

Trans Inclusivity in Recovery Housing

Inspired by the Ohio Recovery Housing Best Practices for LGBTQ+ Inclusion Guide, this toolkit has been designed by the Missouri Institute of Mental Health to provide information and resources for Missouri recovery providers to create a more inclusive environment. Creating a home-like environment is imperative to positive outcomes & successful homes can provide an environment for all people regardless of gender identity to accomplish their recovery goals.

Key Definitions	
LGBTQ+	Acronym for lesbian, gay, bisexual, transgender & queer/questioning. The plus (+) acknowledges the variety of other sexes, gender identities, & sexual orientations.
Sex	Medical label that categorizes people based on their chromosomes, hormones, genitalia, & secondary sex characteristics. Typically assigned at birth (male or female). There are many variations outside that binary (e.g., intersex).
Gender	A socially constructed identity (boy, girl, man, woman)
Gender identity	Term to describe a person's internal sense of their own gender
Cisgender	Term to describe a person whose assigned sex aligns with their expected gender identity
Transgender	Term to describe a person who does not identify with the socially expected gender aligned with their sex assigned at birth
Nonbinary	Term to describe a person who does not identify with the gender binary (man or woman)



Remember



- You do not have to understand someone's identity to respect it
- You cannot tell someone's gender by just looking at them
- There is no one right way to be LGBTQ+

How can I create an inclusive environment?

- Use nonbinary language in policies & procedures
 - Use person instead of man/woman or they instead of he/she
- Create inclusive intake forms
 - Be clear about the difference between sex & gender
 - Ask for a person's pronouns & preferred name
 - Include alternative honorifics - Mx. (pronounced Mix) in addition to Mr./Ms
- Use the language & pronouns a person uses for themselves
- Do not share someone's sexual orientation or gender identity
- Be considerate about what other questions you ask:
 - Do not ask about a person's gender transition, life/name/pictures from pre-transition, medical history regarding their transition
- Avoid comments/compliments based on stereotypes or based on how men/women "should" look/act
- Consider policies supporting safe room sharing for trans folks, bathroom safety, & supporting someone in their gender transition (hormone therapy or gender-affirming surgeries).

Statewide & National Resources:

St. Louis Queer Support Hotline (SQSH)- A community-based, non-profit organization that runs a hotline providing emotional support & providing LGBTQ+ affirming resources.

PROMO - A Missouri advocacy agency for LGBTQ+ equality. They also provide trainings. [Click here for their list of trainings.](#)

MetroTrans Umbrella Group (MTUG) - A grassroots organization that promotes education & visibility of transgender, nonbinary, androgynous, & intersex folks.

The Trevor Project - National organization that provides crisis intervention & suicide prevention services to LGBTQ+ youth.

Ohio Recovery House Best Practices for LGBTQ+ Inclusion in

Recovery Housing - Toolkit created by NARR affiliate, Ohio Recovery House, for recovery houses to be more LGBTQ+ inclusive



References:

<https://www.glaad.org/transgender/transfaq>
https://transequality.org/sites/default/files/docs/resources/Ally-Guide-July-2016_0.pdf
<https://gaycenter.org/about/lgbtq/>
<https://lgbtq.multicultural.ufl.edu/programs/speakersbureau/lgbtq-terms-definitions/>