LGBTQ+ Clientele and Food Insecurity During COVID-19 Crisis

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Session Objectives

- Establish shared meaning around language and basic concepts

- Discuss current research related to youth of all sexes, gender identities, gender expressions and sexual orientations

- Explore strategies for improving food security for LGBTQ+ clientele during COVID-19

Who's In the Training?

Introductions

- Name

- Where you live and/or work

- Related experience

- What else would you like us to know?

BRAVE SPACE

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Background on LGBTQ+ Clientele

- Understanding terminology
- Exploring current contexts (emphasis on intersectionality)
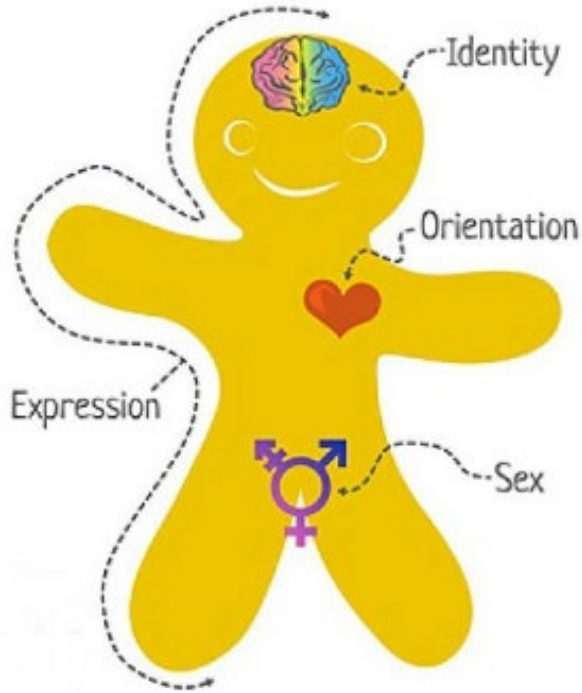
Using Language Appropriately

Image Credit: Killermann, 2018

NATAL SEX
the physical anatomy and hormones one is born with, generally described as male, female, or intersex, and often confused with gender

GENDER
the socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for men and women

IDENTITY

the type of sexual, romantic, physical, and/or spiritual attraction one feels for others, often labeled based on the gender relationship between the person and the people they are attracted to

SEXUAL ORIENTATION

Image Credit: Berger, 2019

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Natal & Biological Sex

Sex Assigned at Birth

Female   Male   Other/Intersex

- **Sex:** The physical sex characteristics you are born with and later develop, including genitalia, body shape, pitch of voice, body hair, hormones, chromosomes, etc.
- **Intersex**: A general term used for a variety of conditions in which a person is born with a chromosomal, hormonal, and/or anatomical attributes that do not fit the "typical" definitions of female or male.
- **Transsexual**: A person who is transitioning toward the gender with which they identify through body modifications to actually change one's physical sex.

  For more information:
  - Intersex Society of North America (www.isna.org)
  - FTM International (www.ftmi.org)
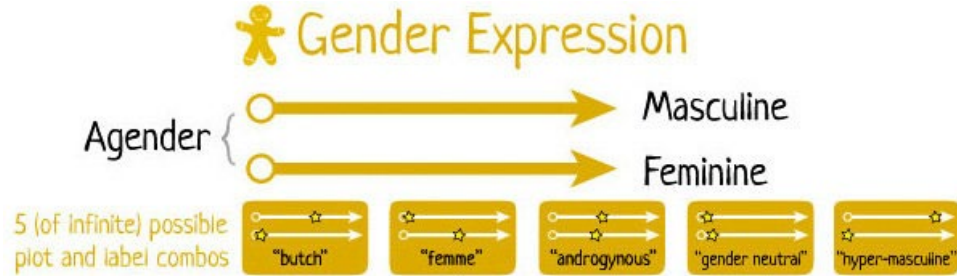
Gender Identity
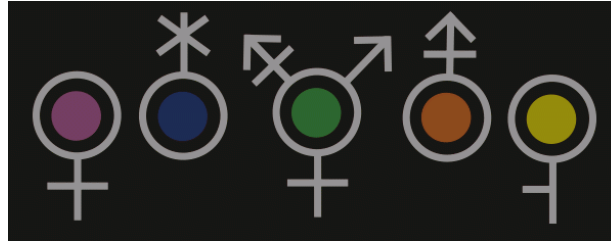
- **Gender Identity**: A person's internal sense of being masculine, feminine, or another gender. Gender identity may be affected by a variety of social structures.
- **Cisgender**: A person whose gender identity aligns with their sex assigned at birth.
- **Transgender**: A person who has a gender identity that differs from their assigned sex at birth. Often used as an umbrella term, including agender &other identities.

For more information:

- The World Professional Association for Transgender Health, Inc. (www.wpath.org)
- Gender Public Advocacy Coalition (www.gpac.org)

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Gender Expression

- **Gender Expression**: This term is used to describe the things we do that communicates our gender identity to others.
- **Gender Attribution:** This term is used to describe how individuals determine someone's gender based on cues such as dress, conduct, voice, hobbies, hair, and physical characteristics

For more information:

– The American Psychological Association (https://www.apa.org/pi/lgbt/resources/sexuality-definitions.pdf)

Sexual & Romantic Orientation

- **Asexual**: Individuals who do not experience sexual and/or emotional attraction to varying degree.
- **Monosexual:** Individuals who are sexually or emotionally attracted to individuals of one gender.
- **Bisexual:** Individuals who are sexually or emotionally attracted to individuals of two genders.
- **Pansexual**: A individual who is attracted others regardless of gender.

For more information:
- American Psychological Association (https://www.apa.org/pi/lgbt/resources/just-the-facts)

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Defining the Moment: Group Activity

- We are going to answer 10 research related questions using the poll feature

- These questions are meant to generate conversation, so work as a group to discuss them

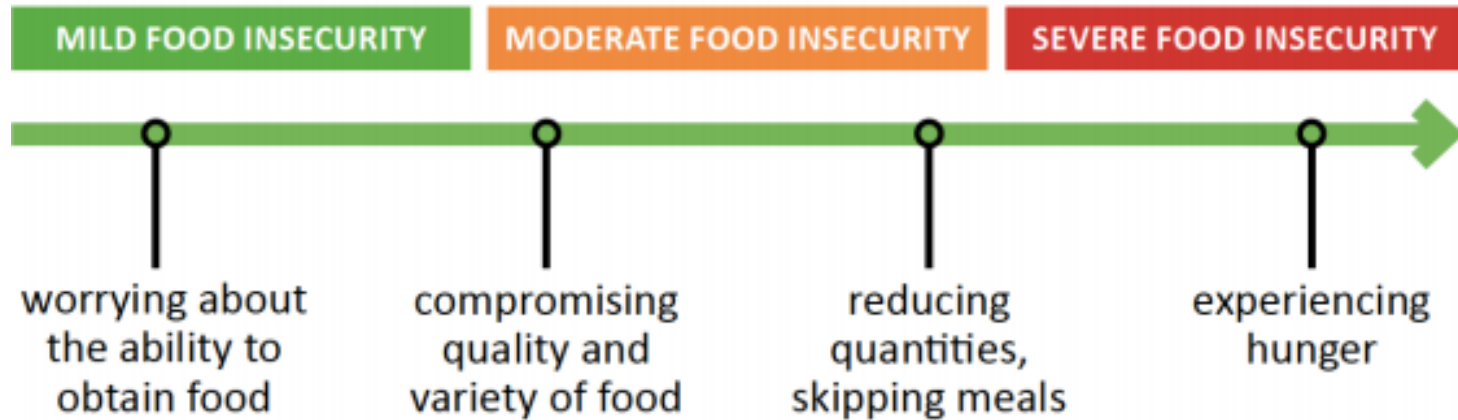- Vote for which response you believe is the most accurate

Defining the Moment: What We Know Today

YourBullyStory.com

Overview of Food Insecurity

WHAT IS FOOD INSECURITY?

| MILD FOOD INSECURITY | MODERATE FOOD INSECURITY | SEVERE FOOD INSECURITY |

worrying about the ability to obtain food

compromising quality and variety of food

reducing quantities, skipping meals

experiencing hunger

"In 2017, an estimated 1 in 8 Americans were food insecure, equating to 40 million Americans including more than 12 million children." (Feeding America, 2019)

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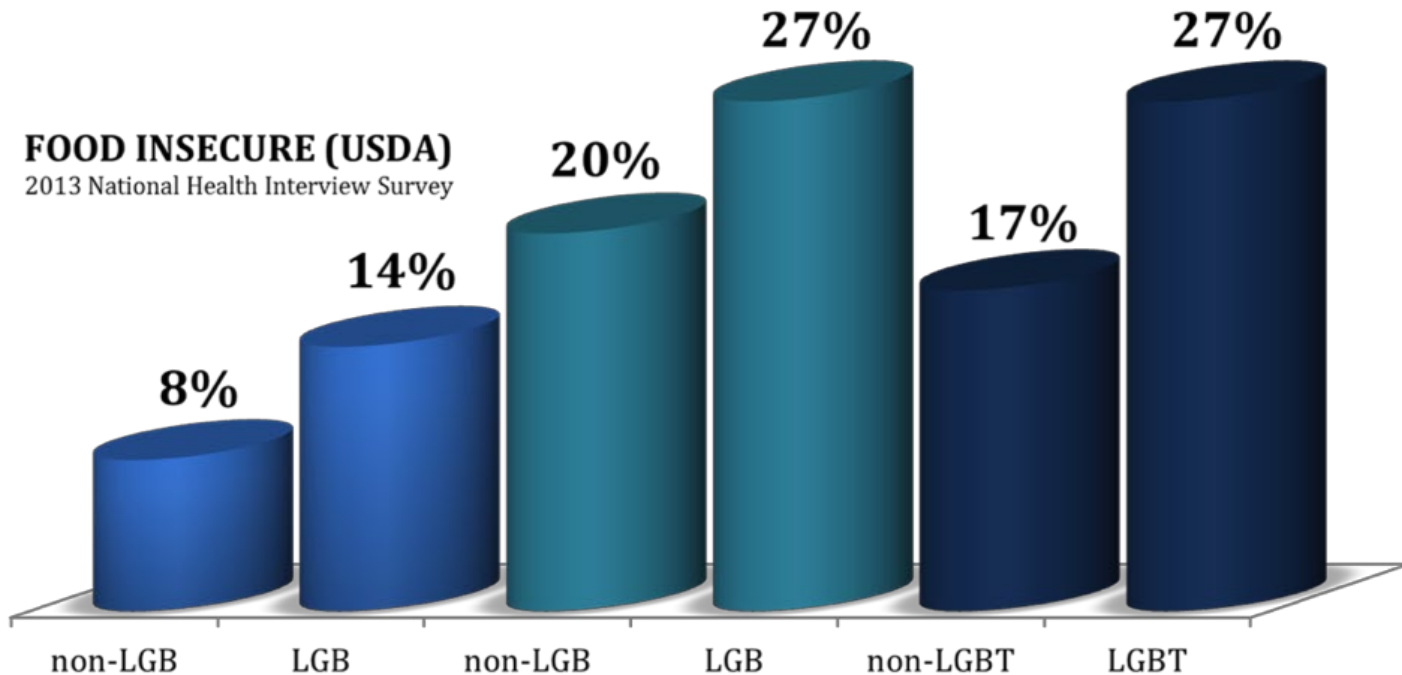
the Williams INSTITUTE

RECEIVING SNAP BENEFITS
(FOOD STAMPS)
2011-2013 National Survey of Family Growth

NOT ENOUGH MONEY
FOR FOOD
IN THE LAST YEAR
2014 Gallup Daily Tracking

FOOD INSECURE (USDA)
2013 National Health Interview Survey

8% non-LGB
14% LGB
20% non-LGB
27% LGB
17% non-LGBT
27% LGBT

Who is more likely to experience food insecurity within LGBTQ+ communities?

Policy evaluation, through both quantitative and qualitative research, reveals food insecurity to be a complex problem. It does not exist in isolation, as low-income families are affected by multiple, overlapping issues like affordable housing, social isolation, health problems, medical costs, and low wages. Many do not have what they need to meet basic needs and these challenges increase a family's risk of food insecurity. Effective responses to food insecurity will need to address these overlapping challenges.

~ Feeding America, 2019

So What Can I Do?

Improve Your Knowledge & Skills

- Basic Concepts: Differences between Sex, Gender Identity, Gender Expression, and Sexual Orientation

- Language: Positive and Negative Uses of Language

- Social Norms: What Society Tells Us

- Microaggressions: How To Respond

- Youth Perspective: What Youth Need & Want

- Implicit Bias: Attitudes Subconsciously Impact Decisions/Behavior

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Consider Your Professional & Social Networks

- Build Networks: Participate in Community Events & Activities
- Influencers: Partner with Key Community Members
- Partnering: Community Engaged Research
- Conflict Resolution: Support Training and Implementation of Positive Strategies (e.g. Crucial Conversations)

Increase Affirming Environments & Ethos

- Support Affirming and Inclusive Environments
  - Restroom Signage (California Law)
  - Inclusive Displays (Safe Space Imagery)
  - Affirming Resources
  - Targeted Programming Sites
- Support Positive Organizational Ethos
  - Training Opportunities
  - Committees for Affirmation and Inclusion

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Support Positive Cultural Values & Norms

- Messaging: Affirming values of inclusion and diversity
- Building Positive Norms
  - Responding to Microaggressions
  - Equitable response to enforcing expectations & policies
  - Celebrating diversity

Support Improved Public Policy

- Research related laws

- Follow these laws within our program areas

- Encourage community partners and business to do so as well

- Support development of inclusive and affirming laws

Areas to Achieve Greatest Impact

- Policy Improvement

- System Improvements

- Environmental Improvements

- Can address structural barrier and inequities

- Can impact large populations

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Policy Improvements

Can include "a law, regulation, procedure, administrative action, incentive, or voluntary practice of governments & other institutions"

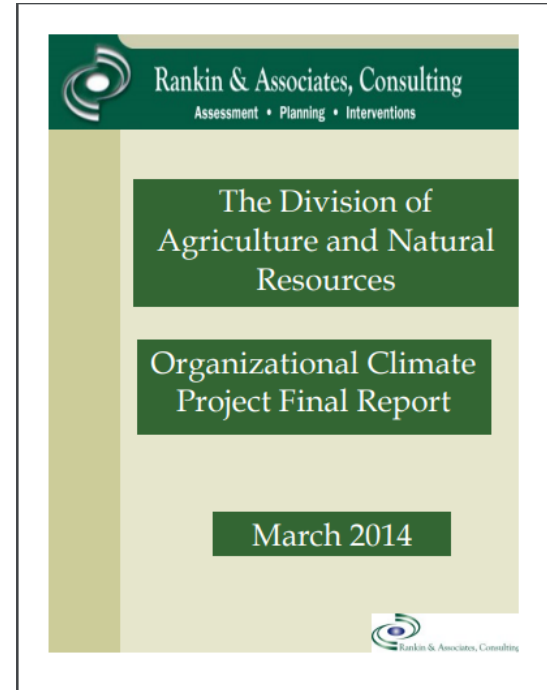Example: Development of guidelines to implementing aspects of the UC non-discrimination policy.

System Improvements

Can include a "change that impacts all elements, including social norms of an organization, institution, or system."

Example: Intentional inclusion of SOGI data in climate assessment

Rankin & Associates, Consulting
Assessment · Planning · Interventions

The Division of Agriculture and Natural Resources

Organizational Climate Project Final Report

March 2014

Rankin & Associates, Consulting

Environmental Improvements

Can include "changes to the physical, social, or economic environment"

Example: Gender-inclusive restroom signage.

PSE Improvements: A Caution

- If not done well, PSE efforts can actually inequities, increase barriers, & increase conflict
  - Meaningful engagement of all stakeholders
  - Increase awareness of diverse cultural norms (esp. communication)
  - Consider capacity and resources
  - Evaluate for consistent implementation and application

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Considerations for the COVID-19 Crisis

Increased Risk for Severe Health Complications from COVID-19 Infections: LGBTQ+ Individuals

People At Risk for Severe Illness
People at higher risk for severe illness from a COVID-19 infection (admitted to ICU, mechanical ventilation, or death) include: people age 65+, people living in nursing homes or long term care facilities, people with serious heart conditions, people who are immuocompromised, people with severe obesity and underlying medical conditions (CDC).

Immunocompromised
LGBTQ+ individuals have higher rates of HIV and cancer than non-LGBTQ+ individuals, which increases their risk for severe illness. In particular, trans individuals have HIV rates 50% higher than the general population (transequality.org).

Other Chronic Medical Conditions
LGBTQ+ individuals have higher rates of

Thank You!

Please be in touch

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