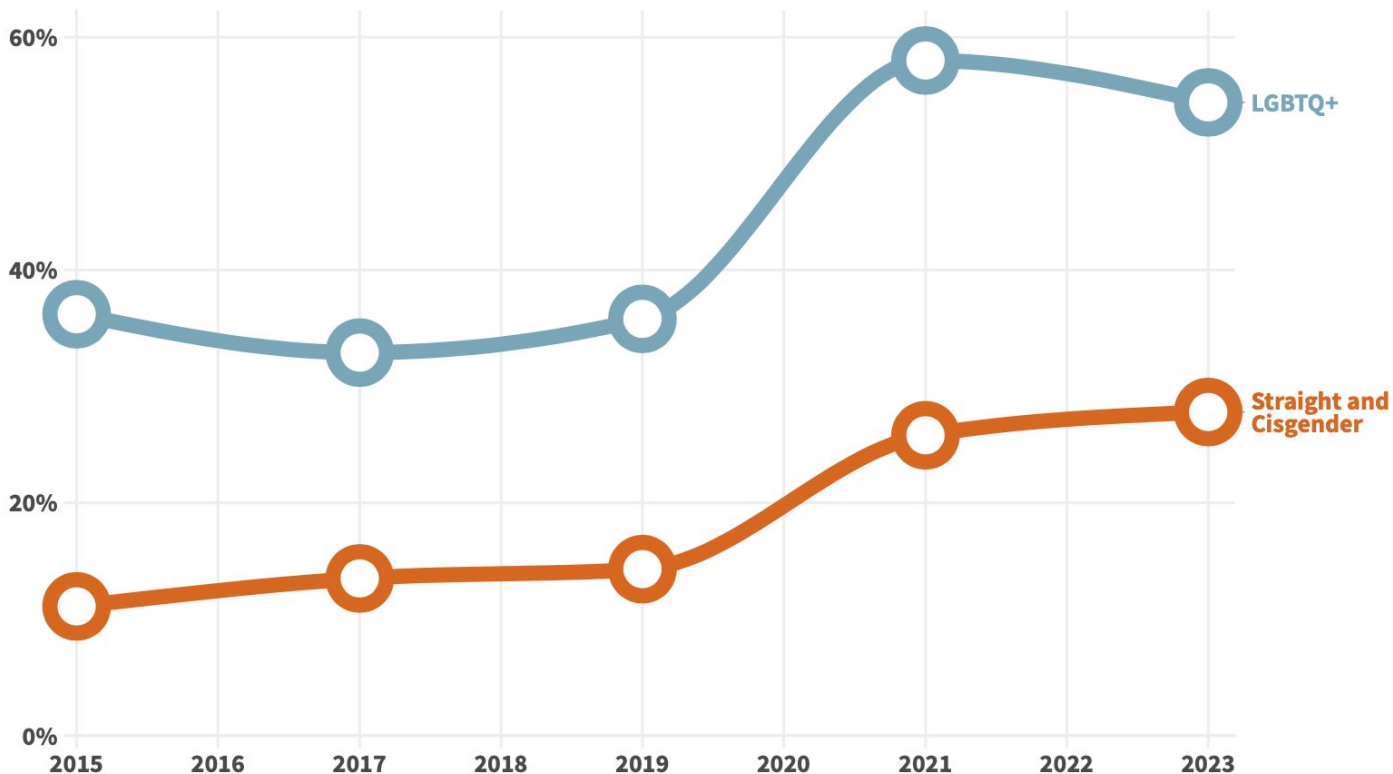


Mental Health and the LGBTQIA+ Community

- The National Alliance on Mental Health (NAMI) reports that LGB adults are more than twice as likely to experience a mental health condition, compared to heterosexual adults and transgender individuals are nearly 4x as likely
- More than half of Colorado's LGBTQ+ adults were in poor mental health in 2023, according to the Colorado Health Access Survey

Rate of Poor Mental Health Is Twice as High in LGBTQ+ Community

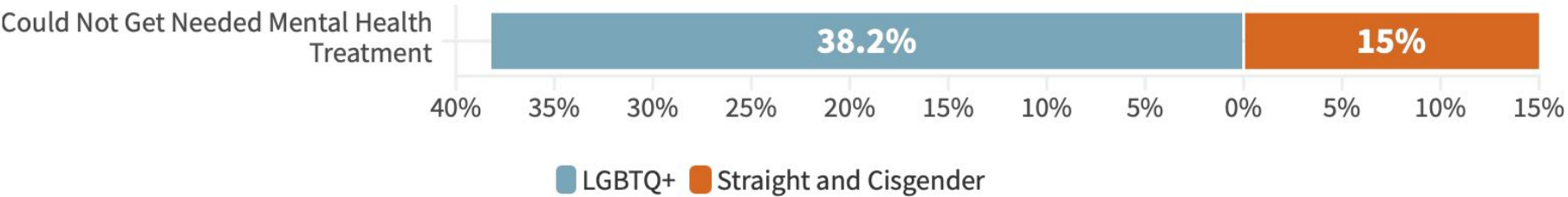
Topics: Coloradans who reported eight or more days of poor mental health in the past month. **Population:** Colorado adults, by sexual orientation and gender identity. **Years:** 2015 to 2023.



Source: Colorado Health Access Survey

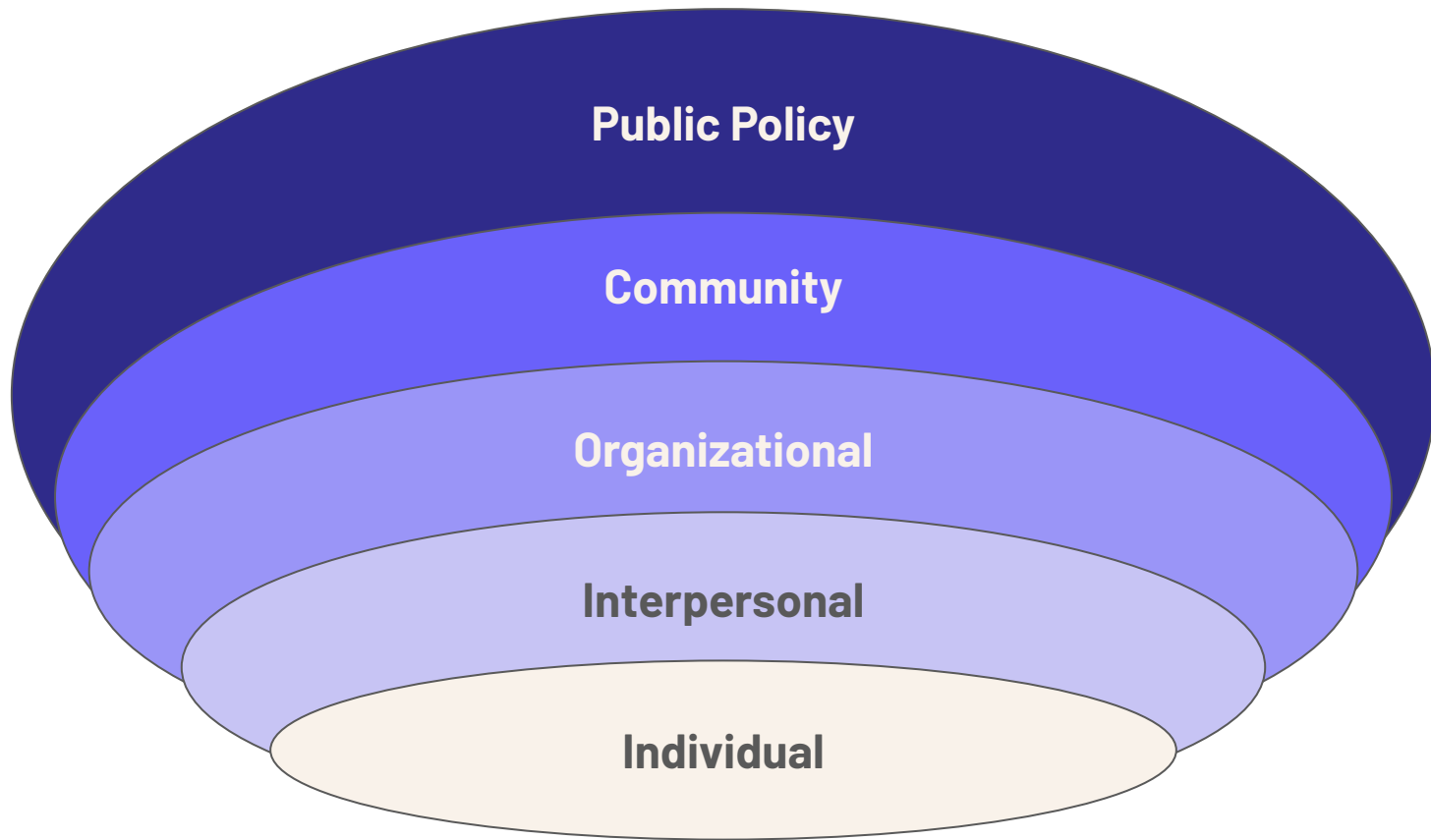
LGBTQ+ Adults Had a Harder Time Finding Mental Health Care

Topic: Coloradans who did not get mental health care they needed in the past year. **Population:** Colorado adults, by sexual orientation and gender identity. **Year:** 2023.



Source: Colorado Health Access Survey

What factors do you
think contribute to these
disparities?



Source: University of Minnesota: The Gender Policy Report

Public Policy and Community

The overwhelming majority (90%) of LGBTQIA+ young people said their well-being was negatively impacted due to recent politics. Over half (53%) said their well-being was negatively impacted by politics a lot

In 2023 over 80% of Coloradans surveyed
said the News of anti-LGBTQ+ legislation
this past year has negatively impacted
their stress/mental health

Nearly half (45%) of transgender and nonbinary youth reported that they or their family have considered moving to a different state due to anti-LGBTQIA+ politics and laws

Political Stress

- I regularly see my gender identity and/or sexuality negatively spoken about on the news.
- There has been legislation proposed this year that has threatened my right to healthcare, bodily autonomy, and/or access to public spaces.
- News of anti-LGBTQ+ legislation this past year has negatively impacted my stress/mental health
- I feel just as safe as I always have engaging with my community in public spaces
- The increase in anti-trans/anti-LGBTQ+ legislation or The increase in anti-trans rhetoric nationally and locally has made me question if I am still safe to live in my community/state/country

Colorado has more protections for LGBTQIA + people than any other state

Identity Documents For Transgender Persons

Representative Esgar

HB19-1039

Affirm Parentage Adoption In Assisted Reproduction

Representative Tipper

HB22-1153

Non-Legal Name Change Policy

Representatives Vigil & Titone

HB24-1039

HB19-1129

Prohibit Conversion Therapy for A Minor

Representative Michaelson Jenet

SB23-188

Protections for Accessing Reproductive Health Care

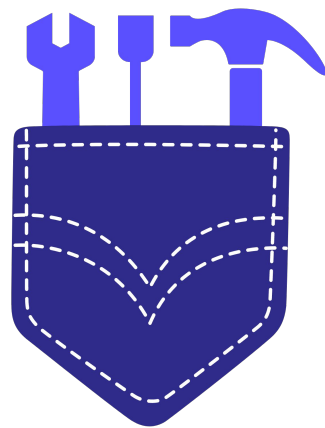
Senators Gonzalez & Jaquez Lewis



ONEC

Advocating

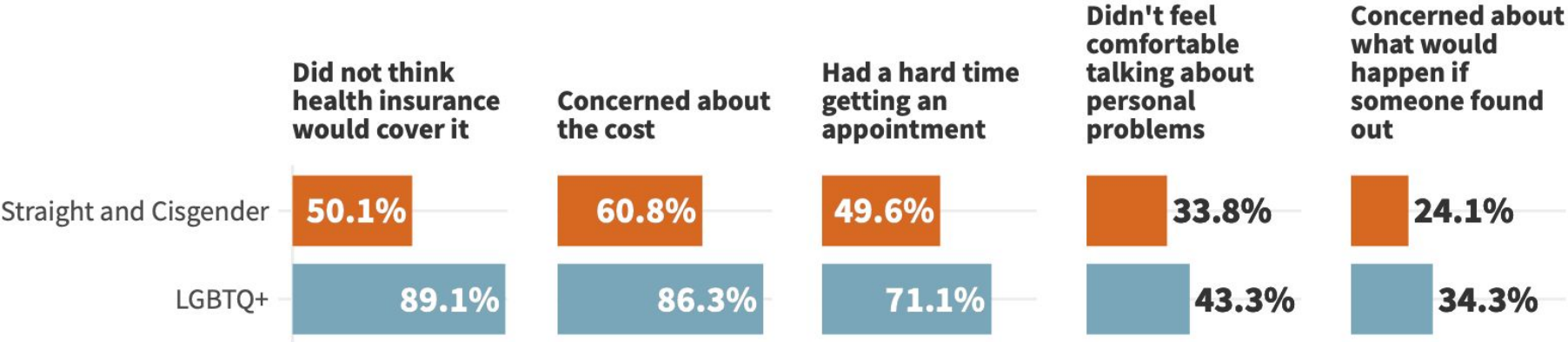
- ❑ Staying informed on state and federal policy
- ❑ Voting
- ❑ Testifying
- ❑ Advocating for organizational change
- ❑ Supporting clients in their own self advocacy



Organizational

LGBTQ+ Barriers to Mental Health Care Are Higher for All Reasons

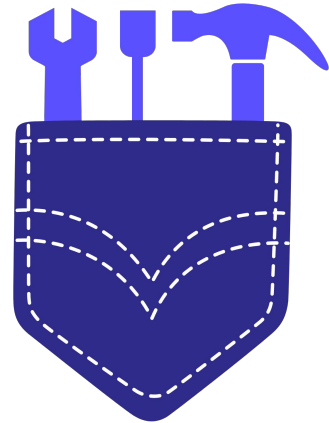
Topic: Reasons for not getting needed mental health treatment. **Population:** Colorado adults, by sexual orientation and gender identity. **Year:** 2023.



Source: Colorado Health Access Survey

Inclusive Organizations

- ❑ Having LGBTQIA+ Inclusive forms
- ❑ Accepting a wide range of insurance
- ❑ Sliding scale options
- ❑ Visibly affirming signs, posters, decor
- ❑ Staff wide LGBTQIA+ training



Interpersonal

Interpersonal Barriers to Care

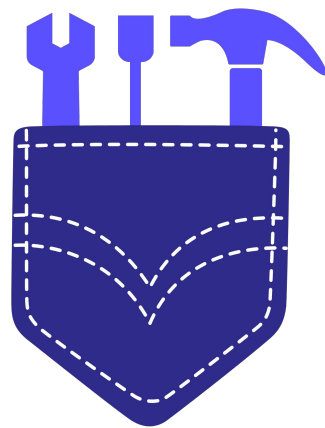
- Clients feeling like they had to educate their counselors on T/GE issues as their therapist had not had proper training and education (Benson 2012)
- Clients have reported experiencing multiple levels of invalidation from counselors including misgendering, misuse of pronouns, avoidance of talking about gender issues, and visible discomfort in their counselor while sharing aspects of their stories (McCullough et al., 2017).

Microaggressions

1. Use of heterosexist terminology
 2. Endorsement of heteronormative or gender normative culture and behaviors
 3. Assumption of universal LGB experience
 4. Exoticization
 5. Discomfort with or disapproval of LGB experience
 6. Assumption of sexual pathology deviance, or abnormality
 7. Denial of the reality of heterosexism
 8. Physical threat or harassment
 9. Environmental microaggressions.
- *Additional Transgender Specific microaggressions include Denial of bodily privacy and systemic microaggressions*

Micro Affirmations

- ❑ Using gender neutral language
- ❑ Using LGBTQIA+ specific resources
- ❑ Ask about gender and sexuality - don't assume!
- ❑ Share, ask, and use appropriate pronouns



Affirming Language and Terminology

Use:

Gay, lesbian, bisexual

Transgender, trans, trans women,
trans men

Assigned female at birth (AFAB), sex
assigned at birth

Gender transition, gender affirming
surgery

What are your pronouns?

his/her/their pronouns, self-identified
name/pronouns

Instead Of:

Homosexual

Transgender, transvestite, transexual,
crossdresser, hermaphrodite

Born a women, use to be a man

Sex change, sex reassignment
surgery

assuming one's pronouns

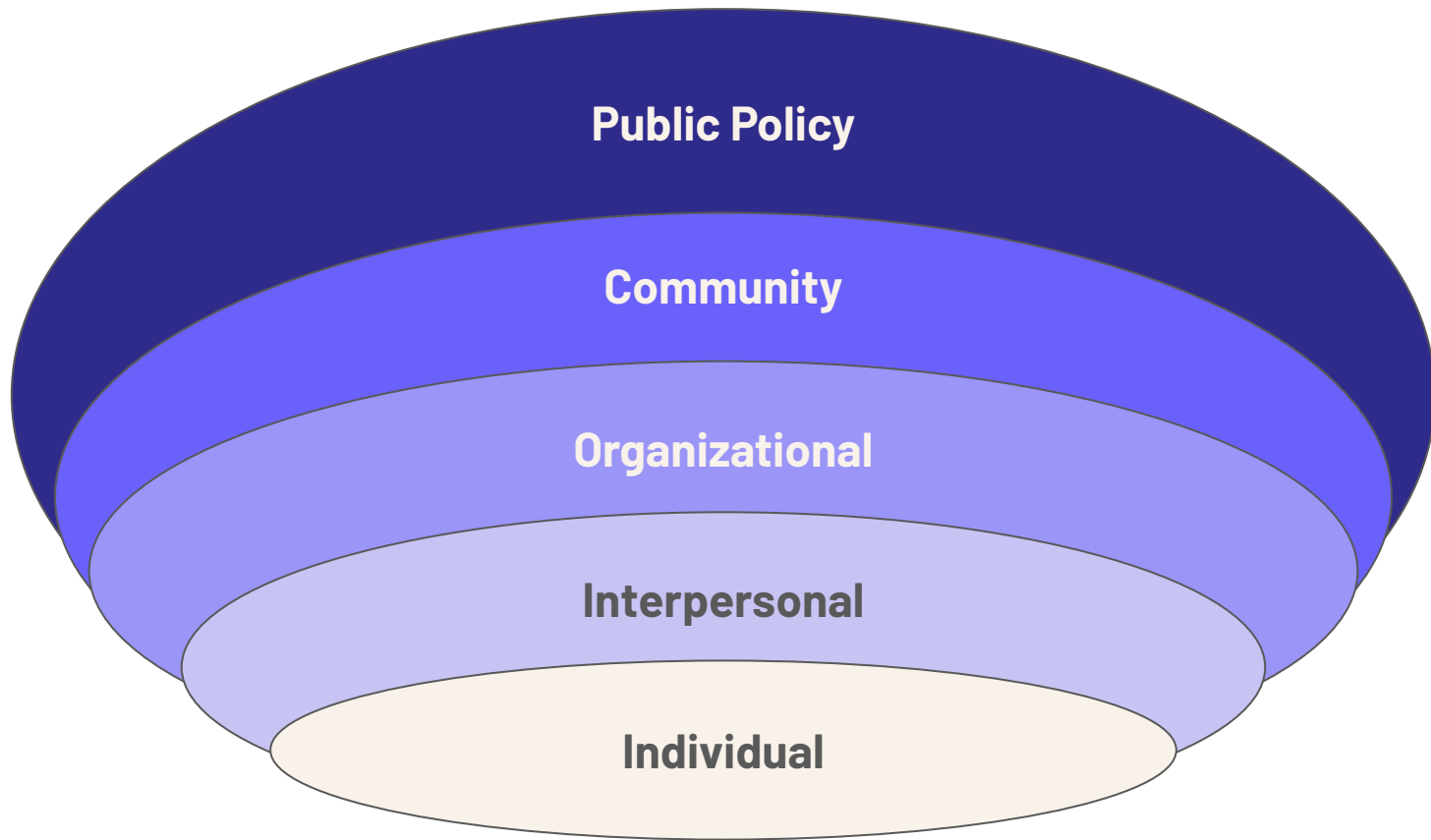
Preferred pronouns/name

Table 1. *Categories of Anti-Oppressive Strategies (Corneau & Stergiopoulos, 2012)*

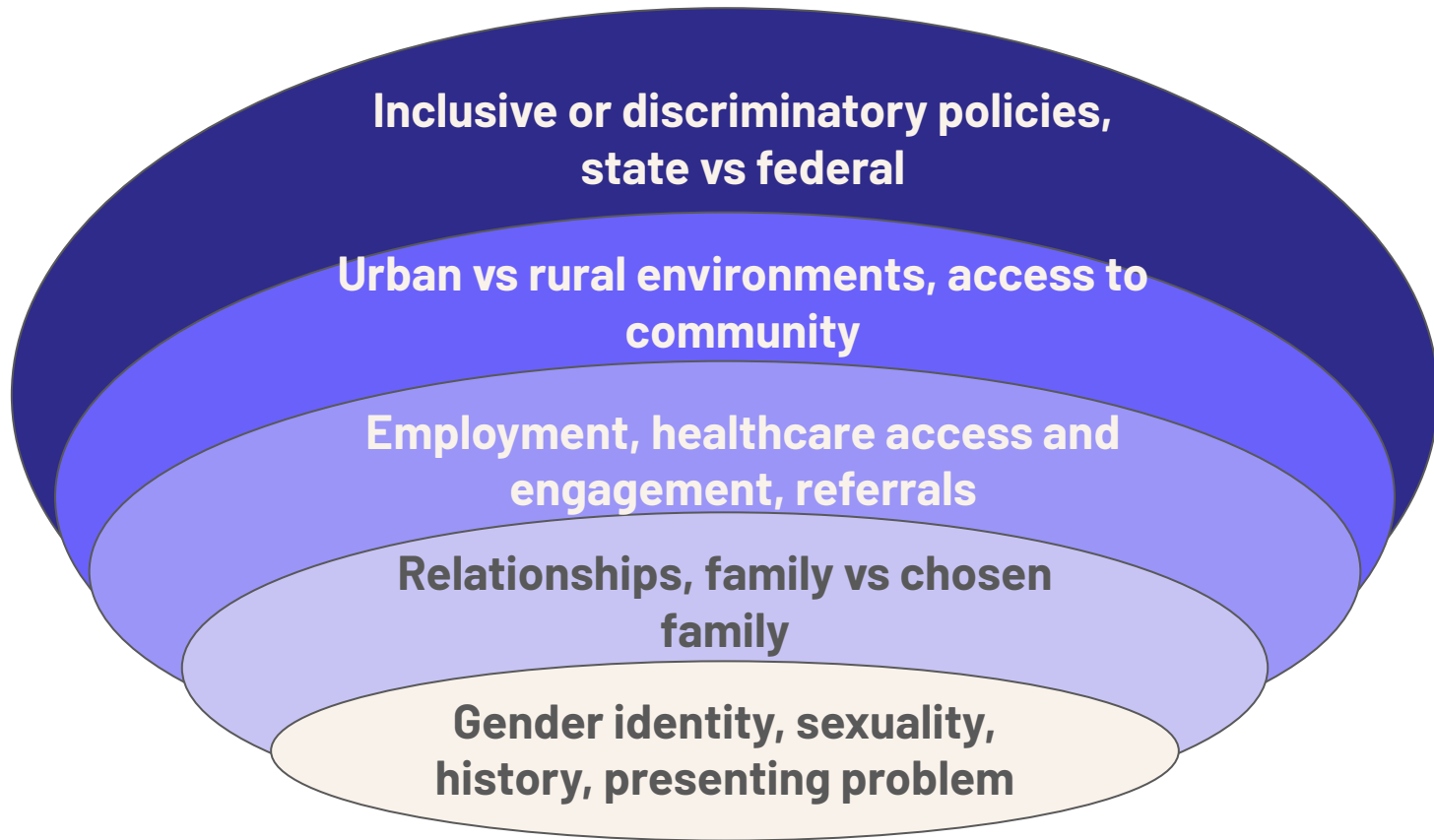
Language	Practitioners utilize language that is non-stigmatizing, and avoid using ranks, titles, or positions, thus fostering a more egalitarian relationship.
Rapport or alliance building	Practitioners cultivate connections between oppressed groups, and recognize that these relationships are critical to challenging racist and discriminatory discourses, stereotypes, and negative public perceptions of stigmatized groups.
Empowerment	Practitioners encourage client participation with decision-making for all aspects of their care, and validate client’s beliefs, life experience, and strengths.
Psycho-education	Practitioners educate themselves and others about the relationship between power and equity, and perpetuation of oppression through policy and institutional structures. In order to be considered anti-oppressive or anti-racist, this knowledge and awareness must include advocacy and activism.
Alternative or Complementary Treatment Modalities	Practitioners employ a holistic approach to treatment, distancing themselves from the medical model. Client distress is viewed as significantly influenced by their ecological context.
Social Justice/Activism; Advocacy	Practitioners pursue positive change at the individual, and systems-levels by advocating with, and on behalf of their clients.
Reflective Practice or Fostering Reflexivity	Self-examination of practitioner’s relationship to the dominant systems of power, as well as their social position, and own cultural biases and blind spots are critical to reflective practice.



Tying it Together & Next Steps



Source: University of Minnesota: The Gender Policy Report



Source: University of Minnesota: The Gender Policy Report

Next Steps

- ❑ Additional formal training
- ❑ Connect with local and federal advocacy orgs
- ❑ Assess your organization's environment, forms, policies
- ❑ Learn from LGBTQIA+ therapist and community members



Questions?

Building a
brighter future
for LGBTQ+
Coloradans and
their families.

one-colorado.org



@onecolorado



@One_Colorado



@onecolorado



/one-colorado



@onecolorado





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THANK YOU!

