

# Cultural Competence with LGBTQ\* Clients: Microaggressions

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## Taxonomy of Sexual Orientation and Gender Microaggressions (Nadal, K. L., 2013, p. 46)

Type of Microaggression	Example
Use of heterosexist or transphobic terminology	“That’s so gay!”  Terms like <i>shemale</i> , <i>dyke</i> , <i>faggot</i>
Endorsement of heteronormative or gender normative culture and behaviors	A heterosexual person saying, “Don’t act gay in public.”  A parent forcing their child to dress according to the child’s birth sex
Assumption of universal LGBT experience	Stereotyping all gay men to be interested in fashion or interior design  Assuming all lesbian women look “butch”
Exoticization	Heterosexual people stereotyping LGBT people as “comedic relief”  A cisgender man who enjoys sex or porn with transwomen, but not open to a committed, open relationship with them.
Discomfort with/disapproval of LGBT experience	When a stranger stares at an affectionate lesbian couple with disgust  When a heterosexual person tells a LGBT person they are going to hell
Denial of the reality of heterosexism or transphobia	A co-worker telling a gay friend he’s being paranoid thinking someone’s discriminating.  Telling a trans person to stop complaining.
Assumption of sexual pathology/abnormality	Assuming all gay men have HIV/AIDS.  Assuming LGBT identity is causing distress.
Denial of individual heterosexism	“I’m not homophobic, I have a gay friend.”

## Resources

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Nadal, K. (2013). *That's so Gay. Microaggressions and the Lesbian, Gay, Bisexual Transgender Community*. American Psychology Association. Washington: DC.

Sue, D. W., & Sue, D. (2012). *Counseling the culturally diverse: Theory and practice*. John Wiley & Sons.

Sue, D. W. (2010). *Microaggressions in everyday life: Race, gender, and sexual orientation*. John Wiley & Sons.

Report of the American Psychological Association Task Force on the Appropriate Therapeutic Response to Sexual Orientation

<http://www.apa.org/pi/lgbt/resources/therapeutic-response.pdf>

### **Family Acceptance Project**

The Family Acceptance Project is a research, intervention, education and policy initiative that works to prevent health and mental health risks for lesbian, gay, bisexual and transgender (LGBT) children and youth, including suicide, homelessness and HIV – in the context of their families. We use a research-based, culturally grounded approach to help ethnically, socially and religiously diverse families to support their LGBT children.

<http://familyproject.sfsu.edu/>

### **NASW Resources**

<https://www.socialworkers.org/Practice/LGBT>

### **Trevor Project**

The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender and questioning (LGBTQ) young people ages 13-24. Call, text or chat for support.

Call: 866-488-7386

Text the word “Trevor” to 1-202-304-1200

Chat: <http://www.thetrevorproject.org/pages/get-help-now#tc>

### **<http://www.microaggressions.com/>**

This blog seeks to provide a visual representation of everyday microaggressions.

### **Indigenous Wellness Research Institute**

Our vision is to support the inherent rights of Indigenous peoples to achieve full and complete health and wellness by collaborating in decolonizing research and knowledge building and sharing.

<http://iwri.org/>

### **NativeOut.com - [facebook.com/nativeout/](https://www.facebook.com/nativeout/)**

Through our website, video productions, social networks and in-person presentations, we educate the world about the Indigenous LGBTQ/Two Spirit people of North America.

### **Center of Excellence for Transgender Health**

Increasing access to comprehensive, effective, and affirming healthcare services for trans and gender-variant communities. On the site you'll find suggested trans-inclusive intake procedures. <http://transhealth.ucsf.edu/>

### **The World Professional Association for Transgender Health (WPATH)**

WPATH promotes the highest standards of health care for individuals through the articulation of Standards of Care (SOC) for the Health of Transsexual, Transgender, and Gender Nonconforming People. The SOC are based on the best available science and expert professional consensus.

<http://www.wpath.org/>

## **New Mexico Resources**

**Casa Q** provides safe living options and services for LGBTQ youth who are at risk of or experiencing homelessness.

(505)872-2099 [casaq.org](http://casaq.org)

**Common Bond** Founded in 1981, Common Bond New Mexico is the oldest LGBTQ organization in New Mexico, and has the longest running youth group in the state: U21.

(505)891-3647 [commonbondnm.org](http://commonbondnm.org)

**Equality New Mexico** EQNM is the state's largest LGBTQ civil rights organization. They develop and implement public education, outreach, and advocacy efforts to improve the quality of life for LGBTQ New Mexicans and their families.

625 Silver Ave. SW #310

Albuquerque, NM 87102

(505)224-2766 [eqnm.org](http://eqnm.org)

**Fierce Pride** New Mexico's lesbian, gay, bisexual, transgender, and queer (LGBTQ) health advocacy organization. We are a grassroots network of volunteers working to promote health in the LGBTQ communities. Offering online LGBTQ resource directory, healthy relationship skills classes, and helping people quit tobacco use.

[FiercePride.org](http://FiercePride.org)

**N'MPower** was started in 1997 and is the longest continuously running Mpowerment program in the nation. Their mission is to promote LGBTQ individuals' health and wellness and to prevent HIV transmission by building a sense of community, fostering communication, and nurturing self-esteem.

136 Washington St SE

Albuquerque, NM 87108

(505) 610-9358 [facebook.com/abqnmppower](https://www.facebook.com/abqnmppower)

**PFLAG** Albuquerque's Parents, Families, and Friends of Lesbians and Gays (PFLAG) promotes the health and well-being of gay, lesbian, bisexual and transgender persons, their families and friends through support, education, and advocacy. They meet the third Tuesday of every month at the First Congregational Church on the Northwest corner of Girard and Lomas. [pflagabq.org](http://pflagabq.org)

### **Self Serve Sexuality Resource Center**

Self Serve is a sex positive alternative to the old-school adult store. To end the shame and silence around sex, we aim to help people to see their bodies and desires as beautiful, sexual, positive, strong and healthy. We create unique spaces for fun and learning, helping our customers learn about healthy sexuality in a safe, supportive environment. Self Serve offers classes, free resources, and sells safer sex supplies, lubricants, toys, books and gifts.

3904B Central Ave SE  
Albuquerque, NM 87108  
505-265-5815 selfservetoys.com

### **Transgender Resource Center of New Mexico**

TGRCNM provides a wide range of support and educational services to trans people and their allies in New Mexico and beyond. Services range from support groups to a speakers' bureau, to educational programs for medical and social service providers.

149 Jackson St NE  
Albuquerque, NM, 87108  
(505)200-9086 tgrcnm.org

### **Truman Encino Transgender Health Clinic - *Note: the clinic may have a months-long wait list. New patients should ask to speak to Hazel.***

505-272-1312  
801 Encino Way NE  
Albuquerque, NM 87102  
<http://www.unmtruman.com/>

### **UNM LGBTQ Resource Center**

Through safety, education, advocacy, and support, the LGBTQ Resource Center serves as a physical environment from which LGBTQ\* visibility on the UNM campus can grow.

(505) 277-5428 [lgbtqrc@unm.edu](mailto:lgbtqrc@unm.edu)  
1919 Las Lomas NE (Building 68)  
Albuquerque, NM 87131

### **UNM QTPOC**

A group created for and by LGBTQQIA identified people of color at UNM.  
[facebook.com/pg/unmqtpoc](https://www.facebook.com/pg/unmqtpoc)

### **Young Women United**

Young Women United (YWU) leads policy change, research, place-based community organizing, and culture shift by and for women and people of color in New Mexico. We work to build communities where all people have access to the information, education, and resources needed to make real decisions about our own bodies and lives. In Albuquerque and Las Cruces  
309 Gold St SW 87102  
Ph: 505-831-8930  
[youngwomenunited.org](http://youngwomenunited.org)