



**LGBTQ+**  
**& Gambling Disorder:**  
**A Cultural-Competency Primer**

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# Presentation Roadmap

- 1) LGBTQ+ Cultural Competency**
- 2) LGBTQ+ & Addiction**
- 3) LGBTQ+ & Gambling Disorder**
- 4) LGBTQ+ & the Gambling Industry**
- 5) Advice for Working with LGBTQ+ Clients**
- 6) Q & A**



# Today's Audience

## I anticipate you come from four potential backgrounds:

- 1) Have little knowledge of LGBTQ+ Issues and also are new to understanding Gambling Disorder
- 2) Work with LGBTQ+ clients and/or have knowledge of LGBTQ+ issues, but little understanding of Gambling Disorder
- 3) Work with clients with Gambling Disorder and/or have knowledge of problem gambling, but little understanding of LGBTQ+ identities/issues
- 4) Work with clients with Gambling Disorder and have a good understanding of LGBTQ+ issues/identities

My hope is that today's presentation will assist regardless of your background or understanding at this time...

A vibrant rainbow flag with horizontal stripes of red, orange, yellow, green, blue, and purple, waving in the wind. The text '| PRIDE IS... |' is centered in white, bold, sans-serif font.

| PRIDE IS... |



# Why LGBTQ+ Cultural Competence?

% LGBT Adults	# LGBT Adults (Total)	# LGB Adults (Total)	# Transgender Adults (Total)
4.5%	11,343,000	10,338,000	1,397,150

LGBT Demographic Data Interactive, 2019

- **2.4 million LGBTQ+ adults over age 50**
- **Expected to double to over 5 million by 2030**
- **Nearly 2 million LGBTQ youth ages 13-17**
  - **9.5%** of the population of youth
  - **Approx. 150,000 transgender youth**

## Quick Facts About Nevada

Percent of Adults (18+)  
Who are LGBTQ

**5.5%**

*Gallup/Williams 2019*

Total LGBTQ  
Population (13+)

**145,000**

*Williams 2020*

(Campinha-Bacote, 2002; Williams Institute, 2020)

# Cultural Competency Key Concepts

Term	Definition
Privilege	Special power and advantages granted systematically to one group over another, and usually portrayed as default and normal (McIntosh, 1988)
Heterosexism	Discrimination against gay and bisexual people based on assumption that heterosexuality is "normal" and "superior" (Russo, 2014)
Cissexism	Discrimination against transgender people based on assumption that cisgender is "normal" and "superior" (Russo, 2014)

(Campinha-Bacote, 2002)

# The Gender Binary

**The idea that there are only two genders – boy/male/man and girl/female/woman and that people must fit into one or the other**

WHAT PEOPLE  
ASSUME GENDER IS



WHAT GENDER  
ACTUALLY IS



FREEDRESSING CAMPAIGN  
WWW.FREEDRESSING.ORG

# LGBTQ+ Cultural Competency

**Sex:** Genetic and anatomical characteristics with which people are born, typically labeled “male”/“female.”

**Sexual orientation:** A person’s emotional, sexual, and/or relational attraction to others.

**Gender identity:** Our internal sense of being male, female, or something else. Because gender identity is internal, it is not necessarily visible to others.

“**Cisgender**” refers to people whose gender identity/ expression does not differ from that typically associated with their assigned sex at birth. For example, a person who was born as male and identifies as a man may be considered cisgender.

“**Transgender**” describes people whose gender identity/expression is different from that typically associated with their assigned sex at birth.

**Gender expression:** The manner in which people represent their gender to others.

**Questioning:** A term used to describe individuals who are unsure about their sexual orientation or gender identity.

Good resource: <https://www.hrc.org/resources/glossary-of-terms>

# LGBTQ+ Cultural Competency

**Bisexual:** A person who self-identifies as having an emotional, sexual, and/or relational attraction to men and women

**Gay:** A man who self-identifies as having an emotional, sexual, and/or relational attraction to other men.

**Lesbian:** A woman who self-identifies as having an emotional, sexual, and/or relational attraction to other women.

**MSM:** An acronym used to identify men who have sex with men. MSM is a term used to identify and describe a behavior among males and is not the same as a sexual identity or sexual orientation.

**WSW:** An acronym used to identify women who have sex with women. WSW is a term used to identify and describe a behavior among females and is not the same as a sexual identity or sexual orientation.

**Queer:** A term usually used to refer to specific sexual orientations (e.g., lesbian, gay, bisexual). Note: Some individuals use queer as an alternative to gay in an effort to be more inclusive, since the term queer does not convey a sense of gender. However, depending on the user, the term can have either a derogatory or an affirming connotation.

Good resource: <https://www.hrc.org/resources/glossary-of-terms>

# LGBTQ+ Cultural Competency

## Why the "+"?

I = intersex

Q = queer/questioning

A = asexual/aromantic/agender or ally

P = pansexual

D = demisexual

### AND More... such as...

- Androgynous
- Androsexual
- Bigender
- Bicurious
- Boi
- Butch
- Demigirl / Demiguy
- Dyke
- Femme
- Fluid
- FtM/F2M; MtF, M2F
- Genderless

- Gender Variant
- Gynesexual
- Lipstick Lesbian
- Metrosexual
- Pangender
- Polyamorous
- Same Gender Loving
- Skiliosexual
- Stud
- 3rd Gender
- Transman / Transwoman
- Two-Spirit

LGBT Community Terminology and Flags			
Sexual, romantic, and gender identities are very personal and often change from person to person. The information below is simply a general guide to some popular LGBT community terms. When dealing with these terms it is important to remember that gender identity, romantic attraction, and sexuality are independent of each other. Some of these terms can be used in a derogatory way and care should be taken when speaking with someone about their gender identity, sexuality, or romantic attraction. It is always a best practice to ask the person which terms they prefer.			
Sexual Orientation <i>The way a person defines their sexual preferences.</i>	Gender Identity <i>The way a person expresses their personal feelings about where they fall on the spectrum of genders between male and female.</i>	Romantic Attraction <i>The feeling that causes people to desire intimacy, monogamy, and/or sexual activities with another person.</i>	
 <b>Gay</b> Males who are sexually, romantically, or emotionally attracted to other Males. Also used as an umbrella term to describe any male or female who feels attraction to the same gender.	 <b>Gender Fluid</b> A person whose gender identity fluidly changed between male, female, and neutral.	 <b>Aromantic</b> A person who does not experience romantic attraction. This has nothing to do with sexuality. Community members can fit anywhere on the sexuality spectrum.	
 <b>Gay Bear</b> Gay male Subculture. Generally focus heavily on masculinity. Some bears are described as bulky, hairy, and cuddly.	 <b>Androgynous</b> An umbrella term for a person who exhibits both male and female characteristics and gender identities.	 <b>Greyromantic</b> Umbrella term for Lithromantic and Demimromantic.	
 <b>Androphilia</b> A person who is sexual attraction to men or masculinity, regardless of their gender identity.	 <b>Drag / Feather</b> A person who dresses in clothing opposite their gender. This is usually done for personal expression and/or entertainment.	 <b>Lithromantic</b> A person who feels attraction but does not want their feeling to be returned in any way.	
 <b>Lesbian</b> Females who are sexually, romantically, or emotionally attracted to other Females.	 <b>Genderqueer</b> An umbrella term for people whose gender identity is different from that assigned at birth.	 <b>Demimromantic</b> A person who only feels romantic attraction after a strong emotional bond has been formed. Generally described as only feeling romantic attraction a few times in their life, if even.	
 <b>Lipstick Lesbian</b> Lesbians that tend to fall heavily in the feminine gender spectrum.	 <b>Bigender</b> A gender identity structure that allows for only male and female gender identities.	 <b>Bimromantic</b> A person who feels romantic attraction to both male and female identified individuals.	
 <b>Gynephilia</b> A person that is sexual attraction to women or femininity, regardless of their gender identity.	 <b>Gender Non-Binary</b> A gender identity structure that endorses a rainbow of genders instead of strictly male and female.	 <b>Panromantic</b> A person who feels romantic attraction regardless of the other person's gender.	
 <b>Asexual</b> A person who feels little or no sexual attraction to anyone or any gender identity.	 <b>Hermaphrodite</b> A person with both male and female genitalia.	<b>Relationship</b>	
 <b>Demisexual</b> A person who does not feel sexual attraction until a strong emotional bond has been formed.	 <b>Intersexual</b> A person who is born with characteristics or genitalia that are neither male nor female.	 <b>Polyamorous</b> A person who accepts, desires, or practices the acceptance of having more than one intimate and/or sexual partner at a time, with the consent of all individuals involved.	
 <b>Autosexual</b> A person who prefers self gratification over other types of sexual activities.	 <b>Neutrois</b> A person who does not identify with gender and often feel that they fall neutrally between male and female.	<b>Heterosexual</b>	
 <b>Bisexual</b> A person who is attracted to both males and females.	 <b>Transsexual</b> A person who anatomically and psychologically feels that they belong to the gender opposite of their birth assignment.	 <b>Straight Ally</b> A person who identifies as heterosexual and supports the LGBT community and their activities.	
 <b>Pansexual</b> A person whose gender identity is different from that assigned at birth.	 <b>Transgender</b> A person whose gender identity is different than that assigned at birth.		
 <b>Polysexual</b> A person whose gender identity is non binary and who is sexually, romantically, or emotionally attracted to others regardless of their gender identity.	 <b>Two-Spirit</b> A Native America term for gender-queer individuals within their communities.		
 <b>Skoliosexual</b> A person who is romantically and/or sexually attracted to non binary identified individuals.	 <b>Trigender</b> A person whose gender identity changes between male, female, and thirdgender.	<small>* This is not all the terms under the LGBT umbrella and there are more being discovered every day. If you have a sexual orientation, gender identity, or romantic attraction that is not a part of this list please contact me so that I can add it to this list. I cannot promise that every group will be added or when I'll get to it, but I will do my best to be as inclusive and timely as possible.</small>	
 <b>Lithsexual</b> A person who experiences sexual attraction but does not desire reciprocation for their attraction.	<b>Live Loud Graphics</b> Education is the cure for homophobia		<small>** I plan on making a separate list for BDSM and fetish, as well as Furry terms and their flags. Any relevant resources would be greatly appreciated.</small>

Good resource: <https://www.hrc.org/resources/glossary-of-terms>



# The Age/Racial Divide for Terminology

Some terms – such as “queer” are much more likely to be used by younger LGBTQ+ folks.

While older lesbian women may use the term “gay” to refer to themselves.

Some communities of color refuse to use labels and refer to themselves as MSM or WSW.



# LGBTQ+ Cultural Competency

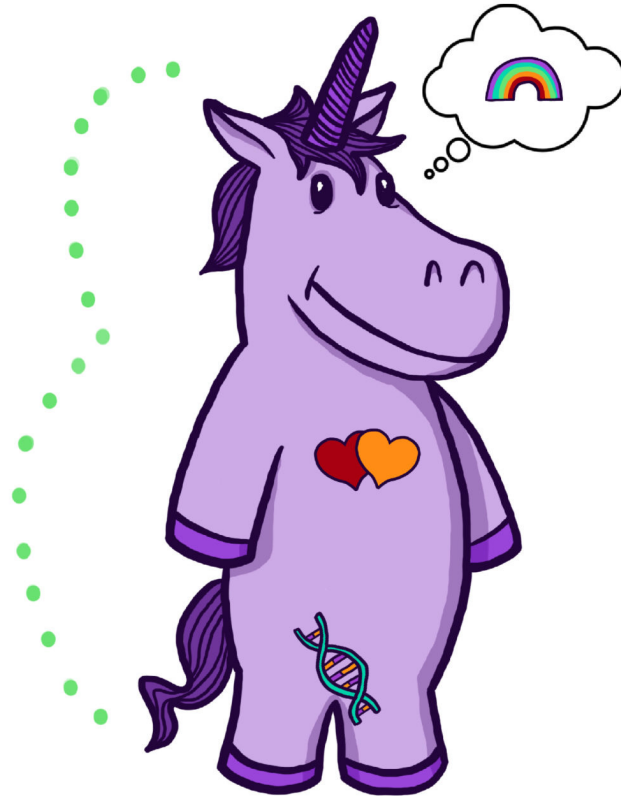
The terms are forever changing, adjusting and being added... being open and willing to google an unknown term is important

Never be afraid to ask a client, ***“what do you mean by “\_\_\_\_\_” because I just want to make sure I understand...”*** (without judgement)



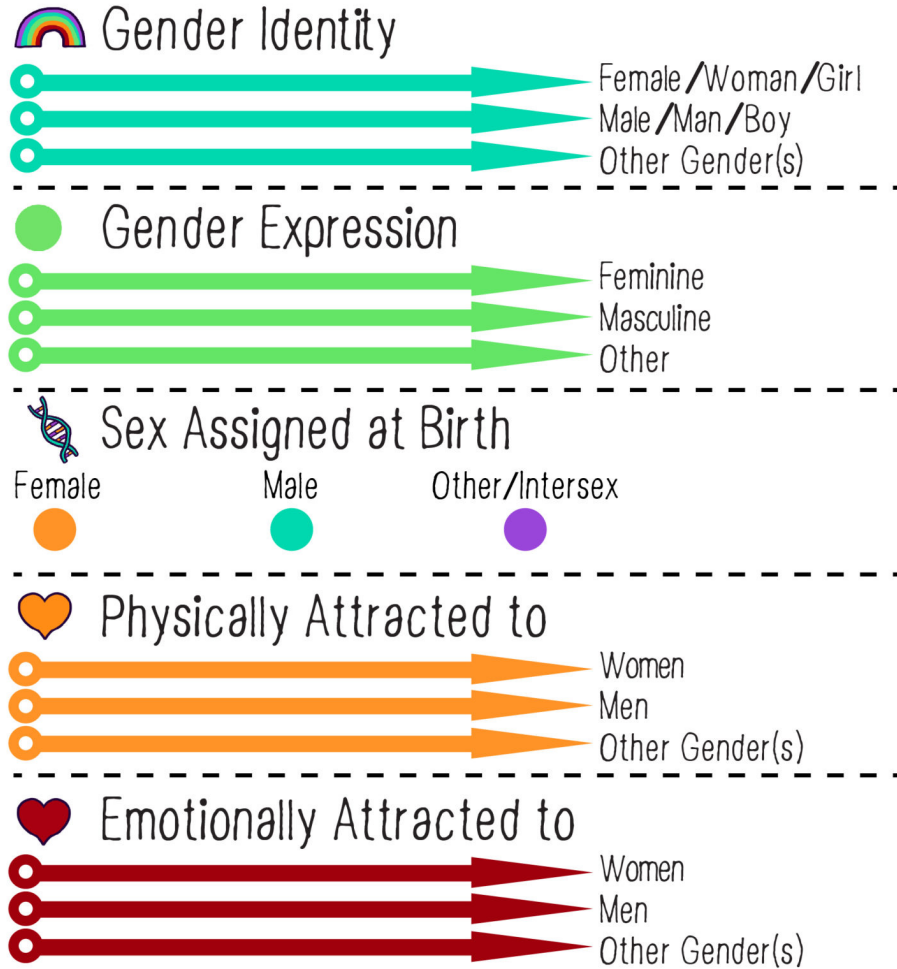
# The Gender Unicorn

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+ Cultural Competency



## Some Common Myths:

### **“People choose to be gay, bisexual, or transgender.”**

According to research, sexual orientation and gender identity emerge early in life and do not depend on such factors as home life. People choose how they express themselves, but their underlying sexual orientation and gender identity are not self-selected and are not “lifestyle” choices.

### **“Being gay or bisexual is a dysfunction that can be cured.”**

In 2009, the American Psychological Association adopted a resolution stating that “mental health professionals should avoid telling clients that they can change their sexual orientation through therapy or other treatments.”

Identifying as LGBTQ+ is not a mental health condition or mental illness. Identifying as LGBTQ+ cannot be cured by psychotherapy or other means. *However, mental health challenges can be brought on by victimization, rejection, isolation, and internal struggles with self-acceptance.*

# LGBTQ+ Cultural Competency

## Preferred pronouns/name:

Please ask ALL clients about preferred names and pronouns



Good resource: National Center for Transgender Equality – [transequality.org](https://transequality.org)

# LGBTQ+ Cultural Competency



While this video is specific to health care settings, the information is relevant no matter the type of work you do as it examines terminology and especially transgender identity issues in good detail.

<https://www.youtube.com/watch?v=xCMmZUu07IQ>

# Your turn to take some action

Turn to the person next to you and introduce yourself with your preferred name and your pronouns:

- (she/her/hers)
- (he/him/his)
- (they/them/theirs)
- Or any pronouns your prefer...

# LGBTQ+ Cultural Competency

## Issues Faced By LGBTQ+ Folks:

- Fair and Inclusive Workplaces
- Access to Health Insurance
- Access to Culturally Competent Providers
- Freedom from Discrimination
- Safe Schools
- Homelessness
- Family Acceptance
- Welcoming Faith Communities
- Public Service



# LGBTQ+ & Addiction

**Statistics show that LGBTQ+ folks are more than 2x as likely than heterosexual folks to use illicit drugs and almost twice as likely to suffer from a substance abuse disorder**

- An estimated 20-30% of LGBTQ+ individuals have an addiction, as compared to about 9% of the general population

## WHY?

- Trauma
- Depression
- Discrimination
- Lack of support
- Internalized homophobia
- Co-occurring disorders
- Need for specialized treatment

“

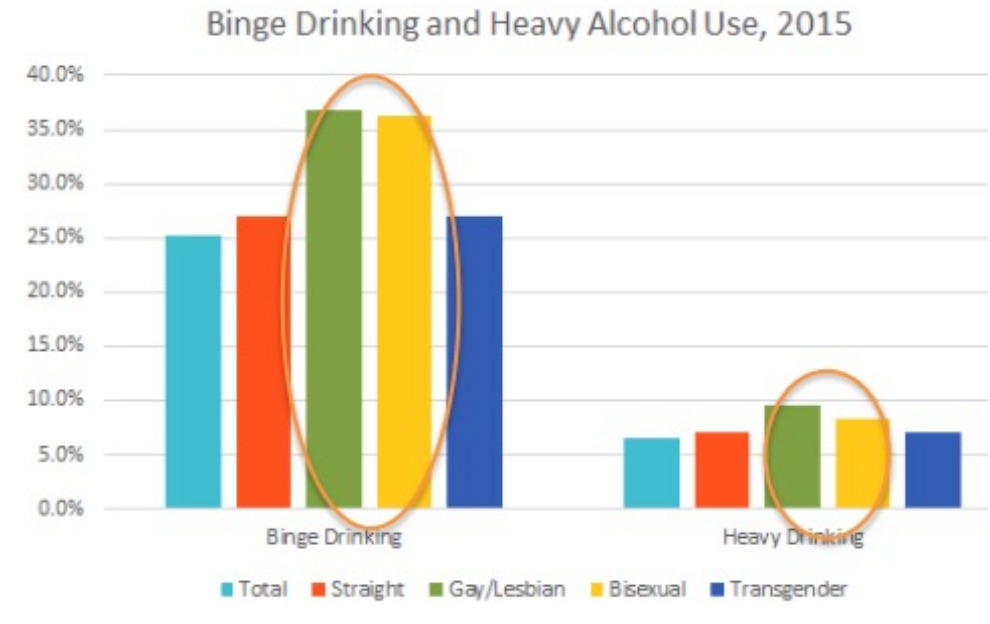
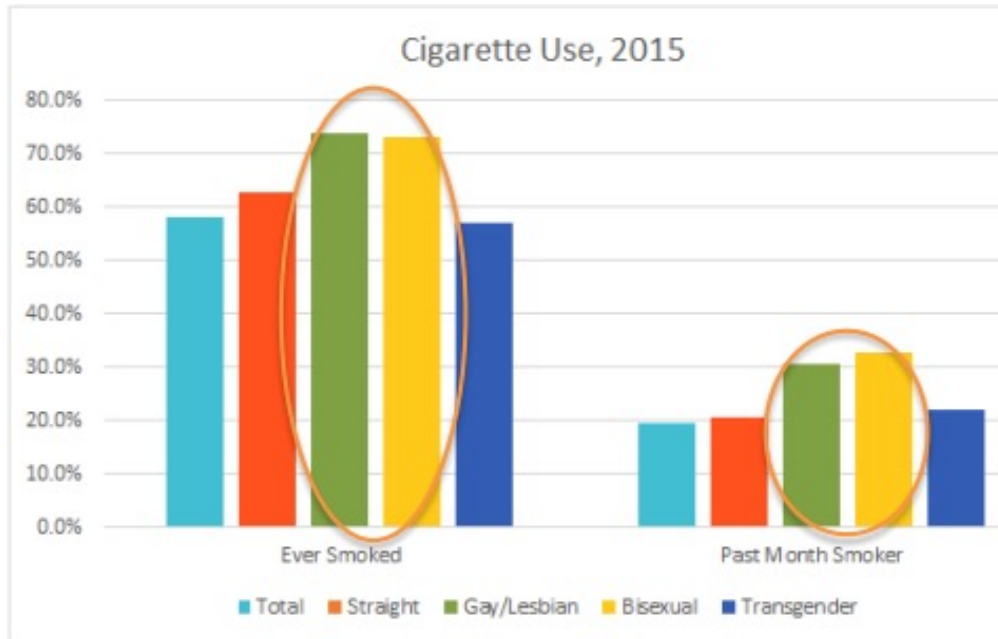
The pain associated with the social stigma of being LGBTQ, of living in a culture that, for the most part, is homophobic and heterosexist, is traumatic.”

- Craig Sloane  
psychotherapist and clinical social worker





# LGBTQ+ & Addiction – Disparities in Alcohol and Tobacco Use



Sources: Substance Abuse and Mental Health Data Archives, National Survey on Drug Use and Health, 2015; James et al., 2016





# LGBTQ+ & Addiction



## Increased Prevalence of Depression

- Up to 3x more likely to experience depression compared to general adult population
- Between 30-60% of LGBTQ+ deal with anxiety and depression at some point in their lives
- “Among individuals with a mood disorder, 32 percent had a co-occurring [substance use disorder]. Of individuals with lifetime major depression, 16.5 percent had an alcohol use disorder and 18 percent had a drug use disorder.” – AJMH report



LGBTQ teens are **six** times more likely to experience symptoms of **depression** than their heterosexual counterparts.

# LGBTQ+ & Addiction



## Discrimination and Social Stigma

- Despite growing acceptance in the United States, almost all LGBTQ individuals face some level of homophobia and discrimination
- More than 2/3 report experiencing discrimination in their lifetime
- This may come from strangers, acquaintances, friends or family
- They also face the constant threat of workplace harassment, bullying, and hate crimes



# LGBTQ+ & Addiction

## Lack of Support for LGBTQ+ People

- Many members of the LGBTQ community choose to remain “in the closet,” keeping their sexual identity a secret to avoid discrimination. Living this type of double life can create feelings of loneliness and anxiety.
- Those who do choose to come out often face rejection from family and friends, and as a result often turn to substance abuse to help dull the pain.







# LGBTQ+ & Addiction



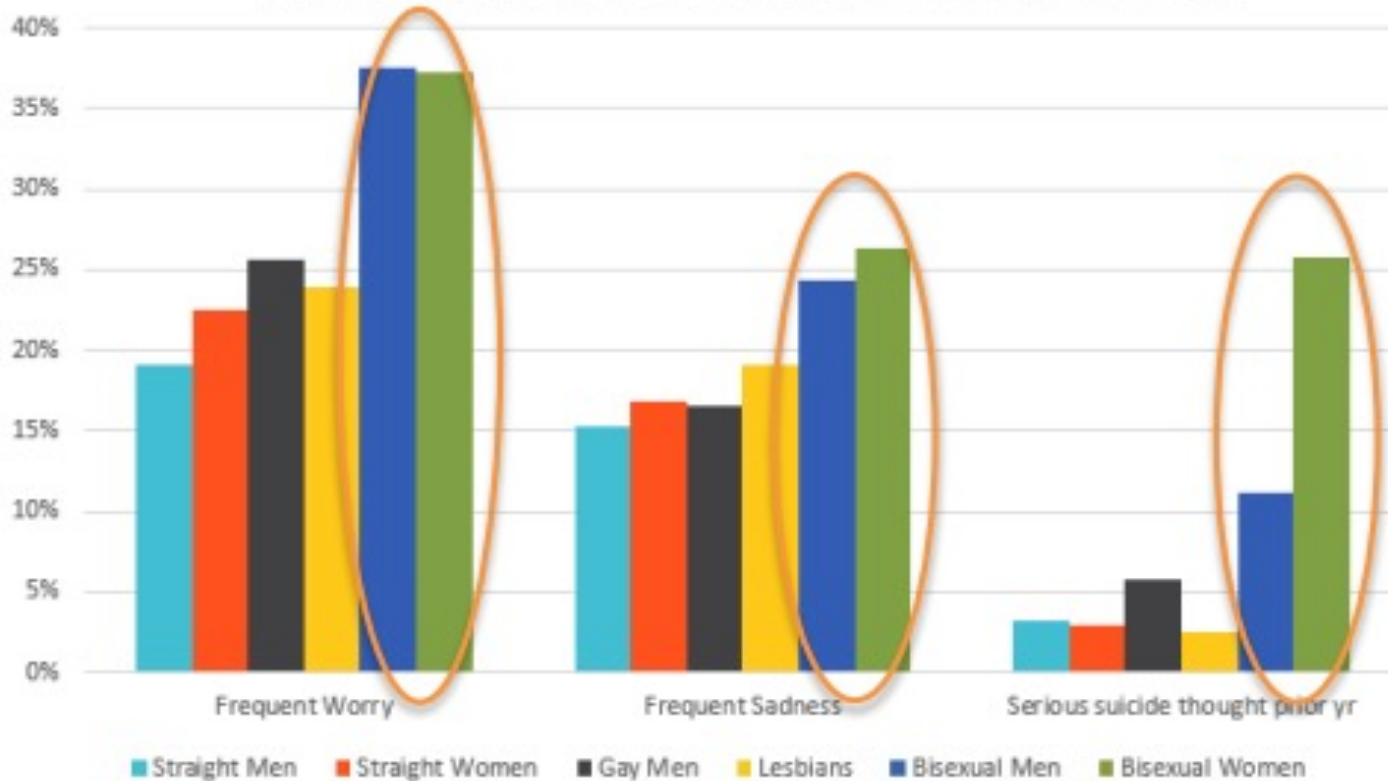
## Co-Occurring Disorders

- Clinical depression, stress, and anxiety disorders are very common among members of the LGBTQ community
- These individuals are also prone to mood disorders, eating disorders, and other types of psychiatric problems
- In addition, some may suffer from serious health issues such as hepatitis, HIV/AIDS, and other sexually transmitted diseases
- Dealing with these medical issues can interfere with the ability and desire to seek substance abuse treatment
- Over 50% of LGBTQ+ people with one addiction, struggle with at least one other addiction

# Health Disparity: Mental Health

## Mental Health Characteristics

MA Behavioral Risk Factor Surveillance Survey, 2001-2008



Higher rates of depression, anxiety and suicidal thoughts, especially among bisexuals (Conron et al., 2010)

# LGBTQ+ & Addiction



## The Need for Specialized Treatment

- There is a fear of seeking treatment
- Many sexual minorities facing addiction problems are hesitant to seek help from a traditional treatment facility
  - Group therapy participants, and even some counselors, may display homophobic behaviors or make inappropriate remarks.
  - This prevents recovering addicts from feeling like they can let down their guard, which is essential for successful rehabilitation
- In addition, most traditional treatments do not address the specific needs of LGBTQ individuals
  - This includes learning successful coping methods for dealing with social isolation, family problems, homophobia, and violence
  - Support groups are not always safe places to talk about LGBTQ+ issues



# Gambling Disorder & Comorbidity

## Connection with Other Addictions

- Problem gambling is often accompanied by substance use
- In many states, casinos are the only indoor places people can use tobacco
- People who gamble can often experience intense excitement, power and hopeful anticipation as a result of gambling similar to the use of other substances
- For some, a dependency on the “action” of gambling occurs in a similar way to dependency on the effects of alcohol or other drugs



# LGBTQ+ & Gambling

## Why LGBTQ+ Gamble

- Fun/Excitement/Action-Seeking
- Escape
- Financial Reasons
  - Expendable funds (if no children)
  - Chasing funds for transgender healthcare
  - Homeless youth seeking funds for housing/healthcare
- Self-control research
- Use of drugs/alcohol/tobacco - co-occurring disorders
- “Invisible” in gambling establishments?

# LGBQ+ & Gambling Disorder

**Massively understudied** (just nine studies published within the last decade)

Problem gambling “may” be more prevalent in the LGBTQ+ community

- One study of problem gamblers found that 20%+ identified as LGBTQ+

# LGBQ+ & Gambling Disorder

- There is **disagreement** among the currently published studies on **Gay or Bisexual men** have a higher, equal, or lower prevalence of Gambling Disorder than heterosexual men. Co-occurring issues of drug use and alcohol within the same population
- Overall adult **LBQ Women consistently** score at higher prevalence rates for both participating in gambling and having Gambling Disorder than heterosexual women
  - LBQ Women may have the highest risk for problem gambling among all sexual minority individuals
- There is also some evidence that **older LGBTQ+ individuals** are at a disproportionate rate for problem gambling than their heterosexual counterparts.

# Transgender & Gambling Disorder

- **One study exists that assessed gambling behavior among transgender individuals focused specifically on transgender adolescents**
- Transgender adolescents assigned male at birth were most at risk for gambling involvement and problem gambling. While not as highly at risk as trans individuals assigned male at birth, those assigned female at birth were also at a higher risk for problem gambling than cisgender males and females.
- Overall, **over 11% of transgender adolescents met the criteria** to be further assessed, while only 4.1% of those identified a cisgender.

# Why we should be paying attention to gamers...

Problematic “gaming” is also known to be more common in the LGBTQ+ population

- Studies have found at least 10% of gamers are LGBTQ+
- Potential issue as young gamers access online and other forms of gambling





# LGBTQ+ “Friendly” Gambling Establishments

There is some evidence that the gambling industry specifically market to the LGBTQ+ community to gamble at their locations and on their products, claiming to be LGBTQ+ friendly destinations



**OVERNIGHT BUS TRIP**  
LGBT | PARAGON CASINO | FEB 18TH



**18<sup>TH</sup>**  
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ROUNDTrip ACCOMMODATIONS TO PARAGON CASINO RESORT!

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ENTERTAINMENT  
FOOD & DRINKS  
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# What issues may arise for LGBTQ+ within Gambling establishments?





# Suicide Risk

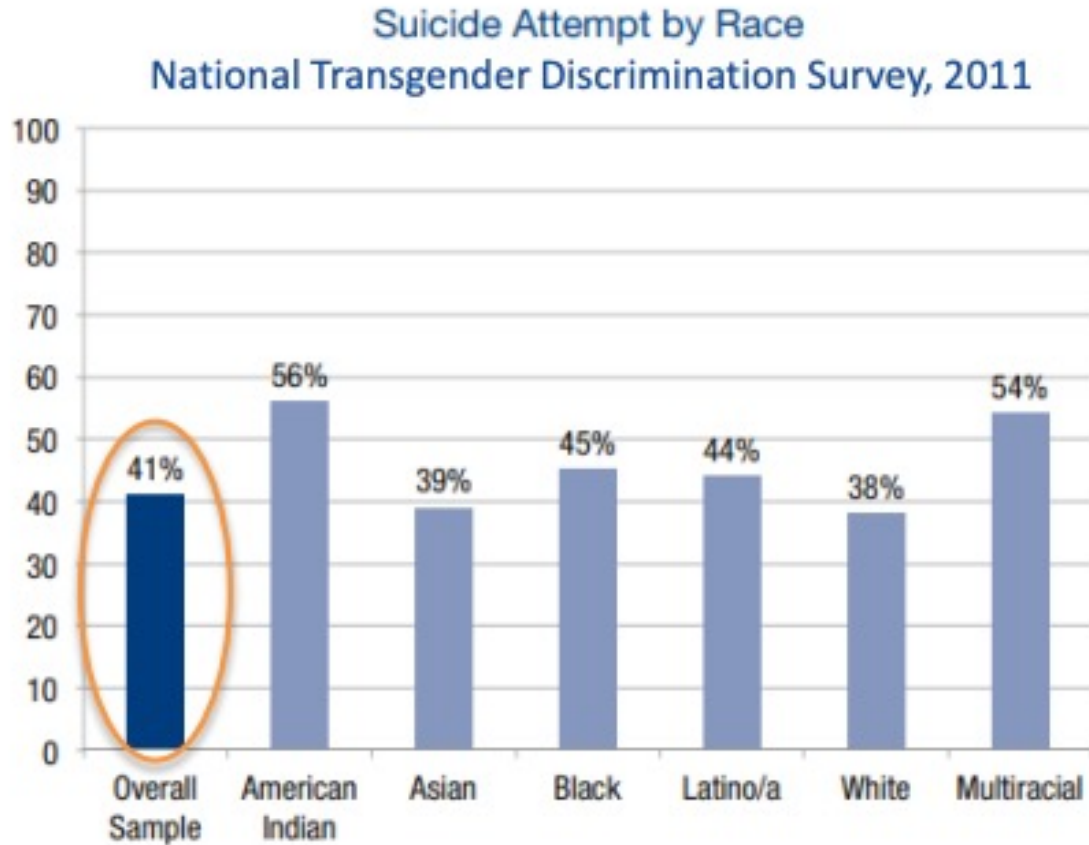
**Consider two of the highest suicide risks colliding:**

- **Nearly half of LGBTQ+ youth considered suicide within the past year**
  - 18% made a suicide attempt – 2x the rate of all US teens

**LGBTQ+ adults are 3-6x more likely than heterosexual adults to report suicidal thoughts, plans and attempts**



# Attempted Suicide among Transgender People



41% of transgender people have attempted suicide, compared to 1.6% in the general population (Grant et al, 2011)

**Couple that with the fact that people with gambling disorder have one of the highest suicide rates of all addictions....**



# Advice for Working with LGBTQ+ Clients

- Address experiences of LGBTQ+ stress and emotional distress
- Consider the role multiple types of discrimination plays in the development and treatment of the client's addiction
- Addressing co-occurring addictions/disorders
- Not all LGBTQ+ want to disclose their sexual/gender orientation; or feel safe doing so
  - Building positive rapport with clients and creating a safe environment for sharing of sensitive information could lead to more opportunities for understanding underlying issues based on LGBTQ+ identity
- Ask about preferred pronouns/name for ALL clients
- What "term(s)" should you use? Whatever the client uses.
- LGBTQ+ affirmative treatment programs
- Talking about attending G.A. as LGBTQ+
- Make referrals for issues outside your expertise



# Putting this all into Practice:

- Talk to your coworkers about how you can make your work environment safer and more welcoming for LGBTQ people
- Put your assumptions aside when meeting a new person and intentionally try to get to know them as an individual
- Work on using inclusive language – Practice using different pronouns at <https://www.practicewithpronouns.com>







# Connect with Local LGBTQ+ Organizations

**Equality Kansas**

**OUT Nebraska**

**CenterLink LGBT Community Centers (MO)**

**Freedom Oklahoma**

**One Iowa**

## **Some National Hotlines:**

Gay & Lesbian National Hotline (GLNH) 888-843-4564

National Gay & Lesbian Youth Hotline 800-347-8336

The Trevor Helpline (Suicide Hotline) 886-488-7386

SAGE National LGBTQ Elder Hotline 877-360-LGBT

TRANSLINE 515-901-7120

# Some Helpful Resources

- American Psychological Association:  
[http://www.apa.org/pi/lgbtSource #2](http://www.apa.org/pi/lgbtSource#2)
- National Association of Social Workers:  
<http://www.socialworkers.org/diversity/new/lgbt.asp>
- SAMHSA: Top Health Issues for LGBT Populations  
Information & Resource Kit  
<https://store.samhsa.gov/sites/default/files/d7/priv/sma12-4684.pdf>

# Questions & Answers

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