

The background features a vibrant rainbow with curved bands of color. A white rectangular box with a thin grey border is centered horizontally, containing the main text.

LGBTQ+

**Inclusion &
Equity 101**

About this space

- You're welcome to ask questions
- We are not a monolith
- Speak from your own experience
- We are in the room
- Show respect to others and yourselves
- Every training has limitations

Objectives

- Review LGBTQ+ terminology and the basic historical and sociological contexts of terms.
- Learn approaches to inclusive language for the LGBTQ+ Community.
- Understand key biases and assumptions of LGBTQ+ people and their roots in systems of oppression.
- Develop ways to celebrate and center LGBTQ+ communities.

LGBTQ+ Community & History

LGBTQ+

- Acronym(s) and "Queer"
- Why a "+"?
- Gender and sexuality
 - Shared history, community, and struggles
- Identity and categories
 - Putting language to experiences
 - Fluid and flexible
 - Varies greatly over time

Sexuality



**Romantic &
Sexual Attraction**



Orientation



**Aromantic
Asexual**



**L, G, B
& beyond**



**Flexible
definitions**

Gender

- Expression
- Identity
- Role/Stereotypes



Cultural & Historical Context

Trans & Nonbinary

- Trans - Across
- Cis - Same
 - Is this a binary?
- Gender Non-conforming



Cultural & Historical Context

Intersex

- Sex isn't binary
- Outside of "male" and "female"
- 1.7% of the population
- Non-consensual surgeries and procedures very often performed on intersex folks

What is Gender?

Not Stable Across Time

Etymology

Legal Debates

Gender and Sexuality

Blossoming Identities & Language

- We've always built communities
- Varied and sometimes contradictory definitions
- Influence of internet resource sharing



Dear Straight

People **By Denice Frohman**

Activity

- Reflect on the poem “Dear Straight People” with a partner
 - What did the poem make you feel?
 - Was there a line that stood out to you?

Regroup

- How do you feel when you encounter a policy or practice that seems like it might discriminate or not consider LGBTQ+ people?
- How can we grow by decentering straight and cis perspectives on gender and sexuality?
 - What is needed for that work?

**“My silences had
not protected me.
Your silence will
not protect you.”**

- Audre Lorde

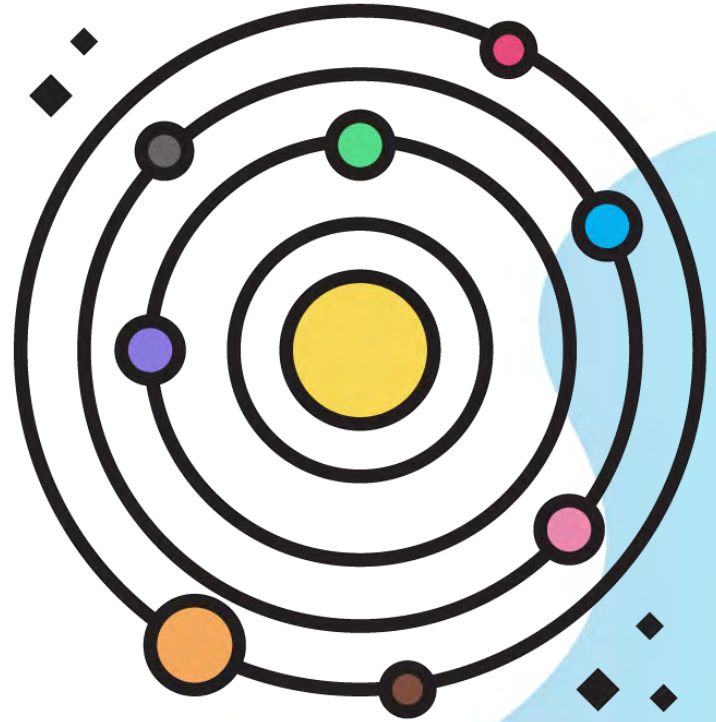
Inclusion & Language

- Why do we talk about “inclusive” language?
- Where language makes an impact?
 - Public spaces
 - Law
 - Healthcare

Systems of Oppression



**Why talk about
systems?**



Some Key Biases & Assumptions

Sexualization
Predatory

Unnatural or
Abnormal

Monolithic

Unprofessional

Tracing the Roots

Eugenics

Othering

White Supremacy

Sexism

Colonialism

Questioning Respectability Politics

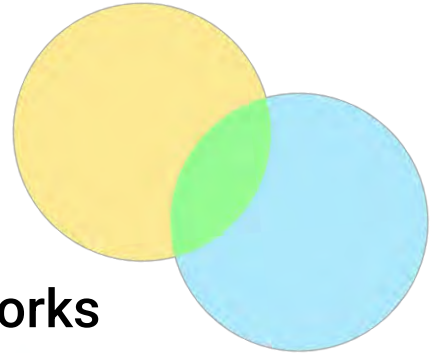
- Define: is the use of respectability narratives to promote sociopolitical change
- Why?
 - Appealing through current systems
 - Survival
- Limits
- Who do we leave out?

Questioning Respectability Politics

- Example:
 - LGBTQ+ people deserve marriage rights because we're just normal couples who just want to raise kids and be part of our communities like everyone else.
- What lines are drawn?
 - Queer family structures
 - People who don't fit "normal"

Intersectionality

- Coined by Kimberle Crenshaw
- Compounding barriers
- LGBTQ+ people often have unique and beautiful identities and cultures connected to their intersectional identities. Some examples:
 - Ballroom culture
 - Native Justice Coalition
 - LGBTQ+ covens
 - Queer and trans disability support networks



**Norms are a
mundane daily kind
of violence.**

- **Marquis Bey from *Black Trans Feminism***

Trans/Generation

Alok Vaid Menon

Activity

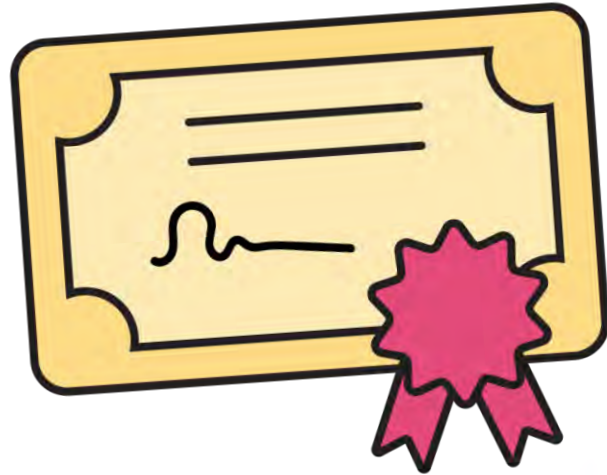


Authorities Activity

We know our genders and sexualities are personal, but where, how, and why are these experiences recognized?

Authorities Activity

Example:
Birth Certificate



Authorities Activity

- **Come up with another example in pairs**
- **We'll regroup and share in 5 minutes**

Reflecting on Systems



How will I respond when I notice myself acting on behalf of or in collaboration with systems that oppress LGBTQ+ people?



When I want to push back against those systems, who will I lean on for support?



Where do I want to continue to learn?

Celebrating Our LGBTQ+ Community



Why “Celebrate”?

Affirm

Include

Support

Consider

Accept

What Does It Mean to Celebrate a Community

Center

Value

Dream

How Can We Do This Work?

Evaluate

Empower

Invest

Closing Activity

How do you want support from your team in doing this work, showing up for LGBTQ+ people?

Share aloud or think to yourself



Learning More

Listen to diverse LGBTQ+ perspectives

Read books, TikToks, Instagram, & more

Pay attention to the news

**Uplift LGBTQ+ people within
organizations**



Q&A



Evaluation

<https://forms.gle/pJEus7m4Tv2yRhVs9>

