SJLA Learning Series October 2023 Event: Supporting LGBTQ+ Communities

Wednesday, October 18th, 2023
1:00-2:00pm E.T.

Thank you for joining! The webinar will begin at the top of the hour.
How to Ask a Question

All functions are located at the bottom of your screen

- Ask questions by using the Q&A function (you will not be able to unmute)
- Use the chat for discussion & interactive activities
SJLA Community Norms

• Practice empathy: discussions around social justice and equity touch on sensitive topics that require us all to be understanding of each other’s backgrounds and experiences.

• As you participate in today’s webinar, please remember to stay committed to openness and learning.

Chat Norms:

• We may have differing opinions on ideas, but those differences should always be discussed respectfully to facilitate education and growth.

• Insulting, bullying, inflammatory, and offensive language will result in removal from the webinar.

• If you have any questions or concerns or are experiencing issues in the group, feel free to reach out to one of the moderators privately in the chat or by emailing SJLA@thenationalcouncil.org. We are here to help!
Frequently Asked Questions

• All Learning Series events are recorded and will be made available to view on demand, along with a copy of these slides, on our SJLA webpage within 48 hours following the event’s conclusion.

• The SJLA Workbook is not required to participate in the Learning Series, however if you are interested in purchasing a copy it is available on our SJLA website.

• The SJLA Learning Series is not CEU accredited.

• There will not be a certificate of completion for attending the SJLA Learning Series. However, if you would like proof of attendance for your employer, please email SJLA@thenationalcouncil.org and we would be happy to provide you with an email verification.
Today’s Presenter

Damien Alan Lopez
He/They
Project Manager and Trainer
Award Winning Published Author
Description

In this SJLA Learning Series event, we will explore terminology, incidences, and lived experiences of those within the LGBTQ+ community. Participants will develop skills on how to cultivate a safe space for transgender and gender non-binary (TGNB) individuals in both professional and private environments. Our speakers will additionally discuss how we can increase our knowledge and debunk misconceptions and biases as it relates to the LGBTQ+ Community.
Learning Objectives

Participants will learn how to:

1. Define terminology and describe concepts associated with LGBTQ+ identities.
2. Understand federal and state laws as they apply to LGBTQ+ individuals and understand the current national climate.
3. Develop practical skills on how to cultivate safe spaces and be an effective ally.
Supporting LGBTQ+ Communities

Damien Alan Lopez (He/They)
Project Manager and Trainer, Award Winning Published Author
Garden State Equality

Our mission is to provide advocacy, services, and programming that meet the needs of the LGBTQ community across New Jersey and promote equality for all. In addition to our legislative and policy work we have three initiatives:

1. Map + Expand
   LGBT Healthcare in New Jersey

2. Teach + Affirm
   Students in New Jersey

3. Pledge & Protect
   LGBT Older Adults in New Jersey

GardenStateEquality.org
GROUP NORMS

1. Take Space and Make Space
2. Use “I” statements
3. Maintain confidentiality
4. Ouch, then educate
5. Practice Purity of Motive
6. Pause.
LGBTQ+ 101
Language

- You may not know all the terms.
  That’s okay.
- LGBTQ+ people use a variety of terms to describe their identity and to talk about who they are.
- Listen. Pay attention to how people are talking about themselves, and then mirror their language.

Most importantly, respect self-identification!
The diversity wheel represents two different dimensions: internal dimensions that are usually the most permanent or visible, and the outside dimensions that are acquired and change over the course of an individual lifetime.
LGBTQ+ Community

Even though disadvantaged overall, some groups WITHIN the LGBTQ community have more privileges than others. Upper class, able-bodied, cisgender, whites and men are most privileged.

Overlooked identities include:
- People of Color
- Lesbians & other W4W
- Transgender & Non-binary
- Religious minorities
- Global Majorities
- Lower Income
- Neurodivergent
- Invisible Disabilities
Beyond the Basics
Gender Identity & Expression
Let’s Learn the Basics

Sexual Orientation: This is who you want to spend your life with.

Gender Identity: This is who you are and spend your life as.

Gender Expression: This is how you show people who you are.
**Gender Identity:** The Psychological Understanding of who you are!

- Androgynous Gender
- No Gender

- Feminine
- Masculine

**Gender Expression:** The way you dress, express yourself externally.

- Androgynous Gender
- No Gender

- Feminine
- Masculine

**Spiritual/ Emotionally Attracted to:**

- Nobody

- Feminine
- Masculine

**Sexually Attracted to:**

- Nobody

- Feminine
- Masculine

**Romantically Attracted to:**

- Nobody

- Feminine
- Masculine

**Sex Assigned as Birth:** The sex you were assigned at birth, solely on the visual inspection of external genitalia.

- Female
- Intersex
- Male

*Indicates a lack of what is on the right
Key Concepts: Sex

Sex refers to our biology or physiology. Sex (the state of being, not the act) refers to a combination of:

- Chromosomes
- Hormones
- Internal Reproductive Organs
- External Genitalia

We are all assigned a sex at birth, based on a visual inspection of external genitalia.
**What does Intersex Mean?**

*Intersex* people are born with a variety of differences in their sex traits and reproductive anatomy. There is a wide variety of difference among intersex variations, including differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.
Cisgender and Transgender

Cisgender individuals’ “sex assigned at birth” and gender identity easily align.

I was assigned female at birth and still identify as female

Transgender individuals’ “sex assigned at birth” and gender identity do not easily align.

I was assigned a girl at birth and identify as a boy!

Or I may identify as non-binary
Gender refers to our cultural beliefs, expectations, and assumptions about what it means to be a man or a woman.

Gender is culturally contingent: what it means to be a man or a woman varies across cultures.

Gender is historically contingent. Ideas about masculinity and femininity have changed over time.

Osh-Tisch
Gender As A Journey

Jennifer Lopez Introduces Daughter Emme Using They/Them Pronouns In Concert: Watch

J.Lo used gender-neutral pronouns, as she started to hype up an appearance by her child Emme at a recent performance.

By: James Crowley
June 20, 2022 9:27AM EDT
The Basics: Seeing the Spectrum in Real Life

- Damien Alan Lopez, Transgender Male, Queer, masculine/He/They
- Justine Evyn Saliski, Cisgender Female, Lesbian, Feminine, She/Her
- Erin Baskin Bradshaw, Cisgender Female, Lesbian, Feminine, She/Her
- Christian Fuscarino, cisgender Male, Gay, Masculine, He/Him
- Aedy Miller, Lesbian trans woman, butch, they/she + xe/xer
- Brielle Winslow-Majette, Cisgender Female, Lesbian, masculine, she/her
- Aleyah Lopez, Cisgender Female, Hetero, Feminine, She/Hers
- D Belinfanti, Nonbinary, Pansexual, Stem, She/They
- Jahmila Smith, Cisgender Female, Bisexual, Feminine, She/Hers
- Lauren Albrect, Cisgender Female, Bisexual, she/her
Non-Binary Identities

Terminology

• Gender Queer
• Gender
• Non-Conforming
• Bi-gender
• Genderless
• Pangender
• Androgynous
• Gender Fluid

Transgender
A person whose gender identity does not match the gender they were assigned at birth.

Gender Non-binary
A person whose gender identity does not fit within the socially defined binary of man or woman.

Genderqueer
A person who does not identify with the normative gender identities of male or female, similar to gender non-binary.

Agender
A person who does not identify with any gender identity or does not experience having a gender.

Cisgender
Someone whose gender identity aligns with their assigned gender at birth.

http://confi.co/what-is-gender/
Gender Pronouns
The Basics

A pronoun is a word that refers to either the people talking (I or you) or someone or something that is being talked about (like she, it, them, and this). Gender pronouns (he/she/they/ze etc.) specifically refer to people that you are talking about.
Why Pronouns Matter

Pronouns are used in everyday speech and writing to take the place of people's names.

They’re frequently used without thinking about it.

https://www.youtube.com/watch?v=9iKHjl5xAaA
What does Transitioning Mean?

Gender transitioning is the process of changing one's gender presentation or sex characteristics to accord with one's internal sense of gender identity – the idea of what it means to be a man or a woman, or to be non-binary or genderqueer.

There are three lanes people navigate to transition, or affirm their identity:

- Social
- Legal
- Medical

There is no one way, or “right way” to transition. Transitioning is a very individualized process.
Medical Consensus

American Academy of Pediatrics
DEDICATED TO THE HEALTH OF ALL CHILDREN™

AMERICAN PSYCHIATRIC ASSOCIATION
What Do the Data Show Us about LGBTQ+ Mental Wellbeing?
LGBTQ+ Youth & Mental Health

- 68% experienced Generalized Anxiety Disorder
- 60% wanted mental health services in the past year but did not receive them
- 55% experience major depressive disorder
- 48% engage in self-harm

LGBTQ youth who wanted mental health care but were unable to get it cited the following top ten reasons:

1. Fear of discussing mental health concerns - 48%
2. Concerns with obtaining parent/caregiver permission - 45%
3. Fear of not being taken seriously - 43%
4. Lack of affordability - 41%
5. Fear of care not working - 34%
6. Fear of being outed - 29%
7. Fear of my identity being misunderstood - 26%
8. Concerns with receiving virtual care at home - 23%
9. Lack of transportation options - 21%
10. Lack of parent/caregiver permission - 20%

www.thetrevorproject.org/survey-2022
LGBT Youth & Suicide Attempts

- LGBTQ youth are more than four times as likely to attempt suicide than their peers.
- The Trevor Project estimates that more than 1.8 million LGBTQ youth (age 13-24) seriously consider suicide each year in the U.S. — and at least one attempts suicide every 45 seconds.
- 45% of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth.
- 75% of LGBTQ youth (13-17) reported symptoms of anxiety.
- 61% of LGBTQ youth (13-17) reported symptoms of depression.
Family Abandonment and Homelessness

LGBT youth have the highest rates of family abandonment and homelessness of any demographic youth group.

National data and NYC data both put the percentage of homeless youth who identify as LGBT at >40% of unaccompanied homeless youth.

At some point in their lives 1 in 5 transgender people have found themselves homeless, and many relate that experience to having been rejected by families of origin.

Why is LGBTQ Health and Wellbeing relevant right now?
Why is it important to talk about LGBTQ+ health now?
Why is it important to talk about LGBTQ+ health now?

- **Nearly 1 in 3 LGBTQ young people** said their mental health was poor most of the time or always due to anti-LGBTQ policies and legislation.

- **Nearly 2 in 3 LGBTQ young people** said that hearing about potential state or local laws banning people from discussing LGBTQ people at school made their mental health a lot worse.
As of October 6, 2023...

26 bills limiting LGBTQ healthcare passed into law during the 2023 legislative session ...

...and another 50 bills have either recently been introduced in state legislature or are advancing.

American Civil Liberties Union, LGBTQ Rights Legislation Tracker
https://www.aclu.org/legislative-attacks-on-lgbtq-rights?impact=
Put It All Together:
How to apply this information to your work
ALLY

Who are they?

YOU!

YOU!

Someone who supports LGBTQ people and equality in its many forms both publicly and privately.
Basic guidance

**DO**

- **Talk with** your patients/clients about their LGBTQ+ identity.
- **Express affirmation** when your patient/client tells you or when you learn that your patient/client identifies as LGBTQ+.
- **Support** your patients'/clients’ LGBTQ+ identity even though you may feel uncomfortable.
- **Advocate** for your patient/client when he, she or they are mistreated because of their LGBTQ+ identity.
- **Require** that other staff respect your LGBTQ+ patients/clients
- **Remember** that a person’s sexual orientation and gender identity are only two aspects of a person’s overall identity and life experience.

**DO NOT**

- **Assume** you can identify LGBTQ+ individuals by appearances, experiences, or external characteristics.
- **Assume** that treating everyone the same, regardless of sexual orientation or gender identity, is effective or will make LGBT individuals adults feel safe or welcomed.
# Language guidance

<table>
<thead>
<tr>
<th>Instead of THIS</th>
<th>Say THIS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you mind if I call you she?</td>
<td>My name is ____ and I use she/her pronouns. Do you feel comfortable sharing your pronouns with me?</td>
</tr>
<tr>
<td></td>
<td><strong>Why? Use the language your client is comfortable with.</strong></td>
</tr>
<tr>
<td>It says Mathew on your chart, so I'm</td>
<td>What name do you prefer we call you at this organization?</td>
</tr>
<tr>
<td>going to call you Mathew.</td>
<td><strong>Why? Use the language your client is comfortable with.</strong></td>
</tr>
<tr>
<td>Do you have a wife? Do you like women?</td>
<td>Do you have a partner or partners?</td>
</tr>
<tr>
<td></td>
<td><strong>Why? Don’t assume your client’s sexuality.</strong></td>
</tr>
<tr>
<td>So if you’re trans, do you still have a</td>
<td>What brings you in today?</td>
</tr>
<tr>
<td>vagina?</td>
<td><strong>OR</strong></td>
</tr>
<tr>
<td></td>
<td>I noticed you mention thinking about your gender identity in your intake form. What did you want to talk about?</td>
</tr>
<tr>
<td></td>
<td><strong>Why? Unless a client starts the conversation, don’t pry about their gender or sex. Only ask questions that are relevant to the issue at hand.</strong></td>
</tr>
</tbody>
</table>
WHAT CAN I DO?

I will...

- Start
- Stop
- Continue

....to support a more inclusive community
Q&A
The Social Justice Leadership Academy’s (SJLA) LinkedIn networking group is a space created for Learning Series participants to connect with one another outside of our monthly events.

This group is intended to serve as a networking hub for individuals seeking to advance social justice within their organizations. By joining this group, you are indicating that you are open to networking with other SJLA participants.

Scan the QR code or click the link above to join!

https://www.linkedin.com/groups/12879319/
Social Justice Leadership Academy Learning Series: Upcoming Events

SAVE THE DATE

**Center for Workforce Solutions: Reimagining Our Approach to the Workforce Crisis**: Wednesday, November 15th, 2023, 12 - 1 p.m. ET

**Community Connections: Working with Justice Involved Individuals**: Wednesday, December 20th, 2023, 12 - 1 p.m. ET

**Registration information for these sessions will sent out to all attendees via email and will additionally be posted on our SJLA Events webpage:**
https://www.thenationalcouncil.org/program/the-social-justice-leadership-academy/
Evaluation

• Please provide your feedback on this SJLA Learning Series webinar event at the link below. Scan the QR code or type the URL into your browser.

https://www.surveymonkey.com/r/SJLA2023Session4
Thank You!
THANK YOU!
Sources Cited

