

LGBTQ+ POCKET GUIDE: INCLUSIVE ACTION STEPS FOR OT PRACTITIONERS

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A woman attracted to women



A man attracted to men



An individual who is attracted to people of their own and the opposite gender



A person whose gender identity differs from their assigned sex at birth



An umbrella term that is more inclusive of the many identities that make up the LGBTQ+ community

Why do we need to alter our practice for the LGBTQ+ community?

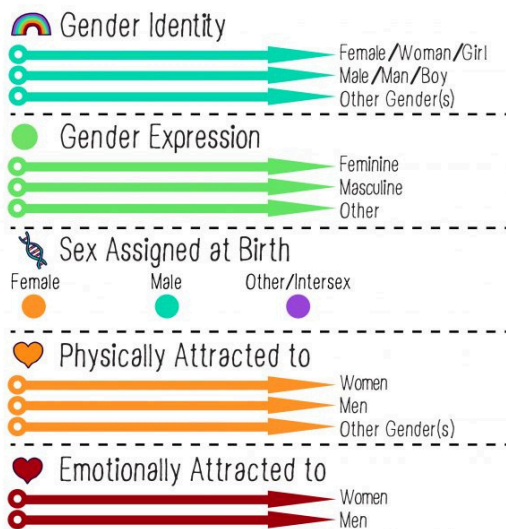
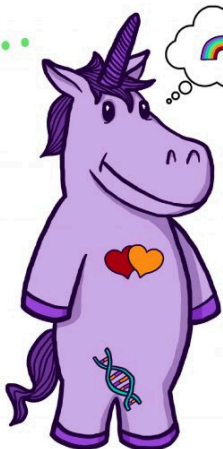
Occupational therapy practitioners need to be prepared to address the unique needs of the LGBTQ+ population by using cultural humility, cultural sensitivity, and clinical competence to guide their practice.

Compared to heterosexual, cisgender individuals, the LGBTQ+ population are more likely experience...

- **Less competent healthcare in addition to delaying seeking care due to past experience**
- **Chronic health conditions**
- **Mental health challenges such as addiction, depression, and trauma**

The Gender Unicorn

Graphic by: **TSER**
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Asexual	Often called “ace” for short, asexual refers to a complete or partial lack of sexual attraction or lack of interest in sexual activity with others.
Cisgender	A term used to refer to an individual whose gender identity aligns with the sex assigned to them at birth.
Gender	Broadly, gender is a set of socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate related to a person’s assigned sex.
Gender Identity	A person’s deeply held core sense of self in relation to gender (see <i>Gender</i>). Gender identity does not always correspond to biological sex.
Gender Affirming Care	Primarily for individuals to shape their body and expression to the gender they identify as.
Sex	Also referred to as Biological Sex. Refers to anatomical, physiological, genetic, or physical attributes that determine if a person is male, female, or intersex.
Intersex	Intersex people are born with a variety of differences in their sex traits and reproductive anatomy.
Non-Binary	A person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories.
Affirmed Gender	An individual’s true gender, as opposed to their gender assigned at birth. This term should replace terms like new gender or chosen gender. (PFLAG, 2024).

Familiarize Yourself!

Occupational Justice is the right to experience occupations that are meaningful and enriching, the right to develop through participation in occupations, the right to choose meaningful and enriching occupations, and the right to benefit from the privileges associated with enriching occupational participation (Townsend & Wilcock, 2004).

Ally
Someone who actively supports LGBTQ people

v.

Accomplice
Someone dedicated to dismantling structures and systems that oppress LGBTQ individuals

(Clemens, 2017).

ACTION STEPS!

Create a Safe Space!

Seek DEI educational opportunities

Use respectful and inclusive language

Advocate for inclusive signage, forms, company policy, and documentation

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