Reducing Health Disparities for the LGBTQ+ Community

Health Disparities: avoidable and unfair differences in mental health and substance abuse treatment results experienced by social groups with fewer resources.

Discrimination and Devaluation in the Work Place

Percent of LGBTQ+ Employees in Administrative Roles

<table>
<thead>
<tr>
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<th>LGBTQ+ Employees</th>
<th>Non-LGBTQ+ Employees</th>
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<tbody>
<tr>
<td>Staff who identified as LGBTQ+ were less likely to have jobs as administrators than staff who did not.</td>
<td>9.8%</td>
<td>15%</td>
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Welcoming, Accessible, and Inclusive Facilities

Items identified by the LGBTQ+ workgroup as welcoming, easy to access, and important to their community were found in facility walk-throughs about 37% of the time.

Websites Welcoming to LGBTQ+ Folks

The LGBTQ+ workgroup and community members reviewed public-facing materials from each agency and found items important to their community about 28% of the time.

Recommendations

Create inclusive intake forms that ask about names, pronouns, and whether the client would like to discuss their identity during the session.

Increase and support research by and for the LGBTQ+ community. This research should add to the development of assessments and evidence-based practices.

Make new connections with LGBTQ+ people and their grassroots organizations. Grassroots organizations are groups started by community members.

Address training shortfalls by providing better trainings held with the LGBTQ+ community or organizations. These trainings should have content that focuses on what is important to LGBTQ+ people.

Reduce contact between clients and law enforcement.

For more information email: monicascott@utah.gov

View the full needs assessment for additional information: https://bit.ly/3DO61Yy
Find the Health Disparities Overview at: https://bit.ly/3FRoLYi

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