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COPOLAD

Uruguay Presidencia

Junta Nacional de Drogas

SENDA

MINISTERIO DE SANIDAD

Regional Workshop:

Plane for Access to quality care services and social inclusion for people with problematic drug use in Latin America and the Caribbean

Montevideo, Uruguay

June 20 – 23rd, 2023

COPOLAD III es un consorcio formado por:

FIIAPP COOPERACIÓN ESPAÑOLA

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Socios colaboradores:

Observatorio Europeo de las Drogas y las Toxicomanías

giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

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Uruguay Presidencia | Junta Nacional de Drogas

SENDA

Ministerio de Sanidad | Secretaría de Estado de Sanidad | Delegación del Gobierno para el Plan Nacional sobre Drogas

Session 1: What is gender perspective and what it implies to integrate it into drug policies and care services for women, diverse population and groups in vulnerable situations: minimum standards.

Gender and Sexual Diversity

Ximena Morgan
Solutions Arts Latin America

Montevideo, Uruguay

June 20 – 23rd, 2023

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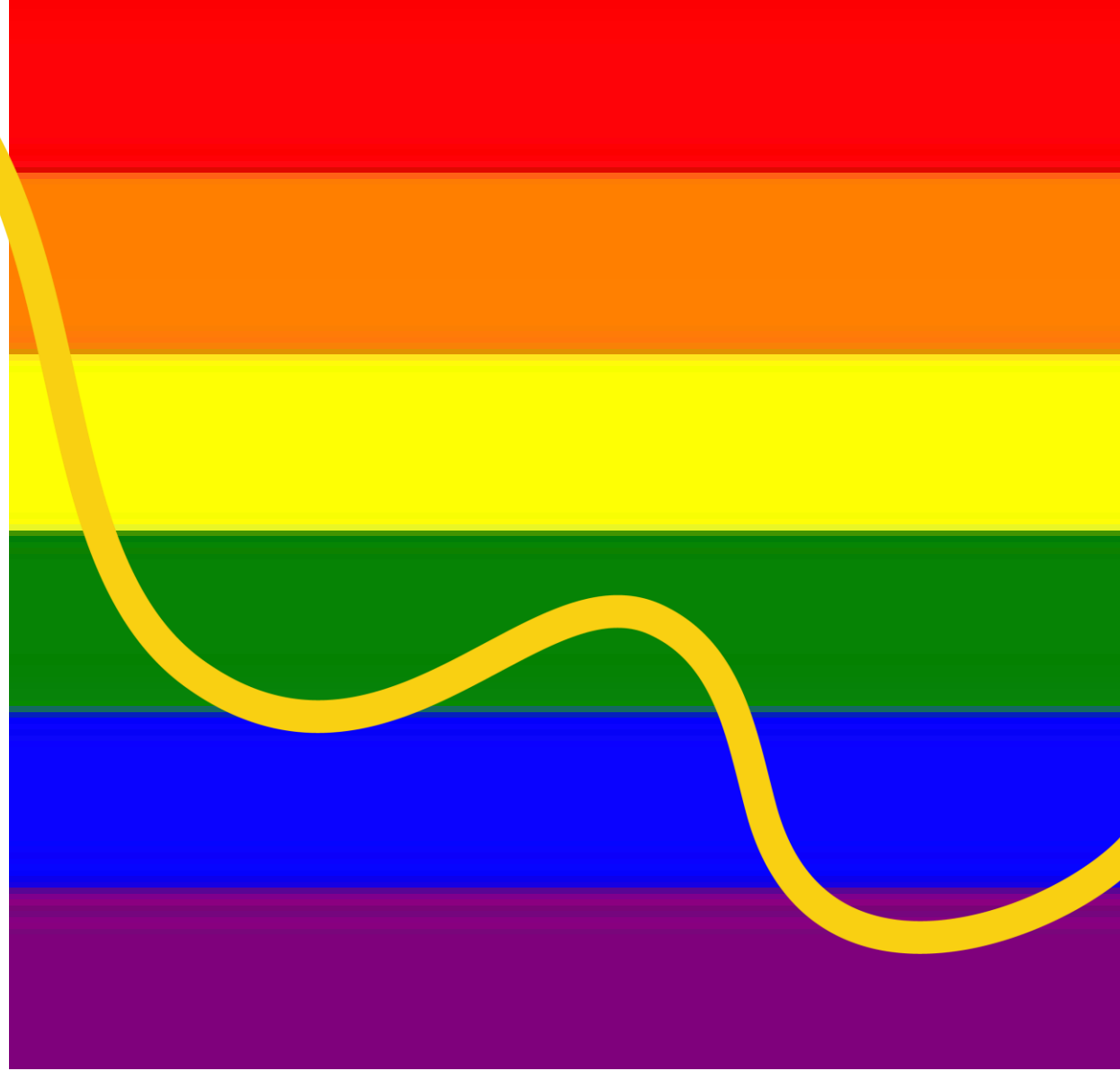
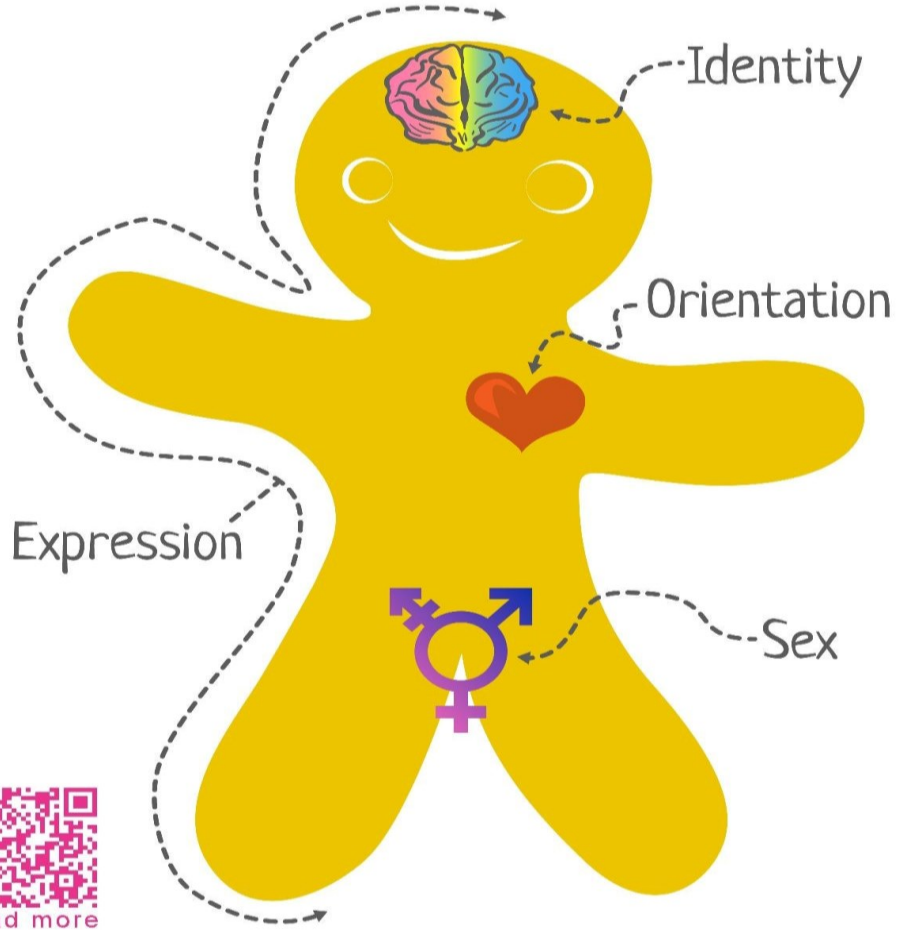
Why talk about LGBTQ+ populations?

- Population that is “punished” because their identity defies traditional social norms around gender.
- Restrictive gender norms and social inequalities are replicated and reinforced in health and social service systems.
- LGBTQ+ persons are at a higher risk for substance use, STDs, cancers, cardiovascular diseases, obesity, bullying, isolation, rejection, anxiety, depression, and suicide as compared to the general population.
- LGBTQ+ persons receive poor quality of care due to stigma, lack of providers’ awareness, and insensitivity to the unique needs of this community.



Definitions



read more

Gender Identity

Woman — Genderqueer — Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression

Feminine — Androgynous — Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex

Female — Intersex — Male

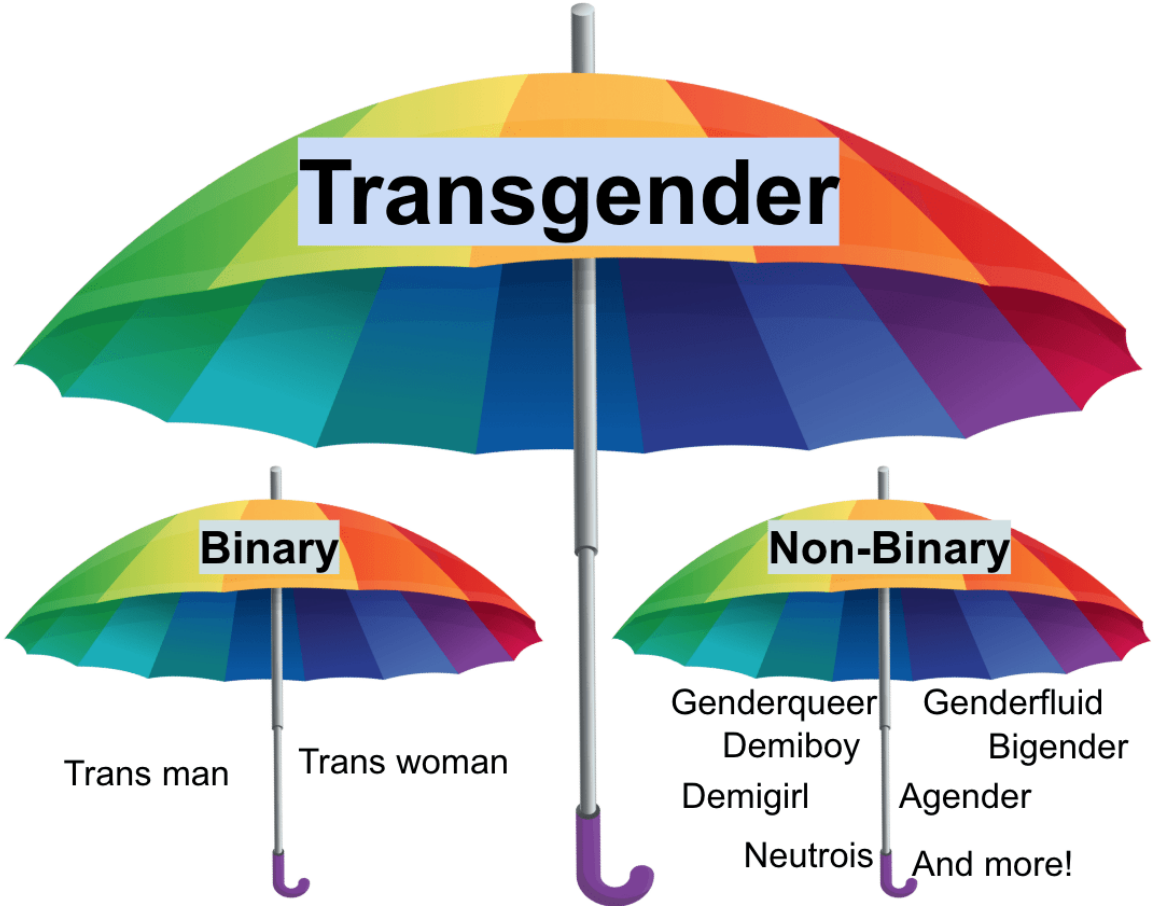
Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation

Heterosexual — Bisexual — Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

Transgender Umbrella



The Interrelationship of Terms

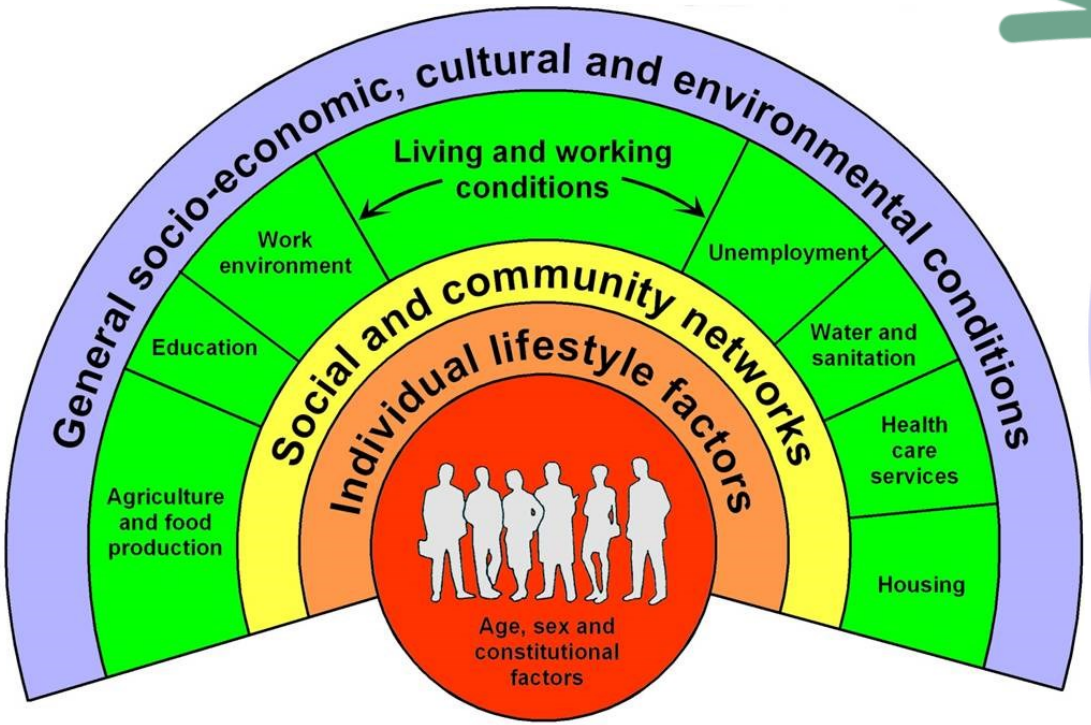
Sex

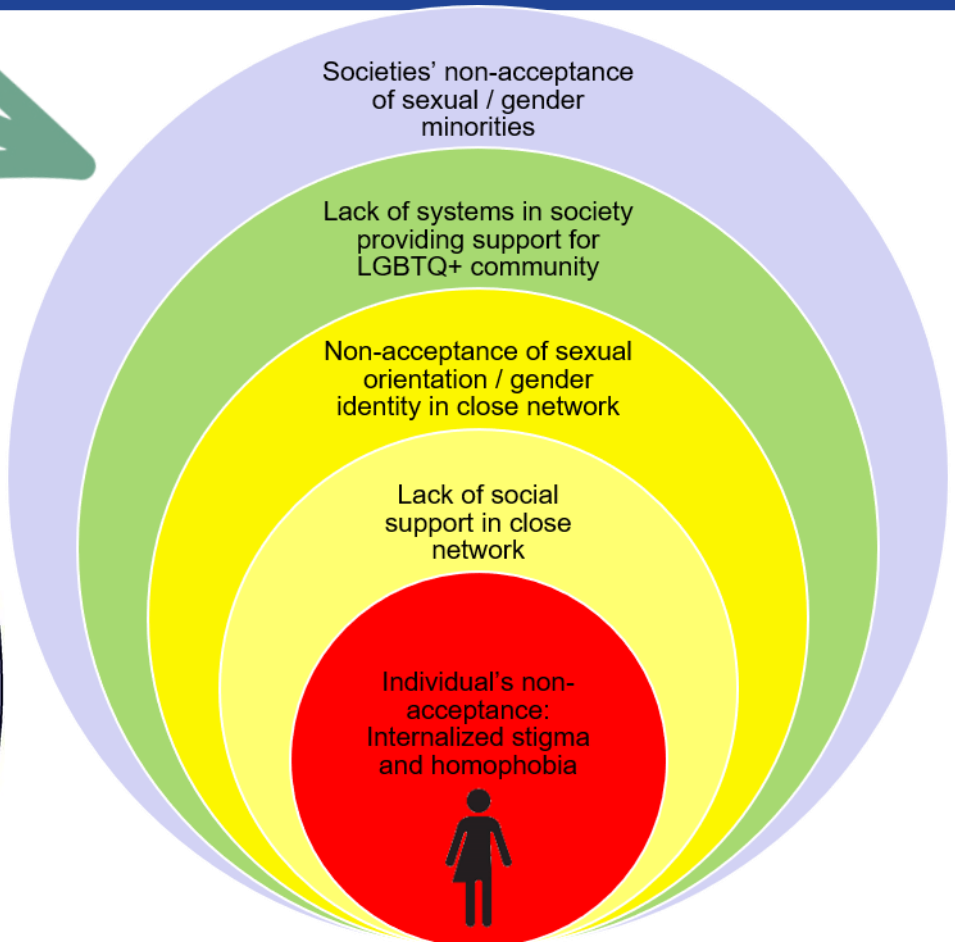
Gender Identity

Gender Expression

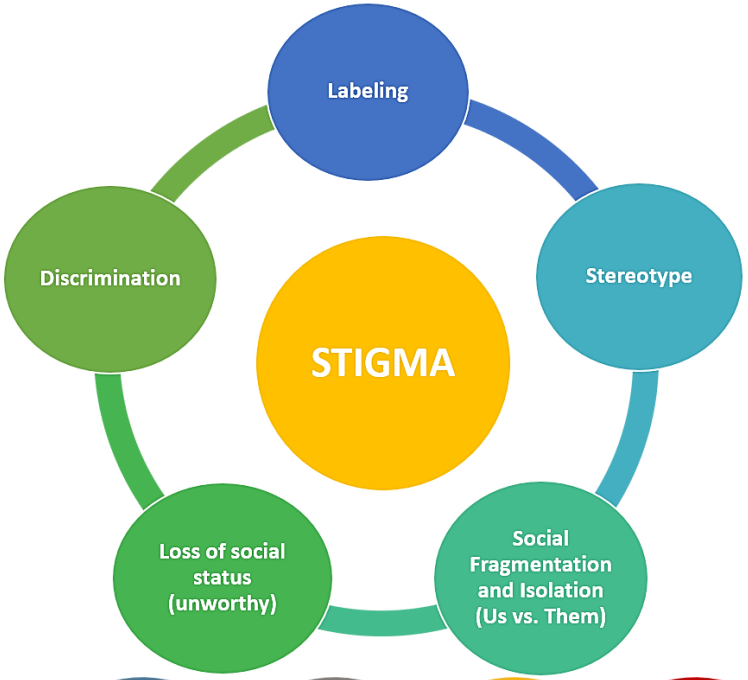
Sexual Orientation

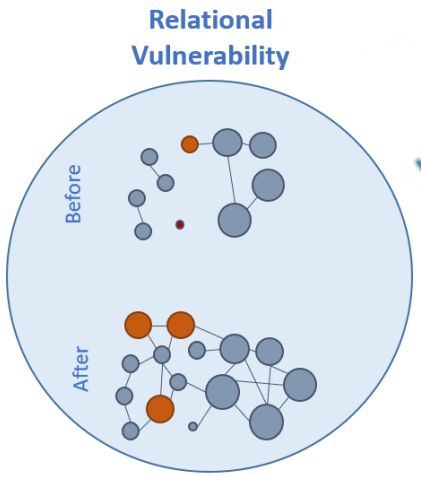
Social Determinants of Health and LGBTQ+ Persons

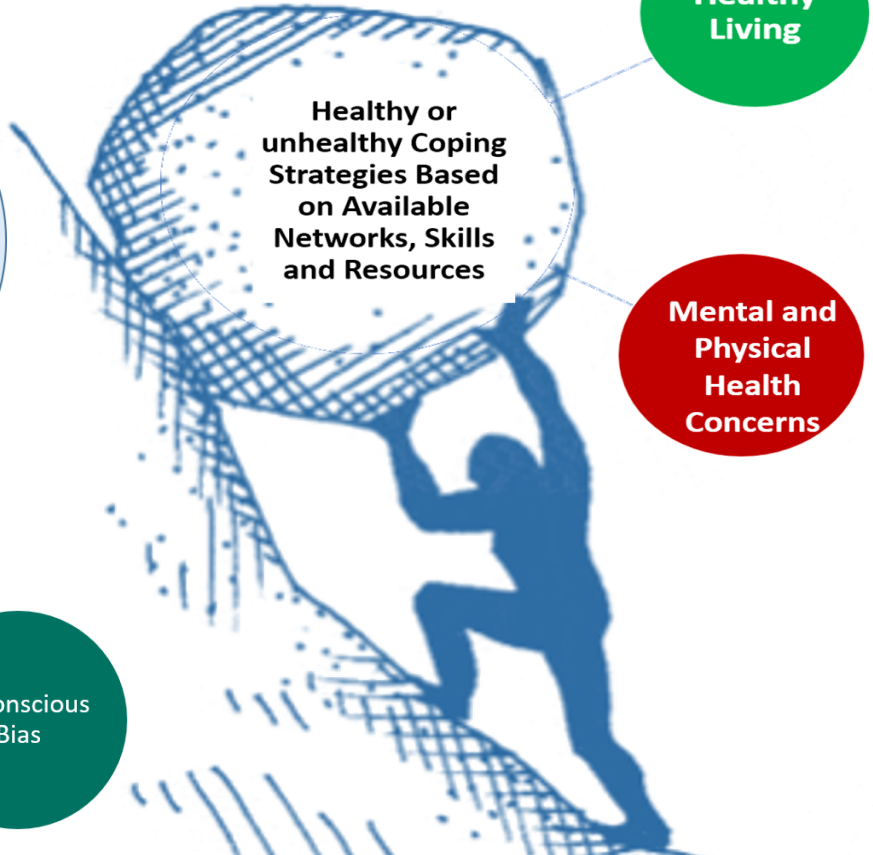




Social Determinants of Health and Health Gradient for LGBTQ+ Persons







Micro agressions

Unconscious Bias

Barriers to Health and Social Services

Fear of Rejection

- LGBTQ+ persons fear being rejected by others based on previous experiences of discrimination or stigma.

Discrimination

- Denial of services, or delay in provision of services, based on gender identity and/or sexual orientation.

Identity is constantly questioned

- When filling out forms, participating in assessment process, be confronted by the belief that LGBTQ+ persons are ill or confused, denial of others to accept their identity.

Lack of provider experience

- Limited experience and/or knowledge in regards to how to work with LGBTQ+ population or their specific needs.

Administrative systems

- Service systems does not allow special considerations. Example: forms and systems only allow 2 options for gender.

Organizational and Administrative Considerations

- Create an inclusive environment that is safe and affirmative for all LGBTQ+ clients/participants and members of the organization.
- Enact LGBTQ+ affirmative policies and procedures that address how to support clients and staff when they report discrimination.
- Identify organizational barriers that prevent LGBTQ+ persons from accessing services.
- Continuous staff development regarding how to involve, affirm, and help LGBTQ+ community members without causing further trauma..
- Guarantee the adoption of an inclusive and participatory approach to programming and interventions targeting LGBTQ+ persons.
- Dedicate funds for the design and implemention of LGBTQ+ inclusive programs to help address health disparities
- Use analytic and management tools with a gender perspective.

Considerations for the Design and Planning

- Involve LGTBQ+ persons in the development of all materials.
- Use language that specifically identifies LGBTQ+ persons as a those that the program intends to reach.
- Include and visual y highlight articles written by and about LGBTQ+ people in recovery
- Dedicate funds, design and implement inclusive LGBTQ+ health programs that address health disparities.
- Review operating procedures, from initial contact to closure, ensuring there is no heterosexual bias and that it contains inclusive terms.
- Pay attention to the assignments and representations of gender in activities, materials, methodologies and logistics.
- Inequalities and relationships are not general or homogeneous, each has its own characteristics, where relationships and the environment reflect social norms.

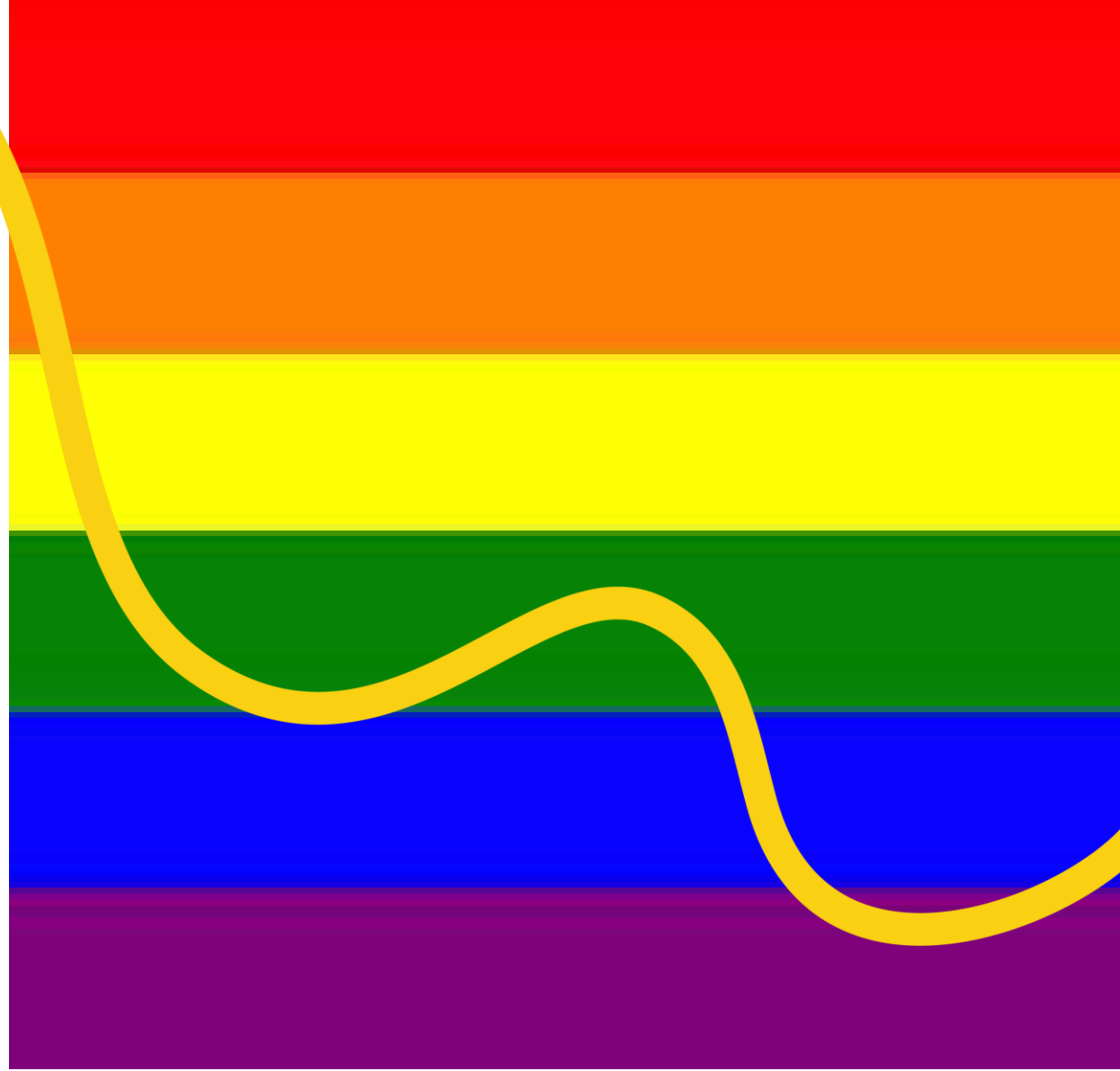
Considerations for the Intervention

- Have an understanding of heterosexism and homophobia and how it is expressed in your community.
- Address unconscious bias.
- View the intervention from the logic of social justice, non-discrimination and inclusion.
- Promote and support integration, inclusion and equity processes.
- Challenge social gender norms and guidelines in interventions.
- Use inclusive communication. The importance of pronouns and how they affirm gender identity.
- Respect and ask questions. Refrain from assuming and making assumptions.

Considerations for the Intervention

- Recognize the connections and impacts of social stigma, heterosexism, relational vulnerability, minority stress, and microaggressions, on the mental and physiological well-being of LGBTQ+ persons.
- Develop intervention approaches that incorporate key elements to understand the particular risks to allow an adequate, relevant, and more effective intervention.
- Explore the meanings for consumption, understanding that substance use can be used as a possible coping mechanism.
- Help users heal from the negative effects of Homophobia and Heterosexism.
- Repair or build personal, community and institutional support networks.
- Consider the role and impact of families of origin and chosen families.

Considerations for Community Engagement

Thank You

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