

LGBT RESILIENCE TOOLBOX



Gloria Gil Hernández

Resilience Origins



Emmy Werner & Ruth Smith

- n Longitudinal study of 505 children for 30 years
- n 200 were under high risk of developing psychological or conduct problems
- n 72 became competent, confident and caring persons

VULNERABILITY

Risk Factors

RESILIENCE

Protective
Factors

RESILIENCE

Resilience
Factors

Non Resilience
Factors

n Thoughts, attitudes, actions and life experiences that help to promote resilience

n Thoughts, attitudes, actions and life experiences that inhibit or hinder resilience

Resilience definition

- Resilience is a dynamic process that allows individuals, groups or communities to overcome adversity and be strengthened or improved by it.



LGBT resilience process

- The process that lesbians, gays, bisexuals and transgender people undergo in order to achieve a positive self-assured identity is a resilience process.



LGBT Adversities

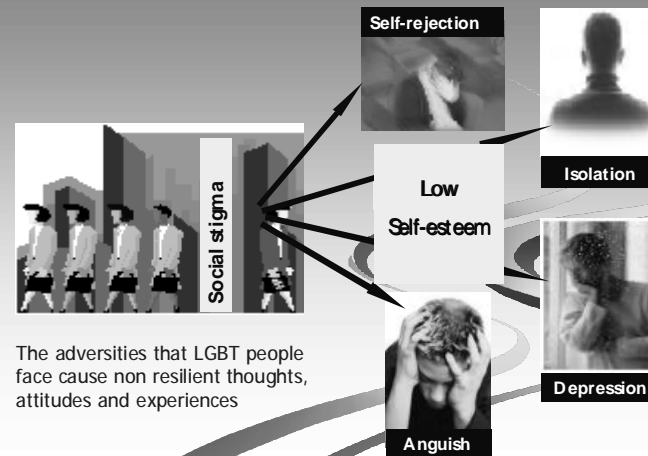
- Homophobia (Internalised homophobia)
- Gender constructs
- Heterosexism



- «Of all things that frighten us, the fear of being expelled from the flow of human interaction is probably the worst ».

Csikszentmihalyi

Adversity effects

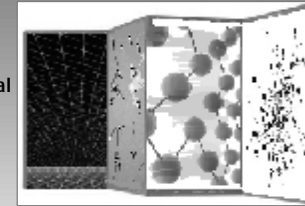
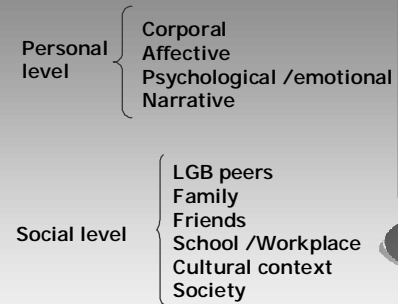


The adversities that LGBT people face cause non resilient thoughts, attitudes and experiences

Resilience promotion

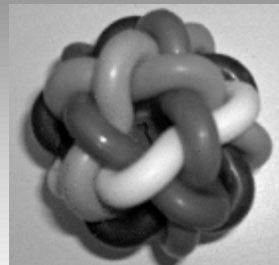


Resilience Multidimensional Map



Resilience dynamics

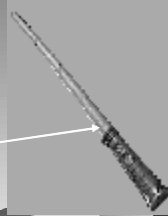
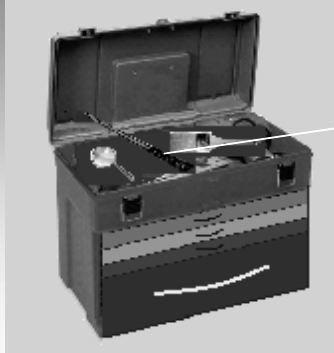
Resilience lies neither in the individual, nor the environment, but in the transactions between them.



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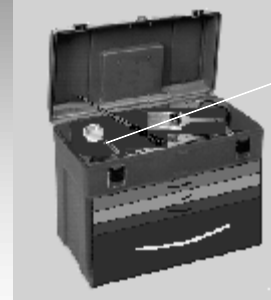
Resilient trait: Humour



Humour helps to transform hidden pain in digested pain, integrated into the web of life"

Stefan Vanistendael

Self-awareness



Self-awareness is the starting point in LGTB resilience process

Deconstruction



Analysis of common social beliefs in order to question their validity



Deconstruction exercise

- n Where does this belief come from?
- n Whose interest does this belief serve?
- n Is there any new information or personal experience that questions its validity?
- n In which ways this belief hinders your resilience process?
- n Which alternative belief would suit you best in your resilience process?

Support



Support compensates social rejection, so LGTB people that feel they have good support from peers, friends, family and community have an easier and faster resilience process.

Visibility



There is a clear connexion between visibility and the development of a positive identity

PRIDE



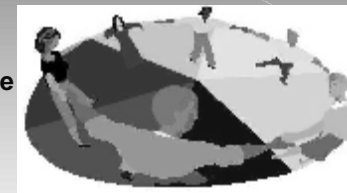
Self-pride



Community pride

Conclusion

Through the promotion of individual and community resilience we can create a healthier society that would embrace diversity with equality and pride



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Recommended readings

Csikszentmihalyi, Mihaly (1990). *Flow: The Psychology of Optimal Experience*. New York: Harper and Row.

Seligman, M.E.P. (2002). *Authentic Happiness: Using the New Positive Psychology to Realize Your Potential for Lasting Fulfillment*. New York: Free Press.

Siebert, A (2005) *The Resiliency Advantage: Master Change, Thrive Under Pressure, and Bounce Back from Setbacks* Berrett-Koehler Publishers

Grotberg, E (1999). *Tapping your inner strength. How to find the resilience to deal with anything*. Oakland, CA: New Harbinger Publications, Inc

Werner, E. & Smith, R. (1992) *Overcoming the odds. High risk children from birth to adulthood*. New York: Cornell University Press

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