



SJLA Learning Series October 2023 Event: Supporting LGBTQ+ Communities

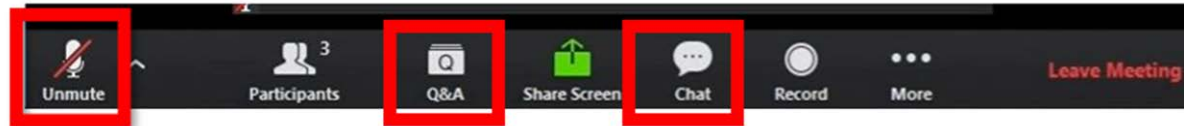
Wednesday, October 18th, 2023
1:00-2:00pm E.T.

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.

NATIONAL
COUNCIL
*for Mental
Wellbeing*



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



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EQUALITY

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:



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



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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!



ROAD TO
EQUALITY

Understanding Diversity

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



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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.

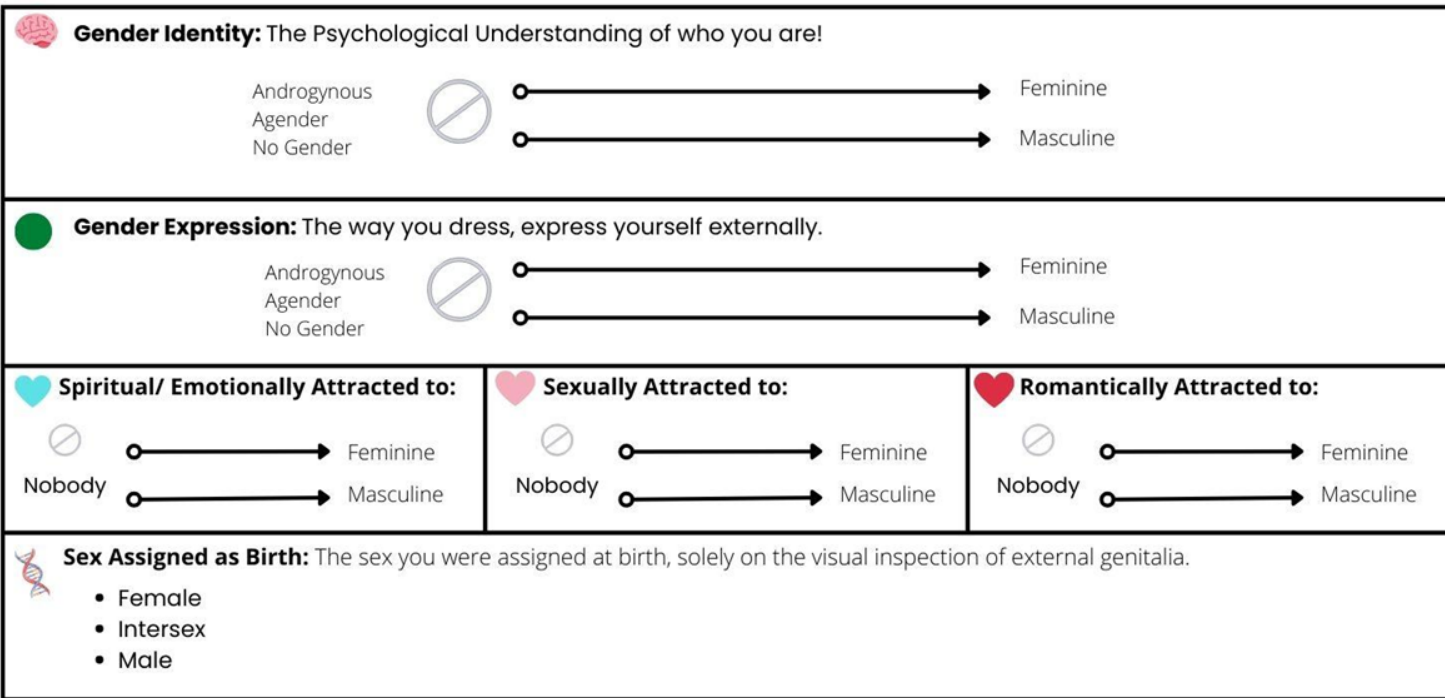
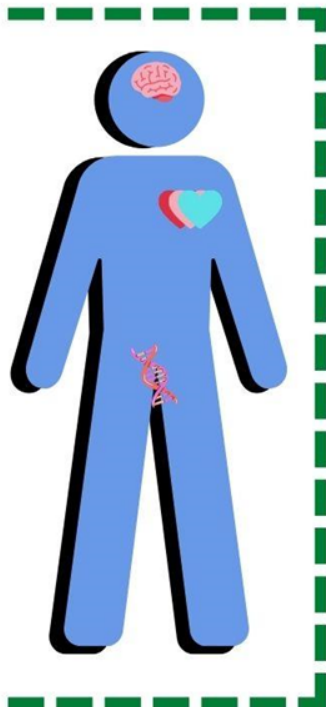
**Gender
Expression**




This is how you show
people who you are.



THE DIAGRAM OF IDENTITY, GENDER AND SEXUALITY



 *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:

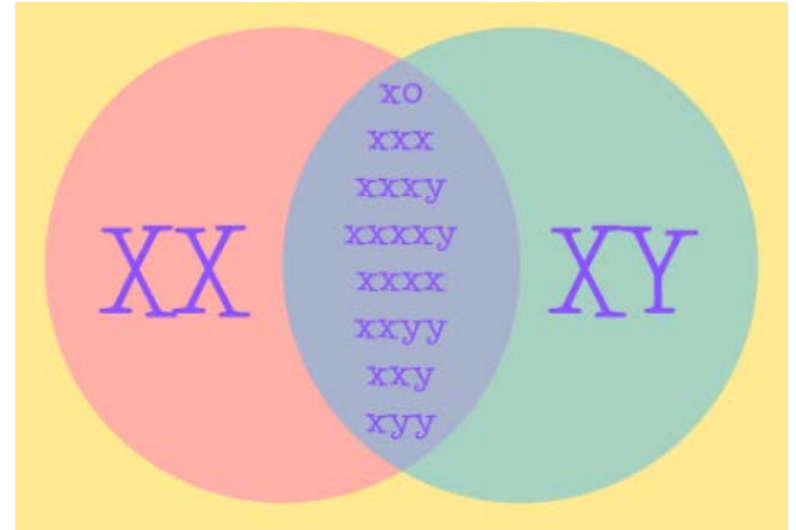
- Chromosomes
- Hormones
- Internal Reproductive Organs
- External Genitalia



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



Key Concepts: Gender

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

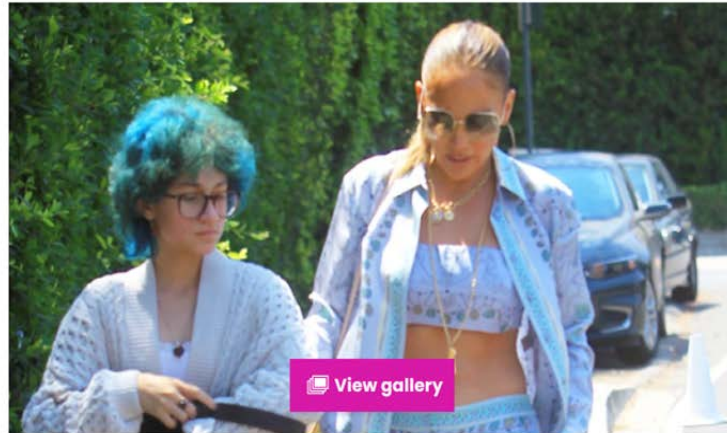


Jennifer Lopez Introduces Daughter Emme Using They/Them Pronouns In Concert: Watch

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 Eryn 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

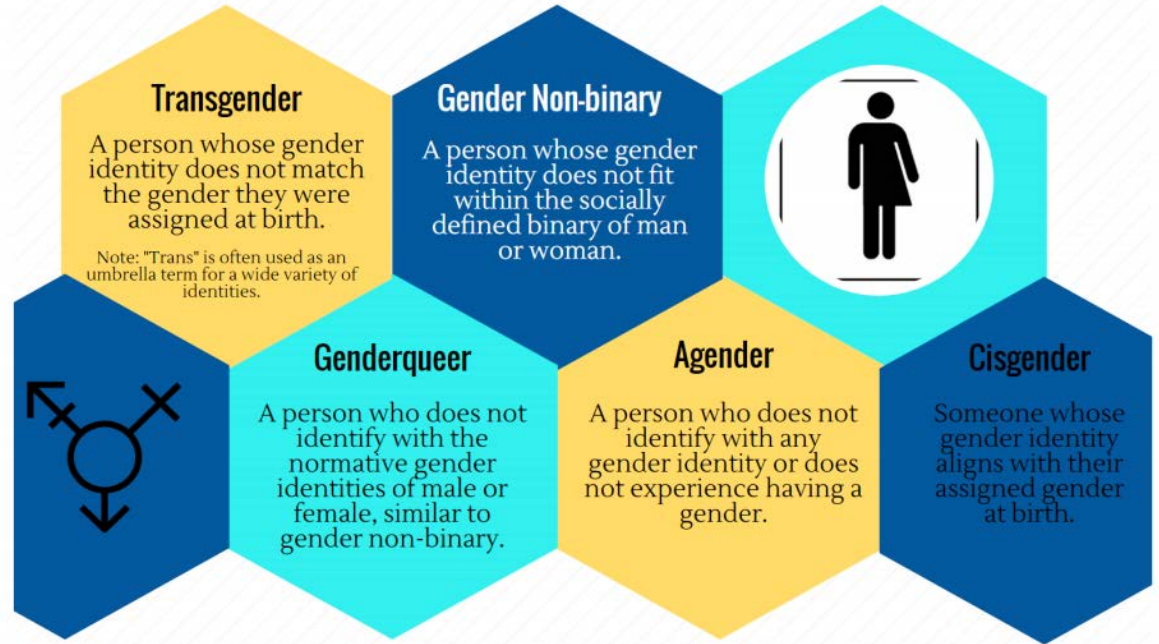


Lauren Albrecht
cisgender female
feminine
she/her

Non-Binary Identities

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

Terminology



<http://confi.co/what-is-gender/>

Gender Pronouns



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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?

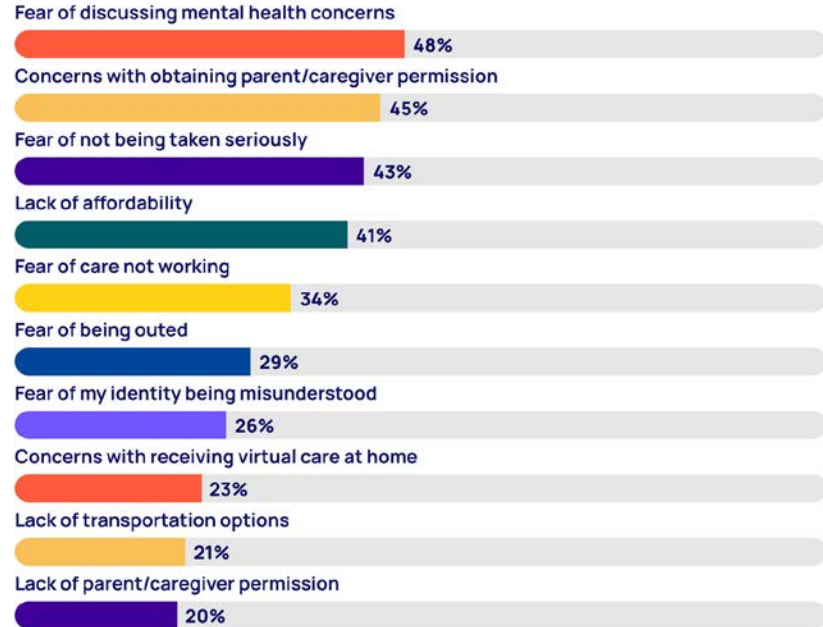


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LGBTQ+ Youth & Mental Health

- **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





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.



Durso, L.E., & Gates, G.J. (2012). "Serving Our Youth: Findings from a National Survey of Service Providers Working with Lesbian, Gay, Bisexual, and Transgender Youth who are Homeless or At Risk of Becoming Homeless." Los Angeles: The Williams Institute with True Colors Fund and The Palette Fund.

Why is LGBTQ Health and Wellbeing relevant right now?



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Why is it important to talk about LGBTQ+ health now?



THE HILL News | Policy | Business | Health | Opinion | Events | Jobs | Hill TV | Newsletters

Just In... STATE WATCH

Trump can't be barred from Arizona's 2024 ballot, says Democratic secretary of state
STATE WATCH - 2M 45S AGO

Sierra Club endorses
BY BROOKE MIGDO

North Carolina Legislature overrides vetoes of bills targeting transgender health care, athletes

NEWS

A Federal Judge Has Temporarily Blocked Part of Georgia's Gender-Affirming Care Ban

Trans youth in Georgia can start hormone therapy while the case proceeds.

BY JAMES FACTORA
August 21, 2023

AP U.S. WORLD POLITICS VIDEO SPOTLIGHT ENTERTAINMENT SPORTS BUSINESS SCIENCE FACT CHECK CLIMATE HEALTH

Mitch McConnell Hurricane Idalia latest Rare blue supermoon Gabon coup attempt Nebraska women's volleyball

Supreme Court law banning minors from gender-affirming treatments

LGBTQ+ TEXANS

Legal fight over Texas law banning transgender health care for youth centers on whether treatments help or hurt

As families and health care providers sued the state over Senate Bill 14, which restricts transgender youth from accessing gender-affirming care. The groups are requesting an injunction in a state district court judge before the law goes into effect on Sept. 1.

JAM MELHADO AUG. 15, 2023 UPDATED: AUG. 16, 2023 SHARE REPUBLISH

AP U.S. WORLD POLITICS VIDEO SPOTLIGHT ENTERTAINMENT SPORTS BUSINESS SCIENCE FACT CHECK CLIMATE

U.S. NEWS

ACLU sues over Indiana law blocking gender-affirming surgery for inmates

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.

Put It All Together:

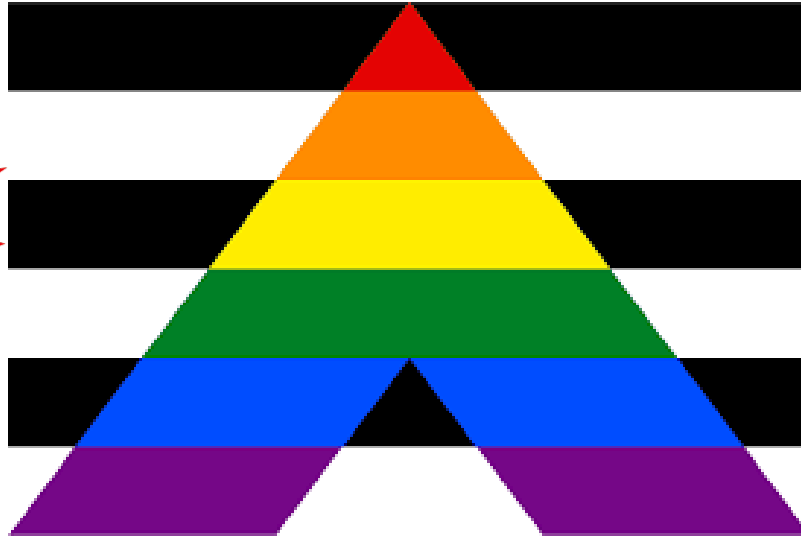
How to apply this
information to your work



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ALLY

Who are they?



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

Instead of THIS

Say THIS

Do you mind if I call you she?

My name is ____ and I use she/her pronouns. Do you feel comfortable sharing your pronouns with me?

Why? Use the language your client is comfortable with.

It says Mathew on your chart, so I'm going to call you Mathew.

What name do you prefer we call you at this organization?

Why? Use the language your client is comfortable with.

Do you have a wife?
Do you like women?

Do you have a partner or partners?

Why? Don't assume your client's sexuality.

So if you're trans, do you still have a vagina?

What brings you in today?

OR

I noticed you mention thinking about your gender identity in your intake form. What did you want to talk about?

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.



WHAT CAN I DO?

I will...

- Start
- Stop
- Continue

...to support a more
inclusive community

Q&A



SJLA LinkedIn Networking Group

- 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.



<https://www.linkedin.com/groups/12879319/>

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

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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!



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References



Sources Cited

American Civil Liberties Union. (2023). *LGBTQ Rights Legislation Tracker* <https://www.aclu.org/legislative-attacks-on-lgbtq-rights?impact=>

Durso, L.E., & Gates, G.J. (2012). *"Serving Our Youth: Findings from a National Survey of Service Providers Working with Lesbian, Gay, Bisexual, and Transgender Youth who are Homeless or At Risk of Becoming Homeless."* Los Angeles: The Williams Institute with True Colors Fund and The Palette Fund.

The Trevor Project. (2023). *2023 U.S. national survey on the mental health of LGBTQ young people.* https://www.thetrevorproject.org/survey-2023/assets/static/05_TREVOR05_2023survey.pdf

