



Civic Engagement and the Road to LGBTQ Equality



Missouri's statewide LGBTQ Advocacy organization

- Legislative Action
- Grassroots organizing
- Electoral politics
- Community Education

1

Language

Opening the door to communication



**Sexual
Orientation**

Sex

**Gender
*Identity
*Expression**

“



Sexual Orientation



Definition: **SEXUAL ORIENTATION**

Your inherent, primary **physical**,
romantic, and/or **emotional**
attraction to other people



Definition: **SEXUAL ORIENTATION**

Straight

Lesbian

Gay

Bisexual

Queer

Asexual



“



Sex



Definition: **SEX**

Biological differences among **male, female, and intersex people**

Examples: hormones, secondary sex characteristics (e.g. facial hair), reproductive anatomy



X Y



Male

X X



Female

XO

XXX

XXY

XYY

Intersex



Definition: **INTERSEX**

- **Intersex** - term used for when a **person is born with a combination of male and female biological characteristics**



Pidgeon Pagonis
Intersex Activist

“

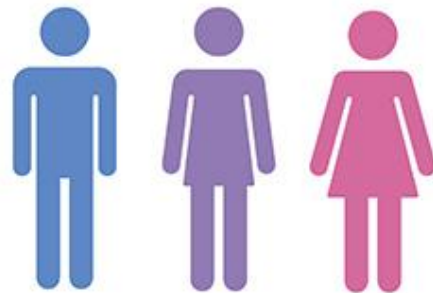


Gender Identity & Gender Expression



Definition: **GENDER IDENTITY**

- **Gender identity** - the gender a person knows themselves to be
- **Gender expression** - how we show our identity to others





Definitions

- **Gender expression** - how we show our identity to others
 - Gender expression does not always match expectations for gender identity
 - **Androgynous/Androgyny** - gender expression that falls somewhere in between masculinity and femininity, or perhaps even off of the spectrum.



Ellen DeGeneres
Comedian, Actress



Definition: **TRANSGENDER**

- **Transgender**: A transgender person is someone who grows up knowing that their body doesn't "match" who they know they are on the inside—so they transition and live as the gender they have always known themselves to be
- Individuals whose **gender identity is different from their assigned sex at birth.**

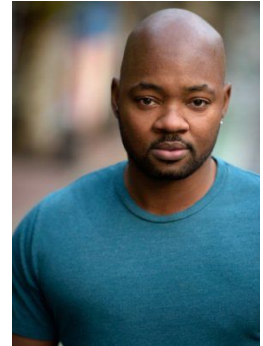


Definition: **TRANSGENDER**

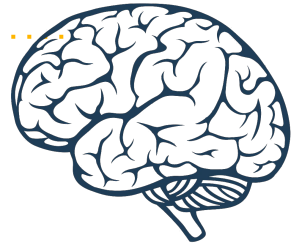
- **Transgender Man**: assigned female at birth, **identifies as male**
- **Transgender Woman**: assigned male at birth, **identifies as female**



Jamie Clayton
Actor



Brian Michael Smith
Actor



Definition: **CISGENDER**

- **Cisgender** - individuals whose **gender identity** “**matches**” **their sex** assigned at birth
- **Cisgender** is a **complementary concept** to “transgender” and is used instead of “non-transgender”



Gender Fluidity

- **Gender Non-Conforming (adj)** – someone whose gender presentation does not align with gender-based expectations
- **Non-Binary and/or Genderqueer (adj.)** – people who experience their gender identity as falling outside the categories of man and woman



Sam Smith
Musician



Jaden Smith
Actor, Musician

Definitions: **Two-Spirit**

- **Two-Spirit** - A term used by some Native American & Canadian First Nation people who identify as gender non-conforming or contain the spirit of a man and woman



Image from Indiancountrytoday.com

Additional Terms

- **Latinx**: A gender-neutral term that can be used to replace the gender-specific Latino or Latina.
- **Mx.**: pronounced “*mix*”, is a prefix like “Mr.” or “Ms.” that is gender neutral.

Latinx

(La-teen-ex)

☐ **Ms.**

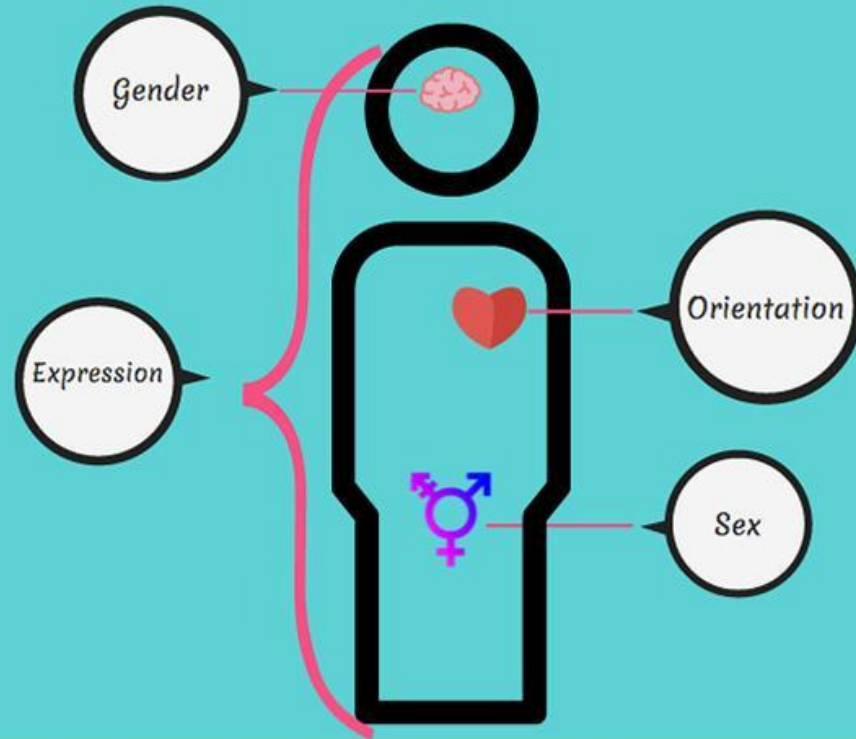
☐ **Mr.**

☐ **Mrs.**

☒ **Mx.**

Anatomy of sex, gender, sexuality and expression

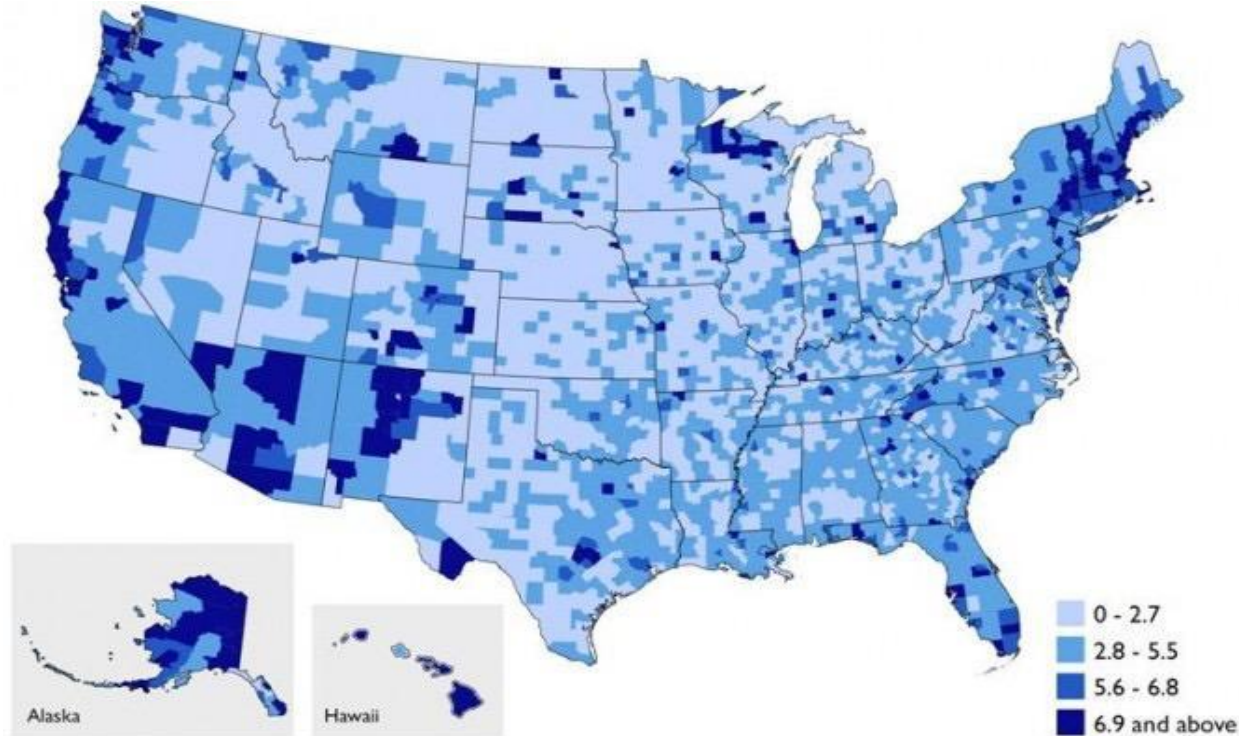
The
NEWS
Minute



Context

Why an LGBTQ focus?

Population



~10 million

LGBTQ
Americans

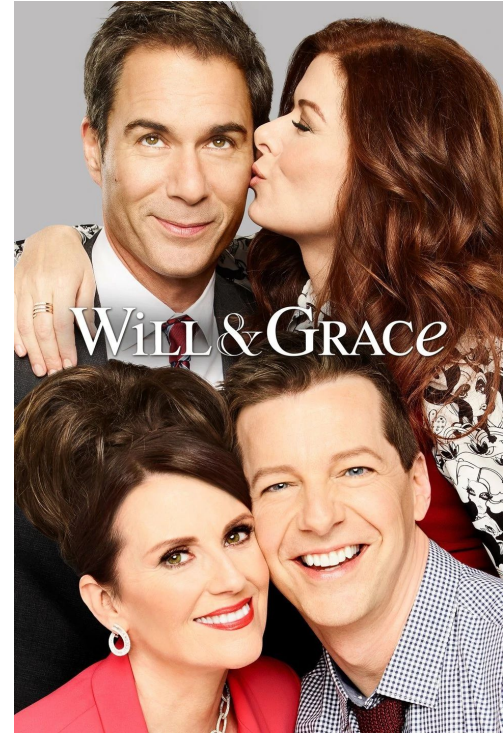
~5% of rural
Americans are
LGBTQ

~180,00
Missourians



Intersectionality

- Race & Ethnicity
- Religion
- Socio-Economic Status
- Geographic location
- Age
- Ability
- Citizenship





By the Numbers:

- **US Youth: ~42 million**
- **LGBTQ Youth: 5 million**
 - Make up 7%
 - 150,000 identify as Transgender and Gender Nonconforming



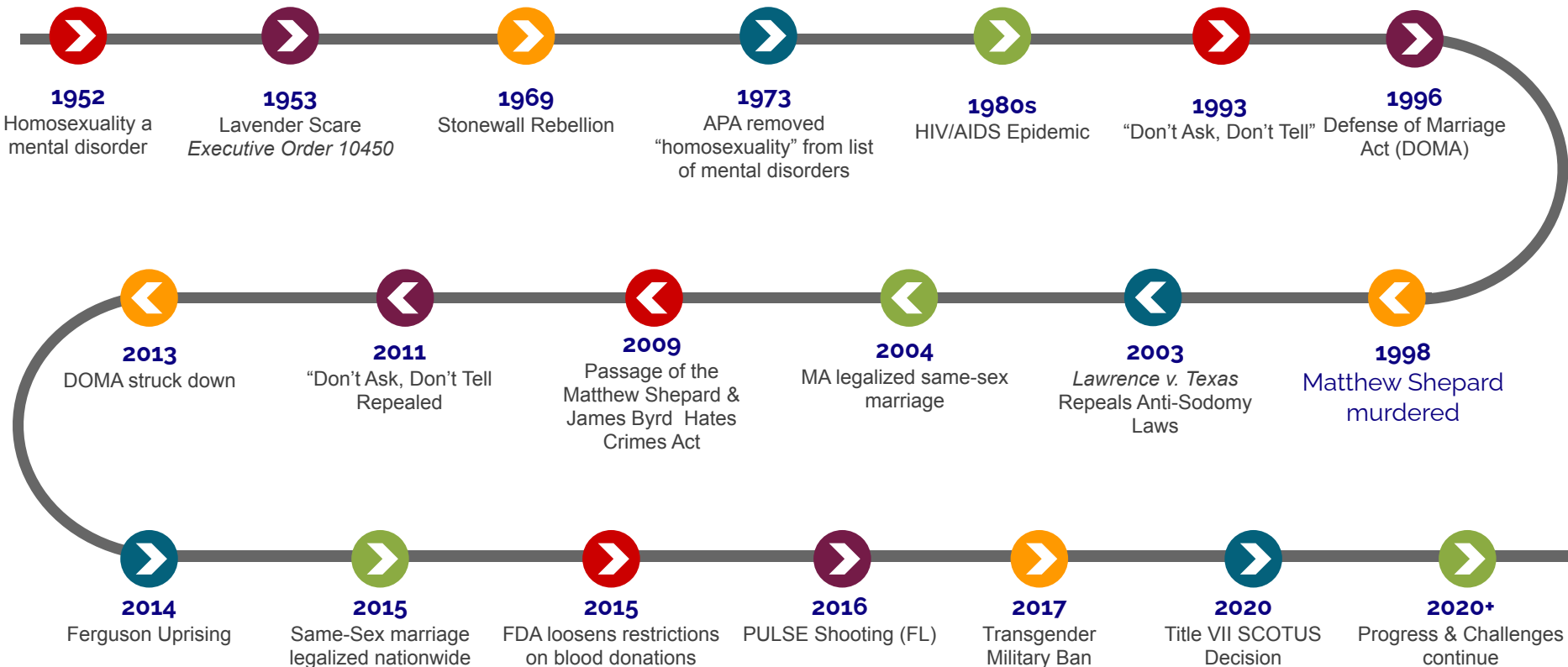
Breakout Rooms - 10 minutes

In your small groups, engage in a short activity using the document linked in the chat.

3

Laws and Policies

History of Stigma & Discrimination





International



Federal



State



Municipal



District

LGBTQ Rights and the UN

- **96 members** have signed a **General Assembly declaration of LGBT rights** or sponsored the Human Rights Council's 2011 resolution on LGBT rights which included sexual orientation, gender identity, and expression
- Currently **54 members signed onto a 2008 statement opposing LGBT rights** (originally 57)
- In July 2013, the U.N. High Commissioner for Human Rights launched the **U.N.'s Free & Equal campaign** to promote understanding of the human rights of LGBTQ people
- In July 2017 the U.N. Human Rights office **criticized the proposed U.S. ban on qualified transgender people** serving in the military.



Federal Level: Congress

- Repeal of DADT, DOMA
- **No explicit federal protections***
- Proposed legislation
 - Equality Act
 - Consistent & explicit
 - Amends civil rights laws



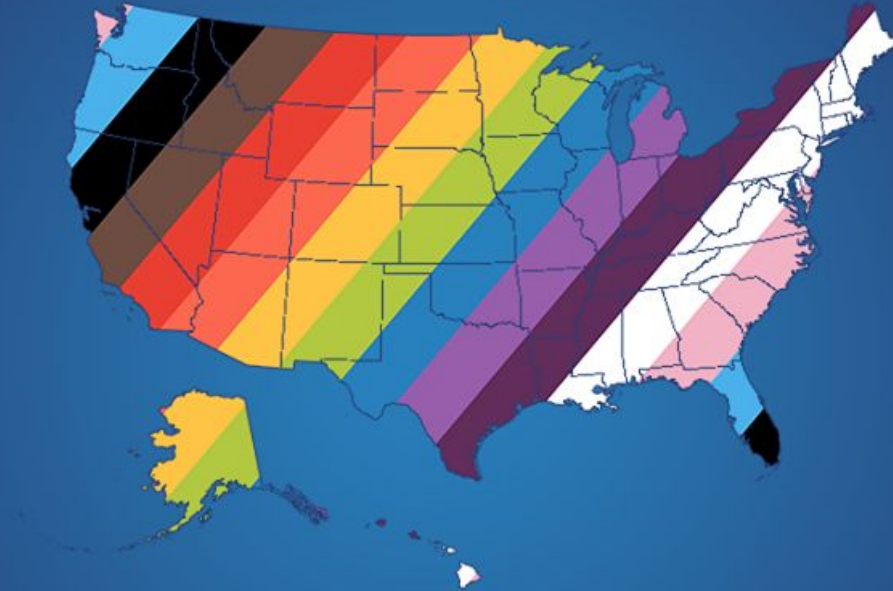


Federal Level: Supreme Court

- *Obergefell v. Hodges*, 2015
- ***Bostock v. Clayton County, GA***
 - ***Altitude Express v. Zarda***
 - ***R.G. & G.R. Harris Funeral Homes v. EEOC*** & Aimee Stephens
- Civil Rights Act 1964
 - Title VII: Employment discrimination
 - Sex & sex stereotyping



IT IS ILLEGAL TO FIRE SOMEONE FOR BEING LGBTQ IN THE FOLLOWING STATES:



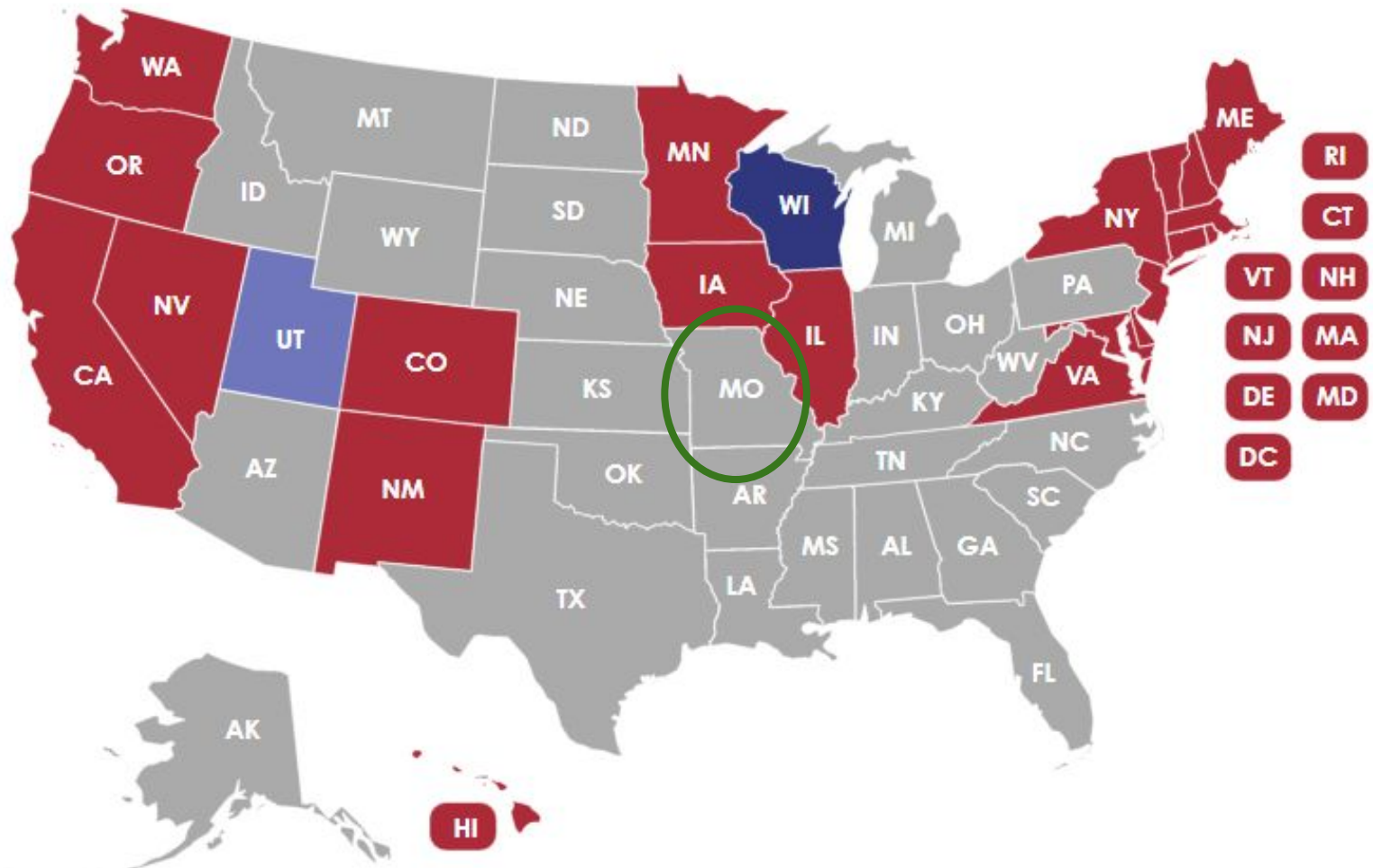
"In Title VII [of the Civil Rights Act], Congress adopted broad language making it illegal to for an employer to rely on an employee's sex when deciding to fire that employee. We do not hesitate to recognize today a necessary consequence of that legislative choice: **An employer who fires an individual merely for being gay or transgender defies the law.**"

-The United States Supreme Court ruling in *Bostock v. Clayton Co., GA*



Federal Level: Executive Branch

- **Protections shift based on administration**
- Biden Executive Order, effective January 21
 - All federal agencies ordered to review all rules and regulations to align with the Supreme Court interpretation of “sex discrimination” that includes sexual orientation and gender identity
 - As of March 26, they determined **Title IX protections in schools do apply to sexual orientation and gender identity**





State Level: Missouri

Missouri Human Rights Act (MHRA)

- **Sexual orientation and gender identity not protected categories**
- No statewide protections in employment, housing, or public accommodations





State Level: Missouri

Currently filed legislation targeting transgender youth:

- Transgender Youth Athlete Bans
- Transgender Youth Health Care Bans
- “Don’t Say Gay” bill banning inclusive school curriculum
- ... Whether these bills pass or not, creates climate of minority stress





State Level: Missouri

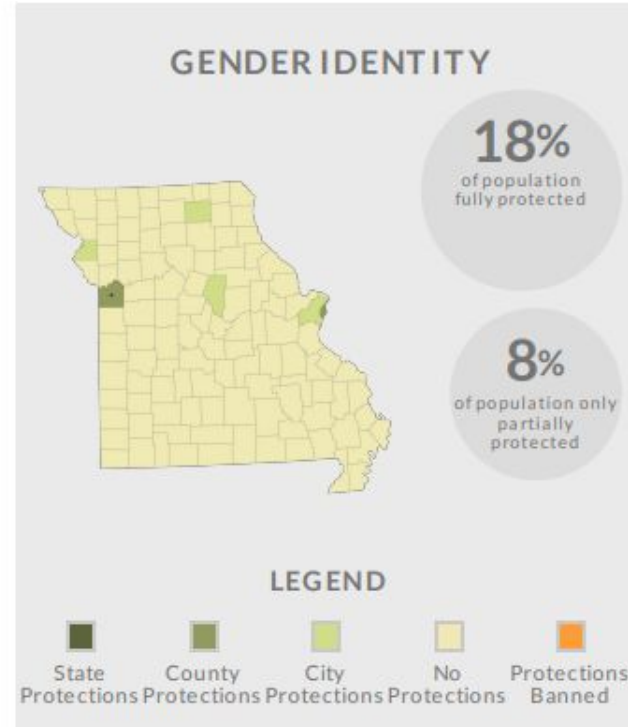
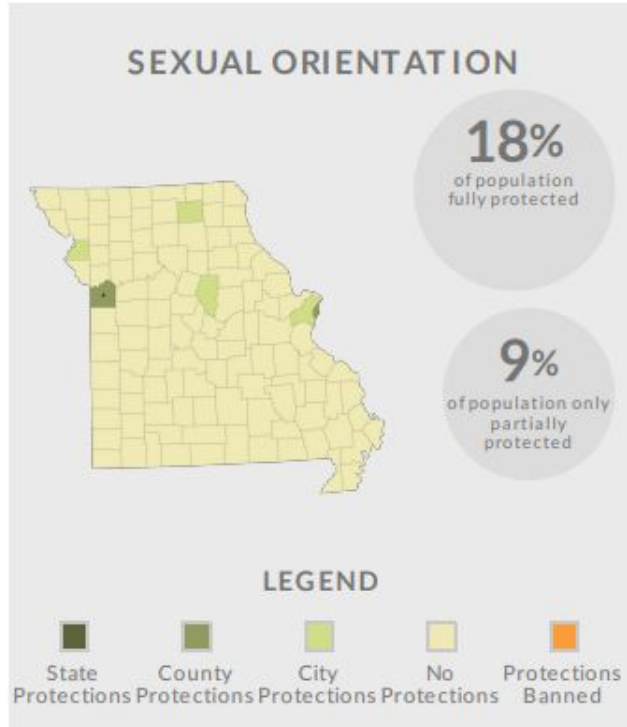
Proactive legislation to protect LGBTQ Missourians

- **Missouri Nondiscrimination Act**
 - Protect in employment, housing, and public services
- **Youth Mental Health Preservation Act**
 - Ban conversion therapy used against minors to forcibly change their sexual orientation or gender identity
- **LGBTQ Inclusive Curriculum Bill**





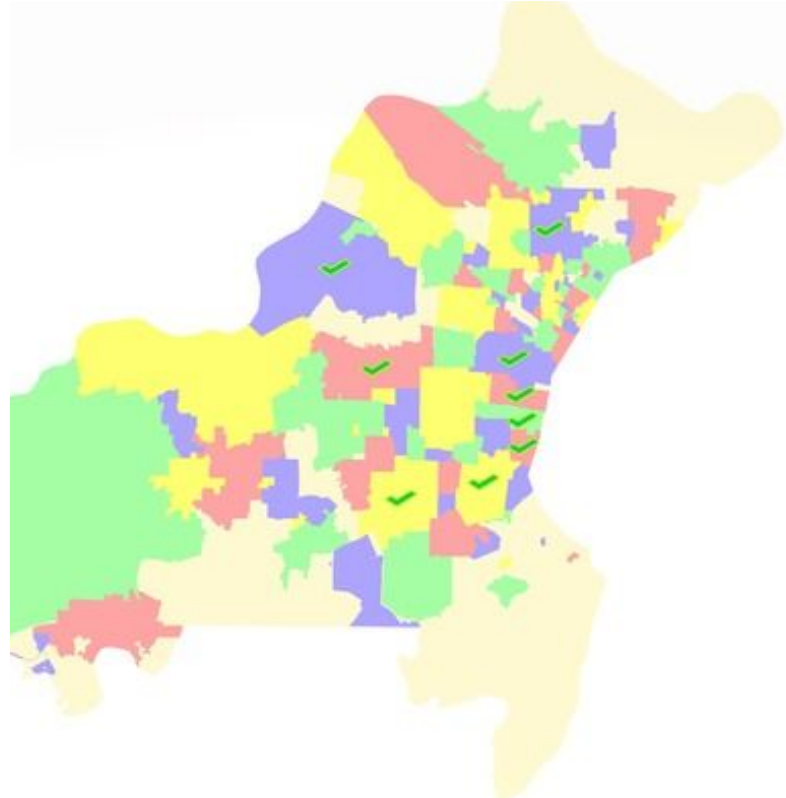
Cities & Counties with Protections





St. Louis County Municipal Protections

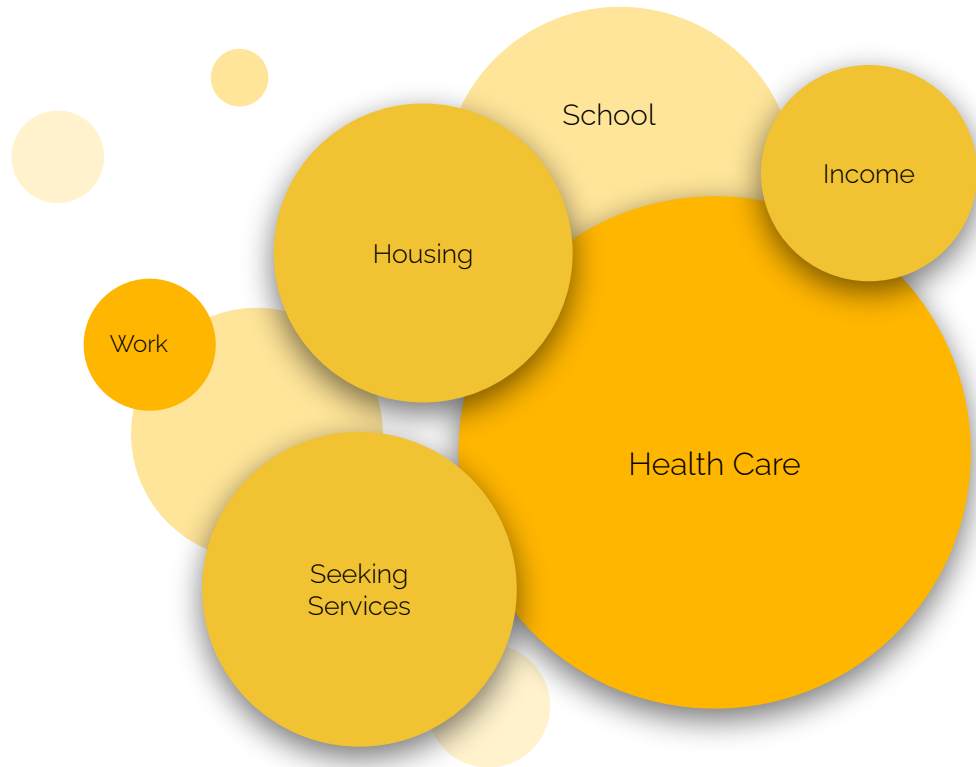
- Clayton
- Creve Coeur
- Ferguson
- Kirkwood
- Maplewood
- Maryland Heights
- Olivette
- Richmond Heights
- University City
- Webster Groves



Impact

How the social & political context impacts the daily lives of the LGBTQ community

Discrimination Occurs in all Areas of Life



Missouri State Report, NCTE, 2017



At Home

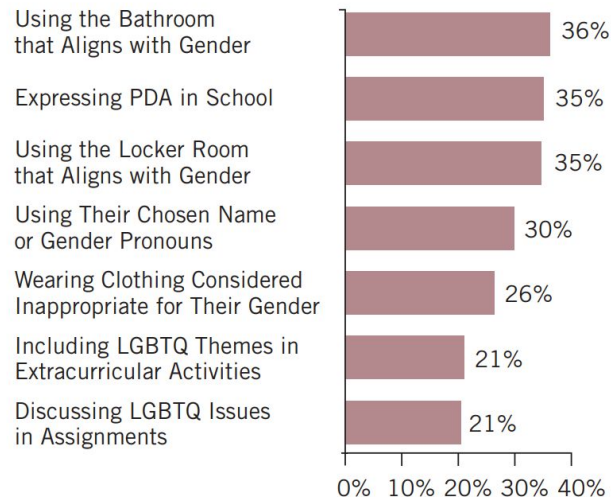
- Parental Disapproval
 - **1 in 4** said **unaccepting families** were their greatest challenge
- Rejection
 - **40%** of homeless youth **identify as LGBTQ** - highest rates among LGBTQ youth who are Black, Latinx, and Indigenous
 - **LGBTQ youth 120% more likely to become unhoused** compared to Non-LGBTQ youth



In School

- **70%** of LGBT students **hear homophobic remarks** often in their schools
- **80%** of LGBT students report being **verbally harassed**
 - **16%** of LGBT students report being **physically assaulted** based on identity.
- Transgender students reported **physical harassment 30% more** than LGB students
- **140% more likely to miss school b/c of safety**

Figure 3. Anti-LGBTQ Discrimination in Missouri Schools
(percentage of LGBTQ students that were prevented from...)



(212) 727-0135 · glsen.org



In Foster Care

- **19%** of youth in foster care identify as LGBTQ - a number that is **nearly 2x greater** than that of LGBTQ youth not in foster care
- In one study, **78%** of foster youth were removed/ran away from their foster homes due the family's **hostility** to their sexual orientation or gender identity
- **Nearly 56%** of LGBTQ foster youth in another study spent time without stable housing because **being unhoused felt safer** than their foster homes/group homes



Protective Factors

- Social support
 - Family
 - School-based LGBTQ Alliances
 - **Supportive** adults and peers
- Positive role/possibility models
- Accepting environments
 - Using the correct names and pronouns consistently





Support & Resilience

- Youth who reported high levels of family acceptance were **2/3 less likely** to report suicidal ideation and suicide attempts compared to those with low family acceptance
- Transgender youth who were able to use their chosen name at either home, school, work, or with friends had a **56% decrease** in suicidal behavior
- Almost **50% of LGBTQ youth** selectively decide which parents/teachers and contexts they disclose their sexual orientation or gender identity

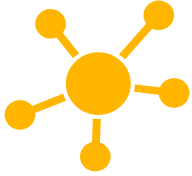


Guide to being an Ally

- **Don't make assumptions** about peers sexual orientation or gender identity. By not making assumptions, we keep ourselves **open for friends to feel safe to come out to us.**
- **Introduce yourself with your own pronouns** (she/her, he/him, they/them etc.) as a way to let acquaintances know that you will respect their pronouns (*See Pronouns as Best Practice slides*)
- **Advocate for more LGBTQ inclusion** in class curriculum, activities, inclusive dress code etc.

Pronouns as Best Practice

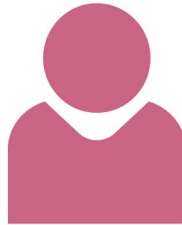
Pronouns



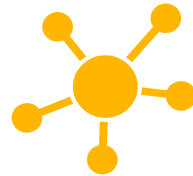
GENDER-SPECIFIC PRONOUNS



GENDER-NEUTRAL PRONOUN



I saw Lauren come to work today and **they** seemed really happy. I wonder if it has anything to do with **their** weekend. I hope I see **them** soon to hear all about it!

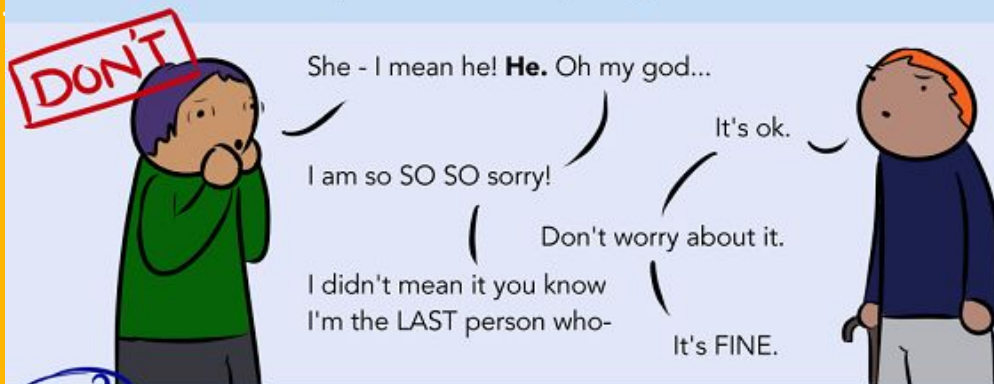


Pronouns

- **Don't know? It's okay to ask?**
 - In-person or on intake forms
- If you don't have the opportunity to ask – it's **okay to use singular "They/Them"**
- Mistakes will happen, *continue to try*



When you accidentally misgender someone:

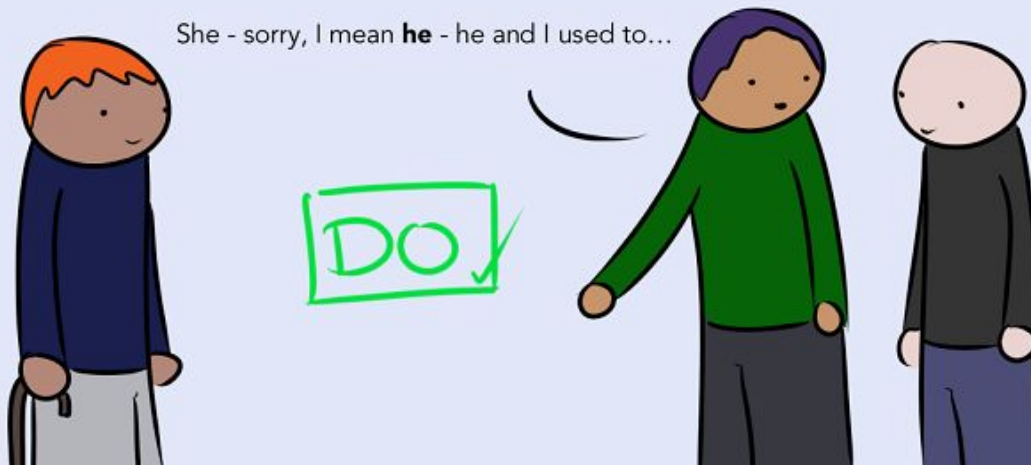


WHY?

Your mistake should not turn into a weird self-flagellation 'make me feel better' moment. It's really not about you.

She - sorry, I mean **he** - he and I used to...

DO ✓



Pronouns

ASK



You cannot tell someone's name or pronoun just by looking at them.

RESPECT



If someone takes the time to let you know their name and pronoun, use and respect it. It's not up to you to decide someone else's identity.

PRACTICE



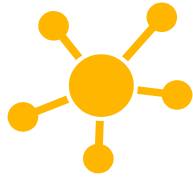
If you have difficulty using someone's pronoun and name, practice. Ask co-workers, peers, and friends to point out when you've made a mistake.

Ask trans friend/colleague/etc. If they are comfortable with you correcting other people with they use the wrong name or pronouns

Normalizing Pronoun Usage

- Introducing yourself with pronouns
- Pronouns in email signature
- Offer opportunities to share your pronouns
- Add pronouns to name tags

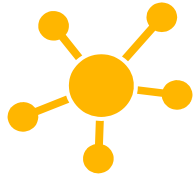




It is okay to ask...respectfully:

Ask yourself:

- What is the purpose of asking?
- What is the benefit?
- Is this question one that we would feel comfortable answering?
- How are we going to ask?



“I treat people how they want to be treated”

- Ask with respect
- Model language
- Use neutral language
- Don't assume
- Inclusivity



Local Resources

PROMO

- Educate & advocate for LGBTQ equality
 - Legislative action
 - Electoral politics
 - Grassroots organizing
 - Community education
 - Programming for older adults
- **314-862-4900**
- www.PromoOnline.org



St. Louis Queer Support Helpline

- Free, confidential, and identity-affirming emotional support and resource referrals, by and for the St. Louis LGBTQIA+ community.
- Call anytime between **Friday to Monday, 1:00 to 7:00 PM.**
- **314-380-7774**
- **thesqsh.org**





Growing American Youth

- Support group/socialization for youth
- For those 13yo – 21yo
- Meetings: Tuesday – St. Charles;
Thursday – St. Louis City
- <https://www.growingamericanyouth.org>





Metro Trans Umbrella Group (MTUG)

- Serves 18+
- Identity-based peer support
- Trans 101, 201
- Social events
- Trans Memorial Garden
- <https://www.stlmetrotrans.org/>



The Washington University Transgender Center at St. Louis Children's Hospital

- Treat up to 24 y.o.
- Mental health counseling
- Education and treatment planning
- Puberty blockers; HRT
- Voice therapy
- Referrals for surgeons, legal help, and peer support

<http://www.stlouischildrens.org/our-services/transgender-center>

(314) 454-5437
or
(800) 678-5437



SAINT LOUIS
UNIVERSITY
— EST. 1818 —

SLU School of Medicine: Family Clinic for Queer and Trans Youth

- To provide financially accessible, culturally-attuned therapeutic care that helps foster and support safe, loving, and affirming families of queer and trans youth.
- **314-977-2505**
- <https://www.slu.edu/medicine/family-medicine/center-counseling-family-therapy/lgbtq-family-clinic.php>



TransParent USA

- "Empowering our children to live authentically"
- Support for parents and youth
- Resources
- Support meeting
 - 3rd Thursday of each month
 - 6:30-8:30pm
 - St. Louis Children's Hospital
- Host Gender Independent Kids Club
- <http://transparentusa.org>

