

LGBTQIA+ Immigrants & Internationals



Cultural Resources for Service Providers in Allegheny County

Table of Contents

Section I – Understanding Sexual & Gender Minorities

- ❖ Background Information on LGBTI Refugees that Self-Identify Pg. 3
From “ORAM Tri-Agency Webinar – Resettlement Needs of LGBTI Refugees,” by ORAM International
- ❖ Laws that Affect LGBTI Individuals in Allegheny County Pg. 5
 - Federal Laws Pg. 5
 - State Laws Pg. 6
 - Local Laws Pg. 7
- ❖ Non-Western SOGIE Considerations Pg. 8
 - Third Gender/Third Sex Identity Pg. 8
 - Colonial & Cultural Legacies Pg. 8
 - Honor Killing Pg. 11
 - Corrective Rape Pg. 11
 - Various Perceptions of HIV & AIDS Pg. 11
 - Actions v. Identity Pg. 11
 - Hotel Culture Pg. 12
 - Safe Houses Pg. 12
 - Religion and SOGIE in South Asia Pg. 12
 - Bacha Bazi Pg. 12

Section II – Best Practices for Service Providing Agencies

From “Rainbow Response – A Practical Guide to Resettling LGBT Refugees,” by Heartland Alliance International

- ❖ Creating Safe Spaces Pg. 13
 - Tips for Managing Discomfort Pg. 13
 - Approaches to Case Management Pg. 13
 - Cultivating an Inclusive Environment Pg. 13
 - Assuring Confidentiality Pg. 14
 - Additional Organizational Policies Pg. 15
 - Physical Safety Concerns Pg. 16
- ❖ Employment & Housing Pg. 17
 - Housing Logistics Pg. 17
 - Pre-Employment Activities Pg. 17
 - Transgender Participants in the Workplace Pg. 18
- ❖ Mental Health Pg. 19
 - General Information Pg. 19
 - Discussing Mental Health Services with LGBT Participants Pg. 19
 - Selecting a Mental Health Provider Pg. 20
 - Substance Abuse Pg. 20
 - Mental Health Services for Transgender Persons Pg. 20
 - Suicide & Crisis Response Pg. 21
 - Traumatic Stress Pg. 21
- ❖ Community Integration Pg. 22
 - Teaching Tolerance Pg. 22
 - Familial Mediation Pg. 22
 - Accessing Support from LGBT Communities Pg. 23

Section III – Further Guidance

- ❖ Additional Resources Pg. 24
- ❖ Appendix 1 – Third Gender/Third Sex Terminology Pg. 25
- ❖ Appendix 2 – Bibliography Pg. 27

Background Information on LGBTI Refugees that Self-Identify

From "ORAM Tri-Agency Webinar – Resettlement Needs of LGBTI Refugees," by ORAM International

- Roughly half of LGBTI populations live in oppressive locations throughout the world.
 - ~75 countries out of nearly 200 criminalize same-sex relations.
 - ~7 countries apply the death penalty to LGBTI individuals.
 - Over 4,000 individuals have been killed in **Iran** since 1979 due to their LGBTI status.

- Typically the last community LGBTI refugees go to for support is their own ethnic community.

- LGBTI individuals typically prefer asylum to resettlement.
 - Partially due to rampant homophobia found in international organizations including the UNHCR and sometimes the deep discrimination found among resettlement adjudicators.

- There are roughly 200 LGBTI refugees resettled per year throughout the world due to persecution or a well-founded fear of persecution resulting from their LGBTI status.

- In 2012, less than 100 refugees were resettled to the U.S. officially for being LGBTI.
 - 5%-10% of any given population is LGBTI.
 - 2%-4% of all women are lesbians.
 - At least 5% of the global population is gay.
 - ~20% of the global population is bisexual.
 - ~1% of the global population is transgender.
 - ***Less than 1% of all refugees resettled to the U.S. do so because of their LGBTI status.***

- In 2012, the USDOS Bureau of Population, Refugees, & Migration (PRM) introduced to the WRAPS system for the first time the ability for individual participants who self-identify as LGBTI to inform the Resettlement Support Center (RSC).
 - Typically that identification won't be found in biographical data.

- ***ORAM International*** recommends resettlement agencies partner with ORAM or other similar organizations to identify LGBTI refugees before they arrive in the U.S.
 - LGBTI refugees should be resettled where there is:
 - (1) An existing LGBT community,

- (2) Adequate resettlement services, and
 - (3) Ethnic diversity.
- Resettling an LGBTI refugee is similar to resettling an individual without any access to community.
 - ORAM recommends forming ***Guardian Groups*** with LGBT-friendly faith-based organizations or other groups within the LGBT community in order to provide support for LGBT refugees.
 - These groups should include trained individuals that can act as a safety net for refugees as they acculturate to life in the U.S.
 - The first step to establishing guardian groups is to establish relationships with local LGBT organizations in your community.

Laws that Affect LGBTI Individuals in Allegheny County

- *United States Federal Government*
 - Title VII of the **Civil Rights Act of 1964** (CRA 1964) prohibits employment (for employers with 15 or more employees) and public accommodation discrimination on the basis of race, color, religion, sex, and national origin.
 - Title I of the **Americans with Disabilities Act of 1990** prohibits private employers (with 15 or more employees), state and local governments, employment agencies, and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment. The ADA protects people with HIV & AIDS from workplace discrimination.
 - Section 102 of the **Civil Rights Act of 1991** provides for the recovery of compensatory and punitive damages in cases of intentional violations of Title VII of CRA 1964.
 - The **Genetic Information Nondiscrimination Act of 2008** prohibits discrimination on the basis of genetic information with respect to health insurance and employment (for employers as defined by the CRA 1964).
 - President Clinton signed **Executive Order 13087 of 1998** prohibiting discrimination based on sexual orientation in the competitive service of the federal civilian workforce. It applies to employees of the Government of the District of Columbia, the U.S. Postal Service, civilian employees of the armed forces, but not to certain exempted services such as the CIA, NSA, and FBI.
 - The U.S. Department of Housing & Urban Development (HUD) passed a rule entitled **Equal Access to Housing in HUD Programs Regardless of Sexual Orientation or Gender Identity in 2012** which makes it illegal for anyone living in HUD-managed or HUD-funded housing to be discriminated against on the basis of actual or perceived sexual orientation or gender identity.
 - The Equal Employment Opportunity Commission (EEOC) case of **Macey v. Department of Justice of 2012** states that discrimination against an

individual because that person is transgender (also known as gender identity discrimination) is discrimination because of sex and therefore is covered under Title VII of the CRA 1964.

- President Obama signed **Executive Order 13672 of 2014** adding “gender identity” to the categories protected against discrimination in Executive Order 13087, and prohibiting federal contractors¹ and subcontractors and construction employers working on federally assisted construction projects from discriminating in employment on the basis of sexual orientation and gender identity. Either the contract itself must be in an amount in excess of \$10,000 in a twelve-month period or the contractor must have multiple contracts or subcontracts that, in the aggregate, exceed \$10,000 over a twelve-month period. The executive order contains no exemption for religious organizations.
 - The Equal Employment Opportunity Commission case of **Complainant v. Foxx of 2015** (Appeal No. 0120133080) states that discrimination against an individual based on sexual orientation also falls under sex discrimination as prohibited under Title VII of the CRA 1964. Discrimination against gay, lesbian, or bisexual employees is a form of sex discrimination. While the ruling technically only applies directly to federal employees’ claims, the EEOC also applies such rulings across the nation when it investigates claims of discrimination in private employment.
- *Commonwealth of Pennsylvania*
 - Under Pennsylvania law, it is **legal** to discriminate in employment, housing, and public accommodations based on an actual or perceived sexual orientation or gender identity. The **Pennsylvania Human Relations Act of 1955** allows local municipalities in Pennsylvania to adopt local nondiscrimination ordinances which may include protected classes not enumerated under the state law.
 - Governor Milton Shapp issued a landmark Executive Order in 1975 to prohibit employment discrimination on the basis of sexual orientation under the state government’s jurisdiction. With his decision to issue **Executive Order 1975-5**, Pennsylvania became the first state in the nation to ban

¹ Federal contracts are considered different legal instruments than federal grants or cooperative agreements.

employment discrimination on the basis of sexual orientation in the government.

- Governor Edward G. Rendell extended Executive Order 1975-5 to include gender identity in 2003 with **Executive Order 2003-10**.

- *Allegheny County & the City of Pittsburgh*
 - The 1990 City of Pittsburgh **Ordinance 2-1990** bans discrimination on the basis of sexual orientation in employment, housing, and public accommodation.

 - The 1997 City of Pittsburgh **Ordinance 3-1997** amends the definition of “sex” in the City Code to mean “the gender of a person, as perceived, presumed or assumed by others, including those who are changing or have changed their gender identification.” This law applies to any employer with 5 or more employees, but excluding “any religious, fraternal, charitable, or sectarian organization which is not supported in whole or part by any governmental appropriations.”

 - The Allegheny County **Council Ordinance 26-09-OR of 2009** prohibits discrimination on the basis of sexual orientation and gender identity in housing, employment, and other contexts, and establishes a seven-member Human Relations Commission to investigate allegations of discrimination within the county. Religious, fraternal, charitable, and sectarian organizations are exempt from compliance.

Non-Western SOGIE Considerations

- *Third Gender/Third Sex Identity*
 - A significant number of non-Western societies throughout the world recognize and label sexual and gender minorities as belonging to a Third Gender or Third Sex. The degree of acceptance that different societies show to members of this particular social group varies greatly.
 - While third gender individuals would most easily be associated with Western SOGIE terms such as transgender, transsexual, or intersex, the fluidity of sexuality cannot be limited by such labels. The *Kathoey*s of Thailand for example, claim to possess a female heart which is the gender they truly are. The *Hijra* of South Asia may be the largest and most well-known third gender group in the world. In native North American cultures they are commonly referred to as *Two-Spirit*. See **Appendix 1** for common third gender terms found across the globe.
 - Many sovereign states have also legally recognized the existence of a third gender, including on passports:
 - Since 2005, **India** issues passports that come with the gender options M, F, or E, for Male, Female, or Eunuch.
 - Since 2007, **Nepal** issues passports that come with the gender options Male, Female, and Others
 - **Pakistan** issues passports that come with the “third gender” option found in English.

- *Colonial & Cultural Legacies*

A country’s colonial past often dictates the contemporary attitudes that exist there concerning LGBTI populations.

 - Former colonies of the **British Empire** typically inherited the United Kingdom’s anti-sodomy law known as the Buggery Act of 1533 which was first enacted by King Henry VIII. This law criminalizes same-sex sexual relations between men, but not women.
 - Notable exceptions include **South Africa**, whose legal system evolved out of Anglo-Dutch common law, and after the end of apartheid,

- became the first independent African state to legalize full equality for LGBTI citizens, including same-sex marriage.
- **India** repealed the British anti-sodomy law in 2009, but a higher court found that decision invalid in 2012, re-implementing the 16th Century law onto a population of over 1 billion individuals after nearly 3 years of reprieve. LGBT activists continue to struggle to remove the law from India's penal code.
 - Former colonies of the **French Colonial Empire** did *not* inherit penal systems that criminalized same-sex consensual relations the way their British counterparts did. Although the acceptance of LGBTI lifestyles in many former French colonies is not apparent due to conservative cultural values, they are not seen as criminal.
 - The 3 former colonies of the **Belgian Colonial Empire** include the Democratic Republic of the Congo, Rwanda, and Burundi. Similar to France, Belgium did not establish anti-sodomy laws throughout its colonies.
 - **Burundi** has followed a more conservative path in regard to sexual and gender minorities in recent years, going against the grain of Belgian colonial history to become the most recent state in the world to criminalize same-sex sexual relations in 2009.
 - Although the **Russian/Soviet Empire** formally criminalized same-sex relations in the early 20th Century, many significant former Russian/Soviet satellite states, such as Kazakhstan, do not have de jure anti-sodomy laws in place today. The level of persecution that members of this population endure in these regions however, varies greatly.
 - One legacy of Russian/Soviet imperialism has been the introduction of the Russian words "**Goloboi**" (literally: light blue) and "**Rosavie**" (literally: pink) into the vernacular of Rusophone cultures as derogatory slurs against gay or bisexual men and lesbian or bisexual women, respectively. Immigrants and refugees from post-Soviet states will typically not even wear clothes of these colors (unless they are out) due to the strong cultural association with LGBTI individuals.
 - The 2 independent states from the former **Dutch Colonial Empire**, Suriname and Indonesia, also did not inherit anti-sodomy laws from Europe.

- Although the colonies of both the **Spanish Empire** and the **Portuguese Empire** inherited anti-sodomy laws, they have largely been repealed.
 - More pronounced forms of conservative anti-LGBTI sentiments often endure however, more frequently in Central America and the Caribbean than South America. The federal governments of **Argentina, Uruguay, Brazil, and Mexico** all legally recognized same-sex marriage prior to the U.S. Federal Government.
 - **Chile** launched major policy reforms to combat the institutionalization of sexual and gender minorities, ensure workplace nondiscrimination, and include sexual orientation and gender minority status within its classification of hate crimes, since the public media debate surrounding the torture and murder of 24-year-old *Daniel Zamudio* in 2012.
 - **Cuba** has also been making impressive progress toward greater acceptance of sexual and gender minorities in recent years, mostly due to the initiative of *Mariela Castro*, daughter of President Raúl Castro, and founder of the National Center for Sexual Education. This has been in stark contrast to former president Fidel Castro's policies in the 1960s and '70s, which often involved sending LGBTI individuals to labor camps.
 - In March 2011 *Justice Minister Maria Benvinda Levi* of **Mozambique** declared to the U.N. Human Rights Council during its Universal Periodic Review hearing that same-sex sexual conduct is not criminal in Mozambique and that employment non-discrimination also applies to them under Article 4 of the 2007 Labor Law. The Mozambican Association for the Defense of Sexual Minorities (LAMBDA) is still seeking a Supreme Court ruling or declaration from the Constitutional Council on the issue.

- Regardless of colonial legacies, the tendency of **Muslim Majority States** has been to formally criminalize same-sex sexual activities. This is true in former French colonies such as Senegal and Syria, former Spanish colonies such as Western Sahara, and the 3 former colonies of the **Italian Colonial Empire**: Somalia, Eritrea, and Libya.
 - Notable exceptions to this norm include *Turkey, Kosovo, Jordan, Lebanon, Azerbaijan, Mali, Niger, Chad, Djibouti, Indonesia, Kazakhstan, Kyrgyzstan, and Tajikistan*.

- *Honor Killing*
 - Honor killings have been reported to occur against members of the LGBTI community throughout the Islamic world.
 - On 15 July 2008, **Turkey** officially recognized its first gay honor killing when *Ahmet Yildiz* was murdered for being a homosexual man.

- *Corrective Rape*
 - Sexual violence against women, and sometimes men, can be found in various forms including corrective rape. It is not uncommon in many parts of the world to believe that a person's sexual orientation can be "fixed" for those that identify as LGBT. This type of violence has been especially visible in **South Africa** in recent years.

- *Various Perceptions of HIV & AIDS*
 - In the United States, HIV & AIDS tends to have an automatic historical association with the LGBT community due to lack of understanding of the disease and how it was transferred in the late 1950s and early '60s. Unofficial acronyms for HIV & AIDS included **4-H Disease**, standing for "Homosexuals, Haitians, Hemophiliacs, and Heroin Users," as well as **GRID**, "gay-related immune deficiency."

 - In many non-Western societies, HIV & AIDS has a much more diverse cultural connotation and association with LGBTI individuals. It is not uncommon for sections of populations not to believe at all in HIV & AIDS, and if they do, perhaps only to believe that LGBTI individuals can acquire it. Many populations may also be aware of the existence of men who have sex with men (MSMs), but may refuse to acknowledge the existence of lesbian women.

- *Actions v. Identity*
 - Many individuals in non-Western societies distinguish much more between their sexual actions and their sexual orientation than is common in the United States. Western identities such as bisexual, gay, or lesbian, may not be adopted by an MSM or a woman who has sex with women (WSW). It is also common in some societies to label a man as gay only if he engages in consensual same-sex sexual relations as the passive partner, but not as the active one.

- *Hotel Culture*
 - Throughout various non-Western countries, such as **Ethiopia**, a type of “*Hotel Culture*” has developed as a response to societal conservatism around sexual and gender minorities. As Western nationals are internationally perceived to be the most tolerant towards LGBTI individuals, it is not uncommon to find LGBTI non-Western individuals frequenting larger Western hotel bars and restaurants due to their perception as “*safe spaces.*”

- *Safe Houses*
 - LGBTI safe houses have come to the attention of the media in recent years due to attacks against them by police and other conservative extremist groups in places such as **Iraq**. These safe houses exist as a way to protect individuals fleeing homophobic or transphobic persecution as they attempt to migrate to a new more safe and secure region.

- *Religion & SOGIE in South Asia*
 - The third gender/third sex of South Asia that identify as Hindu or Muslim tend to incorporate Hindu religious myths into their own perceptions of identity. The Hindu goddess Bahuchara Mata, the god Shiva, the Ramayana, and the Mahabharata all possess specific attributes or legends concerning the third sex/third gender.

- *Bacha Bazi*
 - An ancient tradition of institutionalized pederasty has survived into some parts of Central Asia, notably **Afghanistan**, even today. While the U.S. and most other countries have legally, culturally, and morally condemned the sexual practices of pedophilia and pederasty, they remain prevalent in some parts of the world.
 - Bacha Bazi and other manifestations of pederasty and pedophilia have nothing to do with a person’s sexual orientation or gender identity, as research has routinely found that such tendencies exist in equal proportions of heterosexual, bisexual, and homosexual populations.

Creating Safe Spaces

From “Rainbow Response – A Practical Guide to Resettling LGBT Refugees,” by Heartland Alliance International

- *Resettlement agencies can take measures to actively demonstrate support for the LGBT community, marking its office as a “safe space” for all participants.*

- *Tips for Managing Discomfort*
 - Regardless of personal feelings, supporting LGBT participants is human rights work and is part of providing culturally-competent resettlement services as mandated by the U.S. Government.

 - As a practical matter some resettlement agencies may end up assigning case workers who are more comfortable with LGBT persons to work with those program participants, but all refugee resettlement workers have an obligation to create a safe and welcoming environment for all refugees, regardless of sexual orientation or gender identity.

- *Approaches to Case Management*
 - Establishing Rapport
 - Being An Ally
 - It is an ally’s responsibility to foster an environment where participants feel empowered and supported in their efforts to make decisions independently
 - Strengths-Based Case Management
 - Communication Skills
 - Active Listening: Affirming, Being Sensitive, & Clarifying (ABC)

- *Cultivating an Inclusive Environment*
 - **Language Choice and Usage**
 - Whether we intend to or not, the words we use (or do not use) can suggest either approval or disapproval of participants’ sexual orientation or gender identity.
 - Incorporating information about SOGIE in America into Cultural Orientation (CO) classes may be an appropriate setting to have a discussion with refugees.

- **General Word Choice**
 - Remember, staff set the tone at the organization. It is important to confront comments or opinions that are biased and discriminatory.
- **What You Can Do**
 - Assure LGBT participants that your agency does its best to cultivate a safe and supportive environment for all and that there is a zero tolerance policy against discrimination of any kind.
- **Transgender Persons and the Use of Pronouns**
 - Remember that it is ok to ask.
- **Official Documents**
 - Office documents demonstrate another opportunity to demonstrate support for LGBT participants. Participants' legal documents may not align with their preferred name. It is important to explain to participants that at official appointments, they will need to present their legal documents but should still feel free to tell with whomever they are meeting the name they wish to be called.
- **Physical Environment**
 - Transgender participants may feel most comfortable in a single occupancy restroom.
 - Tangible markers that signal support to LGBT individuals let LGBT participants know this is a space where they can openly share who they are and be themselves.
 - The rainbow flag is a globally recognized symbol of the LGBT community.
- *Ensuring Confidentiality*
 - LGBT refugees often have not disclosed their sexual orientation or gender identity to family members and ***resettlement agencies must be acutely sensitive to the need to preserve confidentiality when working with multiple members of the same family.***
 - Every organization should have a confidentiality policy. If a policy is not yet in place, work with staff and the organization's board to create one. Include both sexual orientation and gender identity as grounds for protection.

- If participants are concerned about information leaking to the larger refugee community, explain that all interpreters sign a contract and are also mandated to maintain confidentiality.
- Think about how your office is set up. Is there a room or designated space for you to have sensitive conversations with a participant?
- Because you may not know a participant wants to discuss sensitive subjects, make it common practice to find an opportunity to meet with participants on an individual basis in a secure and safe setting.
- All interpreters should review confidentiality policies and best practices with staff for rendering a service that is sensitive to all participants. Interpreters should know to never use terms that may be viewed as derogatory to the participant.
- *Additional Organizational Policies*
 - **Discrimination**
 - Nondiscrimination policies should be placed in a high traffic area of the office. Whenever possible, translate the policy into the language of participants.
 - **Grievance**
 - Grievance policies should be in place for instances when participants are unhappy with the services provided, are uncomfortable with the interactions they have had at the office, or as an opportunity for growth if a caseworker unintentionally excludes or offends a participant.
 - **Sexual and other Unlawful Harassment**
 - The policy should state that harassment based on sexual orientation and gender identity is unacceptable and the agency will take corrective action to any offending behavior. Harassment may also include refusal of staff to refer to participants by their preferred name or gender pronoun.
 - **Staff Training and Conduct**
 - Include basic SOGIE training

- *Physical Safety Concerns*
 - **Domestic Violence**
 - When one intimate partner seeks to control the thoughts, beliefs, or conduct of the other intimate partner, or to punish their partner for resisting their control. This may manifest as physical or sexual violence, or as persistent and severe emotional and/or verbal abuse. Other forms include economic abuse, isolation from others, and other controlling patterns.
 - Occurs at the same rate for homosexual couples as it does for heterosexual couples: 25%.
 - Factors that contribute to underreporting of domestic violence:
 - Male victims are especially reluctant to report because of the misguided notion that males cannot suffer abuse from their partners.
 - LGBT refugees and asylees may not have the linguistic capacity or knowledge of rights to report incidents.
 - **Teen Bullying and Violence against Youth**
 - Studies estimate that LGBT teens in U.S. high schools hear anti-gay slurs on average 26 times each day. A third of LGBT teens experience a physical threat during the school year.
 - LGBT teens drop out of schools at a rate three times that of straight teens and are three times more likely to attempt suicide than their heterosexual and cisgender counterparts.
 - LGBT refugee youth face compounded discrimination, as refugees, and as LGBT individuals.

Employment & Housing

From “Rainbow Response – A Practical Guide to Resettling LGBT Refugees,” by Heartland Alliance International

- *Housing Logistics*
 - LGBT refugees and asylees are often resettled alone, as they are escaping discrimination and persecution by their own relatives.
 - Resettling LGBT participants far away from LGBT organizations and communities may result in increased isolation and stigmatization.
 - It may not be safe for LGBT refugees to live with or near other members of their ethnic or national community.
 - Police sometimes assume that transgender individuals are sex workers based only on their gender expression, and will make arrests without due cause.
 - It sometimes makes sense to resettle transgender refugees near a college or university if the campus is more tolerant of LGBT persons.

- *Pre-Employment Activities*
 - 1. Carve out time to discuss job opportunities
 - 2. Assess and honor participants' boundaries
 - Under the guidelines of the Matching Grant Program a refugee's or asylee's participation can be revoked if they refuse a job offer. Sensitivity should be paid to LGBT participants if a job is turned down due to security concerns. Guidelines stipulate that jobs must be **appropriate**.
 - 3. Investigate prospective employers' policies
 - Does the employer have a nondiscrimination policy that prohibits discrimination based on sexual orientation and gender identity and expression?
 - Does the employer have an anti-sexual harassment policy in place?
 - 4. Cultivate partnerships with LGBT-friendly organizations

- *Transgender Participants in the Workplace*
 - The **National Center for Transgender Equality** and the **National Gay and Lesbian Task Force** report that 90% of transgender individuals encounter some form of harassment or mistreatment on the job:
 - 26% were fired because they are transgender.
 - New-hire paperwork may have to be completed with the participant's legal name. Inform your participant that they can still request to be referred to by their preferred name when at work.

Mental Health

From “*Rainbow Response – A Practical Guide to Resettling LGBT Refugees*,” by Heartland Alliance International

- *General Information*
 - LGBT refugees/asylees are likely to have misconceptions of mental health services and may fear mental health workers if they grew up being told they are somehow mentally ill or “not normal.”
 - It can take a lifetime for LGBT refugees/asylees to overcome this legacy of **shame** and **internalized homophobia**.
 - All refugee resettlement workers need to start with the following set of principles:
 - Same-sex orientation is a normal variant of human sexuality.
 - Same-sex partnerships are as equally valid and important as opposite-sex partnerships.
 - Families of choice (versus families of origin) have a special importance to LGBT persons.
 - Nearly all LGBT refugees/asylees have suffered directly from discrimination and violence often sufficient to have long-term effects on mental health and wellbeing.

- *Discussing Mental Health Services with LGBT Participants*
 - Refugees often initially reject the idea of mental health services.
 - Some LGBT persons fear that mental health professionals will try to change them or treat their sexual orientation as a mental illness.
 - Here are some key messages you can use if you feel a program participant would benefit from mental health services:
 - Depression and anxiety are treatable, and seeking treatment makes it easier to obtain and keep employment, pursue education, and meet other life goals.
 - Counselors or other mental health professionals are required by law to keep all information confidential.

- *Selecting a Mental Health Provider*
 - Few mental health professionals have experience working with both immigrants and LGBT persons, although those working with either community can acquire the skills to work with both.
 - Be aware that conflicting norms and beliefs among groups defined by ethnicity, religion, or nationality may create specific risks and stressors for LGBT persons.

- *Substance Abuse*
 - Some LGBT persons struggle with drug and alcohol dependency. Because same-sex relationships are criminalized or hidden in much of the world, LGBT persons may have limited social outlets and meet others in bars or private homes where alcohol or drugs are part of social interaction.
 - LGBT teens may also use substances in order to deal with more specific issues:
 - Difficulty in coming to terms with same-sex emotional attachment,
 - Rejection by parents or siblings,
 - Greater need to conform or fit in, and
 - Other issues of isolation or rejection unique to adolescents who experience same-sex attraction or gender identity issues.
 - Those who are uncomfortable with their sexual orientation may also be reluctant to discuss other issues resulting in **“shame”** such as alcohol or drug use.

- *Mental Health Services for Transgender Persons*
 - Most stressors facing LGB persons are amplified for transgender persons.
 - Transgender persons face an elevated risk of major depression, substance abuse, PTSD, and suicide.
 - The medical and mental health professions in the United States consider same-sex attraction and bisexuality to be normal variants on human sexuality, and neither are listed as disorders in the ***Diagnostic and Statistical Manual (DSM) IV***, the main diagnostic manual for the mental

health professions. However, the status of transgender persons is still a matter of dispute. Transgender persons are still classified as having “gender identity disorder” in the DSM IV, despite the opposition of many mental health professionals and the transgender community.

- *Suicide & Crisis Response*
 - LGBT persons have an elevated risk of suicide, although refugees seem to be less likely to commit suicide than the general public.
 - Eighty percent of persons who attempt suicide tell someone before they try to end their life. Take all threats of suicide or self-harm seriously.
 - As a non-mental health professional it is your responsibility to assess whether you think the threat is credible, and obtain additional assistance.

- *Traumatic Stress*
 - LGBT refugees and asylees are more likely to have experienced torture or violence from police or others acting in official authority other than non-LGBT refugees/asylees, and may have also experienced severe or prolonged family violence.
 - Because the exposure to traumatic events is so high, many LGBT refugees/asylees suffer from depression, post-traumatic stress disorder, or other psychological effects of trauma.
 - Resettlement agencies can avoid re-traumatization by minimizing the number of times LGBT participants are required to tell their story.

Community Integration

From “Rainbow Response – A Practical Guide to Resettling LGBT Refugees,” by Heartland Alliance International

- *Teaching Tolerance*
 - LGBT refugees and asylees experience double marginality. While an immediate approach to ensuring LGBT refugees’ safety might be to separate them from their ethnic or national communities, ***efforts should still be made to build bridges between LGBT refugees and other members of their countries of origin.***
 - **Cultural Orientation**
 - This is an excellent forum to promote and encourage tolerance for all peoples.
 - Critical messages to convey:
 - Individuals do not choose to be LGBT.
 - What makes the United States so rich and vibrant is its diversity.
 - While ESL classes may prioritize language instruction for the purpose of preparing participants for jobs, they also can serve as extended cultural adjustment sessions. Utilize this time to elicit questions and concerns, engaging participants in a dialogue.
- *Familial Mediation*
 - Sooner or later all agencies resettle families with children, adolescents, or young adults who do not conform with gender norms either in their original culture or in U.S. society.
 - Parents might believe that adolescents or young adults adopted an LGBT ‘lifestyle’ as a result of resettling in the United States. It is important you clarify that scientific research indicates individuals are inherently LGBT just as others are inherently straight; living in the United States has not changed the sexual orientation or gender identity of their children.
 - Refugee resettlement workers should monitor situations in which parents might use physical punishment on gender nonconforming children, or in which an adolescent or young adult might be at risk of family violence.

- If you are concerned about parents responding violently, remind them that child abuse is illegal, a serious crime, and could result in deportation.

- *Accessing Support from LGBT Communities*
 - Local LGBT organizations can provide additional assistance, offering emotional and social support, as well as material resources.

 - The first step is to identify LGBT agencies in your local area.

 - Though LGBT organizations should have the cultural competency to work with LGBT individuals, they may not have experience working with refugee or asylee populations. Offer to conduct an orientation to staff, providing background information on refugee and asylee communities.

 - A mentorship program where a refugee or asylee is partnered with a member of an LGBT organization is one way to help get LGBT refugees and asylees involved in the LGBT community.

Additional Resources

- Rainbow Welcome Initiative: Heartland Alliance International (HAI)
 - <http://www.rainbowwelcome.org/index.php>
 - Resources for Service Providers
 - Core
 - Rainbow Response: A Practical Guide to Settling LGBT Refugees
 - Emergency
 - Capacity Building
 - Assessment: How Inclusive Is Your Agency to LGBTQ Participants?
 - Guidelines for LGBT Refugee Resettlement
 - Resettlement Needs of LGBTI Refugees – Webinar by ORAM (begin at minute 6)
 - ORAM Tri-Agency Webinar – Resettlement Needs of LGBTI Refugees: <https://www.youtube.com/watch?v=gdxeljFKqII&feature=youtu.be>
 - Health
 - Legal
 - Employment
 - Support
 - Resources for Refugees & Asylees
 - Resources for Unaccompanied Children’s Programs
- ORAM International
 - <http://www.oraminternational.org/en/>
- Movement Advancement Project (MAP): State Policy Profile—Pennsylvania
 - http://www.lgbtmap.org/equality_maps/profile_state/39
- Sara Pennsylvania—Suburban and Rural Alliance of Pennsylvania
 - <http://sarapennsylvania.org/>

Appendix 1: Global Third Gender/Third Sex Terms

South & Southeast Asia

- ❖ *Agi* (Ilonggo language; Philippines)
- ❖ *Ali* (Tamil Nadu language)
- ❖ *Aravani* (Tamil Nadu language; India)
 - Alternative spellings include *Aravanni* and *Aruvani*.
- ❖ *Baklâ* (Tagalog language; Philippines)
- ❖ *Bantut* (Tausug language; Philippines)
- ❖ *Bayot* (Cebuano language; Philippines)
- ❖ *Durani* (Kolkata, India)
- ❖ *Hijra* (Hindi language; Urdu language; South Asia)
 - Alternative spellings include *Hijira*, *Hijda*, *Hijada*, *Hijara*, *Hijrah*, *Hijla*, *Hijre*, *Hizra*, and *Hizre*.
- ❖ *Hinjda* (Odia language),
- ❖ *Hinjida* (Odia language)
- ❖ *Jankha*
- ❖ *Jogappa* (South India)
- ❖ *Kathoey* (Thailand)
- ❖ *Khasuaa* (Urdu language)
- ❖ *Khusaraa* (Urdu language)
- ❖ *Khusra* (Punjabi language)
 - Found in Pakistan to refer specifically to transgender individuals, although considered to be derogatory by some; also found in India.
- ❖ *Khwaaja Sira*
 - Found in Pakistan and used as the preferred Urdu term.
- ❖ *Kojja* (Telugu language)
- ❖ *Kothi* (India)
 - Alternatively spelled *Koti*.
- ❖ *Lakin-on* (Philippines)
 - Refers specifically to gender variant females.
- ❖ *Maada* (Telugu language)
- ❖ *Menaka* (Cochin, India)
- ❖ *Meti* (Nepali language; Nepal)
- ❖ *Napunsaka* (Odia language)
- ❖ *Napunsakudu* (Telugu language)
- ❖ *Narnbans* (Pakistan)
 - Refers specifically to eunuchs.
- ❖ *Pavaiyaa* (Gujarati language; India)
- ❖ *Shiv-Shakti* (India)

- ❖ *Thiru Nangai* (Tamil Nadu language; India)
- ❖ *Waria* (Indonesia)
- ❖ *Zenana* (Pakistan)
 - Refers specifically to transvestites.

Oceania

- ❖ *Akava'ine* (Cook Islands Maori language; Cook Islands, New Zealand)
- ❖ *Fa'afafine* (Samoan language; Samoa; American Samoa, U.S.A.)
- ❖ *Fakaleiti* (Tongan language; Tonga)
- ❖ *Mahu vahine* (Tahitian language; French Polynesia, France)
- ❖ *Mahu wahine* (Hawaiian language; U.S.A.)
- ❖ *Palao'ana* (Chamorro language; Guam, U.S.A.; Northern Mariana Islands, U.S.A.)
- ❖ *Whakawahine* (Maori language; New Zealand)

North & South America

- ❖ *Biza'ah* (Nahuatl language; Mexico)
- ❖ *Muxe* (Zapotec language; Mexico)
- ❖ *Ninauposkitzipxpe* (Blackfoot language; U.S.A.; Canada)
- ❖ *Travesti* (South America)
- ❖ *Two-Spirit* (North America)
 - An umbrella term used to describe anyone outside the sexual or gender binary, including gender-variant individuals, gay men, lesbians, etc.
- ❖ *Winkte* (Lakota language; U.S.A.)
 - Alternatively spelled *Wintke*.

Middle East & North Africa

- ❖ *Khawal* (Egypt)
 - Refers mostly to transvestites
- ❖ Transsexuals in Oman specifically, as well as other parts of the Arabic-speaking world, have been labeled under the vernacular term *Xanith*, *Khanith*, or *Khaneeth* from the standard written Arabic terms *mukhannath* and *khuntha*. These individuals refer to passive gay men in Western SOGIE terminology, although their societal acceptance would also depend on other requirements. This term however is also an insult throughout the Middle East on par with the American term “*faggot*.” A literal Arabic translation of “gay/homosexual” however, is *mithli jins* (*mithli* is ‘of like’ and *jins* is sex). This term has been shortened to *mithli* as a respectful term for gay.

Sub-Saharan Africa

- ❖ *Ashtime* (Maale language; Ethiopia)
- ❖ *Mangaiko* (Mbo language; Democratic Republic of the Congo)
- ❖ *Mashoga* (Swahili language; Kenya)

Appendix 2: Bibliography

- Avram, R.D., Pangborn, S.W., Coil III, J.H., & Rice, C. (2014). United States: President Obama signs executive order prohibiting sexual orientation and gender identity discrimination by federal contractors. *Mondaq: Connecting knowledge and people*. Retrieved July 8, 2015, from <http://www.mondaq.com/unitedstates/x/330962/Government+Contracts+Procurement+PPP/President+Obama+Signs+Executive+Order+Prohibiting+Sexual+Orientation+and+Gender+Identity+Discrimination+by+Federal+Contractors>
- City of Pittsburgh—Pittsburgh nondiscrimination ordinance. (2015). Sara Pennsylvania—Suburban and rural alliance. Retrieved July 8, 2015, from <http://sarapennsylvania.org/pittsburgh/>
- Cowell, F. (2015). Decriminalising sexual orientation: Three African states compared. In *Consultancy Africa Intelligence*. Retrieved July 17, 2015, from http://www.consultancyafrica.com/index.php?option=com_content&view=article&id=904:decriminalising-sexual-orientation-three-african-states-compared&catid=91:rights-in-focus&Itemid=2
- Cuba's Gay Revolution. (2014). New York Times. Retrieved July 17, 2015, from http://www.nytimes.com/2014/12/21/opinion/sunday/cubas-gay-rights-evolution.html?_r=0
- Facts about discrimination in federal government employment based on marital status, political affiliation, status as a parent, sexual orientation, or transgender (gender identity) status. (2015). U.S. equal employment opportunity commission. Retrieved July 8, 2015, from <http://www.eeoc.gov/federal/otherprotections.cfm>
- Facts about the Americans with disabilities act. (2015). U.S. equal employment opportunity commission. Retrieved July 8, 2015, from <http://www.eeoc.gov/eeoc/publications>

/fs-ada.cfm

Fraser, S. (2012). 'Zenne dancer,' Turkey's first gay themed movie, highlights 'honor' killing.

Huffington Post. Retrieved July 14, 2015, from http://www.huffingtonpost.com/2012/01/24/zenne-dancer-Turkey-gay-movie-honor-killing_n_1227960.html

Gansle, G. (2015). U.S. equal employment opportunity commission rules that sexual orientation discrimination violates title VII of the 1964 civil rights act. *National Law Review*. Retrieved July 21, 2015, from <http://www.natlawreview.com/article/us-equal-employment-opportunity-commission-rules-sexual-orientation-discrimination-v>

Genetic information nondiscrimination act. (2015). U.S. equal employment opportunity commission. Retrieved July 8, 2015, from <http://www.eeoc.gov/laws/statutes/gina.cfm>

Grants and contracts—how they differ. (2011). Michigan state university: Sponsored programs administration. Retrieved July 8, 2015, from <https://www.cga.msu.edu/PL/Portal/DocumentViewer.aspx?cga=aQBkAD0AMgAxADQA>

Hijra (South Asia). (2015). Wikipedia: The free encyclopedia. Retrieved 6 July, 2015, from [https://en.wikipedia.org/wiki/Hijra_\(South_Asia\)#cite_note-19](https://en.wikipedia.org/wiki/Hijra_(South_Asia)#cite_note-19)

Khanith. (2015). Wikipedia: The free encyclopedia. Retrieved July 6, 2015, from <https://en.wikipedia.org/wiki/Khanith>

Kua, B. (2011). Rainbowflagbreeze21.jpg. Wikipedia: The free encyclopedia. Retrieved July 21, 2015, from https://commons.wikimedia.org/wiki/File:Rainbow_flag_breeze21.jpg

Leonard, A. (2015). Federal discrimination agency says gays are protected against employment discrimination. *Art Leonard Observations*. Retrieved July 21, 2015, from <http://www.artleonardobservations.com/tag/complainant-v-fox/>

- LGBT discrimination in PA: Overview. (2015). Sara Pennsylvania—Suburban and rural alliance of Pennsylvania. Retrieved July 8, 2015, from <http://sarapennsylvania.org/nondiscrimination/>
- Muxe. (2015). Wikipedia: The free encyclopedia. Retrieved July 6, 2015, from <https://en.wikipedia.org/wiki/Muxe>
- Phillis, M.T. & Paliotta, S.H. (2009). Local ordinance prohibits discrimination on the basis of sexual orientation and gender identity with some employers exempted. *Little*. Retrieved July 8, 2015, from <https://www.littler.com/local-ordinance-prohibits-discrimination-basis-sexual-orientation-and-gender-identity-some-employers>
- Rainbow response: A practical guide to resettling LGBT refugees and asylees. (2012). Heartland alliance international. Retrieved July 6, 2015, from http://www.rainbowwelcome.org/uploads/pdfs/Rainbow%20Response_Heartland%20Alliance%20Field%20Manual.pdf
- Third gender. (2015). Wikipedia: The free encyclopedia. Retrieved July 6, 2015, from https://en.wikipedia.org/wiki/Third_gender
- Title VII of the civil rights act of 1964. (2015). U.S. equal employment opportunity commission. Retrieved July 8, 2015, from <http://www.eeoc.gov/laws/statutes/titlevii.cfm>
- Two-spirits. (2015). Wikipedia: The free encyclopedia. Retrieved July 9, 2015, from <https://en.wikipedia.org/wiki/Two-Spirit>