



Creating Inclusive Spaces for LGBTQ+ Communities

November 4, 2024

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AGENDA

Introductions

Key Terms and Concepts

Statistics: LGBTQ Youth

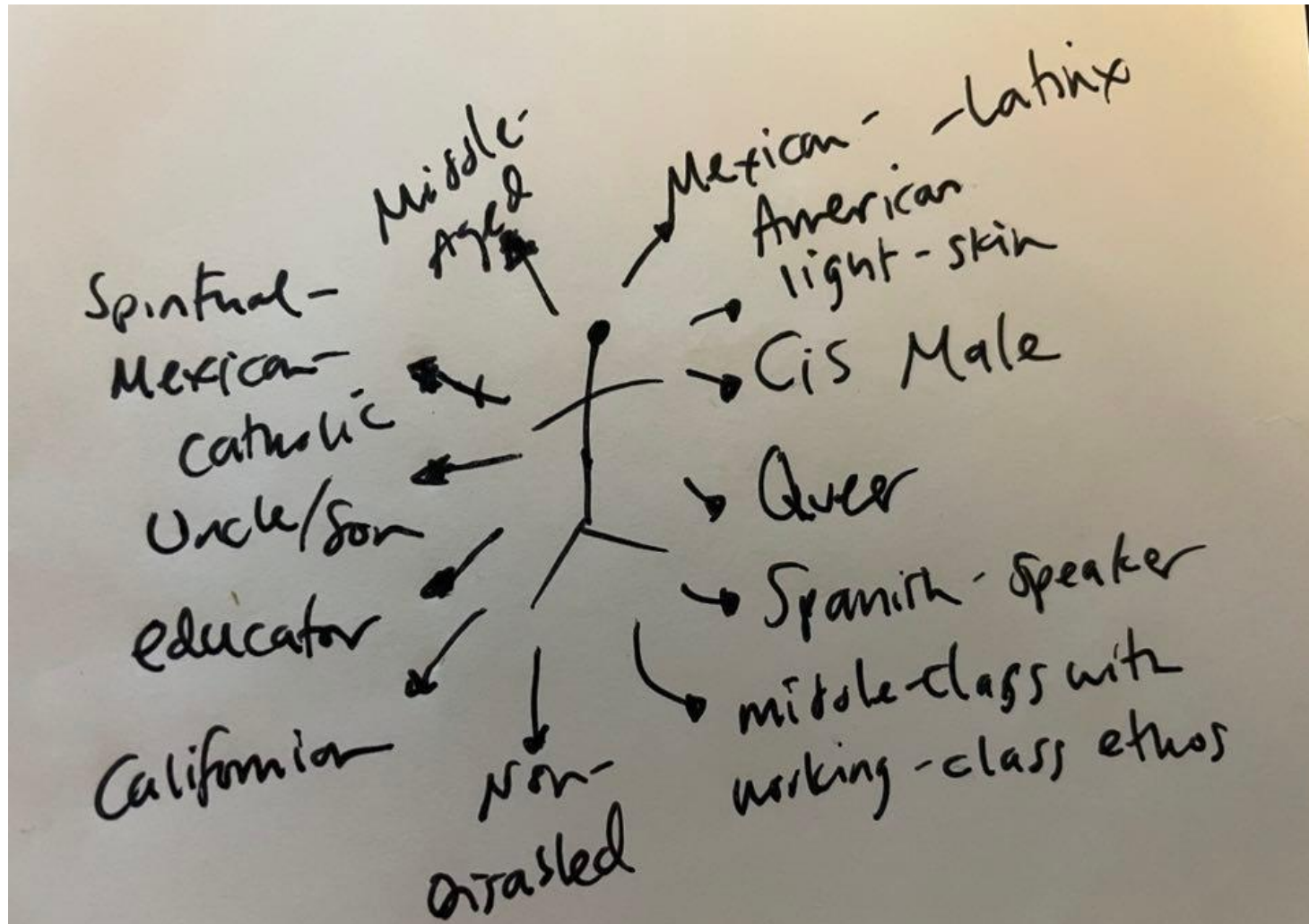
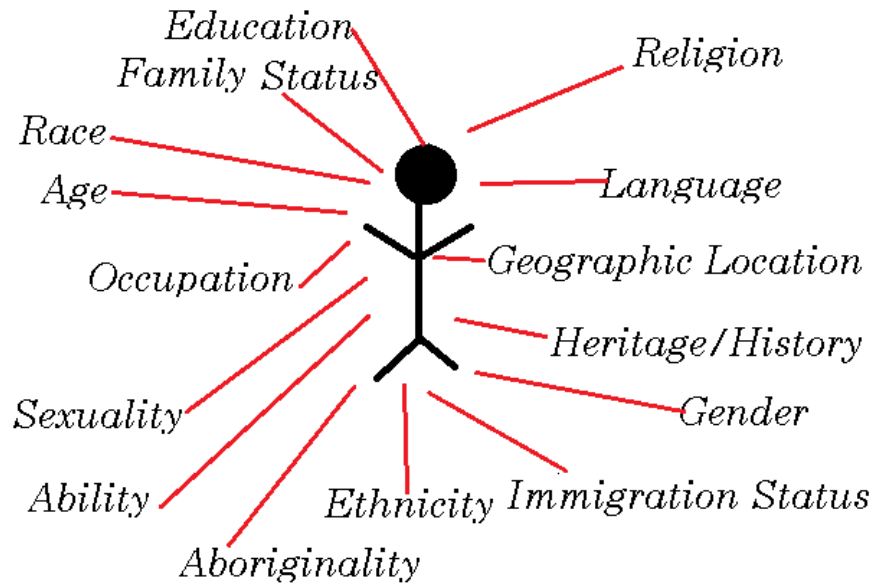
Diverse LGBTQ+ Communities

Coming Out & Allyship

Legal Protections/ Laws



My name is CHRISTIAN....





What Is the Progress Pride Flag?

Red = Life

Orange = Healing

Yellow = New ideas

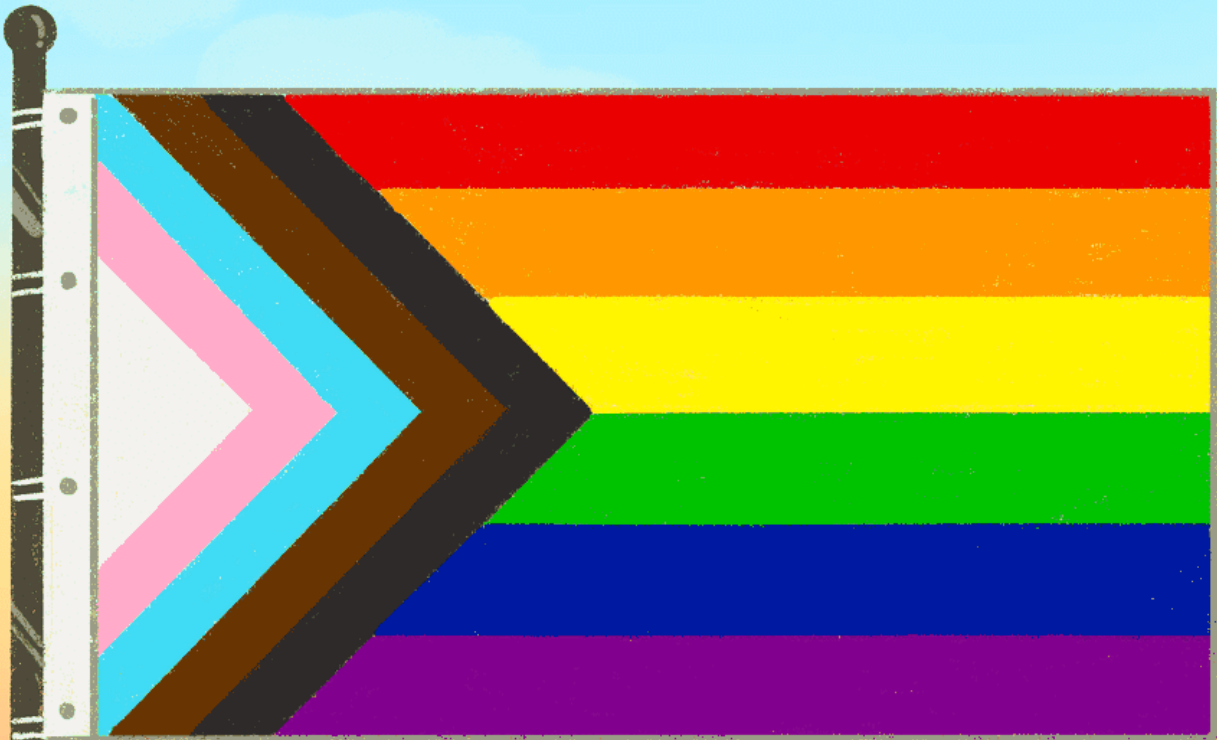
Green = Prosperity

Blue = Serenity

Violet = Spirit

Black/Brown = People of Color

White/Blue/Pink = Trans community



We have to challenge the idea that LGBTQ people have not always existed, especially in the United States.

For many years, LGBTQ people were invisible, but the community has fought hard to be recognized and offered the same rights as others





**A LIVING HISTORY OF THE
LGBT MOVEMENT**

Checking in

- ***Have you ever met someone who identifies as...***

- ***Gay***
- ***Lesbian***
- ***Bisexual***
- ***Transgender***
- ***None of these***

1. ***When's the first time you can remember learning that some people are lesbian, gay, bisexual, trans, or queer?***
2. ***Where did most of the influence of your initial impressions/understanding of lesbian, gay, bisexual, trans, and queer people come from? (For example: family, friends, television, books, news, church)***

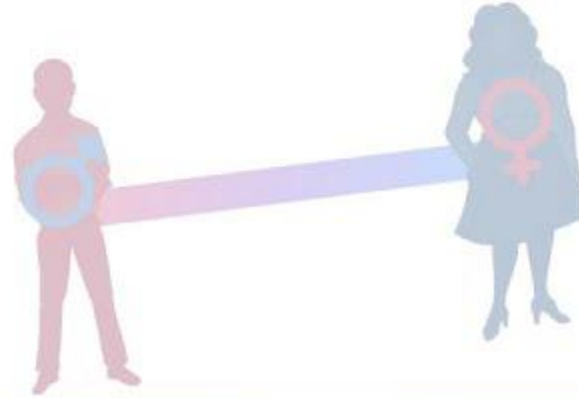


LGBTQ is an acronym

meant to encompass a whole bunch of diverse **sexualities** and **genders**. Folks often refer to the Q (standing for “queer”*) as an **umbrella term**, under which live a whole bunch of identities. This is helpful because **lesbian, gay,** and **bisexual** aren’t the only marginalized sexualities, and **transgender*** isn’t the only gender identity. In fact, there are many more of both!



SEXUAL ORIENTATION & GENDER IDENTITY



Breaking the binary

Diversity of human sexuality and sexual orientation

Gender Identity

How you think about yourself



Woman
Genderqueer
Man



Gender Expression

How you demonstrate your gender

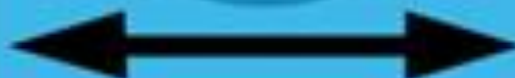


Feminine
Androgynous
Masculine



Biological Sex

Organs, hormones and chromosomes



Female
Intersex
Male



Sexual Orientation

Physical, spiritual and emotional attraction



Heterosexual
Bisexual
Homosexual



"Diversity in human sexuality," ASSAF, 2015

LESBIAN

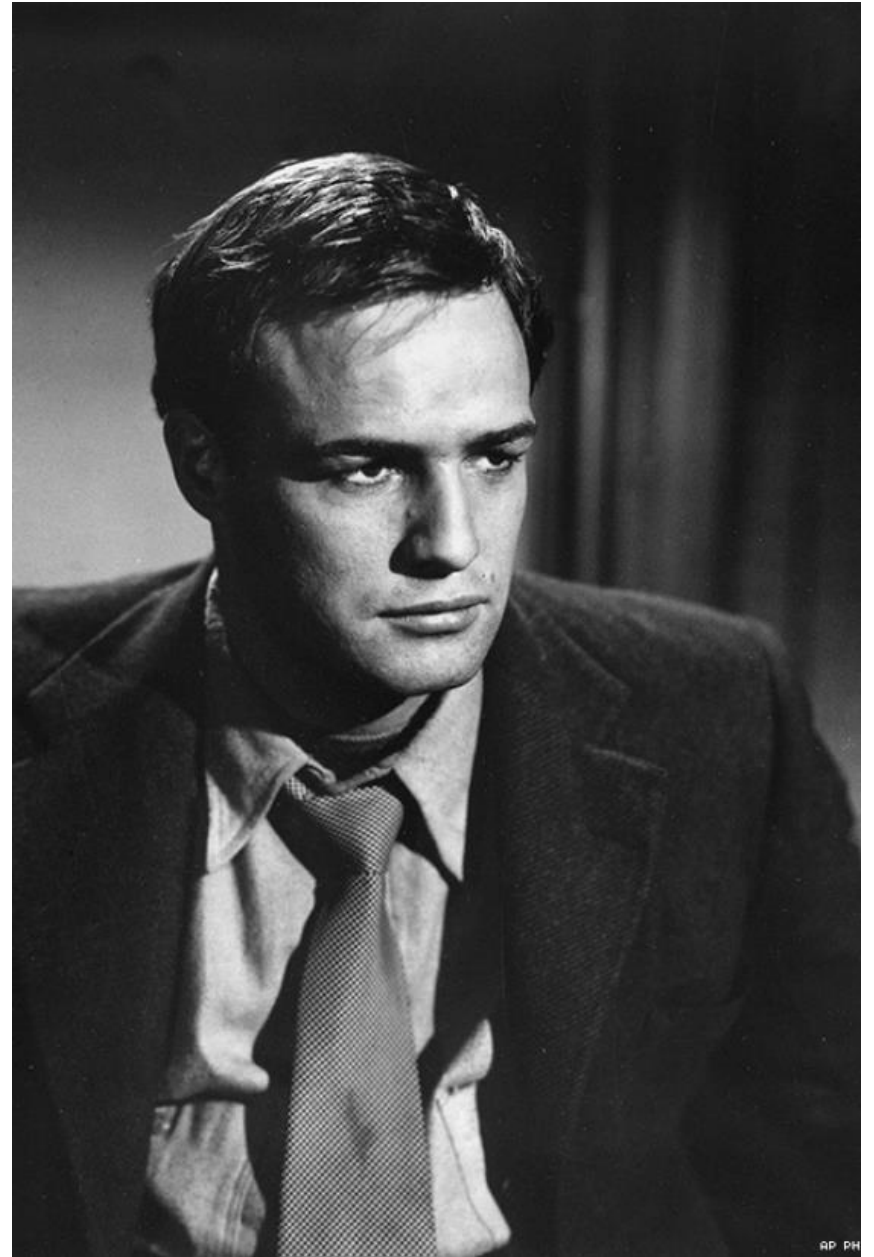




GAY



BISEXUAL





TRANSGENDER

shutterstock.com · 1476512078



A close-up photograph of two hands clasped together in a supportive grip. The hand on the left is adorned with several colorful rubber bracelets in shades of red, orange, yellow, green, blue, and purple. The background is a clear, light blue sky. The text 'queer • / kweeer' is overlaid in white, bold, sans-serif font across the center of the image.

queer • / kweeer

Percentage of U.S. Adults Identifying as LGBT by Gender and Race/Ethnicity, 2012-2016

| | 2012 | 2013 | 2014 | 2015 | 2016 |
|---------------------|------|------|------|------|------|
| | % | % | % | % | % |
| Male | 3.4 | 3.5 | 3.6 | 3.7 | 3.7 |
| Female | 3.5 | 3.6 | 3.9 | 4.1 | 4.4 |
| White, non-Hispanic | 3.2 | 3.3 | 3.4 | 3.5 | 3.6 |
| Black, non-Hispanic | 4.4 | 4.0 | 4.6 | 4.5 | 4.6 |
| Hispanic | 4.3 | 4.7 | 4.9 | 5.1 | 5.4 |
| Asian, non-Hispanic | 3.5 | 3.3 | 4.2 | 4.9 | 4.9 |
| Other, non-Hispanic | 6.0 | 5.6 | 6.0 | 5.6 | 6.3 |

GALLUP DAILY TRACKING

LGBT Identification Rises to 5.6% in Latest U.S. Estimate

- Estimate has risen more than one percentage point from 2017 update
- Majority of LGBT Americans say they are bisexual
- One in six adults in Generation Z consider themselves LGBT

(Gallup, 2020)

Reflection:

What are some of the challenges young LGBTQ people might face?

How might LGBTQ youth feel at school?

THE **TREVOR** PROJECT

Saving Young LGBTQ Lives

42% of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth.

12% of white youth attempted suicide compared to 31% of Native/Indigenous youth, 21% of Black youth, 21% of multiracial youth, 18% of Latinx youth, and 12% of Asian/Pacific Islander youth.

THE **TREVOR** PROJECT

Saving Young LGBTQ Lives

- 75% of LGBTQ youth reported that they had experienced discrimination based on their sexual orientation or gender identity at least once in their lifetime.
- Half of all LGBTQ youth of color reported discrimination based on their race/ethnicity in the past year, including 67% of Black LGBTQ youth and 60% of Asian/Pacific Islander LGBTQ youth.
- 13% of LGBTQ youth reported being subjected to conversion therapy, with 83% reporting it occurred when they were under age 18.

Statistics about LGBTQ people in school- GLSEN

Key Findings

- 6 in 10 LGBTQ students reported feeling unsafe at school because of their sexual orientation; 4 in 10 reported feeling unsafe at school because of how they expressed their gender.
- One-third of LGBTQ students missed at least one day of school in the past month because they felt unsafe at or on their way to or from school.
- Nearly one-fifth of LGBTQ students reported having changed schools due to feeling unsafe or uncomfortable at school.
- LGBTQ students reported most commonly avoiding school bathrooms and locker rooms because they felt unsafe or uncomfortable in those spaces.
- Most LGBTQ students reported avoiding school functions and extracurricular activities to some extent, and over a quarter avoided them often or frequently.

YOUTH

Two-thirds out at school

www.hrc.org/youth

#LGBTYOUTH

**9 in 10
LGBT youth
say they are
out to their
close friends
and 64%
say they are
out to their
classmates.**



HUMAN
RIGHTS
CAMPAIGN[®]

Reflection:

What might be some unique challenges or experiences for LGBTQ people who identify as Latinx, Black, Asian, or who have a disability?

Coming Out
LIVING AUTHENTICALLY
 as **LGBTQ Latinx Americans**

Logos: hispanicfederation, UNIDOSUS, HUMAN RIGHTS CAMPAIGN FOUNDATION

INTERSECTIONALITY

- 1 Race
- 2 Ethnicity
- 3 Gender identity
- 4 Class
- 5 Language
- 6 Religion
- 7 Ability
- 8 Sexuality
- 9 Mental health
- 10 Age
- 11 Education
- 12 Body size (...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.
 - Kimberlé Crenshaw -

@sghandicrenshaw

2018

Latinx LGBTQ

YOUTH REPORT

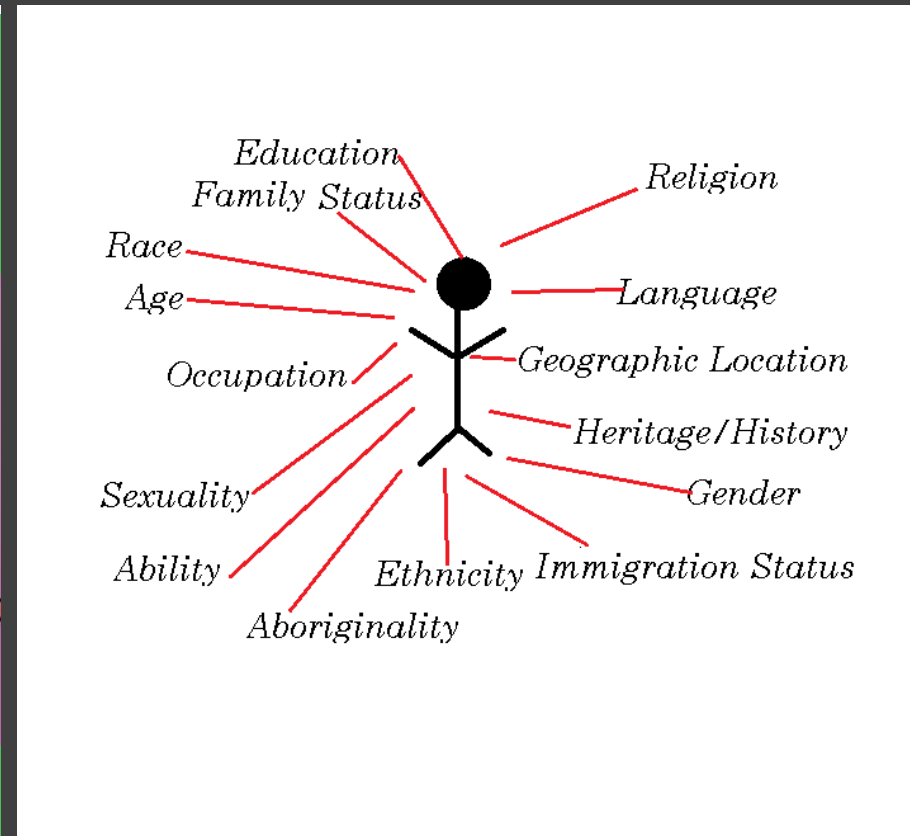
HUMAN RIGHTS CAMPAIGN FOUNDATION

GLSEN hispanicfederation UNIDOSUS

Erasure and Resilience: The Experiences of LGBTQ Students of Color

Latinx LGBTQ Youth in U.S. Schools

A Report from GLSEN, the Hispanic Federation, and UnidosUS



Expresión Latinx LGBTQ+



Only

1 in 5

have had family get involved in the larger LGBTQ community



72%

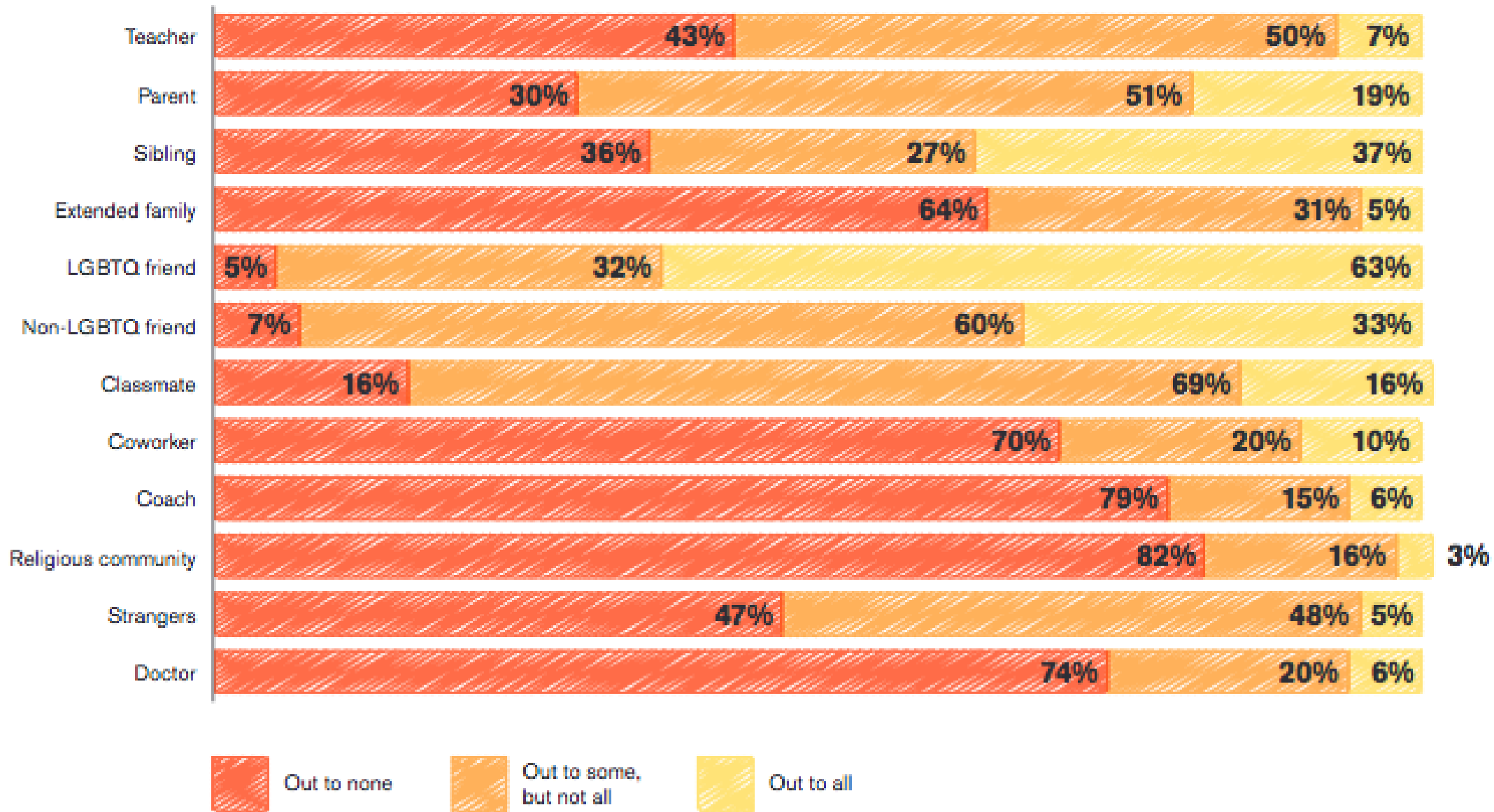
of LGBTQ Latinx youth surveyed have heard family members say negative things about LGBTQ people



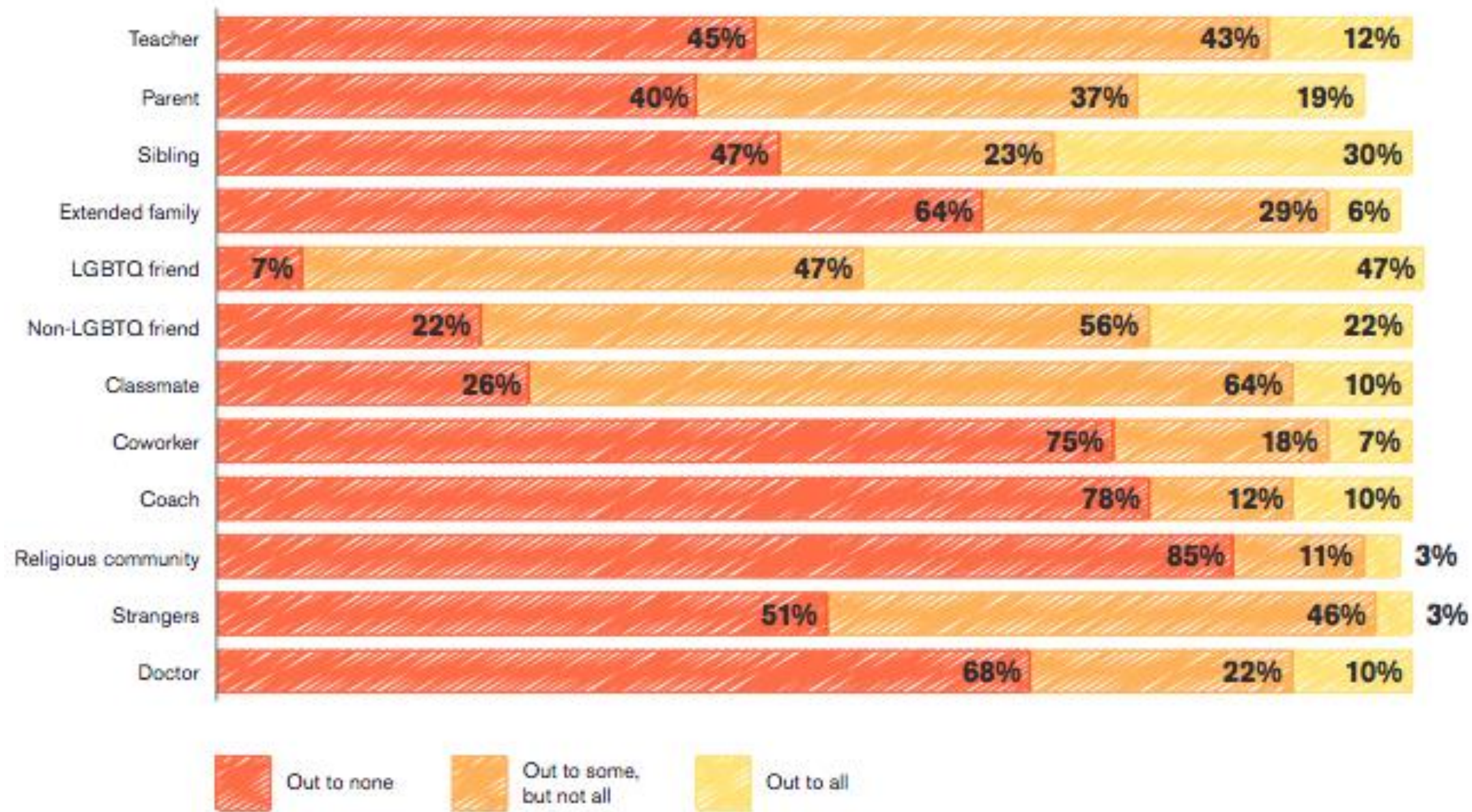
45%
of transgender youth

28%
of cisgender LGBQ youth

have been taunted or mocked by family



Who are Latinx youth out as LGBTQ to?



Who are Latinx youth out as transgender, non-binary, or gender expansive to?

AN ESTIMATED 3-5 MILLION LGBT PEOPLE HAVE DISABILITIES



2 in 5
transgender adults¹

1 in 4
LGB adults²
in California

40% of bisexual men

36% of lesbian women

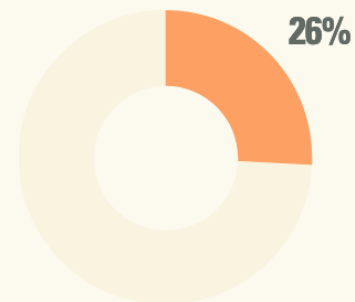
36% of bisexual women

26% of gay men³
in Washington

reported having a disability



Percent of LGBTQ
Students Who Were
Bullied or Harassed at
School Because of an
Actual or Perceived
Disability



LGBTQ People Who Receive Unemployment



CELEBRATING DISABILITY & LGBTQ PRIDE



DISABILITY

Erasure and Resilience: The Experiences of LGBTQ Students of Color

Black LGBTQ Youth in U.S. Schools



25 percent of Black LGBTQ individuals reported experiencing discrimination when interacting with law enforcement; 13 percent of white LGBTQ respondents reported the same.

40 percent of Black LGBTQ individuals reported avoiding law enforcement to avoid experiencing discrimination; 28 percent of white LGBTQ respondents reported the same.

78 percent of Black LGBTQ individuals report that discrimination has affected their ability to be hired to some degree; 55 percent of white LGBTQ respondents reported the same.

Coming out is a deeply personal decision, but many LGBTQ API people must also contend with the impact this may have on others in their families and wider community, including:

THE
ANCESTORS
WHO BRING US
GOOD FORTUNE

OUR
FAMILY LINE
AND GOOD
NAME

EXTENDED
FAMILY
MEMBERS

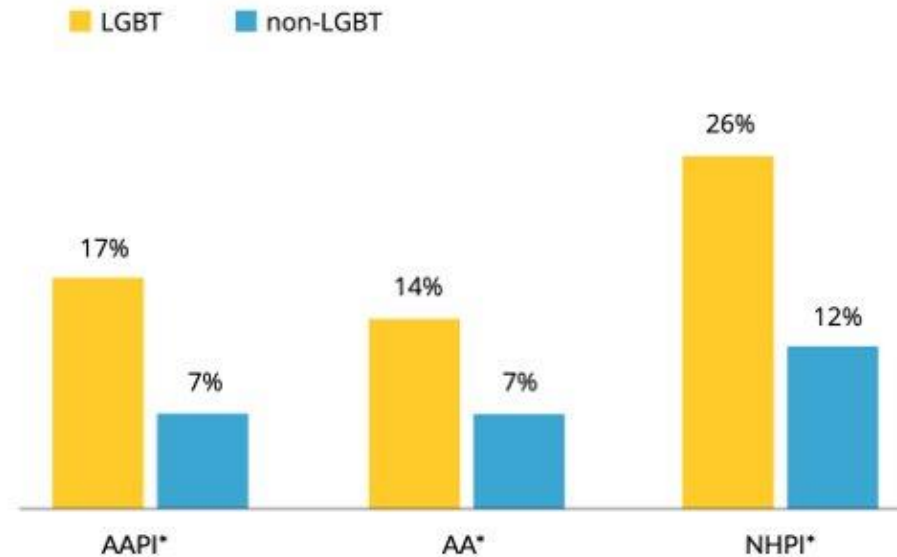
RELATIVES
"BACK HOME"
IN OUR
COUNTRIES
OF ORIGIN

AAPI
& PROUD


MEGEMIKOART × HUMAN RIGHTS CAMPAIGN

Asian-
American &
Pacific
Islander

Percent of AAPI LGBT and non-LGBT adults who disagreed with statement "You always feel safe and secure"



Note: * indicates that the estimates between LGBT and non-LGBT adults are statistically different



What do you
think it means to
“come out”?

or...

How have you or
someone you
know come out?

"COMING OUT" ... "of the closet."
is the process by which someone...

1. Accepts and identifies with their gender identity and/or sexual orientation; and
2. Shares their identity willingly with others.

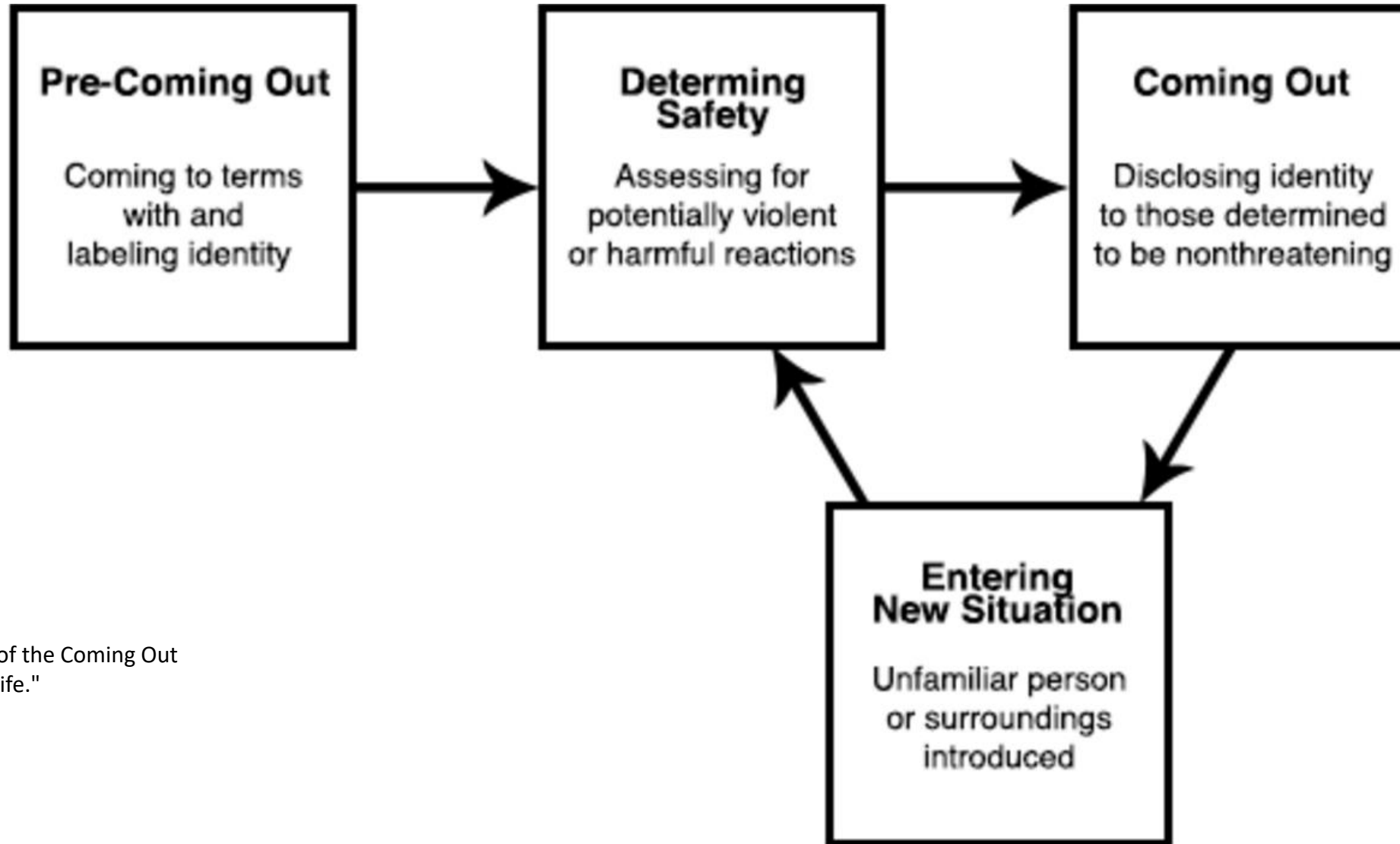
Sometimes We talk about coming out as if it were a one time thing. But for most folks coming out is a **series of decisions** – sometimes daily – that LGBTQ people navigate in every new setting they enter. (Most people aren't like Ellen, where they come out once and then the whole world knows.)

People may be "out" [out] in some spaces, and "in" [in] in others.

[out]/[in] to Family [out]/[in] to Friends [out]/[in] to Classmates/Coworkers [out]/[in] to Religious Community


A decision to come out to a person or group is one of safety, comfort, trust, & readiness.

It's dangerous, unhealthy, and unhelpful to force someone to come out, or to "out" someone else (i.e., disclosing someone's gender identity or sexual orientation to others without the person's consent), regardless of your intentions (sometimes people think they're being helpful, or acting on the person's behalf to conquer their fears), but...



"The Repetition of the Coming Out Process in Daily Life."

Figure 2. *Coming out experience as described by respondents.*



What does
it mean to
be an ally?

ALLY CONTINUUM



APATHETIC

NO UNDERSTANDING
OF THE ISSUES

AWARE

KNOWS BASIC
CONCEPTS, NOT
ACTIVE ON BEHALF
OF SELF OR OTHERS

ACTIVE

WELL-INFORMED,
SHARING AND SEEKING
DIVERSITY WHEN
ASKED/PROMPTED

ADVOCATE

COMMITTED, ROUTINELY
AND PROACTIVELY
CHAMPIONING
INCLUSION

The
*"I'm not really
an ally...
but I'll listen."*
Ally



The
*"I'm starting
to get it."*
Ally



The
*"I really
said it!"*
Ally



The
*"I'm focusing
my time on
learning."*
Ally



The
*"I'm talking
about LGBT
equality!"*
Ally



The
*"I'm Super Ally!
Let's change
some laws."*
Ally



the straight for equality ally spectrum®

allyship is...

an active, consistent, and arduous practice of unlearning and re-evaluating

in which a person of privilege seeks to operate in solidarity with a marginalized group of people

~~save, fix or help~~

- The Anti-Oppression Network



A - Always centre the impacted

L - Listen and learn from those who live in oppression

L - Leverage your privilege

Y - Yield the floor



Reflections

- *What are some ways you might show an LGBTQ person, especially someone young, that you are an ally— that you support them?*

- Make it clear that slurs or jokes based on gender, gender identity, or sexual orientation are not tolerated in your house, office, etc.
- Express your disapproval of these types of jokes or slurs when you encounter them in the community or **media**.
- Display “hate-free zone” signs or other symbols indicating an LGBTQ-friendly environment (*pink triangle, rainbow flag*).
- Use gender-neutral language when asking about **relationships**. For example, instead of, “*Do you have a girlfriend?*” ask, “*Is there anyone special in your life?*”

- Let LGBTQ people in your life know that you are willing to listen and talk about anything.
- Support their self-expression through choices of clothing, jewelry, hairstyle, friends, and room decoration.
- Insist that other family members and friends include and respect all LGBTQ people.
- Encourage folks to participate in activities that interest them, regardless of whether these activities are stereotypically male or female.
- Educate yourself about LGBTQ history, issues, and resources.

HOW ARE LGBT YOUTH PROTECTED?

- California has several laws that protect LGBTQ Youth. Here are some you should know!



- **AB 537 (2000):**
California Student Safety and Violence Prevention Act
Prohibits discrimination/
harassment on basis of sexual
orientation and gender identity.



- **SB 48 (2011):**

The Fair, Accurate, Inclusive and Respectful (FAIR) Education Act

Directs schools to integrate facts about history of Pacific Islanders, people with disabilities, and LGBT people into social studies instruction.



- **SB 1172 (2012):**
Sexual Orientation Change Efforts
Prohibits a licensed mental health provider from sexual orientation change efforts with LGBT youth under 18.



- **AB 1266** (2014):

Student Success and Opportunity Act

Requires schools to allow participation in sex-segregated school programs and activities, athletic teams and competitions, and use of facilities consistent with gender identity.



- **AB 329 (2015):**
CA Healthy Youth Act Requires sex education curricula to be inclusive of sexual health relative to LGBT students.



- **AB 2119** (2018):

Gender Health in Foster Care

Child welfare agencies must ensure access to clinicians who provide gender-affirming treatment consistent with established standards of care.



Reflections

What's one thing
you will
remember from
today's session?

What's
something you
still want to know
about?

What's a
question you
have?

Feel free to reach out

- Christian.bracho@csulb.edu
- **Key Resources:**
- Human Rights Campaign
- Trevor Project
- SOGIE Center
- Lambda Legal
- Youth.Gov
- Childrensrights.org
- Healthychildren.org
- Welcomingschools.org
- Rainbowwelcome.org



Disclosures

- None.

