

Shining a light on LGBT+ mental health and wellbeing



20 May 2020

Agenda



1. Introductions and housekeeping – Deon Pillay, Co-Chair of InterInvest
2. Guest speaker - Dr David McLaughlan
 - How LGBT+ people are disproportionately affected by mental health issues
 - Challenges LGBT+ people face in the workplace
 - Q&A
 - Anxiety and the triggers
 - Guided breathing exercise
3. Close – Cathy Denyer O'Leary, Chair of InterInvest

Dr David McLaughlan aka the OffDutyDoctor

Dr David McLaughlan

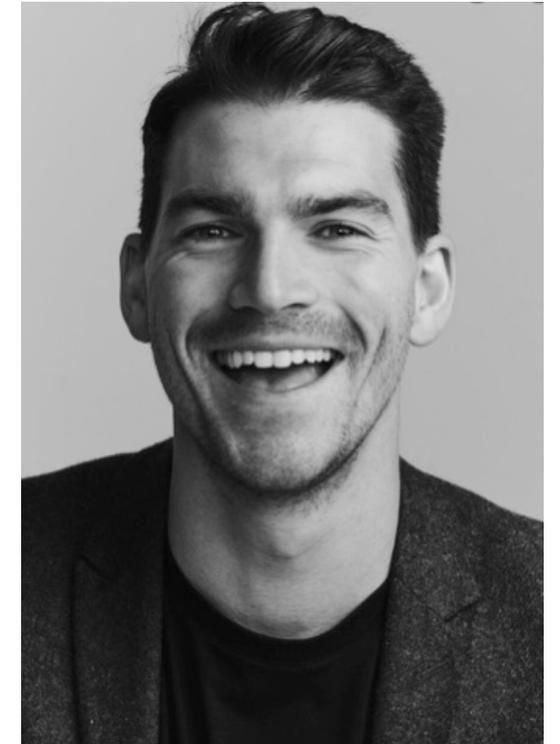
BMSc MBChB MRCPsych

Dr David McLaughlan is an award winning medical doctor specialising in mental health and wellbeing. Over the past decade, he has carved out a respected academic and clinical career with a number of publications and professional appointments. In recent years, he has utilised his experience to deliver innovation consultancy for a number of medical technology start ups as well city firms and government bodies.

Increasingly, Dr David has become a voice promoting mental wellbeing through the celebration of inclusion, diversity and equality.

He supports a number of LGBTQ charities including Out For Sport and the All Sorts Youth Project. Outside of work, Dr David looks after his own mental wellbeing by swimming, practicing yoga, baking and gardening.

Further information about Dr David's work can be obtained via www.offdutydoctor.com or info@offdutydoctor.com.



LGBT+ mental health

- Higher rates of anxiety, depression and poor mental health have been linked to other behaviours detrimental to overall health including: extended use of substances, self-harm, eating disorders and suicide ideation
- Higher rates of smoking, alcohol and drug use dependency
- During the pandemic many of these issues may be worsened by having normal routines disrupted and a lack of access to face-to-face support



Source: LGBT in Britain. Home and Communities. Stonewall and YouGov 2018

LGBT+ issues in the workplace



- **18%** of LGBT+ staff have been the target of **negative comments** or conduct from work colleagues in the last year because they're LGBT+.
- **12%** of trans people have been **physically attacked** by customers or colleagues in the last year because of being trans.
- **18%** LGBT+ people who were looking for work said they were **discriminated against** because of their sexual orientation and/or gender identity while trying to get a job in the last year.
- **38% of** bi people **aren't out** to anyone at work about their sexual orientation.
- **35%** of LGBT+ staff have **hidden or disguised** that they are LGBT+ at work in the last year because they were afraid of discrimination.
- **12%** of lesbian, gay and bi people wouldn't feel confident **reporting any homophobic or biphobic bullying** to their employer & **21%** of trans people **wouldn't report transphobic bullying** in the workplace.
- **31%** of non-binary people and 18% trans people don't feel able to wear **work attire representing their gender** expression.

Source: LGBT work report in Britain. Stonewall and YouGov 2018

LGBT+ mental health in the workplace



- 81% of LGBT+ employees have experienced a mental health condition.
- 46% of LGBT+ employees have been formally diagnosed with a mental health condition.
- 72% of LGBT+ employees have experienced mental health issues as a result of work.
- 61% of employees have experienced mental health issues at work or work has been a related factor.
- 64% of managers have had to put the interests of their organisation above staff wellbeing at some point.
- 54% of employees feel comfortable talking generally in the workplace about mental health issues.
- 50%+ of LGBT+ women are not fully out at work and a third have experienced verbal or physical abuse due to their sexuality.*

Source: The Mental Health at Work Report. BITC & Mercer. *The DIVA Survey: LGBTQI Women's Insight 2020

Anxiety – Dr David

- What is it ?
- What does it feel like?
- What does it do the brain and body?
- How to manage and cope with anxiety
- Breathing exercise



Deep breathing exercise



Deep breathing only requires a quiet environment and a few minutes of your time. The following are steps to a simple deep breathing exercise:

1. Begin in a comfortable position with a straight spine, such as sitting upright in a chair or lying down on your back.
2. Close your eyes or look down to assist in reflecting inward and focusing.
3. Start to simply notice your breath. Are you breathing in and out from your chest? Are you breathing rapidly or slowly?
4. Keeping your shoulders relaxed and still, begin to breathe with intention. Inhaling deeply and slowly through your nose, feeling your centre expand as you fill your body with the breath. Gradually exhale out through your mouth, letting all of the stale air out.
5. Continue to focus on your breath, noticing how your centre rises and falls with each breath you take. Repeat for five to 10 more cycles of breath.
6. As you breathe deeply, notice how you feel throughout your body. Are there areas that feel tenser than others? With each exhalation imagine that your body releases stress and tension.
7. Before ending your exercise, take a few moments to notice how you feel physically, mentally, and emotionally.

5 Senses exercise



1. **What are 5 things you can see?** Look for small details such as a pattern on the ceiling, the way light reflects off a surface, or an object you never noticed.
2. **What are 4 things you can feel?** Notice the sensation of clothing on your body, the sun on your skin, or the feeling of the chair you are sitting in. Pick up an object and examine its weight, texture, and other physical qualities.
3. **What are 3 things you can hear?** Pay special attention to the sounds your mind has tuned out, such as a ticking clock, distant traffic, or trees blowing in the wind.
4. **What are 2 things you can smell?** Try to notice smells in the air around you, like an air freshener or freshly mowed grass. You may also look around for something that has a scent, such as a flower or an unlit candle.
5. **What is 1 thing you can taste?** Carry gum, candy, or small snacks for this step. Pop one in your mouth and focus your attention closely on the flavours.

LGBT+ mental health resources



The Caravan Phone
Counselling Service

0207 183 1802

Supportive Listening & Counselling

Open Daily Mon-Fri 11am-7pm Sat & Sun 10am-7pm



Addiction

wearewithyou.org.uk

Domestic Abuse

womensaid.org.uk/

mankind.org.uk/ - male victims

Eating Disorders

beateatingdisorders.org.uk

0808 801 0677

Mental Health

mind.org.uk

0300 123 3393 (Mon – Fri 9am-6pm)

sane.org.uk/

0300 304 7000 (4.30pm -10.30pm)

thecaravan.org.uk

mentalhealth.org.uk

LGBTQ support

mindout.org.uk

gendertrust.org.uk

londonfriend.org.uk/counselling/

metrocharity.org.uk

pinktherapy.com

Sexual Abuse Survivors

rapecrisis.org.uk

survivorsuk.org

Wellbeing

nhs.uk/live-well/



Closing remarks – Cathy Denyer O'Leary

Thank you to Dr David!

Who has donated his fee for this evening to the Albert Kennedy Trust now known as akt

- akt supports LGBTQ+ young people aged 16-25 in the UK who are facing or experiencing homelessness or living in a hostile environment.
- They support young people into **safe homes** and **employment, education** or **training**, in a welcoming and open environment that **celebrates lgbtq+ identities**.

Donate <https://www.akt.org.uk/donate/donate/5>

akt

