**Health Disparities**

**Mental Health**

**40%** of transgender respondents have attempted suicide at some point in their lives compared to 4.6% of the population.

**Substance Abuse**

Some studies show that **gay** men use substances at higher rates than the general population

**Cancer**

Gay men are at higher risk for **anal** cancer.

**Affirmative Interactions**

**They/Them/Theirs** are acceptable singular pronouns.

Ask them what they call their body and **mirror** that language.

Include **pronouns** on your name tag and in your email signature, as well as on each of the staff biographies on your website.

Consider: 
How could your office be more inclusive and affirming to members of the LGBTQ+ community? 
Remember:
Being a member of the LGBTQ+ community doesn’t automatically mean that LGBTQ+ people are more prone to specific health issues, but marginalization, discrimination, and stigma can lead to greater health disparities

References:

1. Substance Abuse and Mental Health Services Administration, *Top Health Issues for LGBT Populations Information & Resource Kit*. HHS Publication No. (SMA) 12-4684. Rockville, MD: Substance Abuse and Mental Health Services Administration, 2012.
2. James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). *The Report of the 2015 U.S. Transgender Survey*. Washington, DC: National Center for Transgender Equality.
3. Ashbee, Olivia, and Joshua Mira Goldberg. “Trans People and Cancer.” *LGBT Cancer Information*, National LGBT Cancer Network, 2019, http://cancer-network.org/wp-content/uploads/2017/02/Trans\_people\_and\_cancer.pdf