

BALTIMORE POLICE DEPARTMENT – EDUCATION AND TRAINING SECTION

LESSON PLAN

COURSE TITLE: CIT Certification Course

LESSON TITLE: Behavioral Health Issues Among Marginalized Populations: The LGBTQ+ Community

PREPARED BY: Ken Jiretsu, Hearts and Ears

AUTHORED DATE: 12/30/20

TIME FRAME	PARAMETERS
Total Lesson Hours: 30 minutes Day/Time: Non-Specific	Audience: All Members Number: 25 <i>(Specify Max/Min if applicable)</i> Training Space(s): E& T Classroom
PERFORMANCE OBJECTIVES	ASSESSMENT TECHNIQUE
1. Through facilitated discussion, learners will develop awareness of the language and identity issues unique to the LGBTQ+ community.	Facilitated discussions

INSTRUCTOR MATERIALS

List any materials the instructor will need to bring in order to facilitate this lesson, such as props for demonstrations, digital media for presentations, etc.

- PowerPoint Presentation

EQUIPMENT/SUPPLIES NEEDED

List any equipment that students will need to complete this training.

- Computer/Projector

STUDENT HANDOUTS

Needed

Title

-

METHODS/TECHNIQUES

Description of how the lesson information will be facilitated.

- PowerPoint and didactic presentation
- Facilitated group discussion

REFERENCES

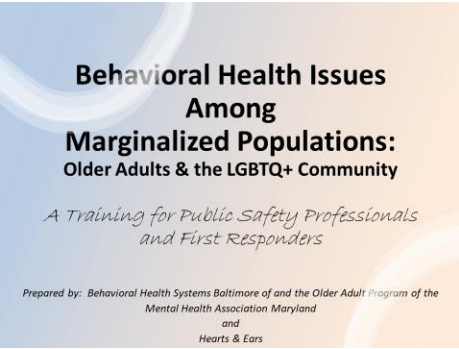
List the materials used as a basis for this lesson plan. Cite all reference sources (books, articles, websites, etc.)

GENERAL COMMENTS

This lesson plan should be delivered by Hearts and Ears, and a BPD co-instructor with experience with field encounters with this population.

LESSON PLAN

TITLE: Behavioral Health Issues Among Marginalized Populations: The LGBTQ+ Community

PRESENTATION GUIDE	TRAINER NOTES
<p>I. ANTICIPATORY SET The facilitator will provide a brief introduction of their self (background, history with the department, etc)</p>	<p>Slide 1</p> 
<p>II. INSTRUCTIONAL INPUT (CONTENT)</p> <p>Let’s turn our attention to another special population with whom we may interact through the course of our duties, and develop the necessary skills so that we may better-serve them: the LGBTQ+ Community.</p> <p>First, we need to understand a few definitions.</p> <p>ASK: Does anyone recall from their Fair & Impartial Policing training, or BPD’s policy, the difference between Gender Expression and Gender Ident Very good, this is an important distinction to remember. Similarly, sexual orientation is not gender identity.</p>	<p>Time: 30 minutes</p> <p>Desired Responses:</p> <ul style="list-style-type: none"> • Gender identity is an individual’s deeply-held internal knowledge or sense of being a particular, or no, gender which doesn’t necessarily correspond to the gender they were assigned at birth. • Gender expression is how an individual’s characteristics and behaviors demonstrate their identity.

Sexual Orientation vs Gender Identity

- Sexual orientation is based on who you are attracted to: straight, gay, lesbian, bisexual, pansexual, queer, asexual
- Gender identity is who you identify as: transman, FTM, transwoman, MTF, non-binary, genderqueer/genderfluid, intersex, agender
- Sexual orientation and gender identity are two different things, not the same.

Just a Few Facts

Maryland, particularly Baltimore City since it is home to many institutions and support networks, enjoys a large LGBTQ population. Unfortunately, members of the LGBTQ community still face discrimination and trauma simply due to their identity. Let's read through the facts on this slide:


This is a great opportunity to discuss "intersectionality."
ASK: Can anyone tell me what that term means?

"Intersectionality" refers to the intersection or compounding of forms, or systems, of discrimination or oppression. So, someone's age, race, ethnicity, education, gender expression, gender identity, etc. Consider what we've learned so far in this training about individuals experiencing discrimination due to their behavioral health disability status. Consider, as well, in community policing training, where we learned about housing discrimination in Baltimore along racial lines.

We are learning about the importance of intersectionality because these forms of discrimination compound each other. When you are interacting with an individual in the LGBTQ+ community, remember the additional discrimination and trauma they may be facing.

Slide 2

Sexual Orientation vs gender identity



- ❖ Sexual orientation is based on who you are attracted to:
 - ❖ Straight, Gay, Lesbian, Bisexual, Pansexual, Queer, Asexual
- ❖ Gender identity is who you identify as:
 - ❖ Transman, FTM, Transwoman, MTF, Non-Binary, Genderqueer/Genderfluid, Intersex, Agender
- ❖ They are two different things, not the same

Slide 3

Instructor note: *Have the learners read the bullets on this list one-by-one.*

Just a few facts

- ❖ Being gay or transgender is NOT a mental disorder
- ❖ Many LGBT individuals risk losing family and friends.
- ❖ Many transgender individuals are discriminated against and end up losing their jobs, their housing, unable to get proper healthcare, & much more.
- ❖ Many transgender individuals hesitate in seeking emergency treatment or assistance from law enforcement due to fear of being misgendered, outed, or harassed, which becomes a safety issue.
- ❖ Many LGBT individuals deal with discrimination when dealing with emergency situations or decisions regarding their spouse.

Maryland LGBTQIA+ Population (The Williams Institute)

	LGBT	LGB	Transgender
Adults (age 18+)	198,000	182,000	22,300
Youth (age 17-)	36,000	35,000	2,300

Desired Response:

- The intersection or compounding of forms (or systems) of discrimination or oppression.

Mental Health Wellness & Recovery in the LGBTQIA+ Community

Mental health issues in the LGBTQ community exist as they do outside the community, however there are a number of considerations to keep in mind, especially during interactions with individuals in the LGBTQ community:

- Compounded stress from the lack of acceptance from family, friends, and society at-large can contribute to mental health issues,
- The LGBTQ community deals with more stigma than usual from society,
- Many transgender individuals suffer from dysphoria: a condition of discomfort or distress because their body does not match their identity,
- Discrimination, harassment, or being misgendered can lead to severe depression or anxiety disorders, or PTSD.

ASK: Can anyone tell me what “misgendering” is?

- Police stations, recovery centers, mental health facilities, and jails represent unsafe spaces – typically – for the LGBTQ community. Many suffer discrimination, harassment, and violence within these institutions.
- There are a limited number of recovery centers that will accept transwomen. For transmen, such centers are non-existent. Transmen are not accepted in recovery centers for men and end up placed in centers for cisgender women, which then causes more trauma.

The suicide rate among transgender individuals is growing at an alarming rate. Think back to the Suicidal Crisis lesson plan, particularly the risk factors, while we consider the following statistics:

- Transgender people are 22x more likely to attempt suicide compared to the general population.
- 41% of the transgender population attempts suicide, which includes youth and adults.
- Transmen are more likely to die by suicide.

Slide 4

Mental health wellness & recovery in the LGBTQIA+ community



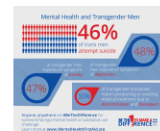
- Mental health issues exist in the LGBTQIA community just as it does outside of the community. Much of it is due to the stress of self acceptance due to the pressures of society, as well as the lack of support or loss of family and friends.
- The LGBTQIA community deals with more stigma than usual from society, especially if you are from the LGBTQIA community and are also dealing with a mental illness.
- Many transgender individuals suffer from dysphoria (a condition of discomfort or distress because a transgender individual's outer body does not match how they identify).
- Many also suffer from severe depression and anxiety disorders, and PTSD as a result of dysphoria, being discriminated against or harassed, and misgendered.
- When it comes to police stations, recovery centers, mental health facilities, and jails there are few places that are considered safe for transgender individuals. Many transpeople suffer harassment, discrimination, and in some cases violence at these facilities.
- In regards to recovery center placement and availability, there are a small number of centers who will accept transwomen. For transmen, these centers are non-existent. Transmen unfortunately are not accepted in centers for men and end up placed in centers for cisgender women, which then causes more trauma.

Desired Response:

- Using a name, pronoun, or title of respect that does not correspond with an individual's gender identity.

Slide 5

- The suicide rate among Transgender Individuals is growing at a very alarming rate. Transgender people are 22 times more likely to attempt suicide than the general population. (<https://www.translifeline.org/fac>)
- According to the National Center for Transgender Equality, around 41% of the transgender population attempts suicide this includes youth as well as adults.
- Statistics are now starting to find that transmen are more likely to commit suicide. Data from a survey in 2014 by the Williams Institute showed that 46% transmen, 42% transwomen). (<https://williamsinstitute.lawucla.edu/wp-content/uploads/AFSP-Williams-Suicide-Report-Final.pdf>)
- The youngest recorded was a 13 year old transgender boy in 2015, but many were between the ages of 14-19.



<https://www.mentalhealthfirstaid.org/2017/06/june-pride-mental-health-2017/>



Transgender adolescents are especially at risk for dying by suicide.

ASK: Can anyone discuss why?

If you encounter a transgender individual in suicidal crisis, remember this resource: **Trans Lifeline**, 877-565-8860. The hotline is a peer support phone service run by trans individuals. When someone calls:

- They will speak to a trans/non-binary peer operator,
- The call will be fully anonymous and confidential,
- The call taker will arrive at a resolution that is not police or emergency service-related.

Here are some Baltimore-specific organizations that can provide assistance:

Hearts & Ears: A local, non-profit wellness and recovery center for LGBTQ+ individuals with behavioral health issues. The center offers weekly support groups which address substance use disorder, mental health, and general support.

FreeState Justice: If during an interaction with an LGBTQ+ individual they request legal assistance, refer them to FreeState Justice: a Baltimore-based, non-profit, legal advocacy organization specific to the LGBTQ+.

Maryland & Federal Laws

Fortunately, there are a number of state and federal laws enacted to protect the rights of individuals in the LGBTQ+ communities. Let's read through them on this next two slides. Starting in 2013, a number of laws to protect LGBTQ+ individuals were passed. Let's take a moment to read through the foundational protections guaranteed under law for LGBTQ individuals.

Desired Response:

- Acute dysphoria as adolescence is a sensitive developmental period, coupled with peer interactions with other adolescents that can be traumatizing (bullying).

611 Park Avenue, Suite A
410-523-1694
Wed- Sat 1000-1800

410-625-LGBT

Slide 6

Maryland & Federal Laws to protect LGBTQIA+ Individuals

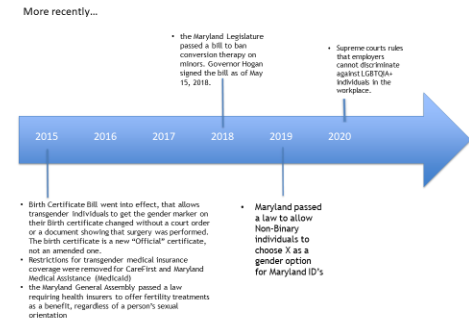
- ◆ Key Dates in Maryland and Federal Laws protecting LGBTQIA+ Individuals:
- ◆ January 1, 2013- Same sex marriage became a law in Maryland
- ◆ July 2014- The State of Maryland changed its employee healthcare policy to provide insurance coverage for necessary medical care for transgender individuals who employed by the state.
- ◆ October 1, 2014- Fairness for Marylanders Act went into effect, that makes it illegal to discriminate against people because of their gender identity or expression while seeking employment, housing, or public accommodations.

More recently, since 2015, additional laws were passed to ensure that transgender individuals could update their official birth certificate, and non-binary individuals could elect “X” as an option for their Maryland ID, among other laws that protected LGBTQ+ individuals.

ASK: Why is it important that we understand these laws, and can refer to them?

ASK: Are there any questions for me or our co-facilitator?

Slide 7



Desired Response: Our awareness of these laws will assist us in protecting the constitutional rights of LGBTQ+ individuals.

Further, we'll be able to recognize whether complaints are the product of bias, or whether employers/landlords/etc. are discriminating against LGBTQ+ individuals.

BPD's Policies 317 (Fair and Impartial Policing) and 720 (Interactions with LGBTQ+ Individuals) provide the Department's guidance for non-discriminatory policing, and for accommodating LGBTQ+ individuals.

Answer questions as able.

III. EVALUATION/CLOSURE

Today's training was designed to increase your sensitivity to the multiple and complex issues that might present you with both challenges and opportunities. Let's take some time to talk about what you've learned today and how it will help you be a better public

(5 minutes)

servant.

TURN & TALK

With the person next to you, discuss the following:

ASK: What 3 pieces of information have been most helpful to you today? How will you use this information in the field?

Questions?

If there is time, invite a few participants to share.

Desired Responses:

- Responses will vary but should be to the satisfaction of the facilitator.

Slide 8



QUESTIONS?