“The Rainbow Connection”

Meeting the needs of rainbow people: Why it matters?

Anne Carroll, RN
Minority Stress

- Development
- Social experiences
- Prejudice, discrimination and inequality
- Poor health outcomes

“It’s the response to the diversity rather than the diversity itself that causes the stress”
“The belief that Rainbow is somehow abnormal, wrong or bad”
Minority Stress: Proximal

“Chronic stress negatively impacts on health”
Impact: Addiction and Mental Health

1. Higher rates of depression & substance abuse
2. Socialising
3. Fear of culturally insensitive health professionals and organisations
4. Poor health outcomes
Video: Ian
Impact: Adolescents – (aged 11 – 21yrs)

1. “Coming Out” at an earlier age
2. Less well equipped
3. Family rejection, harassment and bullying
4. High risk behaviors
Solutions: What can we do?

1. Deal with it head on!
2. Address heteronormative culture
3. Culturally competent services
4. Safe and welcoming spaces
Video: Vicky
How do we improve?

1. Education
2. Visibility
3. Appropriate language
4. Discuss SO & GI
5. Gender neutral terms
6. Unisex toilets
“Let’s talk about sex”

- Published in 2012
- Collaboration between ADHB, OUTLine and Affinity
- Anonymous surveys to all service users
- Interviews of some rainbow clients
- Service visits
Common themes for Rainbow Clients

1. Most felt invisible and that assumptions were made
2. Most weren’t asked
3. None said they wouldn’t want to be asked
4. Heteronormativity stops honesty
5. Lower value of rainbow relationships
6. Lack of skilled staff (staff acknowledged this too)
7. Wanted **visible** rainbow people on staff
Video: James
Best Practice Guidelines

1. Create welcoming, inclusive and safe environments
2. Rainbow sensitive practice
3. Staff training and education – rainbow cultural competency
4. Rainbow inclusive organizational policies and procedures
1. Policy changes
2. Cultural competency training for staff and residents
3. Increase rainbow workforce
4. Environmental changes

“Belonging to a community provides Rainbow people with solidarity & strength needed to cope with minority stress”
THIS BATHROOM HAS BEEN LIBERATED FROM THE GENDER BINARY
“Feedback”

“I was so confused when I came into HG. Now I understand myself better”
– Transgender woman, Client at Higher Ground

“This is some of the best training I’ve had. I can use it in my practice today!”
– Staff member, Higher Ground
Conclusion

• Reducing high rates of dependency takes time and effort
• It is necessary for Rainbow equality
Bibliography

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