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Supporting the LGBTQ Community: The Basics

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Pronouns: she, her, hers

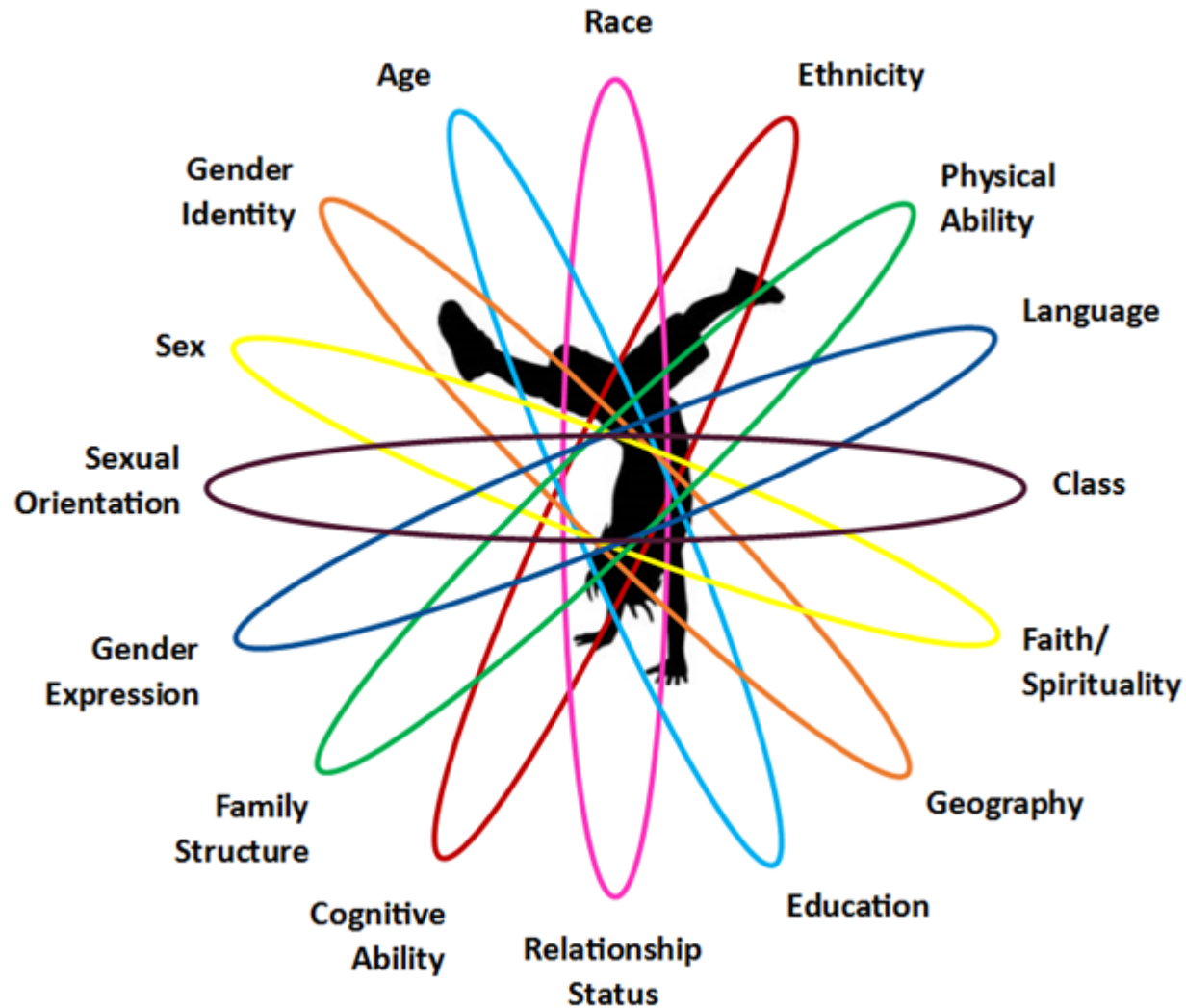
Agenda

- Key Terms & Concepts
- Who is LGBTQ?
- Challenges to Success for LGBTQ Communities
- What Now? Creating Inclusion & Representation



Key Terms & Concepts

Dimensions of Identity



Some Basic Terms

- **Sexual Orientation:** A person's emotional, romantic and sexual attraction to another person.
 - For example: gay, lesbian, straight, bisexual
- **Gender Identity:** A person's **internal sense** of being male, female, or a blend of both or neither.
 - For example: man, woman, genderqueer, non-binary
 - **Cisgender:** an individual's gender identity **aligns** with their sex assigned at birth.
 - **Transgender:** an individual's gender identity **does not align** with their sex assigned at birth.
- **Gender Expression:** Refers to the ways in which people show their gender to others through clothing, haircut, roles and activities, etc.
- **SOGIE:** A common acronym, which stands for sexual orientation, gender identity, and expression.



Understanding Non-Binary Gender Identities

*“Like so many genderqueer people, my transition has not been from one gender identity to “the other.” Rather, it has been from the well-understood categories of man and woman to **an identity outside traditional notions of gender**. Over the years, I’ve learned to embrace both my love of lipstick and my facial hair, my affinity for sequins and my broad shoulders. I’ve learned to love all parts of myself equally, **to hold my femininity and my masculinity in tandem** — understanding them not in opposition, but as compliments to one another.”*
— Jacob Tobia, Genderqueer Activist



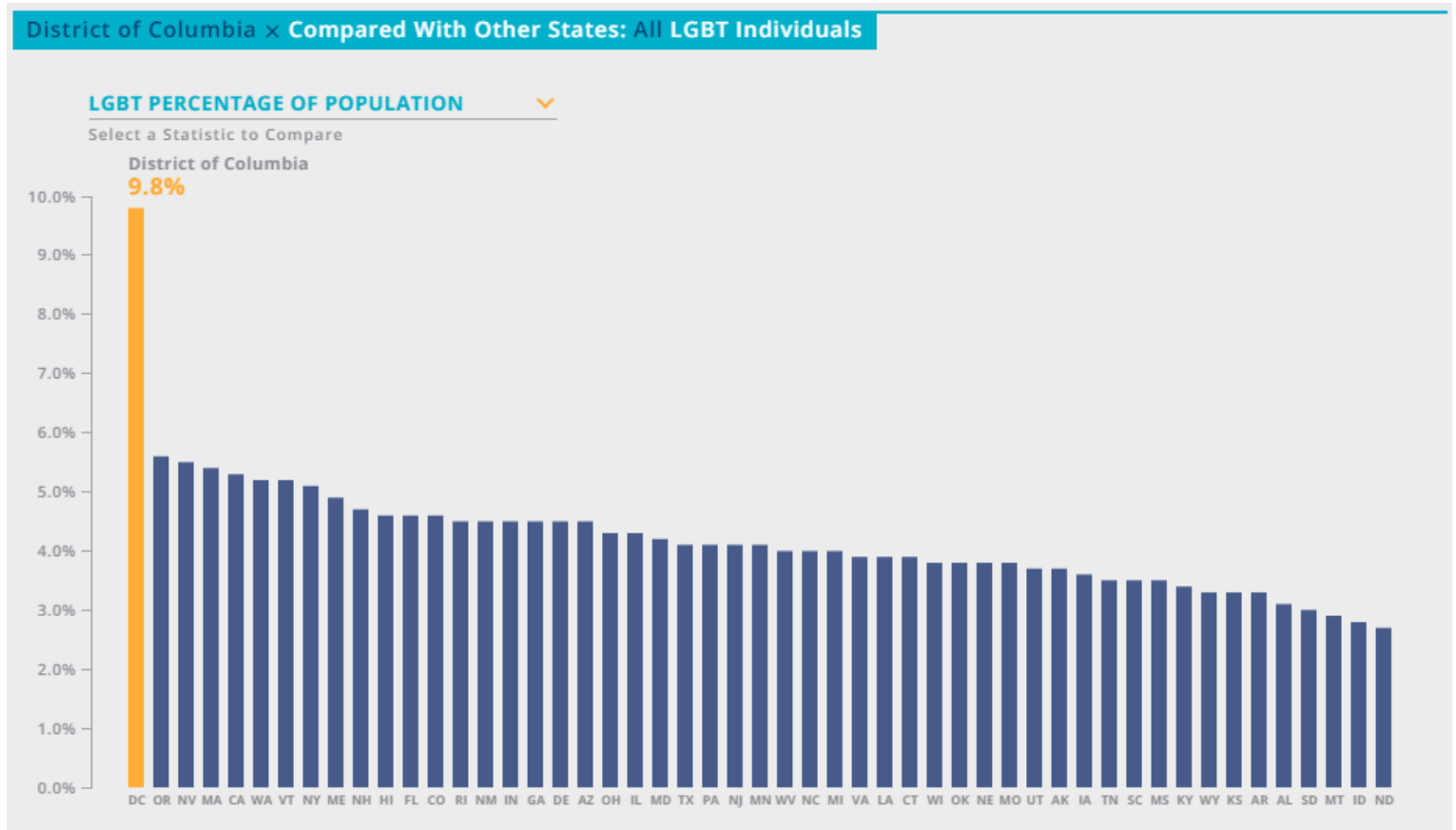
Remember!

- Gender and sex are NOT the same thing.
- Sexual orientation and gender identity are NOT the same thing.
- Avoid using outdated or derogatory language, including:
 - Transsexual
 - Transgendered
 - Tranny
- Language related to SOGIE is diverse and evolving
- Use the language identified by the individual!
 - If you don't know, it is okay to ask
 - Do your best to keep up, but most importantly, keep open
- **Everyone** has a sexual orientation, gender identity, and gender expression.



Who is LGBTQ?

How Many People are LGBTQ?



- According to the Williams Institute, DC has the highest percentage of LGBT-identified people (9.8% of population)

What Do We Know About the DC LGBTQ Population?

- **18%** of the DC LGBTQ population have a household income of <\$24K
- **9%** of the DC LGBTQ population have children
 - However, Movement Advancement Project: **15%** of the DC LGBT population are raising children
- **6%** are unemployed
- **6%** are uninsured
- **19%** are food insecure (compared to 14% of non-LGBT population in DC)

Challenges to Success for LGBTQ Communities



2018 LGBTQ Youth Report

- Based on 2017 survey conducted by HRC Foundation and the University of Connecticut
- More than 12,000 LGBTQ teen respondents (ages 13-17)
- From all 50 states and Washington DC



Unsafe Schools



- Only **27%** of LGBTQ youth can “definitely” be themselves in school as an LGBTQ person
- Only **26%** of LGBTQ youth report that they always feel safe in the classroom
- Only **13%** of LGBTQ youth report hearing positive messages about being LGBTQ in school
- **73%** of LGBTQ youth have experienced verbal threats because of their actual or perceived LGBTQ identity
 - **43%** have been bullied on school property in the past 12 months

Lacking Family Support

- Only **24%** of LGBTQ youth can “definitely” be themselves as an LGBTQ person at home
- **67%** of LGBTQ youth hear their families make negative comments about LGBTQ people
- **48%** of LGBTQ youth out to their parents say that their families make them feel bad for being LGBTQ
- Trans youth are over **2X** more likely to be taunted or mocked by family for their LGBTQ identity than cisgender LGBTQ youth



Stigma ➡ Health Disparities



- Higher rates of HIV and other STIs
- Lower rates of preventive cancer screenings
- Higher rates of substance abuse
- Higher rates of tobacco use
- Higher rates of depression and anxiety
- Higher rates of violence

Sources: Understanding the Health Needs of LGBT People (March 2016). Boston, MA: The Fenway Institute

Discrimination in Health Care

- LGBTQ individuals are **twice** as likely to be uninsured as non-LGBT individuals
- In a 2017 CAP survey, **8%** of LGB people reported that a healthcare provider had refused to see them because of their sexual orientation in the past year
- **9%** of LGB people reported that a provider had used harsh or abusive language when they sought medical care
- **8%** of LGBT respondents had delayed or foregone medical care because of concerns of discrimination in healthcare

Sources: “You Don’t Want Second Best”: Anti-LGBT Discrimination in US Health Care (July 2018). Human Rights Watch

“Discrimination Prevents LGBTQ People from Accessing Health Care” (January 2018). Center for American Progress

Discrimination in Health Care

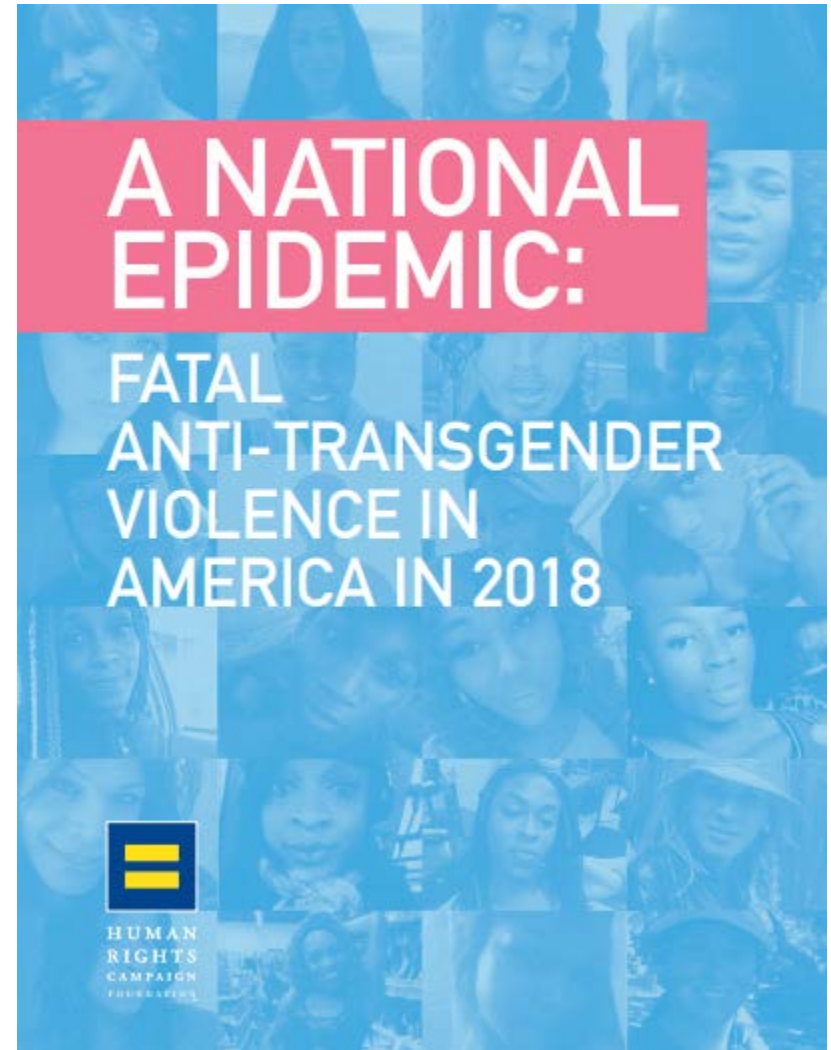
- **28%** of trans and gender-expansive people have postponed necessary medical care when sick or injured
- **33%** of trans and gender-expansive people delayed or did not try to get preventive health care due to discrimination by health care providers
- **50%** of trans and gender-expansive people report having to teach their doctors about transgender care
- Many trans and gender-expansive people lack health insurance
 - Unemployment rates
 - Family rejection
 - Barriers within health insurance (lack of coverage for gender affirming treatment)

Transgender Community Members

- Legal name/gender change can be complicated and expensive
 - 21% of transgender people who transitioned have been able to update all of their IDs and records
 - 33% had updated none of their IDs or records
- DC prohibits discrimination based on gender identity in public accommodations (including restrooms). This means that trans people have the right to:
 - Not be refused entry, participation, or services because of GI
 - Dress and present in a manner consistent with GI
 - Be free from harassment

Anti-Transgender Violence

- At least 22 transgender people were been killed in the U.S. in 2018
- **82%** of those killed were women of color
- **64%** of those were under the age of 35
- **55%** lived in the South



Since 2013, HRC and other advocates have tracked more than 128 cases of anti-transgender fatal violence across 32 states and 87 cities nationwide. Although each case is unique in its tragic circumstances, we know **this epidemic disproportionately impacts trans women of color**, who comprise 80% of all anti-transgender homicides.



Food Insecurity

- Same-sex couples raising children are 2.1 times more likely than comparable different-sex couples to receive food stamps.



LGBT adults are 1.6 times more likely than non-LGBT adults to not have enough money for the food that they or their families needed at some point in the last year when differences in gender, age, educational attainment, and race/ethnicity are taken into account.



Approximately 2.2 million LGBT people experienced a time in the last year when they did not have enough money to feed themselves and their families.

Among LGBT people...

Food insecurity is not distributed evenly across the LGBT community. Rather, women, certain racial and ethnic minorities, unmarried individuals, and those with children in the home are particularly vulnerable to food insecurity.



31%
women



30%
unmarried



33%
raising children



22%
men



15%
married



24%
not raising children



42%
African-Americans



33%
Hispanics



32%
American Indians and
Alaskan Natives



21%
Whites



12%
Asian/Pacific
Islander

...did not have enough money for the food that they or their families needed in the past year.

Employment

- Employment protections are closely tied to economic security and well-being. Only 18 states currently offer state-wide protections against employment discrimination based on sexual orientation or gender identity.
- 1 in 4 LGBT employees report experiencing employment discrimination in the last five years.
- The transgender unemployment rate is three times higher than the national average.

Poverty

- LGBT people and those in same-sex couples are at greater risk for being in poverty than their heterosexual counterparts.
- The sub-populations within the LGBT community that report high rates of poverty include:
 - (1) People of color
 - (2) Female couples raising children
 - (3) Youth
 - (4) Transgender people
- Children in African-American male same-sex couple households have the highest poverty rate (52.3%) of any children in any household type.
- 37.7% of children in African-American female same-sex couples households are poor.

Housing & Homelessness

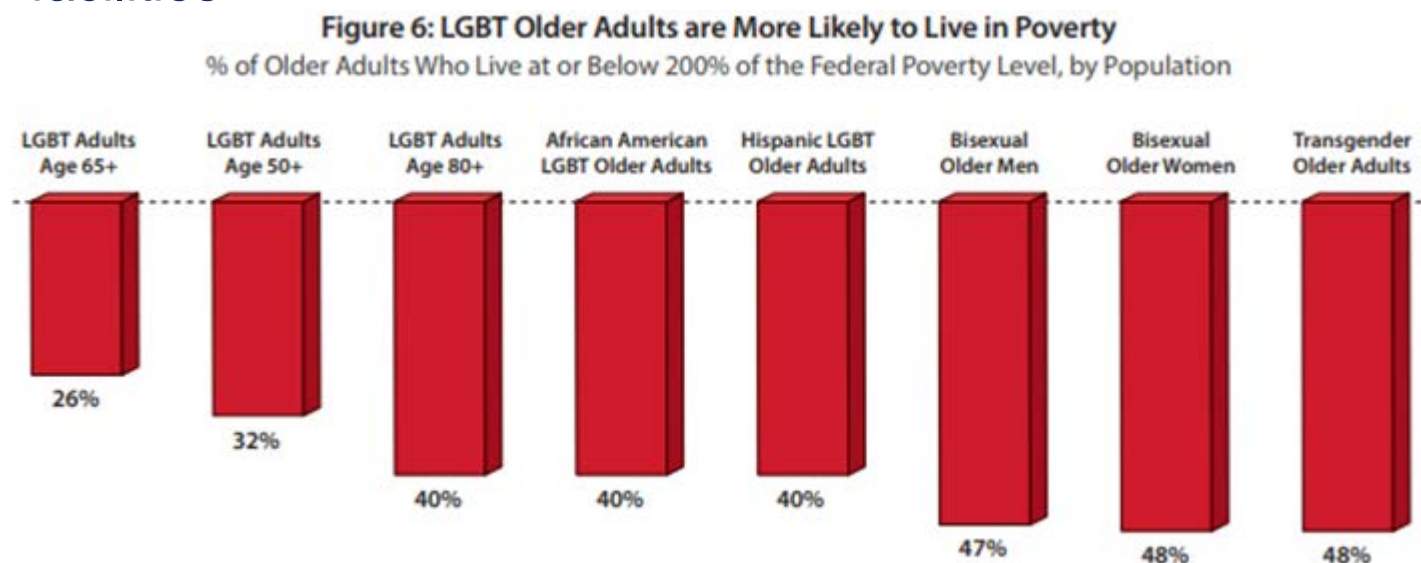
- LGBTQ community is overrepresented among those served:
 - 43% at drop-in centers
 - 30% of street outreach clients identified as LGBT
 - 30% of clients utilizing housing programs identified as LGBT
- LGBTQ & Homelessness:
 - Nearly one in five transgender people have experienced homelessness.
 - One quarter reported being denied admission because of their gender identity.
- In a survey of transgender and gender non-conforming people, 19% of respondents said they became homeless as a result of discrimination or family rejection based on gender identity
 - This figure is more than 2.5 times higher than the general population lifetime rate of homelessness (7.4%).
 - For those who attempted to access shelter, 29% of respondents reported being denied access to shelters altogether because they were transgender or gender non-conforming.

Justice System

- Factors leading to entry:
 - Discrimination & stigma
 - Criminalization of LGBT people's lives
 - Harmful policing strategies & tactics
- Harsh Incarceration & treatment:
 - Discrimination in legal proceedings
 - Unfair & inhumane treatment in detention
- Life after conviction:
 - Lack of support in parole, probation, and re-entry programs
 - Limitations of having criminal record

LGBTQ Seniors

- Higher rates of isolation (34% of LGBT older people live alone, as compared to 21% of non-LGBT people)
- More likely to live in poverty
- More likely to experience significant employment discrimination
- More likely to face discrimination and harassment in care facilities



Source: Charles A. Emlet, "Social Economic, and Health Disparities Among LGBT Older Adults," *Generations: Journal of the American Society on Aging* 40, no. 2 (2016).

Sources: AARP (2018); SAGE (2014); Movement and Advancement Project (2017)

Anti-LGBTQ Incidents in D.C.



The Washington Post

Transgender woman says she was asked for ID to use restroom, then kicked out of D.C. restaurant



'It Just Happened So Quickly': Two Gay Men Beaten On U Street NW In Potential Hate Crime

Lawsuit: D.C. Police Officer And U.S. Marshal Groped Trans Man To Determine His Gender



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How's DC Doing Now?

District of Columbia's LGBT Policy Tally



Sexual Orientation Policy

Tally:

17.25/19



HIGH

Gender Identity Policy

Tally:

17.75/19



HIGH

Overall Tally:

35/38

HIGH



MAP's "LGBT Policy Tally" examines each state's LGBT policy climate, as measured by over 35 pro- or anti-LGBT laws and policies. These laws are grouped into six major categories: relationship and parental recognition; non-discrimination; religious exemptions; LGBT youth; health and safety; and the ability for transgender people to correct name and gender markers on identity documents. See the state's full profile for more detailed information.

What Now? Creating Inclusion & Representation



A horizontal, wavy brushstroke in rainbow colors (green, blue, purple, pink, red, orange, yellow) serves as a background for the text.

**AS PARENTS, YOUTH-SERVING PROFESSIONALS AND
ALLIES, WE ALL HAVE A RESPONSIBILITY TO CREATE
SAFE AND AFFIRMING SPACES SO EVERY LGBTQ YOUTH
CAN BE OUT, PROUD AND ABLE TO THRIVE**



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Unconscious/Implicit Bias

- Social stereotypes about certain groups of people that individuals form outside their own conscious awareness
 - Messages about LGBTQ people start **early** and come from **many sources** (family, schools, religious communities, etc.)
 - These messages can be positive, negative or neutral and they **stay with us**
- Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing
- More prevalent than conscious prejudice and often incompatible with one's conscious values
- Certain scenarios can activate unconscious attitudes and beliefs (multi-tasking or when under pressure)
 - Unconscious bias can impact our professional performance

Three Behaviors That Do Not Convey an Inclusive Environment

1. Overt and covert hostility
 - a. Overt hostility: *Obvious* homophobia, biphobia, transphobia, etc. Ex: Slurs, refusing to use the correct name/pronoun
 - b. Covert hostility: *Subtle* homophobia, biphobia, transphobia, etc. Ex: Preferential treatment for straight/cis people, naming LGBTQ community members “hard to work with”
2. Well-meaning but off-putting language
 - a. Heterocentrism, cissexism, or outdated language
 - i. Ex: “Do you have a boyfriend?”
 1. **Alternative: “Are you dating/seeing anyone?”**
 - ii. Ex: “He’s a boy but he feels like a girl” (about a trans girl)
 1. **Alternative: “She’s a girl who was assigned male at birth.”**
3. Omission/silence
 - a. “As a gay person, I’m scanning that environment for safety, for a welcome mat. If I don’t see it, I’ll **assume I’m not welcome.**”
- Gerald P. Mallon



More on Language

When greeting others

Avoid:

ladies gentlemen ma'am sir girls guys etc.

Consider using instead:

"Thanks, **friends**.
Have a great
night."

"Good morning,
folks!"

"Hi, **everyone!**"

"And for **you?**"

"Can I get
you **all**
something?"

Why?

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Be mindful of language

Pronoun Etiquette

- Use someone's chosen (preferred) name and pronouns unless asked not to for specific reasons (e.g., safety or privacy).
- When you don't know someone's pronouns:
 - If you don't know, ask.
 - You can (and should) avoid using pronouns for someone when you don't know them. Just use their name!
- If/when you make a mistake:
 - Apologize and move on.
 - Gently correct others who misgender someone.



Other Kinds of Language

- Tone and body language matters!
- Messages about our feelings and attitudes are communicated:
 - Only 7% through spoken words
 - 38% through the way the words are spoken
 - 55% through facial expressions

ACTION	MESSAGE
Avoiding eye contact, looking away	Discomfort, dishonesty, disinterest
Crossing arms	Defensiveness
Lack of acknowledgement	Uneasiness, concern
Fidgeting, tapping	Boredom, nervousness, anxiety, impatience



Displaying Welcoming Images



Being an Active Ally

- Continue learning
- Listen
- Speak out
- Respect confidentiality
- Recognize diversity of community



Source: Foster Club & Human Rights Campaign (2015-2016)

Questions?

