

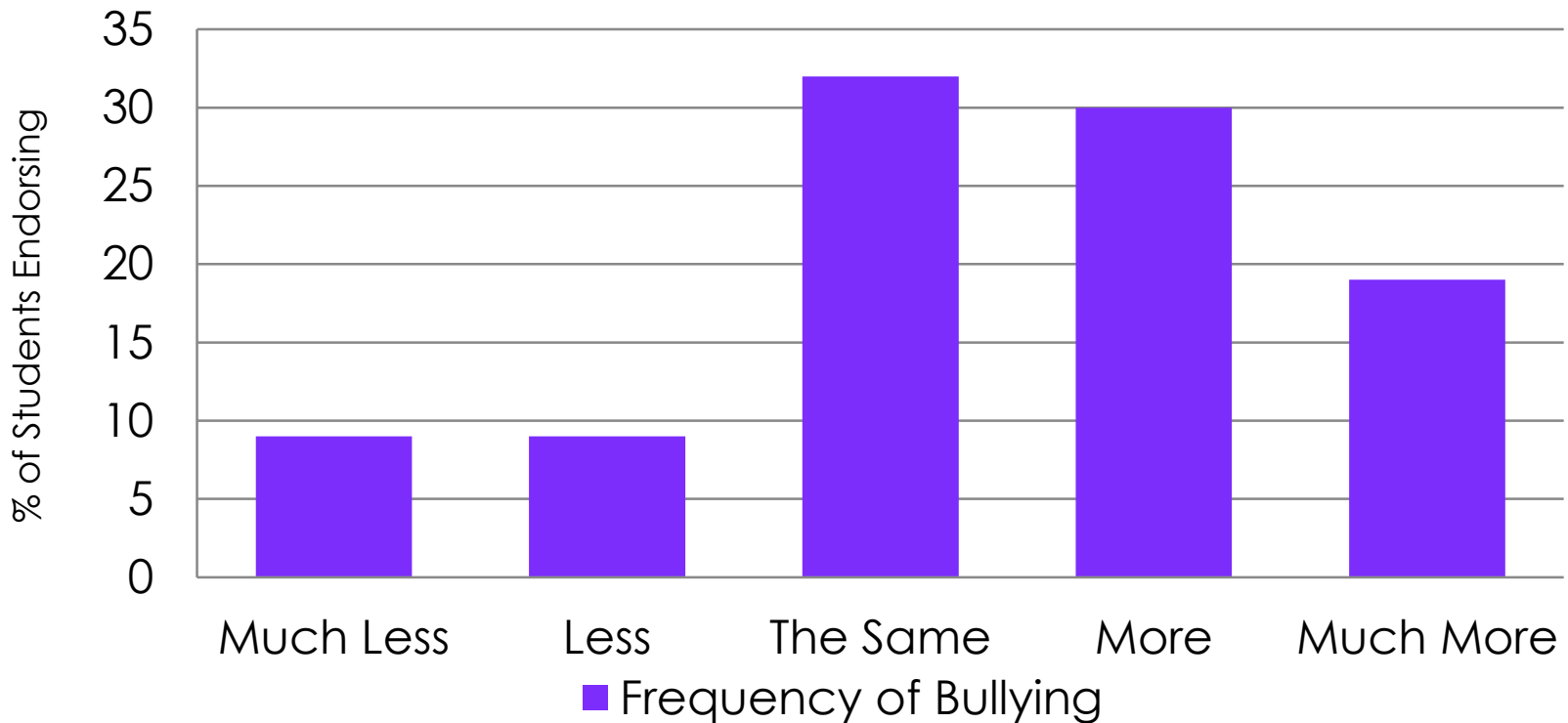
LGBTQ+ 101

Presented by Persad Center, Inc.

School Climate

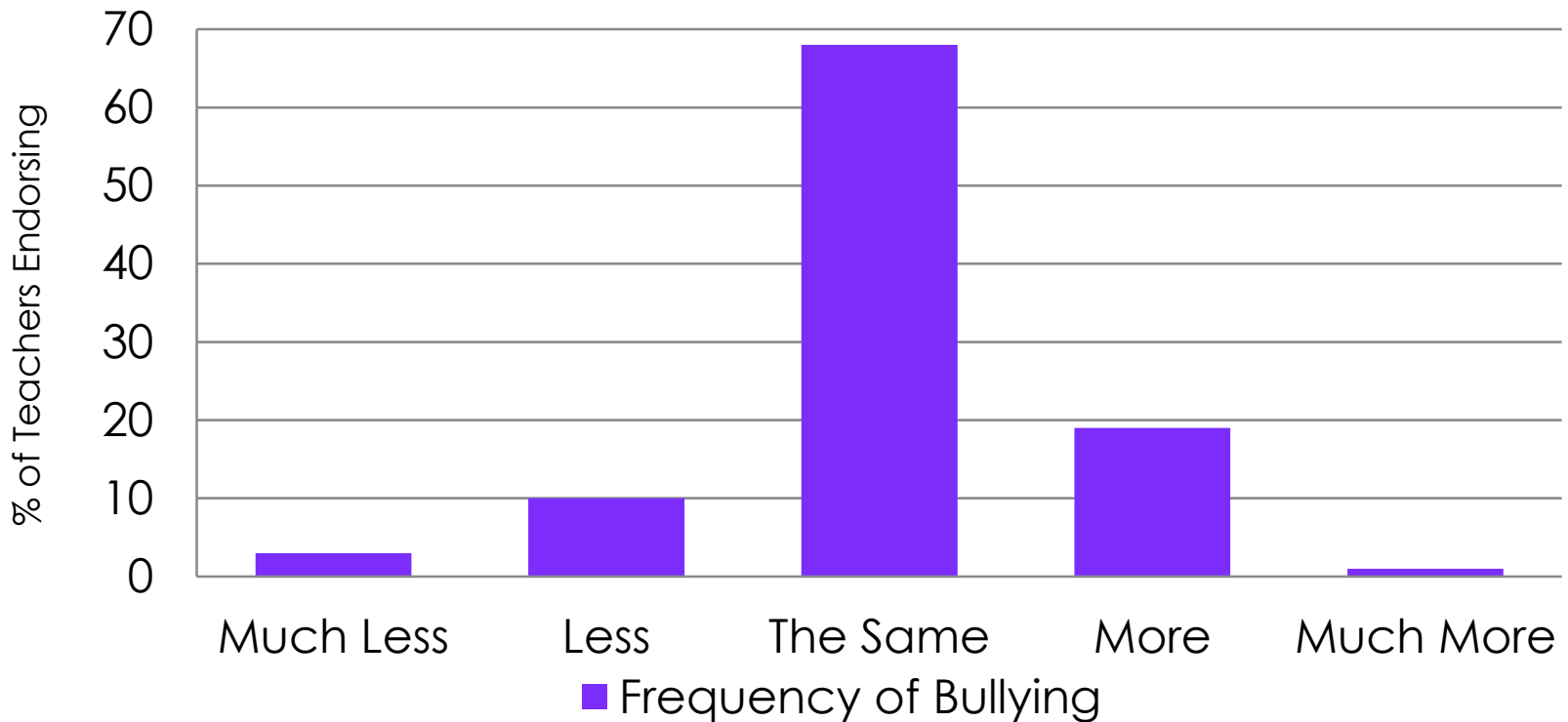
School Climate

Frequency of LGBTQ Students Being Bullied Compared to Overall Student Population



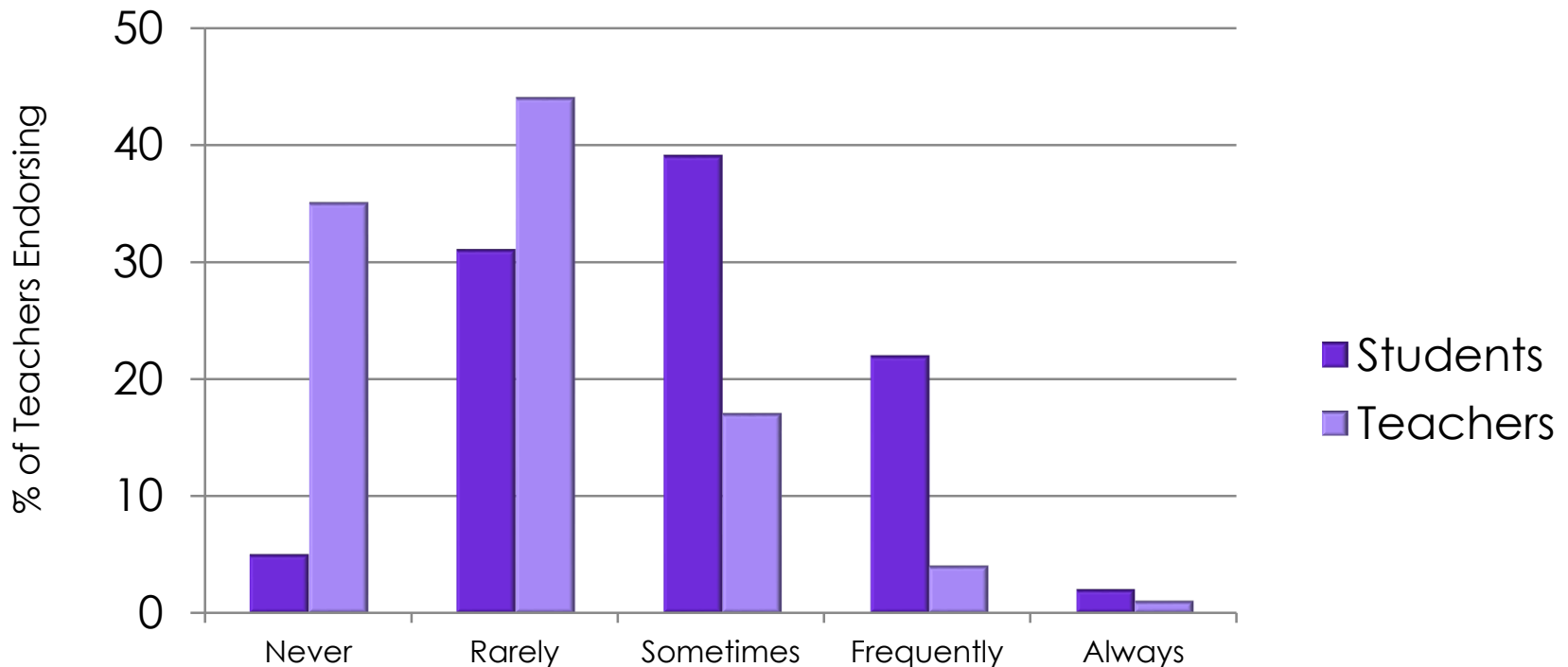
School Climate

Frequency of LGBTQ Students Being Bullied Compared to Overall Student Population



School Climate

Frequency Students Are Exposed to Terms Like “Gay,” “Fag,” “Homo” or “Queer”





Fundamentals

What do all those letters mean?

□ **G**ay

□ **L**esbian

□ **B**isexual

□ **T**ransgender

□ **Q**ueer/Questioning

□ **I**ntersex

□ **A**llies/Asexual

□ **H**IV/AIDS

□ **P**ansexual

Transgender:

Not conforming to traditional ideas of gender

- Cross Dresser– Dressing in clothing of the opposite gender for many reasons; physical or emotional comfort, erotic pleasure, etc.
- Drag Queens/Kings – Big, flamboyant clothing/costumes usually associated with the opposite gender. Often done for performance/entertainment.
- Transgender – A person whose **gender identity** differs from their **birth-assigned gender**.
- Offensive terms include “tranny,” “shim” or “shemale.”
- Acceptable terms are “Trans,” “The Trans community,” “M2F or F2M trans.”
- “Transsexual” isn’t offensive, just old-fashioned.
- Get to know the term “cisgender”

Gender Affirmation

- The process of recognizing, accepting, and expressing one's gender identity
 - Social/Emotional affirmation – Name, Pronoun, Dress, Coming Out to Others
 - Medical affirmation– Hormones, Surgery
 - Legal affirmation – Identity Documents
- The term gender affirmation is often preferred over gender transition or sex reassignment

Keep in Mind

- Familiarize yourself with commonly used terms and the diversity of identities within the transgender community
- Refer to trans people by their preferred name and pronouns
- Many, but not all, use pronouns that align with gender identity, e.g., he/his and she/her
- Some use: they (singular), ze, hir, etc.
- Preferred pronouns may change over time
- Listen to how people describe their own identities and partners; use the same terms
- If you are not sure what terms to use, just ask

Learning about SOGIE

Gender Continuums

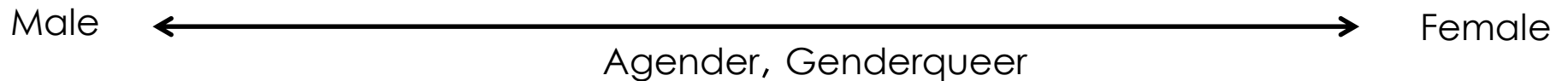
Biological Sex



Gender Expression



Gender Identity



Sexuality Continuums

Sexual Orientation

Opposite
Gender



Same Gender

None, both, all

Sexual Behavior

Opposite
Gender



Same Gender

None, both, all

Sexual Identity

Heterosexual



Gay
Lesbian

Asexual, bisexual, pansexual

Context of Discrimination

Context of Discrimination

▣ INVISIBILITY

- ▣ The assumption that everyone is the same
- ▣ Refusal to see/acknowledge difference

▣ FEAR/HATRED

- ▣ When visible – bad
- ▣ Negative attributes placed on LGBTQ youth

▣ Internalization

- ▣ Taking in negative messages
- ▣ Manufacturing negative messages

Disparities for the LGBTQ

Centers for Disease Control

2010 "Health-Risk Behaviors Among Students in Grades 9-12":

- ▣ Rarely or never wore a seat belt: Heterosexual (12.3%), Gay or Lesbian (20.4%)
- ▣ Drank alcohol before age 13: Heterosexual (21.3%), Gay or lesbian (34.6%)
- ▣ Used a condom: Heterosexual (65.5%), Gay or lesbian (35.8%)
- ▣ Attempted Suicide: Heterosexual (6.4%), Gay or Lesbian (25.8)

UCLA Law School -- Williams Institute

2012 Homeless Youth Provider Survey (354 US agencies)

- ▣ LGBT youth represent between 30% and 43% of those served by drop-in centers, street outreach programs and housing programs

US Dept. of Health & Human Services – Family & Youth Services Bureau

2014 "Quick Facts" Report

- ▣ 26% of LGBT youth are rejected by their family and put out of their homes after coming out

New York City Department of Health

Archives of Internal Medicine 2008 Report

- ▣ 39% of gay and bisexual men are not out to their doctors

Mazzoni Center of Philadelphia

2007 Annual Report

- ▣ 30% of lesbian and bisexual clients not out to their primary care doctor

LGBTQ Legal Issues

Discrimination

Pennsylvania Human Relations Commission

Pennsylvania law protects you from discrimination in five areas:

- ❑ **Employment** — getting a job or working at one
 - ❑ **Education** — in school, whether it be a public or private school, college, trade school or university
 - ❑ **Public accommodations** — access to public places and services
 - ❑ **Housing** — in renting, buying, selling or getting a loan for a home
 - ❑ **Commercial property** — access to or the purchase, sale or lease of commercial property
-
- ❑ PA law, in general, prohibits discrimination based on race, color, age (40 and over), sex, ancestry, national origin, religion, familial status (only in housing), disability and the use, handling or training of guide or support animals for disability.

Pennsylvania Municipalities with Non-Discrimination Ordinances


- City of Philadelphia (1982 SO 2002 GI)
- City of Harrisburg (1983)
- City of Pittsburgh (1997)
- City of York (1998)
- City of Lancaster (2002)
- Allentown Ordinance (2002)
- Erie County (2002)
- New Hope Borough (2002)
- City of Scranton (2003)
- Swarthmore Borough (2006)
- City of West Chester (2006)
- City of Easton (2006)
- Lansdowne Borough (2006)
- State College Borough (2007)
- Allegheny County (2009)
- City of Reading (2009)
- Doylestown Borough (2010)
- Lower Merion Township (2010)
- Borough of Conshohocken (2011)
- Haverford Township (2011)
- City of Bethlehem (2011)
- Springfield Township (2011)
- Newtown Borough (2011)
- Whitemarsh Township (2011)
- Jenkintown Borough (2011)
- Susquehanna Township (2011)
- Cheltenham Borough (2012)
- Abington Township (2012)
- East Morriton Township (2012)
- Upper Merion Township (2012)
- Bristol Township (2013)
- City of Pittston (2013)
- Downingtown Borough (2014)
- Ambler Borough (2016)
- Dickson City (2016)
- City of Wilkes-Barre (2016)



Discrimination

- 66% of LGBTQ Pennsylvanians live without any legal protection; local, state or federal.
- It is legal to fire someone who is LGBTQ – *or perceived to be*.
- It is legal to not rent to – or to evict – someone who is LGBTQ.
- It is legal to deny public accommodation to someone who is LGBTQ.

RESOURCES

 www.persadcenter.org
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 www.glsen.org

 www.pflag.org

 www.thetrevorproject.org

 www.hrc.org

 www.thetaskforce.org

Questions?