

PACIFIC NORTHWEST SOCIAL SCIENTISTS, LLC (PNWSS)

Continuing Education Provider
Suicide Prevention Specialists
www.pnwsocialscientists.com

Program Title: LGBTQIA+ Cultural Competency
NASW Approval #: 886917025-9449
Category: Social Work
Hours: 3
Approval Date: 9/20/2023
Expiration Date: 9/30/2024



LGBTQIA+ CULTURAL COMPETENCE

SYLLABUS

3-hour Online Training
3 Continuing Education Credits
\$29.99

Click on the link below to access the class:

<https://pnwsocialscientists.com/?sfwd-courses=lgbtqia-cultural-competency-national>

Target Audience: Licensed professionals

Goals & Objectives

By the end of this session:

Participants should feel more comfortable with gender-affirming terminology, gain a deeper comprehension, appreciation, and humility for the complexities of the LGBTQIA+ umbrella (Helgeson, 2020), learn how to create an LGBTQ Affirming Clinic, and to identify suicide risks associated with gender identity and being a member of a marginalized community.

Participants should comprehend LGBTQ military culture, effective means restriction, and why restricting access to lethal means prevents suicides.

LGBTQ Objective 1: Provide a psychology perspective biology+psychology+social (bio/psycho/social) to contemporary LGBTQIA+ issues, including gender identity, terminology (including how to avoid unintended microaggressions), societal expectations, and stigma leading to suicidal ideation.

LGBTQ Objective 2: Enable participants to feel more comfortable with gender-affirming terminology.

LGBTQ Objective 3: Provide a deeper comprehension, appreciation, and humility for the complexities of the LGBTQIA+ umbrella.

LGBTQ Objective 4: Provide tools for an LGBTQIA+-affirming clinic.

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LGBTQ Objective 5: Identify suicide risks associated with gender identity and being a member of a marginalized community.

LGBTQ Objective 6: Provide a basic comprehension of the five layers of biological sex (DNA, chromosomes, hormones, internal genitalia, and external genitalia) and what common human sex variations exist.

Agenda

The videos total 3 hours of recorded presentation and are used to calculate CE credit hours. Quizzes, self-guided practices, and evaluations are not included in the CE credit hours. The participant will work through learning sessions in sequential order.

Session 1: 14:39 minutes

Session 2: 26:29 minutes

Session 3: 49:15 minutes

Session 4: 61:52 minutes

Session 5: 23:37 minutes

Session 6: 5:50 minutes

180:02 Total minutes (3 hours)

1. INTRODUCTION TO GENDER: (14:39 minutes)
 - a. Session 1: Video 1: Introduction PowerPoint
 - b. Objectives: 1, 2, 3
 - c. QUIZ 1: 4 Questions
2. TERMINOLOGY: (26:29 minutes)
 - a. Session 2: Video 2: Terminology PowerPoint
 - b. Objectives: 1, 2
 - c. QUIZ 2: 5 Questions
3. LGBTQIA+ Concepts: (49:15 minutes)
 - a. Session 3: Video 3: Concepts PowerPoint
 - b. Objectives: 1, 2, 3
 - c. QUIZ 3: 5 Questions
4. SEX RELATED COMPARISONS (GETTING INTO THE SCIENCE) (1:01:52 minutes)
 - a. Session 4: Video 4: Sex Comparisons (Getting into the Science) PowerPoint
 - b. Objectives: 1, 2, 3, 5, 6
 - c. QUIZ 4: 3 Questions
5. LGBTQ Veterans (23:37 minutes)
 - a. Session 5: Video 5: Veterans PowerPoint
 - b. Objectives: 3, 4, 5
 - c. QUIZ 5: 6 Questions (This quiz is designed as a self-guided practice. Use the VA Operation SAVE-Means Restriction document located in your Veterans Materials to answer the quiz questions.)
6. HOW TO CREATE A GENDER-AFFIRMING CLINIC (5:50 minutes)

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- a. Session 6: Video 6: Clinic PowerPoint
 - b. Objective 4
 - c. QUIZ 6: 3 Questions
7. Evaluation Questions
- a. Class
 - b. Presenter
 - c. Objectives
 - d. Overall feedback (Unlimited space for feedback.)
8. Download Certificate of Completion for 3 CE Hours

Curriculum Plan

Upon purchase of the curriculum, participants will obtain access to Pacific Northwest Social Scientists (PNWSS) online Learning Management Software system (LMS) uniquely developed and designed for this training.

Each session begins with a video-recorded presentation (Closed Captioning available). After the presentation, the participant must take a True/False and Multiple-Choice quiz designed to reinforce knowledge and skills acquired during that section. Some of the sections include self-guided exercises for the participant to complete prior to moving on to the next section.

A minimum grade of 80% to pass the quizzes and self-guided exercises is required. Retakes are allowed until a passing grade is achieved. Upon passing the quiz or exercise, the next session will become accessible until all 6 session quizzes are passed with an 80% or better. After the participant completes the entire course, they will receive the option to download a PDF version of their CEU *Certificate of Completion*. PNWSS will retain a copy for six years in the event of auditing.

***Note:** The user will have the ability to leave in the middle of a session and return later. The user will also have multiple chances to achieve a passing grade within each session.*

SESSION DESCRIPTION

LGBTQIA+ Psychology of Gender for Cultural Competence

This session provides a psychology perspective: biology+psychology+social (bio/psycho/social) to contemporary LGBTQIA+ issues, including gender identity, terminology (including how to avoid unintended microaggressions), societal expectations, and stigma leading to suicidal ideation. The following topics are in this presentation:

1. Gender from a social perspective (masculinity v femininity) (Helgeson, 2020),
2. Suicide risk and protective factors among LGBTQIA+ communities (<https://www.thetrevorproject.org/>),
3. Suicide prevention from a research perspective (intersectionality) (Helgeson, 2020),
4. Human biology from 3-weeks en utero (in uterus) – through adolescence, including hormones, ambiguous genitalia, sexual transitioning, and Intersex (Kalat, 2023), and

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5. Resources on how to be a good ally and how to create an LGBTQ-welcoming office space for clients or patients <https://www.hrc.org/>.

By the end of this session, participants should have a basic comprehension of the five layers of biological sex (DNA, chromosomes, hormones, internal genitalia, and external genitalia) and what common human sex variations exist (hint: there are more than two) (Kalat, 2023).

Participants will also learn that gender is not something an individual wakes up and one day decides to change; as early as toddlerhood, individuals know their gender <https://isna.org/>. Finally, participants will gain a deeper comprehension, appreciation, and humility for the complexities of each subgroup underneath the LGBTQIA+ umbrella. Mental Health resources (suicide prevention, book recommendations, websites, state and federal laws, and clinic posters) will be provided.

Veterans Populations

This session is specific to LGBTQIA+ Veterans and suicide. The following content includes population-specific data, risk and protective factors and intervention strategies. The following information is covered:

1. Cultural Considerations—Brief Overview of Military Culture
2. Suicide Data
3. VA Operation S.A.V.E. & Means Reduction
4. Resources
 - a. Mental Health Services, i.e.
 - b. Veterans Crisis Line/Chat/Text a clinician can immediately access
5. Self-guided exercises using the S.A.V.E. materials.

RESEARCH AND DATA COMPILATION

We will track all aspects of this program through an online Learning Management Software (LMS) located on the PNWSS website. Participants must register before enrolling in a class. The LMS database tracking software will enable us to collect the following data:

Participant Demographics

- Name: First, Last, Credentials
- Email Address [fill-in-the-blank]

Participant Activity

- Date of Completion
- No. of Times to Complete Quizzes
- Scores for each quiz
- Cumulative scores

Privacy Policy

We've integrated a new powerful learning management system (LMS) into our Wordpress website—[LearnDash LMS](#). When you purchase a class through our website, all of the activity is managed through this LMS add-on.

[LearnDash Privacy Policy](#)

Pacific Northwest Social Scientists and the associated Learning Management System software, LearnDash privacy policies can be found by clicking [here](#).

BY USING OUR LEARNING MANAGEMENT SYSTEM TO COMPLETE COURSES, YOU AGREE TO BE BOUND BY THIS PRIVACY POLICY. IF YOU DO NOT AGREE WITH ANY OF THE TERMS OF THIS POLICY, PLEASE DO NOT USE OUR SERVICES OR PROVIDE US WITH YOUR INFORMATION.

SCOPE OF POLICY

This privacy policy applies to how we collect, use, and disclose information from the following individuals:

- Customers – individuals who purchase or otherwise use our Services.
- Event/Marketing Participants – individuals who provide their information to us when they register for our webinars, subscribe to marketing material, participate in surveys or contests, or attend our other events.

INFORMATION WE COLLECT

Customers. We ask for your information, which may include your name, email address, physical address, and credit card information, to enable us to create an account and provide our Services. By providing us with this information, you represent that you own and consent to our use of such personal information. When you use our Services, we may automatically collect information about how and where the Services are used, including but not limited to geolocation data, versioning, site health information, configuration settings, and reporting (collectively, “Usage Data”). You understand that this Usage Data may include limited personal information, and therefore you represent and warrant that if you opt into the collection of this Usage Data, you have made all necessary disclosures for the collection of Usage Data.

Event/Marketing Participants. We may ask for your name, credentials (e.g., LCSW), and email address to enable you to participate in events and surveys. Such participation is voluntary, and you may choose whether or not to participate and therefore disclose this personal information.

HOW WE USE YOUR INFORMATION

We use the information we collect about you in the following ways:

- To respond to any requests from you, including those regarding sales and support.
- To contact you regarding any agreements or accepted terms that you may have with us for the Services.
- To provide you with marketing emails, exclusive offers, advertising campaigns, or newsletters.
- To understand how our Services and Website are managed.
- To provide you with information logs associated with the use of our Services.
- To contact you regarding functionality changes to our Services or Website.
- To improve our offerings, including developing new features and functionality for our Services and Website.
- To collect payment and bill for our Services.
- To help personalize searches.
- To diagnose and troubleshoot problems.
- To find and prevent fraud.
- To carry out other purposes as disclosed to you through the Website or found in terms or an agreement between us and you.
- To process the information for other purposes for which we obtain your consent.

HOW WE SHARE INFORMATION

We commit to protecting your privacy and will not share your information with any third parties. The personal information we collect from you will remain unreported except for any requirements determined by your licensing agency that are necessary for continued licensing. Your personal information is retained for six years in the event you are ever audited and need certificate copies. After six years, all personal identifiable information is destroyed.

Reports will be provided to licensing agencies aggregating attendees, types of licenses, and numbers of attendees passing. No personal, identifiable information is provided in these reports.

DATA RETENTION AND SECURITY

When we no longer have a legitimate business need (e.g., termination of a customer agreement) to process your personal information, we will either delete or de-identify it.

We take all reasonable steps to protect information we receive from you from loss, misuse or unauthorized access, disclosure, alteration, and/or destruction. We maintain technical, physical, and administrative safeguards to secure your information, and we use industry standard encryption for data transferred over the internet. Despite our use of encryption, we cannot guarantee any method of transmission of information over the internet is 100% secure.

A copy of your Certificate of Completion is saved for six years. In the event you need a copy for audits.

FINANCIAL INFORMATION

Pacific Northwest Social Scientists does not retain any financial account or credit card information. A third-party financial institution, PayPal, collects this information.

Reports & Records

Pacific Northwest Social Scientists will develop reports and analyze metrics regarding numbers of participants, and how many users accessed, attempted, and completed the training.

Policies and procedures are in place for maintaining training and testing records through the LMS. Pacific Northwest Social Scientists will generate reports on a monthly, quarterly, and annual basis to monitor activity, scores, and feedback.

LMS Monitoring

The key feature of the LMS will be enabling us to scrutinize the session quizzes. Updates, modifications, and design changes will be based off what we learn from participants responses to survey questionnaires and testing results. Some queries include ensuring the word choices and questions are reinforcing the knowledge and skills presented within the sessions. Section quiz questions will provide an opportunity for skill building by basing questions off previous answers. Key questions are reused in other sessions. Questions and the potential answers will reiterate key concepts. Using principles from Psychology, we will pay attention to primacy and recency of information (which we can observe using the LMS). For example, “How many times does the average user take to get the right answer(s)?” If it is a lot and the information was delivered early (primacy) in the presentation, perhaps a review at the end (recency) should be included in order for participants to better retain key objectives or concepts. Each question is tied to a learning objective. This will enable us to determine whether there are areas within the training that are not sufficiently covering the objective(s).

We can also generate reports that look at problem learning areas. Perhaps a correlation is found, leading a high percentage of participants to repeatedly miss questions in a particular section. We can use this information to update the video and any corresponding quiz questions.

Refund Policy

Refunds are on a case-by-case basis. With virtual classes, the customer may access the class at any time within the year of purchase, and therefore are rarely occasions where a refund would be issued after-the-fact, as the customer will receive the training and subsequent certification.

With in-person trainings, payment is in advance, if the customer cancels within:

- 30 days prior to the event, the entire amount will be refunded minus a \$10 handling fee.
- 14 days prior to the event, 50% will be refunded.
- No refunds will be issued for cancellations less than 14 days in advance.

Exchanges will also be taken on a case-by-case basis. Typically, any class paid for by the customer may be exchanged for another class of equal value (i.e., the same number of CEUs).

PRESENTER

Vanessa McNeill, M.S. Psychology

In 2018, Vanessa McNeill launched Montana Social Scientists, LLC (MSS), providing Continuing Education (CEUs) to licensees through state Boards of Behavioral Health (LCPCs, LACs, LCSWs, LMFTs), Boards of Psychology, Offices of Public Instruction (teachers), and Boards of Nursing. Since Covid-19, most states in the U.S. now accept our Certificates for virtual workshops. McNeill has since expanded to Pacific Northwest Social Scientists (PNWSS), LLC offering Suicide Prevention Workshops.



Most states now have a minimum CEU requirement in suicide prevention for mental health providers. PNWSS offers unique virtual workshops (live and recorded) for suicide prevention, contracting with Subject Matter Experts from a variety of disciplines to deliver presentations and education on the latest research and updated mental health protocols. PNWSS partners with organizations to raise mental health awareness and suicide prevention. PNWSS customizes classes and workshops to meet organization's needs, including offering group rates!

McNeill also has experience working directly with the CDC and DPHHS for grant evaluations. Over the past 7 years, Vanessa has taught live and online. She is currently an Adjunct Instructor of Psychology at University of Montana-Helena College. Her academic work experience (during her Master's program and after) comprised rigorous research and five subsequent journal publications in the area of suicide prevention.

ADDITIONAL INFORMATION

A description of the method of selecting future instructors.

As a Continuing Education Provider, Pacific Northwest Social Scientists collaborates often with clinically licensed training professionals and can provide alternate instructors in the event one of the original instructors is unavailable to update a recording segment.

RESOURCE LINKS & SLIDE INVENTORY

- 1. Video 1 – Introduction to Gender (14:39 minutes)**
 1. [Masculine/Feminine Self-Disclosure Scale \(MFSDS\)](#)
 2. [Genderbread Poster](#)
 3. [Flying Gender Unicorn Poster](#)
- 2. Video 2 – Terminology (26:29 minutes)**
 1. Sex
 2. Gender
 1. [What is Gender? Philosophy Tube](#)
 3. Gender Characteristics
 4. Cisgender
 5. Expression
 6. Nonbinary
 1. <https://nonbinary.wiki/wiki/>
 7. Identity
 8. Nonconforming
 9. "Gender Diverse"
 10. Singular They
 11. Role (gender role)
 12. Gender Role
 13. Gender Role Attitude
 14. Gender Role Socialization
 15. Person-Role Conflict
 16. Assertiveness v Aggressiveness (gender perspective)
 17. Sex
 18. Intersex
 19. Transgender
 20. Transmasculine
 21. Transfeminine
 22. Androgynous
 23. Sexual Orientation (Attraction)
 1. Do people choose to be gay?
 2. [Attraction Layer Cake](#)
- 3. Video 3 - Concepts**
 1. Pros/Cons
 2. Terminology confusion
 3. Medical Profession's Treatment of LGBTQ People historically
 4. Disordered or Just Different
 5. Coming Out
 1. [Unconditional book](#)
 6. Unconditional Positive Regard
 7. Conversion Therapy
 8. LGBTQ+ "Panic" Defense

LGBTQIA Perspectives

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9. LESBIANS

1. Hanna Gadsby
 1. [A Woman in a Man's World \(Video\)](#)
2. Recent History (Ellen Degeneres)
3. Work in Progress

10. GAY MEN

1. Stonewall Uprising
 1. [Perspectives from Gay Men \(Video\)](#)
2. Men's Mental Health

11. BISEXUALS

1. How to Support Bisexual Youth
 1. <https://www.thetrevorproject.org/resources/guide/how-to-support-bisexual-youth/>
2. Biphobia
3. Bisexual Resources
 1. <https://www.thetaskforce.org/the-411-on-bisexual-resources/>

TRANSGENDER

4. Whittington Family (**Videos**)
 1. [How it started](#)
 2. [Now at age 14](#)
5. U.S. Transgender Survey
6. Suicide and Transgender
7. More definitions
8. Transgender Men (**Videos**)
 1. [What it's Like to Come Out as Transgender](#)
 2. [Before and After Progress Photos](#)
9. Transgender Women (**Video**)
 1. [Transgender Women #MeToo Sexual Assault Experiences \(Video\)](#)
10. Human Rights Campaign – Resources
11. Supporting & Caring for Transgender Children – Full Guide
 1. <https://www.hrc.org/resources/supporting-caring-for-transgender-children>
12. Transgender Children & Youth: Understanding the Basics
 1. <https://www.hrc.org/resources/transgender-children-and-youth-understanding-the-basics>
13. Common steps in transition
14. Parenting recommendations
15. Simple ways to Start Supporting Your Transgender Child

QUEER

16. Defined

INTERSEX

17. Ambiguous Genitalia
18. Mental Health study of Intersex adults
19. Advocates for Intersex youth
20. Born with Ambiguous Genitalia

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21. Intersex Resources

1. <https://interactadvocates.org/resources/intersex-organizations/>

ASEXUAL

22. Asexuality Visibility and Education Network (AVEN)
23. Mental health and interpersonal functioning
24. Trevor Project study

4. Video 4 - Biology

Just a Few STATISTICS

- a. Trevor Project National Survey
- b. Oregon and Washington Findings (Trevor Project)
- c. Homosexual behavior
- d. Fraternal birth order effect
- e. Biological facts
- f. Distribution of Ability
- g. The Guardian
- h. Male and female brain scans
- i. Neural map typical man's brain
- j. Neural map typical female's brain
- k. Brains of gay men
- l. Transgender brain

THE BIOLOGY OF SEX IS COMPLICATED

- m. Sex Differentiation
 - i. **Video: Biological Sex: part 1**
 1. <https://www.youtube.com/watch?v=qYS0wLE0jM>
- n. 5 Layers of Sex
- o. Hormones
- p. Male Testosterone Levels
- q. Sexual Differentiation of Internal Genitalia
 - i. Uterus, cervix, fallopian tubes; vas deferens, prostate, epididymis
- r. Sexual Differentiation of External Genitalia
- s. Intersex
 - i. **Video: Biological Sex: part 2 Intersex & Disorder of Sex Development (DSD)**
https://www.youtube.com/watch?v=NMfotCpz_io
- t. Common intersex variations
- u. Pediatrician ambiguous genitalia decision tree
- v. Diagnostic algorithm for evaluation of children with ambiguous genitalia
- w. DSM-5 Intersex Conditions
- x. Variations of Sex Differences
- y. **As Nature Made Him** <https://www.abebooks.com/9780060929596/Nature-Made-Boy-Who-Raised-0060929596/plp>
 - i. 1965
 - ii. Dr. John Money
 - iii. Gender Identity

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- iv. Vaginoplasty
 - v. Suicidal by Age 6
 - vi. Dr. Money journal articles <https://www.researchgate.net/scientific-contributions/John-Money-2063527468/publications/2>
 - vii. Age 7
 - viii. Dr. Money becomes world-famous
 - ix. Age 11
 - x. Age 12 Continued Hormone Therapy
 - xi. Age 14
 - xii. Learning the Truth
 - xiii. Age 16
 - xiv. Dr. Money's research becomes the standard of care for intersex, micropenis, and accidental penile amputations.
 - 1. Micropenis controversies <https://pubmed.ncbi.nlm.nih.gov/28687949/>
 - xv. Age 19
 - xvi. Age 30 Interview with David on Oprah Winfrey <https://www.oprah.com/own-oprahshow/an-update-with-the-boy-who-was-raised-as-a-girl>
 - xvii. Dr. Money is discredited
 - xviii. What happened to the twins
 - xix. Money by his late 70's denies this case completely.
 - z. Transphobia "The Video based on Pseudo Science"
<https://www.facebook.com/watch/?v=839423269598601>
 - aa. American College of Pediatricians vs. American Academy of Pediatrics
 - bb. American Psychological Association Discrimination effects
 - cc. Effects of the pandemic on LGBTQ mental health
 - dd. Discrimination associated with higher stress levels and health disparities
 - ee. Sex-based discrimination
 - ff. Children born with an intersex variation (ambiguous genitals)
 - gg. Intersex Advocates "Nothing about us, without us" [Intersex Law & Policy, Media, and Youth Leadership | interACT \(interactadvocates.org\)](https://www.interactadvocates.org/)
 - hh. Title 7 [Workplacefairness.org/sexual-gender-discrimination](https://www.workplacefairness.org/sexual-gender-discrimination)
 - ii. Resources
 - i. Federal
 - 1. <https://www.eeoc.gov/how-file-charge-employment-discrimination>
 - 2. <https://www.eeoc.gov/federal-sector/overview-federal-sector-eeo-complaint-process>
 - jj. DSM-5-TR Gender Dysphoria defined
 - i. adults/adolescents
 - ii. children
 - kk. 2023 ICD-10-CDM Diagnosis Code/definition
<https://www.icd10data.com/ICD10CM/Codes/F01-F99/F60-F69/F64-/F64.9>
 - ll. Support for people with gender dysphoria
 - mm. Gender Dysphoria Scale
 - nn. Transgender & Gender Diverse Standards of Care
<https://www.tandfonline.com/doi/pdf/10.1080/26895269.2022.2100644>
- 5. Video 5 – LGBTQIA+ Veterans**
- 1. Brief Review of Military Culture
 - 2. LGBTQ Veterans living open, healthy lives
 - 1. <https://www.maketheconnection.net/stories/716/>
 - 3. Suicide in the Military
 - 1. https://www.mentalhealth.va.gov/suicide_prevention/docs/FSTP-LGBT.pdf

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2. <https://www.mentalhealth.va.gov/docs/data-sheets/2022/2022-National-Veteran-Suicide-Prevention-Annual-Report-FINAL-508.pdf>
4. Suicide and Armed Forces Participation
5. Statistics
6. LGBTQ Military Kids/Dependents
7. Military Personnel
8. U.S. Dept of Veterans Affairs
9. VHA LGBTQ Health Program: Vision Statement
10. Healthcare for Veterans
11. Veteran LGBTQIA Fact Sheet
12. Veterans Crisis Lines
13. **VA Operation SAVE-Means Restriction** (Included within this syllabus)

6. Video 6 – Gender-Friendly Clinic

1. What is Gender Affirming Care
2. Outdated Charting Practices & Language
3. Use Gender Neutral Language
4. Hermaphrodite (outdated/offensive term)
5. What if I use the wrong pronoun or name
6. Ally pins and posters
 1. [Ally pins](#)
 2. [Ally posters](#)
7. [Make the Ally Pledge](#)
8. Update Intake forms with gender-affirming language
9. Update the clinical space (Buttons)
10. Educate the public about LGBTQ+ issues

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