



# How Agencies Should be Thinking about Programming for the LGBTQ+ Population & What is the LGBTQ+ Knowledge all Clinical Staff Need to Have

JQ International



HELPLINE

## The JQ Helpline

A resource and social service referral line for LGBTQ+ Jews, their families, and allies.

855-JQI-HLPS // 855-574-4577

# JQ's Mission & Vision: Inclusivity, Wholeness, and Joy



## **Mission Statement**

*what we do daily*

JQ celebrates the lives of LGBTQ+ Jews and their allies by transforming Jewish communities and ensuring inclusion through community building, educational programs, and support and wellness services.

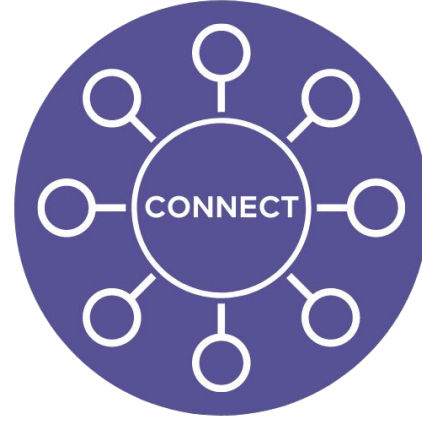
## **Vision Statement**

*what we aspire to achieve*

JQ envisions a world where all LGBTQ+ Jews feel a strong sense of self, pride, and community – a place where LGBTQ+ Jews and their allies are supported by communities that embrace their identities and celebrate their unique gifts.



**JQ's programs and services address the community-building, educational, and wellness needs of our intersectional community, providing vital opportunities for all LGBTQ+ Jews and their allies to connect, learn, and thrive.**



# Agenda

JQ International

**Introduction** to the following topics:

Clinical Considerations When Working with the LGBTQ+ Community

Identity Development and LGBTQ+ Issues/Needs Across the Lifespan

Working With Parents and Families of LGBTQ+ Children

JQ Programs and Services

# Terminology

**Gender identity** – A person's inner self-knowledge and understanding of the gender(s) with which they identify.

**Gender Expression** – The manner in which one outwardly expresses, signals, or performs their gender. Can encompass appearance (clothing, haircut, makeup, etc), behavior, mannerisms, etc.

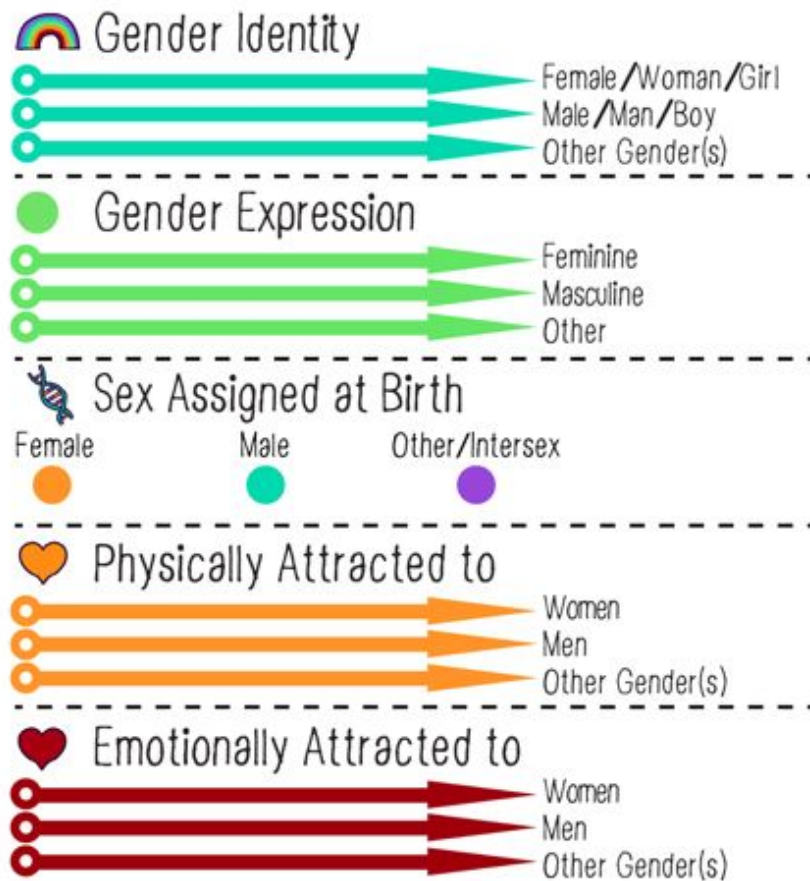
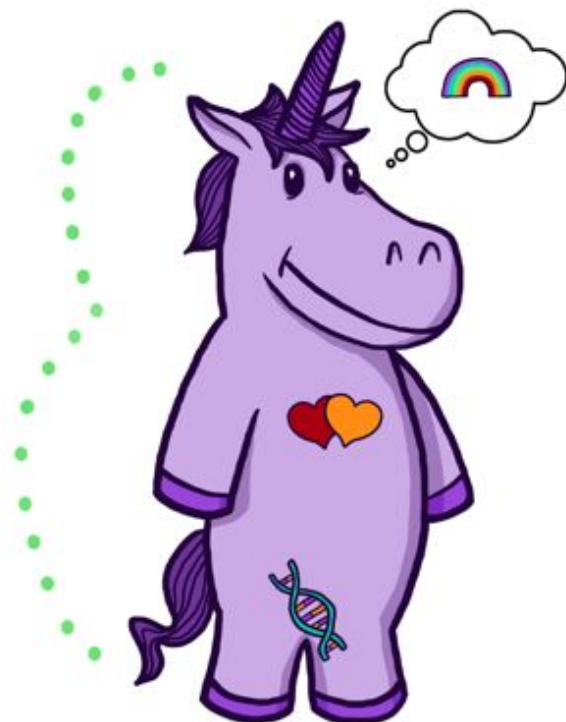
Definitions from Keshet

**Gender Roles and Stereotypes** – The culturally-specific expectations, pressures, and assumptions related to gender that are imposed on people in that culture.

**Gender Attribution** – A process by which one person perceives another and uses their own assumptions, past experiences, and cultural context to “guess” which gender that person holds. Attributions made in this way cannot be assumed to be accurate.

# The Gender Unicorn

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



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore



LGBTQ+ youth [and adults]  
**“are not inherently prone** to mental health challenges and suicide risk because of their sexual orientation or gender identity,” Dr. DeChants says.  
 “Rather, they are often **placed at higher risk** because of how they are mistreated and stigmatized in society.”

# Clinical Considerations

Fostering a Sense of Safety  
and Belonging





# Clinical Considerations



How do you **proactively embrace** the LGBTQ+ community and communicate your agency's inclusion policies and practices?

- Website and social media
- Communication
- Physical space

How do you ensure that your policies, procedures, and practices are **LGBTQ+ affirming** and culturally competent?

- Intake and assessment
- Referrals
- Supervision and training
- Staffing
- Feedback informed care

# Clinical Considerations



How are you **empowering** and **celebrating** your LGBTQ+ clients, their families, and allies?

- Strengths
- Community
- Resources
- Creative Support

What are your **training policies and practices** for LGBTQ+ affirming care?

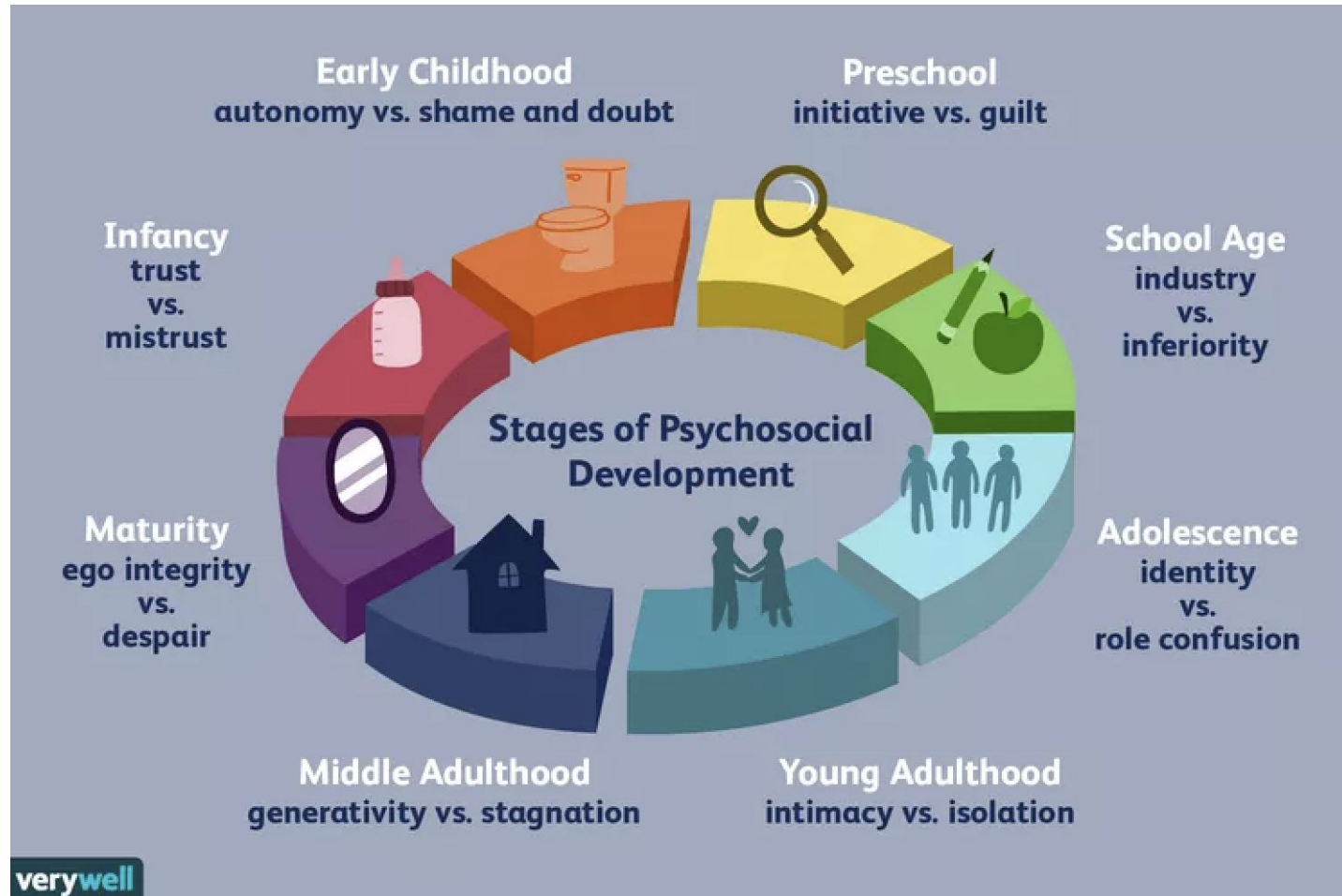
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# LGBTQ+ Joy and Strength



The LGBTQ+ community is incredibly resilient, gifted, and joyful.

Let us **not make assumptions** and recognize each person's individual experiences.



# Autonomy vs. Shame & Doubt

1.5 – 3 years old



## Self Touch and Natural Body Exploration

**Gender Awareness (2–3 y/o):** Begin to develop sense of gender identity

**Gender Roles (2–3 y/o):** Begin to associate certain behaviors, appearances, etc. as feminine, masculine, etc.

**Issues and Challenges:** Shame, dismissal, disapproval, strict gender roles

# Initiative vs. Guilt

3 – 5 years old



**Gender Identity:** Develop strong sense of gender identity

**Curiosity:** Gender, anatomy, labels, pregnancy/birth, etc.

**Body Exploration:** Explore more intentionally one's own and other's bodies

**Issues and Challenges:** Reactions and Responses: the overt and covert messages about bodies, gender identity, and sexuality children receive. Physical, verbal, and emotional bullying

# Industry vs. Inferiority

5 – 11 years old



**Gender Roles:** Gendered peer groups

**Sex/Birth/Pregnancy:** Curiosity continues and exposure to new terms & education

**Peers and Media:** Information/misinformation and influence beliefs about gender, sexuality, etc.

**Issues and Challenges:** Inappropriate or harmful jokes/insults, physical, verbal, and emotional bullying, microaggressions, rejection, exclusion

# Coming In and Coming Out



**Not** a one-time occurrence

Internalized **and** external stigma

Sitting with difficult emotions: **fear**, confusion, shame, guilt, discomfort, panic, etc.

Intersectional identities: Experiences that lead to belief that I have to **choose** or compartmentalize my identities

Does my environment and community allow me to experience **authenticity, connection, safety, and health?**



# Identity vs. Role Confusion

12–18 years old



**Puberty:** Hormonal changes, development of secondary sex characteristics

**Comparison:** Am I “okay” or “normal”? Do I see myself reflected?

**Issues and Challenges:** Coming out and being outed, (cyber)bullying/harassment, discrimination, isolation, rejection, stigma/assumptions/all-or-nothing thinking, anti-transgender legislation, body acceptance

# Intimacy vs. Isolation

18–40 years old



**Workplace:** Culture, coming out, and lack of job protection

**Relationships:** Understanding self and making authentic, intimate connections

**Issues and Challenges:** Microaggressions, discrimination, sense of safety and belonging, heteronormative and cisnormative culture and celebrations, relational trauma, familial support, family planning, impact of stress

# Generativity vs. Stagnation

40–65 years old



**Ageism:** Within the culture at large and the LGBTQ+ community

**Health:** Mental Health, Physical Health, Medical trauma

**Issues and Challenges:** Coming out, LGBTQ+ sociohistorical context, change and loss, stressors, discrimination, bias in healthcare, substance use, intersectionality

# Integrity vs. Despair

65+ years old



**Ageism:** Finding community and inclusion

**Long-term Care and Retirement Communities:** Discrimination

**End of Life:** Relationship to spirituality and religion

**Issues and Challenges:** Health concerns and disparities, finding affirming healthcare, isolation, sociohistorical trauma, grief and loss, Family of Choice and Family of Origin considerations



# JQ International: Learn



## **Educational Programming**

- Inclusion and Mental Health Awareness Training
- Civic & Speaking Engagements
- Educational Workshops for:
  - Synagogues
  - Religious Schools/Communities
  - Businesses
  - Partner Organizations
- Inclusive Curricula Creation

**JQ works with secular and Jewish organizations to become more welcoming and inclusive of people representing all gender identities and sexual orientations. JQ's educational programs help organizations understand and address the needs of their LGBTQ+ and ally members through customized workshops and trainings.**



# JQ International: Thrive



**JQ recognizes our intersectional community's urgent and growing need for direct support and wellness services. JQ's Helpline, support groups, and wellness programs provide competent and affirming resources and referrals, supporting individuals and families struggling with sexuality and gender identity, spirituality, food insecurity, homelessness, and more. No matter who you are, no matter what you need, JQ is here for you.**

## **Support & Wellness Services for LGBTQ+ Jews and Allies**

- JQ Helpline
- Case Management
- Wellness Events & Workshops
- Identity-Specific Support Groups
- Referrals to Accessible & Culturally Competent Resources

# LGBTQ+ and Ally Support Groups

JQ VIRTUAL SUPPORT GROUPS  
January - June 2023



## Jewish Queer Teens

This is a mental health group for Jewish LGBTQ+ teens to discuss issues surrounding mental health, stress management, social relationships, identity development, and more. Parental consent is required to attend. Participants must live in California to attend, and the group is facilitated by a mental health practitioner. This group is in partnership with the Jewish Federation of Los Angeles.

Facilitated by:  
Emily Abraham, LCSW (she/her)  
License No. LCSW 110789

Select Mondays  
6:00 – 7:00pm PT on Zoom  
January 9, February 13, March 13, April 10  
May 1, June 19

[JOINTERNATIONAL.ORG/SUPPORTGROUPS](http://JOINTERNATIONAL.ORG/SUPPORTGROUPS)



JQ VIRTUAL SUPPORT GROUPS  
January - June 2023



## Supporting a Partner through Gender Transition

A monthly drop-in night for non-trans (cisgender) people in an intimate relationship with a transgender/nonbinary person. Relationship meaning: long-term, dating, casual, open, poly, monogamous, etc. The group will provide a space for non-judgmental and uninhibited conversation, support, and resources.

Facilitated by:  
Shana Gee-Cohen, M.S.W. (she/her)

Select Mondays  
7:00 – 8:00pm PT on Zoom  
January 9, February 6, March 6,  
April 3, May 1, June 5

[JOINTERNATIONAL.ORG/SUPPORTGROUPS](http://JOINTERNATIONAL.ORG/SUPPORTGROUPS)



JQ VIRTUAL SUPPORT GROUPS  
January - June 2023

## Grief & Loss

This group is open to Jewish LGBTQ+ adults that are experiencing grief due to the loss of a loved one. The group focuses on coping skills, connection with people also dealing with the loss of a loved one, and ways to combat isolation. It is open to individuals experiencing grief in any way and is led by a mental health practitioner.

Facilitated by:  
Emily Abraham, LCSW (she/her)  
License No. LCSW 110789

Select Mondays  
7:00 – 8:00pm PT on Zoom  
January 9, February 13, March 13, April 10,  
May 1, June 19

[JOINTERNATIONAL.ORG/SUPPORTGROUPS](http://JOINTERNATIONAL.ORG/SUPPORTGROUPS)

JQ VIRTUAL SUPPORT GROUPS  
January - June 2023



## Parents & Caregivers of Gender Diverse Youth and Young Adults

This group provides support and information for Jewish parents and caregivers from a behavioral health provider. It gives a space to ask questions or voice any concerns they have. No matter your level of transliteracy, you can get support and information and process thoughts and emotions that might not feel comfortable or appropriate to talk about with the trans and gender diverse young people in their lives.

Facilitated by:  
Jordan Held, LCSW (he/him)

Select Mondays  
6:00 – 7:00pm PT on Zoom  
January 9, February 6, March 6, April 3,  
May 1, June 5

[JOINTERNATIONAL.ORG/SUPPORTGROUPS](http://JOINTERNATIONAL.ORG/SUPPORTGROUPS)





# LGBTQ+ Support Groups

**JQ VIRTUAL SUPPORT GROUPS**  
January - June 2023



## Exploring Healthy Relationships



This group is open to Jewish queer womxn and nonbinary adults seeking to build healthier intimate relationships. It is a welcoming space where individuals can nurture a sense of community, explore methods of communication, receive mutual support, and learn coping techniques. This group aims to foster a sense of self-empowerment, health, and healing with oneself and in relationships.

**Facilitated by:**  
Lillian Farzan-Kashani, LMFT (she/her)  
License No. LMFT 121953

**Select Sundays**  
**10:00am – 11:00am PT on Zoom**  
January 8, February 12, March 12, April 2,  
May 7, June 4

[JQINTERNATIONAL.ORG/SUPPORTGROUPS](https://www.jqinternational.org/supportgroups)

**JQ VIRTUAL SUPPORT GROUPS**  
January - June 2023



## LGBTQ+ Coming Out

A monthly, drop-in group for anyone in the LGBTQ+ community who is at any point in their coming out process. It provides opportunities for discussion about the what, when, how, and who of coming out. This group aims to be an embracing space for identity exploration, expression of emotions, support, and bonding.

**Facilitated by:**  
Lauren-Tara Weinman, AMFT (she/her)  
AMFT 117739

**Supervised by Dr. Laurel Wilig, PhD, LMFT**  
License No. LMFT 43813

**Select Thursdays**  
**6:00 – 7:00 pm PT on Zoom**  
January 19, February 16, March 23, April 20,  
May 18, June 15

[JQINTERNATIONAL.ORG/SUPPORTGROUPS](https://www.jqinternational.org/supportgroups)

**JQ VIRTUAL SUPPORT GROUPS**  
January - June 2023



## Iranian LGBTQ+ Adults

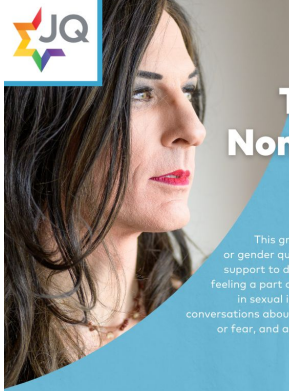

This group is open to Jewish Iranian LGBTQ+ and questioning people ages 18+. The group provides confidential support to discuss culturally sensitive coming out issues, an opportunity to meet other LGBTQ+ Iranian individuals, and a gathering of resources for continued support.

**Facilitated by:**  
Mastaneh Moghadam, MSW, LCSW (she/her)  
License No. LCSW 23095

**First Wednesday of the Month**  
**7:00 – 8:00pm PT on Zoom**  
January 4, February 1, March 8 April 19,  
May 3, June 7

[JQINTERNATIONAL.ORG/SUPPORTGROUPS](https://www.jqinternational.org/supportgroups)

**JQ VIRTUAL SUPPORT GROUPS**  
January - June 2023



## Transgender & Nonbinary Adults

This group is open to Jewish transgender, nonbinary, or gender questioning people ages 18+. The group provides support to discuss changes in perceived identities, shifts in feeling a part of an LGBTQ+ or straight community, changes in sexual intimacy and comfort around bodies changing, conversations about medical and non-medical transition, sadness or fear, and a gathering of resources for continued support.

**Facilitated by:**  
Michael Levine, AMFT (she/hers)  
AMFT 124078

**Supervised by Mastaneh Moghadam, MSW, LCSW**  
License No. LCSW 23095

**First Tuesday of the Month**  
**7:00 – 8:00 pm PT on Zoom**  
January 3, February 7, March 14, April 4,  
May 2, June 6, November 1, December 6

[JQINTERNATIONAL.ORG/SUPPORTGROUPS](https://www.jqinternational.org/supportgroups)



# The JQ Helpline



whoever  
you are,  
whatever  
you need,  
we are  
here for you.

**The JQ Helpline\* is the first resource and support line in the U.S. dedicated to serving LGBTQ+ Jews and their allies by offering culturally aware support and referrals to accessible community resources across a variety of needs.**

**Call or text:** 855-574-4577

**Email:** [helpline@jqinternational.org](mailto:helpline@jqinternational.org)

**Mondays – Thursdays:** 9am – 5pm PT

**Fridays:** 9am – 3pm PT

*\*The JQ Helpline is NOT a crisis hotline, but we can refer contacts to 24/7 hotlines as needed.*

The JQ Helpline provides inclusive support and resources for LGBTQ+ Jews, their families, and allies.

Call or email the JQ Helpline today.

[Helpline@JQinternational.org](mailto:Helpline@JQinternational.org)

[JQinternational.org/Helpline](https://JQinternational.org/Helpline)



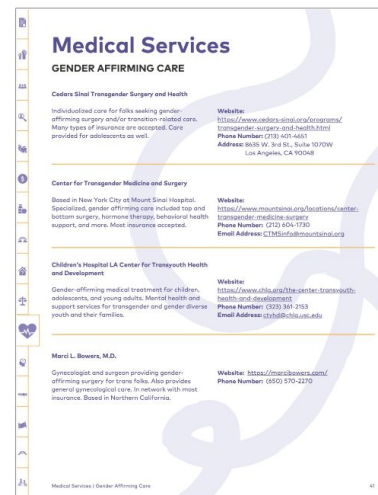
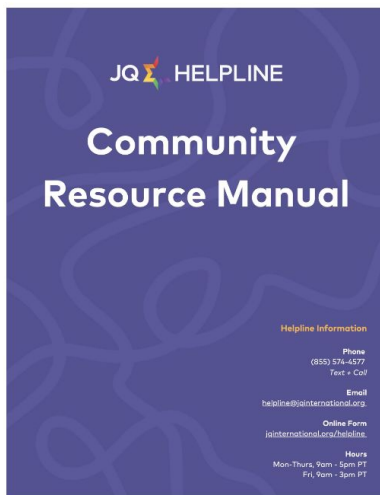
HELPLINE

855.JQI.HLPS

855.574.4577



# JQ Helpline Community Resource Manual



The JQ Helpline Community Resource Manual is full of LGBTQ+ Jewish affirming organizations, services, and information addressing a wide range of community needs.

<https://jqinternational.org/resources/>

*JQ's Support Services present:*

# Be seen, Be Supported

## JQ's Support Services Information Session

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Join JQ for a transformative support services information session. Learn about our eight support groups, the JQ Helpline, the Queer Teen Wellness Initiative, and more. Find out how JQ can connect you to other affirming resources, support families and allies. Sign up for one of our two virtual sessions and experience the strength and comfort of our supportive community.

**For more info and to register, visit:**

**March 14**

**March 28**

11 - 11:45 AM on Zoom

**[JQINTERNATIONAL.ORG/EVENTS/SUPPORTGROUPINFO](https://jqinternational.org/events/supportgroupinfo)**





Parent and Caregiver  
Psychoeducation Series:

## **CARING FOR YOURSELF AND YOUR LGBTQ+ CHILD**

### Goals and Objectives

Increase awareness and understanding of mental health challenges and protective factors for LGBTQ+ youth and young adults.

Understand how to respect a child's identity exploration and advocate for their needs to be met.

Gain information and practice caring for yourself from a biopsychosocial-spiritual perspective.

Learn how gratitude can help improve wellbeing.

Build community and receive support from other parents and caregivers of LGBTQ+ youth and young adults.

# Parent Workshop Information



Free and virtual

6-7 pm PT on Zoom

February 27

April 17

May 15

*Encouraged but not required to  
attend all workshop sessions*





# JQ International: Connect



**JQ's community programs offer the opportunity to connect with other LGBTQ+ Jews and allies through Shabbat dinners, holiday celebrations, and other identity enriching activities, providing a unique space for vulnerability and peer-to-peer connection, all while combating adversity, promoting leadership, and celebrating queer Jewish life.**

## **Community-Wide Programming**

- Religious & Cultural Events
- LGBTQ+ Community Celebrations
- Identity-Specific Programs
  - Teen JQSA
  - Observant
  - Persian
  - Trans & Nonbinary
  - Mxn's / Womxn's

# References



Johns Hopkins All Children's Hospital

Very Well Mind

Shelley Klammer Counseling

Counseling Today - LGBTQ issues across the  
life span By Laurie Meyers

American Counseling Association -  
Counseling LGBTQ+ Adults Through the  
Lifespan - Catherine B. Roland, EdD, Senior  
Editor and Larry D. Burlew, EdD, Editor

Q & A





# THANK YOU!

To schedule a workshop or learn  
more about support services,  
email me at  
[eabraham@jqinternational.org](mailto:eabraham@jqinternational.org)

