

Understanding LGBTQIA+ Individuals and Communities

Identifying the Challenges and
Opportunities while Enhancing your
Allyship

June 2024



Opening Prayer: For the Human Family

Book of Common Prayer; page 815

O God, you made us in your own image and redeemed us through Jesus your Son: Look with compassion on the whole human family; take away the arrogance and hatred which infect our hearts; break down the walls that separate us; unite us in bonds of love; and work through our struggle and confusion to accomplish your purposes on earth; that, in your good time, all nations and races may serve you in harmony around your heavenly throne; through Jesus Christ our Lord. Amen.

Today's Speaker



Michael B. Garrett, MS, CCM
Pronouns: He/Him/His
Independent Health Equity and Clinical Management Consultant

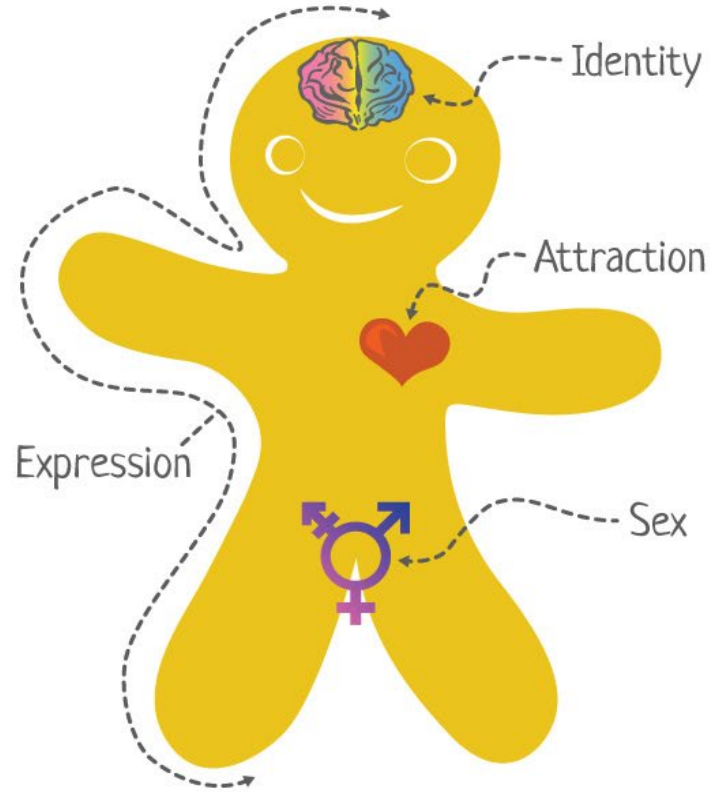
Goals

- Recall key terms and concepts with LGBTQIA+ individuals
- Describe key issues and challenges faced by LGBTQIA+ individuals
- Identify strategies, techniques, methods, and resources for being a better ally with LGBTQIA+ individuals

LGBTQIA+ Key Terms and Concepts



The Genderbread Person v3.3 by its pronounced METROsexual.com



Gender Identity



Woman-ness

Man-ness



Gender Expression



Feminine

Masculine



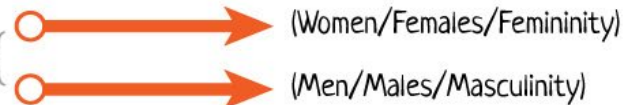
Biological Sex



Female-ness

Male-ness

Sexually Attracted to



Romantically Attracted to



Key Terms and Concepts

Terms	Descriptions
Androgyny	In between genders, having both male and female characteristics
Asexual	A complete or partial lack of sexual attraction or lack of interest in sexual activity with others; exists on a spectrum, and asexual people may experience no, little or conditional sexual attraction
Bisexual	A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree
Cisgender	A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth
Coming Out	The process in which a person first acknowledges, accepts and appreciates their sexual orientation or gender identity and begins to share that with others
Dead Name	The name assigned to a transgender person who has changed their name after transitioning

Key Terms and Concepts (cont.)

Key Terms	Descriptions
Gay	A person who is emotionally, romantically or sexually attracted to members of the same gender. Men, women and non-binary people may use this term to describe themselves.
Gender Identity	One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth
Gender Non-Conforming	A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category. While many also identify as transgender, not all gender non-conforming people do
Intersex, also known as Differences of Sexual Development or Disorders of Sexual Development (DSD)	Intersex people are born with a variety of differences in their sex traits and reproductive anatomy, including 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
Gender Binary	A system in which gender is constructed into two strict categories of male or female where gender identity is expected to align with the sex assigned at birth and gender expressions and roles fit traditional expectations

Key Terms and Concepts (cont.)

Key Terms	Descriptions
Gender Dysphoria	Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify
Gender Expression	External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine
Gender Fluid	A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity
Gender Non-Binary	A term describing a person who does not identify exclusively as a man or a woman; non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories
Lesbian	A woman who is emotionally, romantically or sexually attracted to other women; women and non-binary people may use this term to describe themselves
Outing	Exposing someone's lesbian, gay, bisexual transgender or gender non-binary identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations

Key Terms and Concepts (cont.)

Terms	Descriptions
Pansexual	Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree
Queer	A term people often use to express a spectrum of gender identities and sexual orientations that are counter to the mainstream; this term was previously used as a slur, but has been reclaimed by many parts of the LGBTQ+ movement
Same Gender Loving	A term some prefer to use instead of lesbian, gay or bisexual to express attraction to and love of people of the same gender
Gender Assigned at Birth	The sex, male, female or intersex, that a healthcare provider uses to describe a child at birth based on their external anatomy
Sexual Orientation	An inherent or immutable enduring emotional, romantic or sexual attraction to other people; an individual's sexual orientation is independent of their gender identity
Transgender	An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth; being transgender does not imply any specific sexual orientation
Transitioning	A series of processes that some transgender people may undergo in order to live more fully as their true gender identity; including social, medical, and legal aspects

Group Exercise: Gender Expression Compliance

Break into groups and discuss whether you have at least 3 articles of clothing that match your gender

Traditional Female Clothing in 20 th Century USA	Traditional Male Clothing in 20 th Century USA
<ul style="list-style-type: none">• Dress• Skirt• Jewelry• Nylon Hosiery• High heels• Scarf• Blouse (no buttons)	<ul style="list-style-type: none">• Suit• Sports coat• Tie• Dress shirt: Cotton, collar, and buttons• Leather men's dress shoes• Cuff links• Fedora or top hat

In the mid-twentieth century in some U.S. cities and states, the police enforced an informal “three-article rule” if a person was not wearing three pieces of attire that aligned with their sex assigned at birth. Technically, the law never existed, although “masquerade laws” were used to punish gender expression variances. Masquerade laws were intended to criminalize costumed dress used as a cover for another crime.

<https://www.history.com/news/stonewall-riots-lgbtq-drag-three-article-rule>

Being Your Authentic Self



True belonging is the spiritual practice of believing in and belonging to yourself so deeply that you can share your most authentic self with the world and find sacredness in both being a part of something and standing alone in the wilderness.

True belonging doesn't require you to change who you are; it requires you to be who you are.

Brené Brown, DSW

LGBTQIA+ Individuals and Communities



Minoritized

- The term “minoritized” is used to describe people who have been intentionally and structurally excluded from equitable access to economic, political, and health systems due to systemic barriers, such as historical discrimination and socio-economic inequalities
- Minoritized communities include, but are not limited to, communities of color, LGBTQIA+ communities, women and girls, older adults, veterans, individuals living in certain and/or disadvantaged locations, people with disabilities, those experiencing poverty and housing insecurity, people involved in the criminal justice system, people of higher weight, and those living with chronic illnesses
- Using minoritized rather than minority makes it clear that being minoritized is about power and equity and not numbers

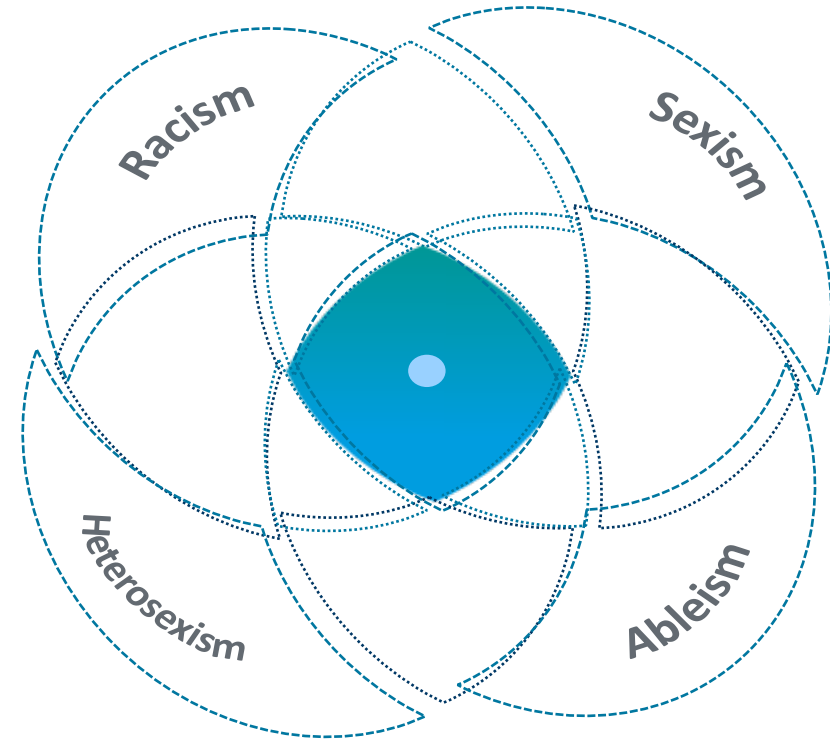


Intersectionality: Multiple Identities

Multiple systems of oppression can exist at the same time with co-existing identities

- **Racism** is a system of advantage based on race; the subordination of people of color by white people
- **Sexism** is a system of advantage based on gender; the subordination of women by men
- **Heterosexism** is a system of advantage based on sexual orientation; that is the subordination of LGBTQ+
- **Ableism** is a system of advantage based on physical/mental ability; the subordination of people with disabilities by people without disabilities

Intersecting Identities



LGBTQIA+ Identification by Generations

LGBTQ+ Identity, by Generation, 2023

Which of the following do you consider yourself to be? You can select as many as apply. Straight or heterosexual; Lesbian; Gay; Bisexual; Transgender

	Generation Z	Millennials	Generation X	Baby Boomers	Silent Generation
All adult members of the generation	%	%	%	%	%
Total LGBTQ+	22.3	9.8	4.5	2.3	0.8
Lesbian	3.0	1.3	0.7	0.7	0.0
Gay	2.6	1.6	1.3	0.9	0.0
Bisexual	15.3	5.9	1.9	0.6	0.0
Transgender	2.8	1.1	0.5	0.2	0.0
Other LGBTQ+	1.0	0.4	0.2	0.0	0.0

Sum of categories may exceed the total because respondents can choose multiple identities.
 Birth years for each generation: Generation Z (1997-2005), millennials (1981-1996), Generation X (1965-1980), baby boomers (1946-1964), Silent Generation (1945 and earlier).
 Based on aggregated data from 2023 Gallup telephone polls.

GALLUP

Discrimination & Barriers to Well-Being for the LGBTQ Community

- **Discrimination:** More than 1 in 3 LGBTQI+ adults reported facing some kind of discrimination in the year prior to when they took the survey
- **Workplace Discrimination:** Half of LGBTQI+ adults reported experiencing some form of workplace discrimination or harassment in the past year because of their sexual orientation, gender identity, or intersex status
- **Housing Discrimination:** Nearly 3 in 10 LGBTQI+ adults reported experiencing some kind of housing discrimination or harassment in the past year because of their sexual orientation, gender identity, or intersex status
- **Expression and Behavior:** Nearly 4 in 5 LGBTQI+ adults reported they took at least one action to avoid experiencing discrimination based on their sexual orientation, gender identity, or intersex status
- **Medical Care and Costs:** More than 1 in 3 LGBTQI+ adults reported postponing or avoiding medical care in the past year due to cost issues
- **Medical Care and Discrimination:** More than 1 in 5 LGBTQI+ adults reported postponing or avoiding medical care in the past year due to disrespect or discrimination by providers
- **State Laws:** More than half of LGBTQI+ adults reported that “recent debates about state laws restricting the rights of LGBTQI+ people” moderately or significantly affected their mental health or made them feel less safe
- **Mental Health Professionals:** Approximately 1 in 3 LGBTQI+ adults reported encountering at least one kind of negative experience or form of mistreatment when interacting with a mental health professional in the past year

LGBTQIA+ and Finances

- Poverty Rates

- 20% of LGBTQ individuals compared to 16% of straight, cisgender people
- 29% of transgender adults
- 29% of cisgender bisexual women
- 40% of Black transgender adults
- 45% of Latine transgender adults

- Pay Gaps: Dollars earned compared to typical worker

- LGBTQ workers earn 90 cents
- Trans women earn 60 cents
- Trans men earn 70 cents
- Black LGBTQ+ women earn 85 cents
- Native American LGBTQ+ women earn 75 cents
- Latine LGBTQ+ women earn 72 cents

<https://www.hrc.org/resources/the-wage-gap-among-lgbtq-workers-in-the-united-states>

- Other Financial Issues

- 55% of LGBTQ+ Americans have experience discrimination by someone in the financial services sector, 74% of transgender people report discrimination
- 72% of LGBTQ+ Americans have a high amount of financial stress
- 36% of LGBTQ+ Americans have investment products compared to 51% of all Americans
- 27% of LGBTQ Americans have mortgages compared to 40% of all Americans
- 20% of LGBTQ Americans have a will or estate plan compared to 33% of all Americans

<https://www.fool.com/research/lgbtq-money-study/>

Challenges with Healthcare Providers and Systems Faced by LGBTQIA+ Individuals

- Use of harsh, inappropriate, or abusive language
- Refusal to acknowledge family of choice and/or same sex spouse or domestic partner
- Refusal to use correct pronouns and name
- Expressing judgments about sexual practices and activities
- Refusal to treat an open LGBTQ patient
- Lack of knowledge about caring for LGBTQ patients

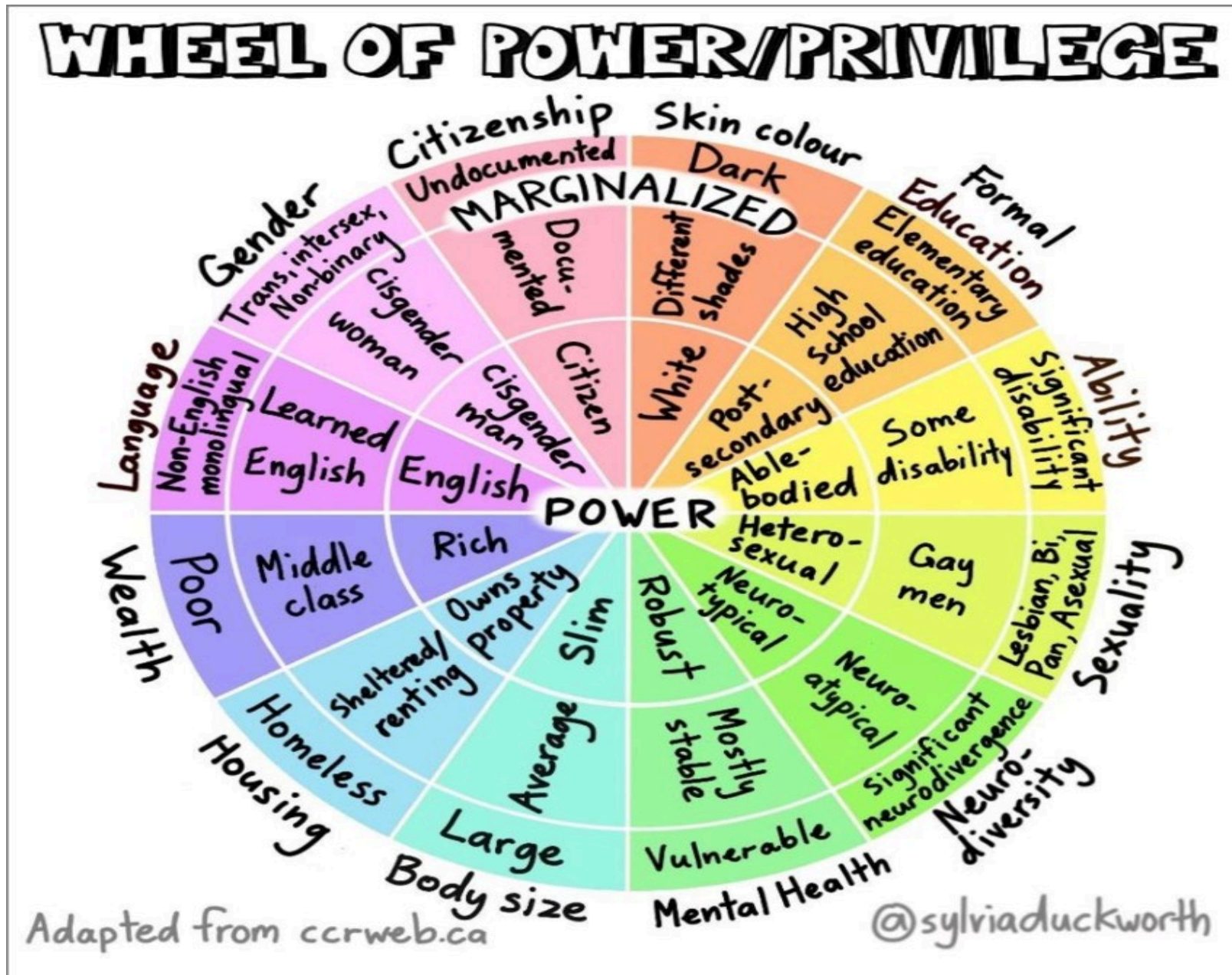


Misgendering

- Misgendering occurs when someone intentionally or unintentionally refers to a person, relates to a person, or uses language to describe a person that doesn't align with their affirmed gender
- This may occur when a person notices another person's primary or secondary sex characteristics and then makes assumptions about that person's gender, such as vocal range, chest/breast tissue, facial hair, etc.
- Researchers found the impact of misgendering:
 - 32.8% of participants reported feeling very stigmatized
 - People who had taken fewer steps in the gender affirmation transition process were most likely to be misgendered
 - Those who were misgendered more frequently felt that their identity was very important, but experienced lower self-esteem around their appearance as well as a reduced sense of strength and continuity in their identity



Wheel of Power/Privilege



Group Exercise Using Non-Gendered Language

In small groups, describe your activities over the last weekend only using non-gendered language

Gendered Language	Non-Gendered Language
<ul style="list-style-type: none">• Husband, wife	<ul style="list-style-type: none">• Partner, spouse, significant other
<ul style="list-style-type: none">• Mother, father	<ul style="list-style-type: none">• Parent
<ul style="list-style-type: none">• Daughter, son	<ul style="list-style-type: none">• Child
<ul style="list-style-type: none">• Boyfriend, girlfriend	<ul style="list-style-type: none">• Person I am seeing, friend, partner, significant other
<ul style="list-style-type: none">• Grandmother, grandfather	<ul style="list-style-type: none">• Grandparent
<ul style="list-style-type: none">• Niece, nephew	<ul style="list-style-type: none">• Nibling
<ul style="list-style-type: none">• Other	<ul style="list-style-type: none">• Server, police officer, postal carrier, chair, folks, humankind, representative, worker, colleague

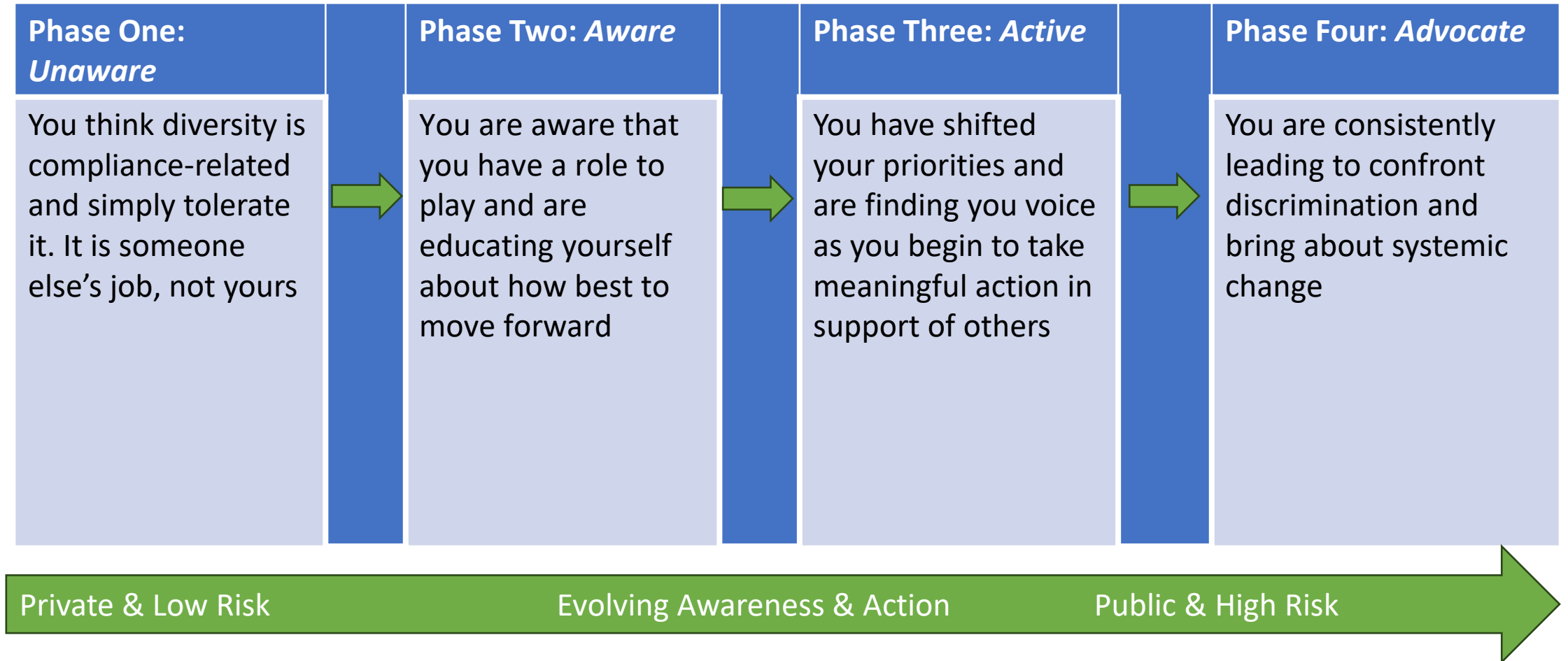
Code switching is a sociolinguistic concept that once simply described the practice of alternating between multiple languages or varieties of language in conversation, and is used in discussions about how members of marginalized communities adjust their voices, speech patterns, mannerisms, and behavior to blend in across various social settings. Often associated with racial and ethnic minorities, code switching is also used to describe the way in which LGBTQ people adjust their presentation in spaces of varying tolerance (gay clubs versus the office, say).

<https://www.vice.com/en/article/evj47w/the-exhausting-work-of-lgbtq-code-switching>

Being an LGBTQ Ally



Four Stages of the Inclusive Leadership Continuum



Ways to Respectfully Be a Better LGBTQ Ally

- Recognize your privilege and use it for good
- Ask educated questions and do your own research
- Get comfortable with being uncomfortable
- Take your online activism into real-life scenarios
- Speak up for the under-represented
- Follow the lead of your LGBTQ peers

<https://www.oprahdaily.com/life/relationships-love/a28159555/how-to-be-lgbtq-ally/>



Effective Interactions with LGBTQ+ Individuals

Avoid assumptions about gender identity & sexual orientation

- Refrain from making assumptions about a person's sexual orientation or gender identity on appearances
- Be aware of misconceptions, bias, stereotypes, and other communication barriers

Facilitate disclosure of sexual orientation or gender identity, but it is an individual process

- Honor and respect the individual's decision and pacing in providing information
- Use neutral and inclusive language in interviews and when talking
- Listen to and reflect the person's choice of language when they describe their own sexual orientation & gender identity and they refer to their relationship

Learn about issues impacting the LGBTQ community

- Become familiar with resources and information regarding the LGBTQ community
- Seek information and stay up-to-date on LGBTQ issues, such as newsletters, podcasts, and books

How to be an LGBTQ ally when socializing

When socializing with straight, cisgender family members and friends	When socializing with LGBTQ family members and friends
<ul style="list-style-type: none">• Create social settings that bring your straight, cisgender and LGBTQ+ friends and family together• Find opportunities to talk openly with your straight and/or cisgender friends about your LGBTQ+ friends and family and the issues they face• Casually mention a news item about an LGBTQ+ issue in a positive way• Mention other LGBTQ+ friends or family you might have in open conversations	<ul style="list-style-type: none">• Talk openly and honestly with your LGBTQ+ loved ones about their lives• Make sure that you include the partners/spouses of your LGBTQ+ loved ones in events and activities, just as you would any other friend's spouse or significant other• Attend pride celebrations and other LGBTQ+ community events.• Suggest a get-together to watch a movie or show with LGBTQ+ topics or characters

How to be an LGBTQ ally at work and at home

At work

- Add your pronouns to your email signature or share your pronouns when introducing yourself to new friends or colleagues
- If you hear an anti-LGBTQ+ comment or joke, speak up and explain why such comments or jokes are harmful and offensive
- Integrate inclusive language into your regular conversations, professional interactions and/or spiritual life
- Put a supportive symbol or sign in your office or home, or on your vehicle, e.g., wear an LGBTQ+ ally button, add a rainbow sticker on your name badge at work, or put a LGBTQ+ sticker on your car or bag

At home and on your own

- Read an LGBTQ+ publication
- Post a message in support of LGBTQ+ issues on social media
- Get involved with pro-LGBTQ+ groups; e.g., PFLAG
- Contact your elected officials about LGBTQ+ rights
- Join pro-LGBTQ+ causes or groups on social media and through other social networking opportunities

Inclusive Leadership Traits





"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences."

- Audre Lorde

Website Resources for LGBTQ+ Family, Friends, & Allies

PFLAG

<https://pflag.org/>

Nationwide organization dedicated to supporting, educating, and advocating for LGBTQ+ people and their families

Resources for LGBTQ Allies (from the Movement Advancement Project)

<https://www.lgbtmap.org/webpages/search>

Accord Alliance

Accord Alliance promotes comprehensive and integrated approaches to care that enhance the health and well-being of people and families affected by differences of sex development (DSD).

<https://rarediseases.org/organizations/accord-alliance/>

Gender Spectrum

National organization committed to the health and well-being of gender-diverse children and teens through education and support for families, and training and guidance for educators, medical and mental health providers, and other professionals

<https://www.genderspectrum.org/>

InterACT: Advocates for Intersex Youth

Advocacy organization for the human rights of children born with differences in sex traits or reproductive anatomy

<https://interactadvocates.org/>

Children of Lesbians and Gays Everywhere (COLAGE)

National organization expressly dedicated to supporting people with one or more LGBTQ+ parent or caregiver, uniting them with a network of peers and supporting them as they nurture and empower each other to be skilled, self-confident and just leaders in their communities

<https://colage.org/>

Documentaries for LGBTQ+ Family, Friends & Allies

Every Body

Tells the stories of three intersex individuals who have moved from childhoods marked by shame, secrecy, and non-consensual surgeries to thriving adulthoods.

<https://www.focusfeatures.com/every-body>

Disclosure

A look at transgender depictions in film and television, revealing how Hollywood simultaneously reflects and manufactures our deepest anxieties about genders, showing the dynamic interplay between trans representation on screen, society's beliefs, and the reality of trans lives.

<https://www.disclosurethemovie.com/about#:~:text=DISCLOSURE%20is%20the%20manifestation%20of,transgender%20people%20and%20their%20representation.>

Between the Shades

Filmmaker Jill Salvino interviews a diverse group of individuals and seeks to put faces to the letters that make up the LGBTQI community and how those letters, people, and communities have evolved.

<https://www.betweentheshades.com/>

Who's on Top

Narrated by George Takei, this is the emotional story of members of the LGBTQ community who challenge stereotypes about gender and sexuality while demonstrating their diverse journeys in overcoming physical and figurative mountains.

<https://tv.apple.com/us/movie/whos-on-top/umc.cmc.5hk85i75jr02u78vv9zaojn8u>

Books for LGBTQ+ Family, Friends, and Allies

Christianity, Social Tolerance, and Homosexuality: Gay people in Western Europe from the beginning of the Christian era to the Fourteenth Century,
by John Boswell

God and the Gay Christian: The Biblical case in support of same-sex relationships,
by Matthew Vines

The Savvy Ally: A guide for becoming a skilled LGBTQ+ advocate, Second edition,
by Jeannie Gainsburg

We are All One in Christ Jesus

There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.

Galatians 3:28 (New International Version)

Summary of what we covered

- Recalling key terms and concepts with LGBTQ individuals
- Describing key issues and challenges faced by LGBTQ individuals
- Identifying strategies, techniques, methods, and resources for being a better ally with LGBTQIA+ individuals



Please abide by these group norms:

- **Use “I” statements.** Everyone should speak from their perspective.
- **Raise your hand to speak.** Don’t dominate the discussion, and try not to let your question/comment run on.
- **Listen to what others say.** Listening is more than just hearing.
- **Be respectful.** Respect people’s backgrounds, experiences, diversity, and pronouns.
- **Don’t make assumptions.**
- **Use inclusive language** (we’ll learn about this).
- **Refrain from accusations.**
- **If you’re unsure about something, ask or inquire.**
- **Be aware** that the people around you come from different walks of life.