Emotional Safety and Well-Being of LGBTQ/2S+ Community in the Workplace

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#Out4MentalHealth

"... is a statewide project that advances mental health equity, provides resources to build capacity in local LGBTQ+ communities, and represents a coalition voice at state-level policy discussions" (*#Out4MentalHealth*, 2023).

Unique Risk Factors Associated with LGBTQ/2S+ Mental Health

- **Coming Out**
- **Rejection**
- **Trauma**
- **Homophobia, biphobia, transphobia, bullying and feeling identity-based shame is often traumatic for people**
- **Substance Use**
- **Homelessness**
- **Suicide**
- **Inadequate Mental Health Care**

(LGBTQI, 2023)

How to Increase LGBTQ/2S+ Well-Being in the Workplace

- **Don't forget the importance of basics: eating well, drinking water, getting enough sleep, moving your body, connecting with your environment (including other people, animals, land, etc.)**
- **Check in with yourself, self-assess for safety (physical and psychological alike), and voice your needs with supervisors/managers**
- **Connect with community!**
- **Seek individual/group LGBTQ/2S+ competent mental health care and/or support groups**
  - **Via resources such as: "National Queer and Trans Therapists of Color Network" https://nqttcn.com/en/**
- **Engage in policy advocacy at the local level**
  - **Via resources such as: CA LGBTQ Network's "County Score Card" PDF https://californialgbtqhealth.org/wp-content/uploads/2021/06/TEMPLATE-Score-Card-Information-Collection.pdf**

For Crisis Hotline Information and Resources: https://nqttcn.com/en/community-resources/

References
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