



Safe

SPACES

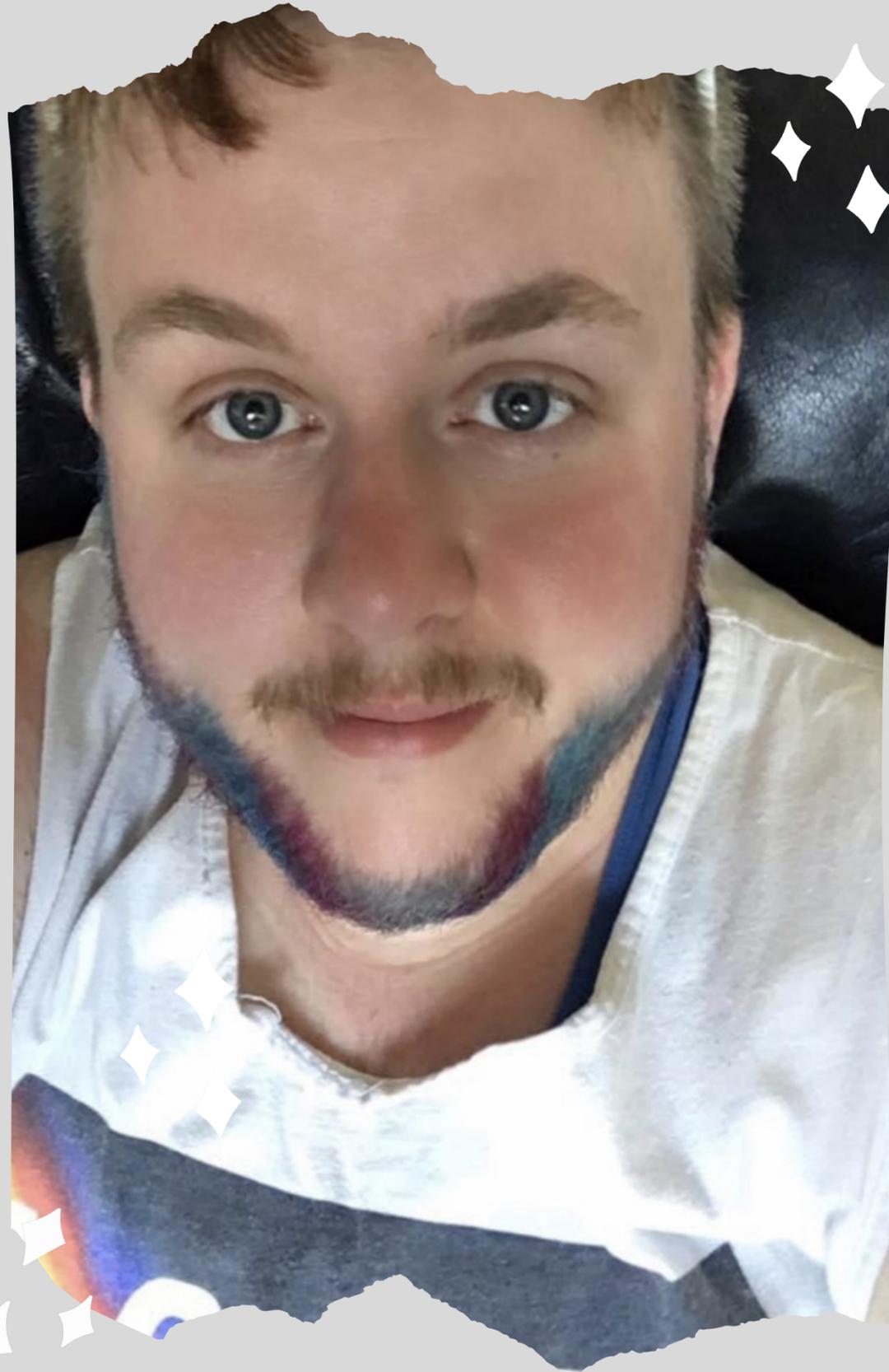
Safe

PLACES

Intro to creating welcoming
areas for LGBTQ+ Folks

Bite Size

Hosted by New Beginnings
Summer 2021



Hello. Howdy. Hi.

I am Elijah (or Eli)

Pronouns: Any Pronoun is fine (if used respectfully.)

Queer-identified.

Almost a decade of background in advocacy, training, knowledge expansion, and creative solution building.

Please introduce yourself in the chat!

Learning Objectives

Become familiar with new & changing terminology

Please note that due to time restraints, this is a shorter version of a training but a more in-depth training will be available this year.

Gain an understanding of the relationship & difference between orientation, identity, & behavior

Q+A will occur as time allows so please feel free to write down any questions as they arise.

Increase knowledge of best practices.



Space Agreements



Assume best intentions



Use "I" Statements



Safe Space, Brave Space



Thoughtful Sharing



Take Space, Make Space



Share Knowledge, Not Names

What else? Drop ideas in the chat.



WHY THIS MATTERS IN YOUR COMMUNITY

"We cannot live only for ourselves. A thousand fibers connect us." - Herman Melville



Real People with Real Experiences

According to Pew Research Center, nearly 9 in 10 U.S. adults (87%) say they know someone who is gay or lesbian.

Far fewer (30%) say they know someone who is transgender.

Maine Population

**Approx:
1,329,328**

Cumberland: 292,307

York: 204,316

Penobscot: 151,774

Kennebec: 121,753

Androscoggin: 107,602

Aroostook: 67,809

Oxford: 57,550

Hancock: 54,601

Somerset: 50,520

Knox: 39,759

Waldo: 39,539

Sagadahoc: 35,452

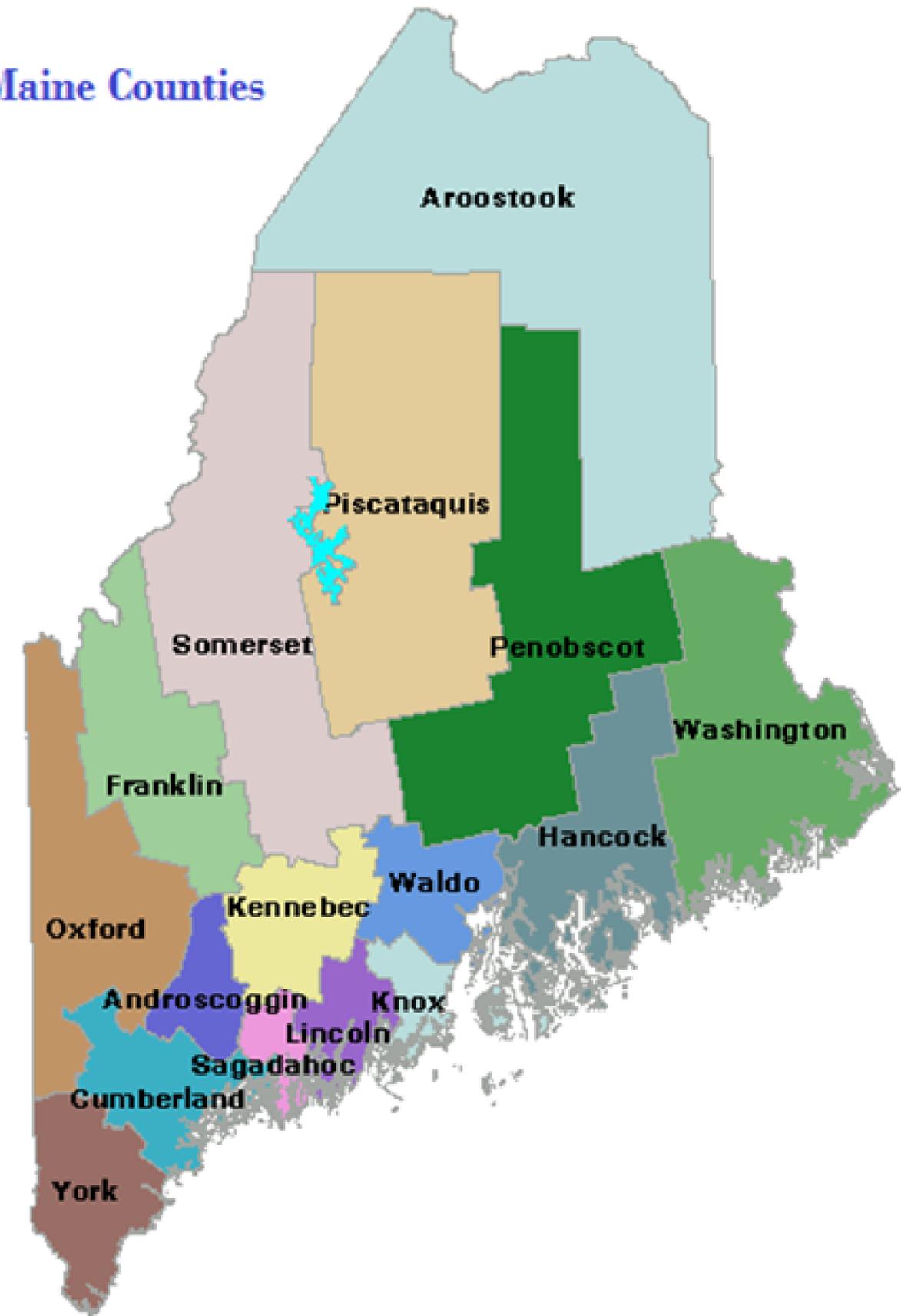
Lincoln: 34,201

Washington: 31,491

Franklin: 29,982

Piscataquis: 16,836

Maine Counties

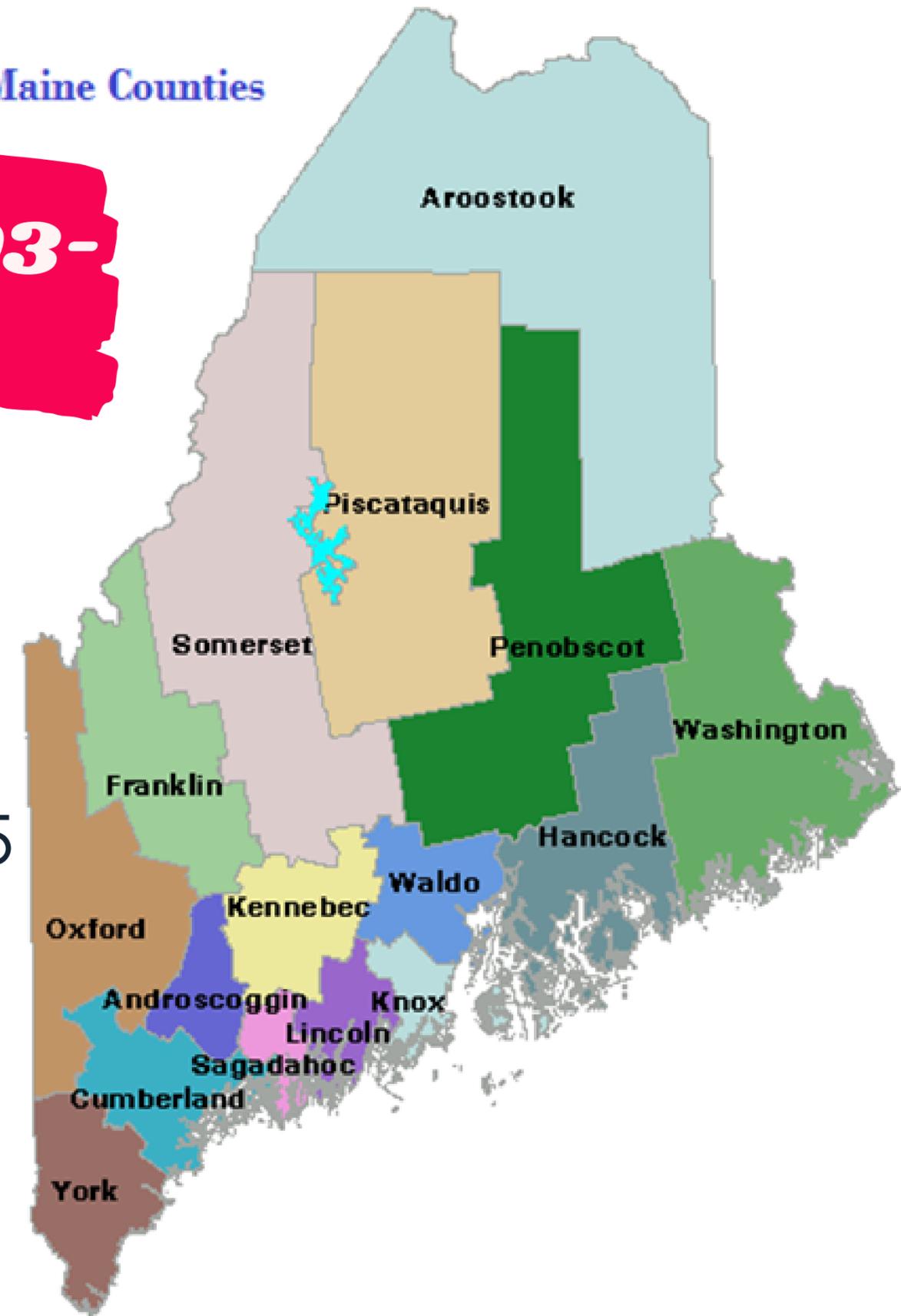


*Studies say 3%-10%
of a population is Q+ so...*

Maine Q+ Population

**Approx: 45,703-
134,421**

Maine Counties



Cumberland: 1,856-29,500

York: 7,059-20,764

Penobscot: 5,173-15,214

Kennebec: 4,158-12,230

Androscoggin: 3,681-10,827

Aroostook: 2,279-6,705

Oxford: 1,971-5,797

Hancock: 1,869-5,498

Somerset: 1,716-5,048

Knox: 1,352-3,977

Waldo: 1,350-3,971

Sagadahoc: 1,219-3,585

Lincoln: 1,177-3,463

Washington: 1,066-3,137

Franklin: 1,026-3,019

Piscataquis: 570-1,678

Some Facts About Maine

Source: Movement Advancement Project

5%

of the workforce
in LGBTQ+

4.9



% of adults (18+)
are LGBTQ+
(That's roughly
60,000)

21%

of LGBTQ+ adults (25+)
are raising children

35,000

of the workforce
in LGBTQ+

**35/
38.5**

ME ranked 3rd behind
Vermont & Connecticut on
the LGBTQ Policy Tally. NH
was the lowest with 26.25 :(



**HOW WE
TALK ABOUT
PEOPLE**

**& their
experiences**

matters



Alphabet Soup

Shared language can help us

- Communicate more intentionally
- Gain a general understanding of one's experience

Also keep in mind that

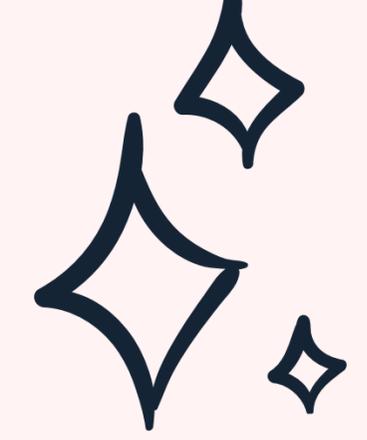
- Language is also extremely subjective
- Words evolve in meaning and devolve in use

Some Common Terms

- AFAB/AMAB
- Asexual (Ace)
- Bisexual
- Cisgender
- Deadnaming
- Femme
- Gay
- Gender Non-Conforming (GNC)
- Genderfluid
- Genderqueer
- Heteronormative
- Heterosexual
- Hijra
- Intersex
- Lesbian
- LGBTQ+
- Masc
- Misgendering
- Non-binary (Enby)
- Outing
- Pansexual
- Queer
- Q+
- QBIPOC
- Transgender
- Trans*
- Two-Spirit



Speech Patterns



Ever said something you wish you didn't say? I know I have.



Listen

Process

Respond



**Say what you mean,
and mean what you
say.**

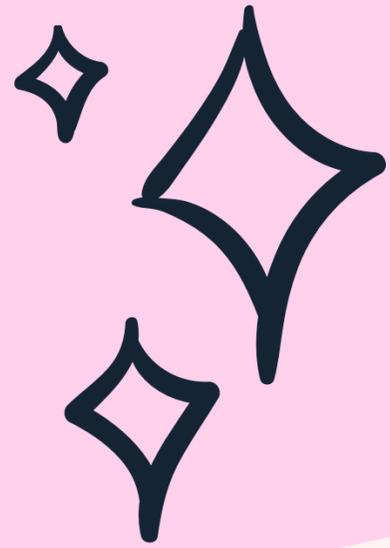


Be Mindful

Microaggressions



- Catharsis Productions



Take Away

Statements or actions which convey discrimination against a marginalized or otherwise targeted population

Can be indirect or subtle & often seen as acceptable speech by general population. Some even believe they are giving compliments.

7 dominant categories of microaggressions related to Q+ experiences...



Pronouns

Pronouns that refer to an individual in the third person. In English, pronouns are gendered.

***Yes, pronouns
can change***

Setting, Company,
Identity, Safety, Endlessly

***Are
CORRECT*** ***not***

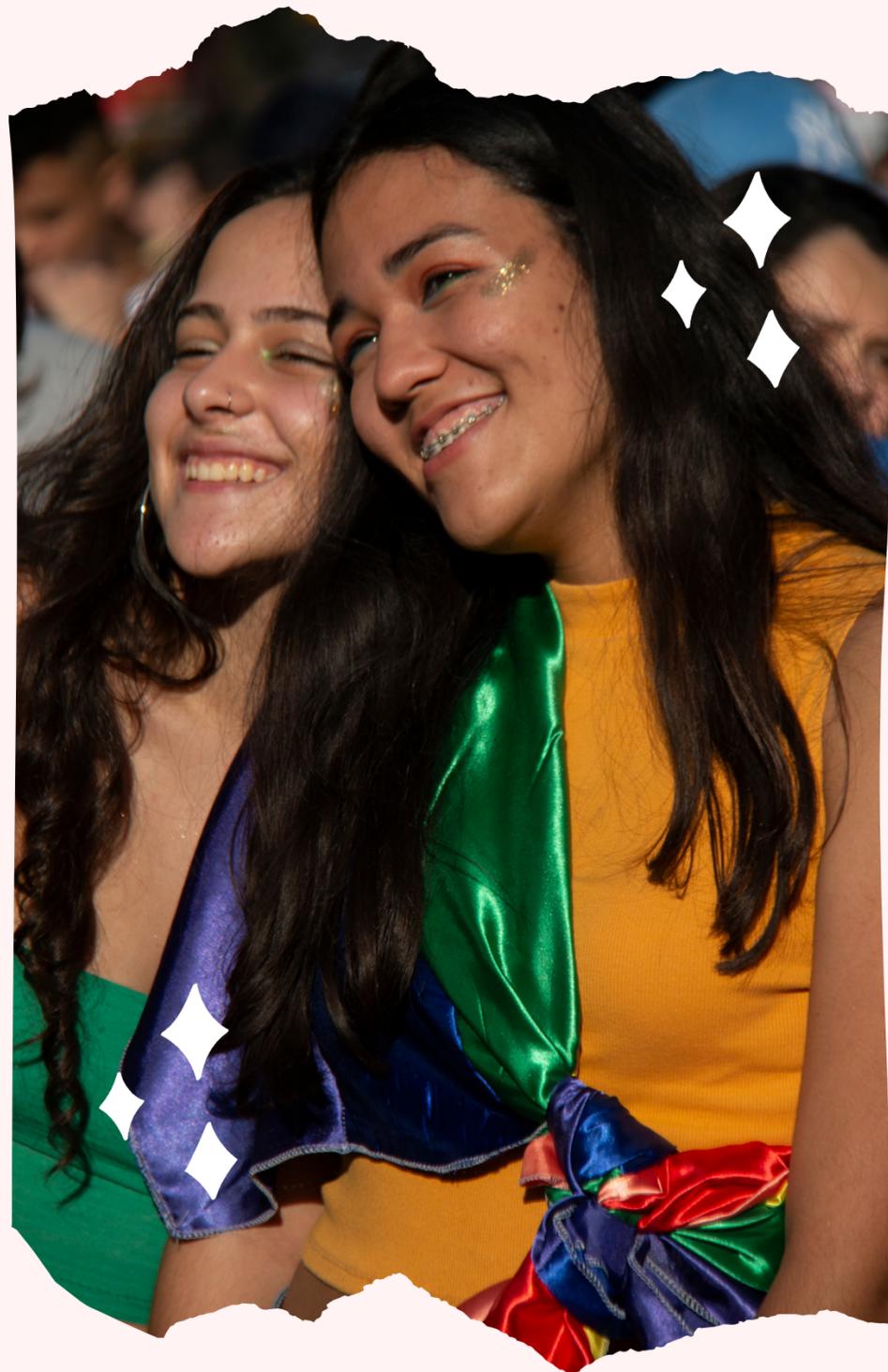
Preferred

Everyone has pronouns.
And they are independent of gender
or sexuality

PRONOUN EXAMPLES

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

Neo-pronouns don't
have to be scary



What if I mess up!

When trying to correct the mistake in the moment, I find it best to:

Don't Panic.

Apologize

Correct Yourself

Move On

then later, I like to:

Practice

Do Better

Accept Feedback

Stay Aware

How to Share & Ask Pronouns



- True Colors United

Why Pronouns Matter



_____.

- Cut

RECONSIDERING HOW WE THINK



**about Gender
Identity & Sexuality**

Disinformation

There is no binary spectrum when it comes to gender and sexuality!

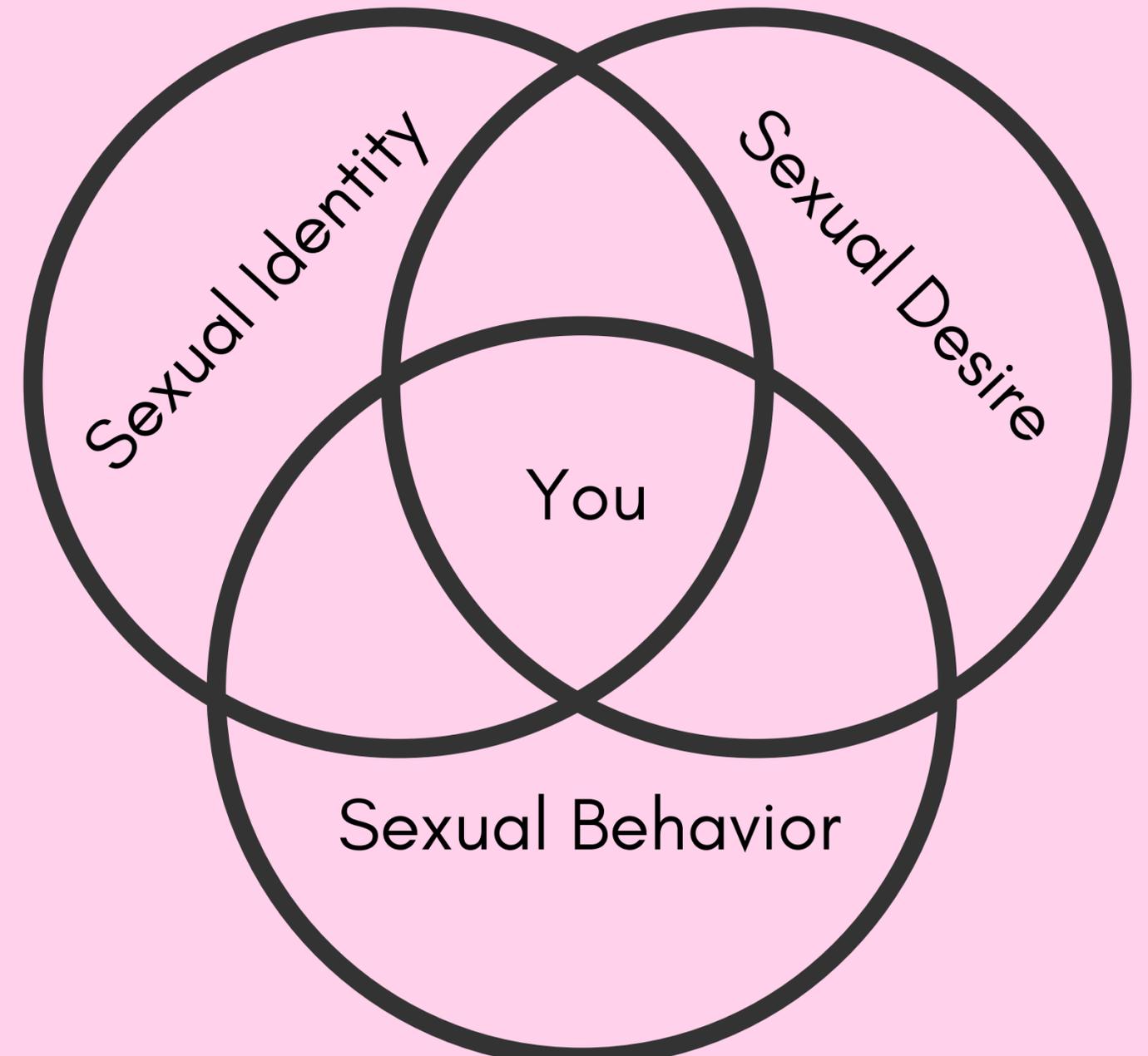
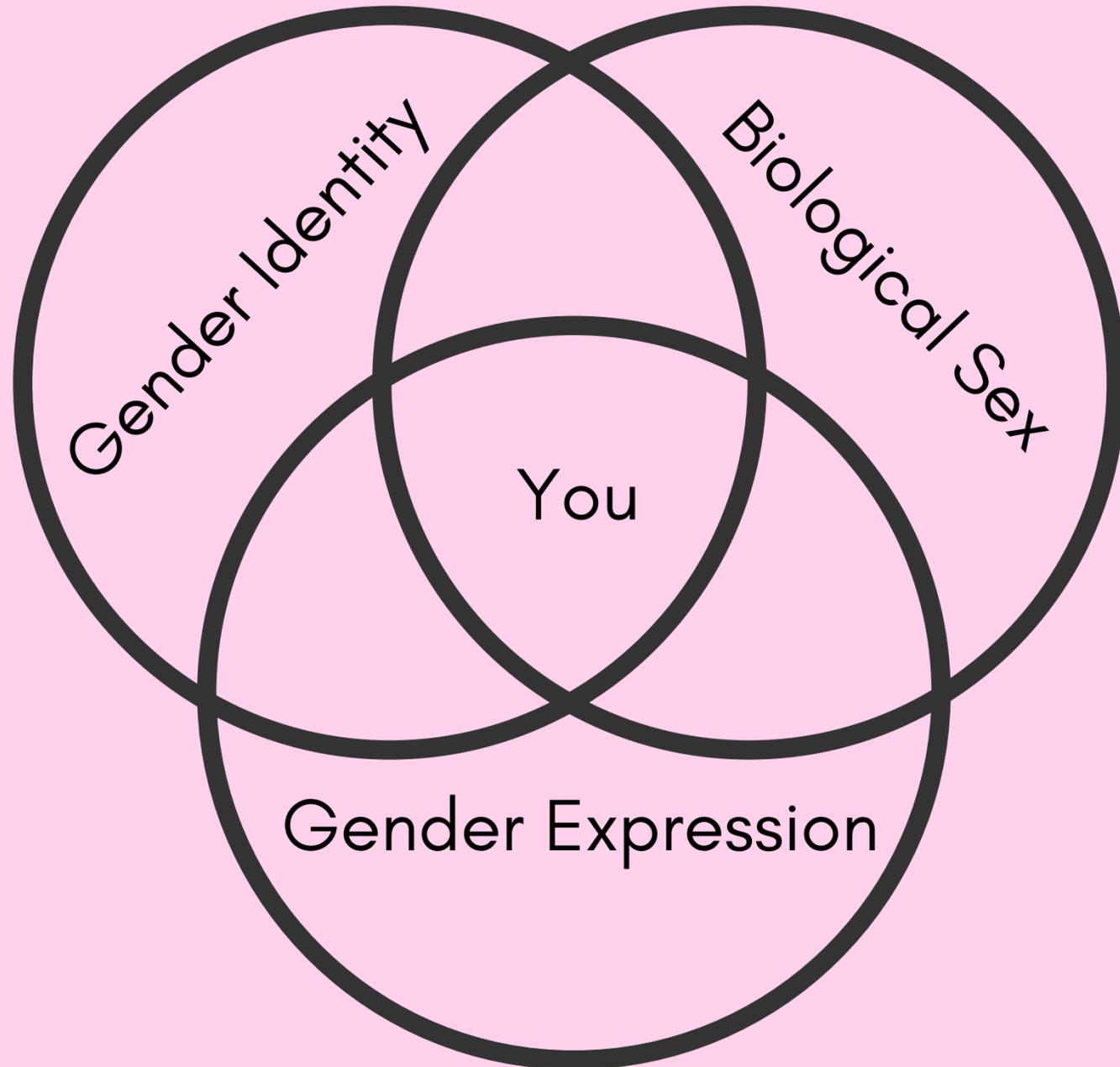


Even the biological categories of male and female are blurred; we know today that not just the X and Y chromosomes but at least 12 others across the human genome govern sex differentiation, and at least 30 genes are involved in sex development.

GENDER

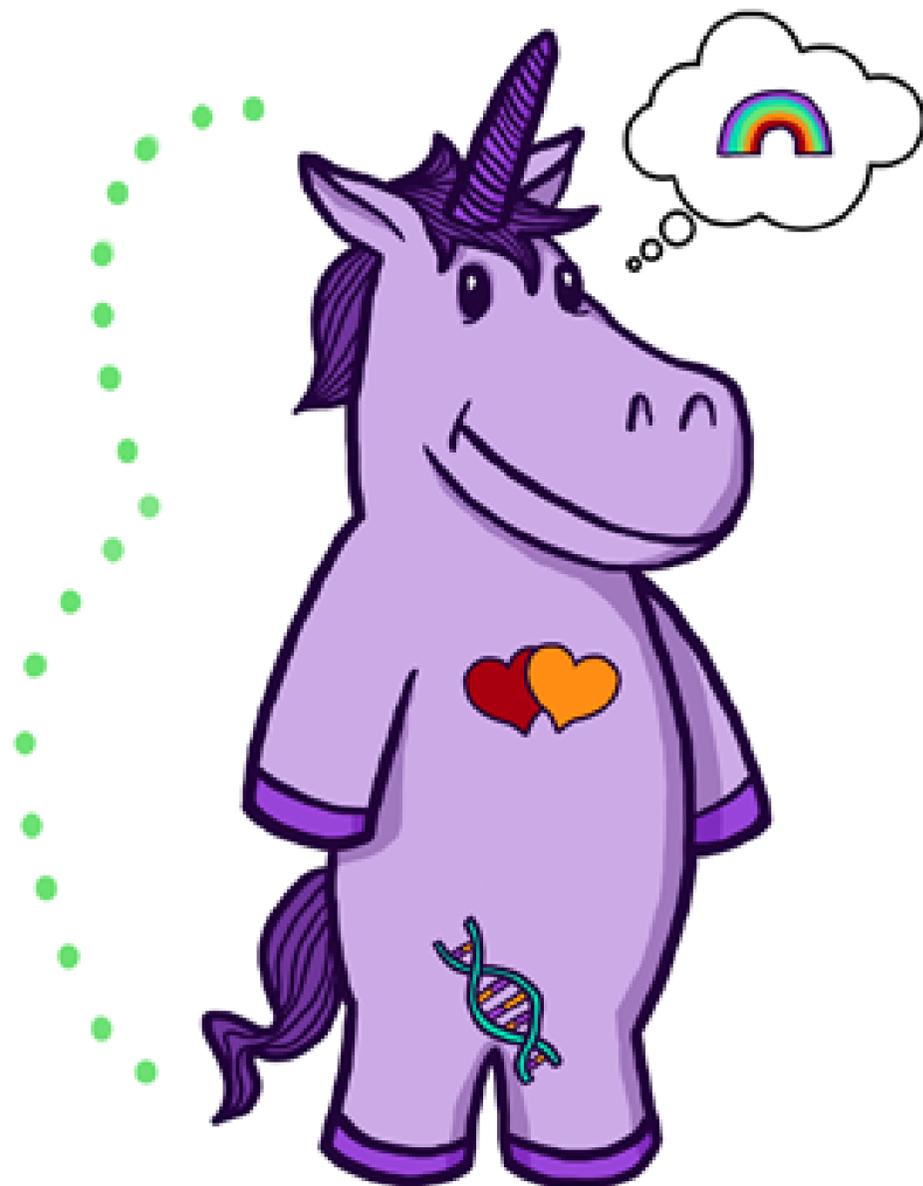
VS

SEXUALITY



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity

-  Female/Woman/Girl
-  Male/Man/Boy
-  Other Gender(s)

Gender Expression

-  Feminine
-  Masculine
-  Other

Sex Assigned at Birth

-  Female
-  Male
-  Other/Intersex

Physically Attracted to

-  Women
-  Men
-  Other Gender(s)

Emotionally Attracted to

-  Women
-  Men
-  Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



What we mean when we say nothing at all...

What message are we conveying when we:

Don't correct hearing another person misgender someone

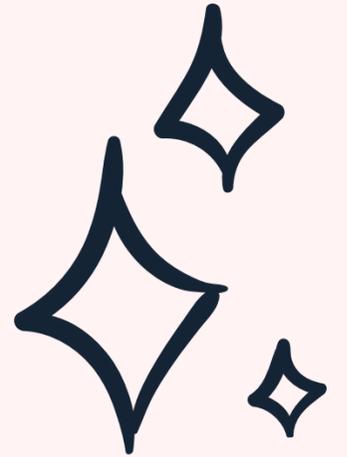
Ignore slurs & putdowns

Laugh at anti-LGBTQ+ jokes

Silence is compliance

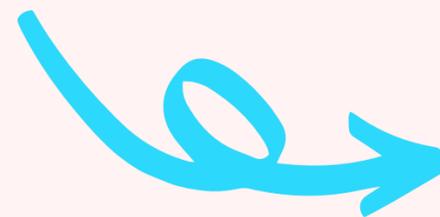


Relevance

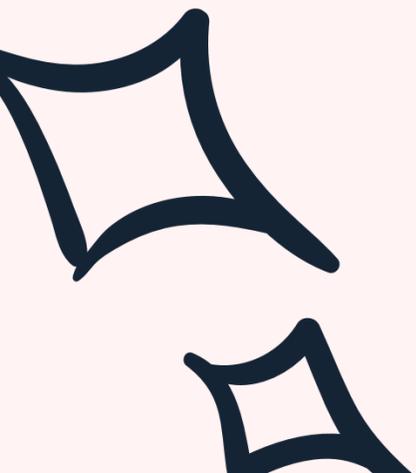


"Is there a reason you need to know about my genitalia? Or who I love? Or how many people I am sleeping with?"

**When are issues of gender
and sexuality relevant?**



When are they not?



Drop your responses in the chat

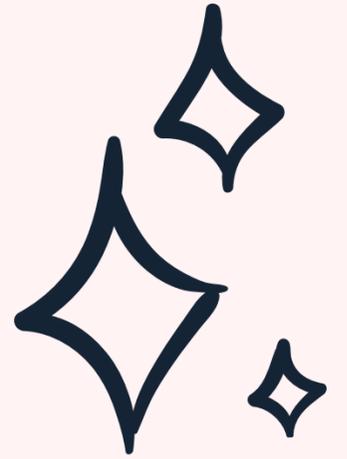
RESILIENCE OVER DISPARITIES



“We need, in every community, a group of angelic troublemakers.”
- Bayard Rustin, a black leader in social movements for civil rights, socialism, nonviolence, and gay rights.

Educational Setting Disparities

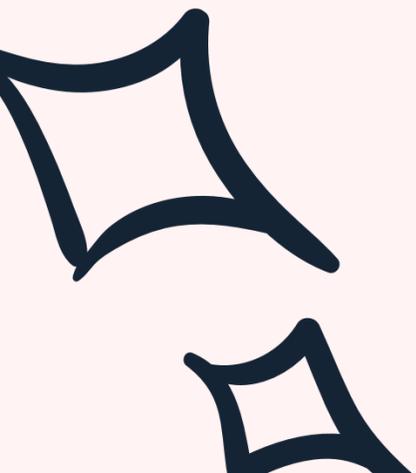
"One size fits all" approach has contributed to the public erasure of Queer (and other minority) identities.



Thinking Error: "Youth cannot know their sexuality or gender identities."

-Children develop a sense of their gender identity between 2-6.

In 2019, GLSEN (Gay, Lesbian, Straight Education Network) conducted their National School Climate Survey to gauge the School Experiences of LGBT Youth.



Sample size: 16,713 students (grades 6-12)

59.1% of students felt unsafe at school because of their sexual orientation, 42.5 because of their gender expression, and 37.4 % because of their gender.

45.2% of students avoided bathrooms, 43.7% avoided locker rooms

77.6% avoided school functions, 71.8% avoided extracurricular activities

68.7% were verbally harassed, 25.7% were physically harassed, 11% were physically assaulted. (11% is 1838 youth)

58.3% were sexually harassed while at school (9744 youth)

Experience with Homelessness

- **Q+ youth are at more than DOUBLE the risk of homelessness.**
- **Among youth experiencing homelessness, Q+ young people reported higher rates of trauma & adversity, including twice the rate of early death**
- **Homelessness stems from multiple factors beyond “coming out” among LGBTQ youth**
- **Youth who identified as both LGBTQ and black or multiracial had some of the highest rates of homelessness**
- **Some shelter providers have refused to house Q+ clients based on status of Q+ and/or required trans clients to identify on binary (Sex Assigned at Birth)**

Physical Health Disparities

- **Medical schools in US and Canada:**
 - **Provide a total of 5 hours average of LGBT-related content**
 - **33% provide no clinical LGBT-related instruction**
 - **4% do not provide ANY LGBT-related content**
- **10.7% of LGB and 20.9% of T individuals report being verbally abused by healthcare professionals because of their identity.**
- **Lesbians are less likely to obtain regular cancer screenings & other preventative care measures.**

HIV & Stigma Disparities

- **Male-to-male sexual contact (MSM) result in highest %s of new HIV infections**
 - **69% of cases in 2018; 38% of those were Black/African Americans**
- **Rates for Trans* individuals (all ages) increased regardless of SAB**
- **Risk Factors:**
 - **Low rates of testing**
 - **Substance use**
 - **Older partners**
 - **Stigma**
 - **Feeling of isolation**
 - **Socioeconomic challenges**

Mental Health Disparities

- **1 in 4 American adults experience mental illness**
 - **LGBT individuals are 2.5x more likely to experience MI**
 - **Gay & Bi Men are more likely to report major depression & panic disorders.**
 - **Lesbians & Bi Women are more than 3x as likely to have**
- **29% experienced generalized anxiety disorders.**
reported postponing or not seeking out necessary medical care when sick or injured because of the cost
- **24% reported postponing or not receiving preventative screenings due to cost.**
- **LGB youth are 4x more likely than heterosexual peers to attempt suicide. Questioning youth are 3x more likely, and GNC youth have the highest rates of suicide attempts.**

Mental Health Disparities

- **LGB youth are 4x more likely than heterosexual peers to attempt suicide. Questioning youth are 3x more likely, and GNC youth have the highest rates of suicide attempts.**
- **Though all major professional mental health organizations have affirmed that homosexuality is NOT a mental disorder, some psychologists and psychiatrists still hold negative personal attitudes toward homosexuality.**
- **Being transgender or gender variant is NOT a mental illness and does not imply any impairment in judgment, stability, reliability, or general social or vocational capabilities.**

and also keep in mind...

- **Acceptance from at least ONE adult can DECREASE the risk of LGBTQ+ youth attempting suicide by 40%.**
- **Transgender & Non-Binary youth who have their pronouns respected by most people in their lives are 50% less likely to attempt suicide.**

Substance Use & Misuse Disparities

- **LGBTQ+ populations have the highest rates of:**
 - **Tobacco use**
 - **Alcohol use**
 - **Drug Use**
- **33% of heterosexual adults report alcohol abuse, while 44% of LGB and 24% of T do.**
- **LGBTQ+ individuals are 2.5x more likely to experience mental illness with additional substance use disorders.**

Interpersonal Violence Disparities

- **4 categories of underserved populations**
 - **Survivors who are people of color**
 - **LGBTQ+ Survivors**
 - **Immigrant women, American Indigenous People & Alaska Native Survivors**
 - **Adult survivors of child sexual abuse**
- **Often perpetrated as a hate crime**
- **Higher rates of secondary injury:**
 - **Broken bones, bruising, lacerations and long term medical complications**

Personal Safety Disparities

- **2021 has already seen at least 29 transgender or GNC people fatally shot or murdered by other means. Many stories go unreported or misreported.**
- **In 2020, the year finished off with 44 fatalities reported by the HRC**
- **A majority of those people were Black and Latinx transgender women.**
- **Nearly HALF (48%) of bisexual women who are rape survivors experienced their first rape between ages 11 and 17**

Law Enforcement Interactions

- **“...in the U.S., LGBT people continue to be targeted by the police based on their real or perceived sexual orientation or gender identity... [and] experience heightened risk of police abuse and misconduct.”**
- **Historical mistrust of law enforcement by Q+ Communities**
- **Findings suggest that police tend to target individuals who do not conform to gender stereotypes that govern ‘appropriate’ masculine and feminine behavior**
- **Today, nearly half of the LGBTQ+ adults report ongoing mistrust**



ALLY

The "A" in LGBTQIA+
stands for Asexual, not
Ally

How to Be an Ally



_____.

- Seventeen

What is Performative Allyship?



- Seventeen

Create Safe & Welcoming Spaces

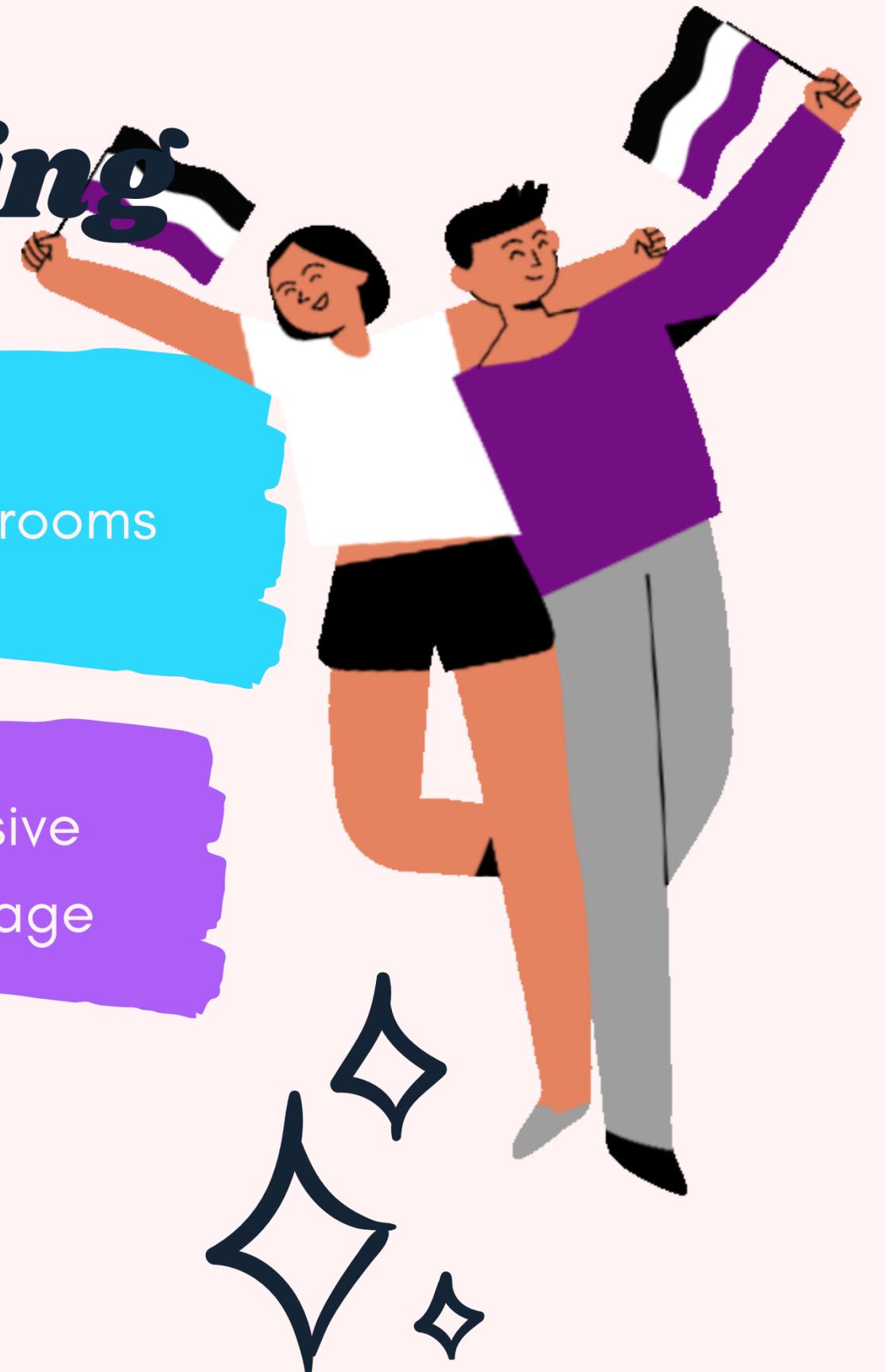
Zero tolerance policy
around bullying

Gender-Neutral Bathrooms

Representation in media,
collateral, or demos

Welcoming + Inclusive
Speech and Language

Displaying Safe Space
logos or identifiable logos





Assess Your Space

Physical Space

- What do you see?
- Are accommodations inclusive?

Documentation

- How are forms worded?
- Opportunity for affirming responses?

Internal Policies

- What is present?
- What is missing?
- Who is present?
- Who is missing?

Best Practices

- Acknowledge limitations
- Encourage learning
- Build Alliances
- Speak up to injustice



✨ ✨ **Lastly,**

Respect

- Not every Q+ person wants to answer questions
- It's not the only topic we enjoy.

Gatekeeping

- Terminology is growing and changing. Let's grow and change with it.
- People outside of the community should refrain from "policing" folks in the community

Privacy

- No one owes anyone an answer to an intrusive question

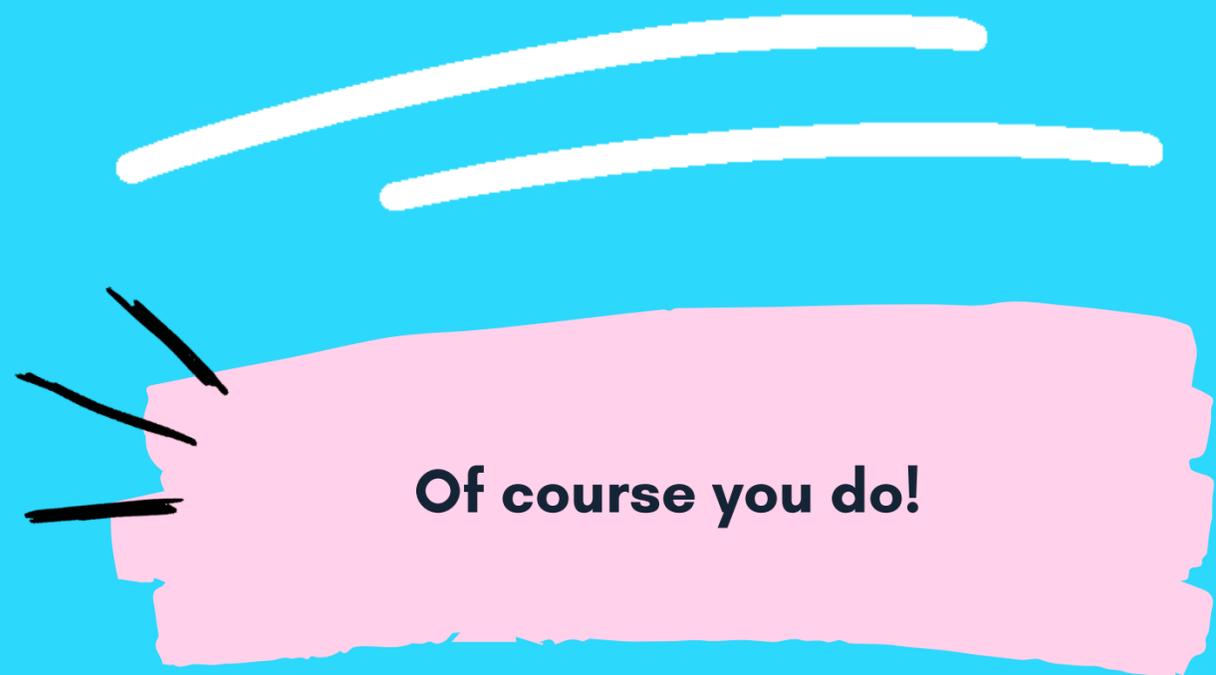
Challenge

- Share knowledge with others.
- Help loved ones grow.
- Build allies for the future.
- Be the adult that a youth can trust & learn from.





WANT TO LEARN MORE WITHOUT JUDGEMENT?



Of course you do!



Maine-Based Resources

(Alphabetical)

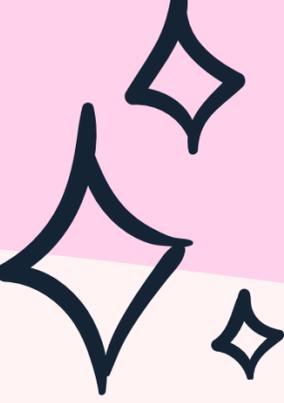
- Equality Maine – Q+ equality action organizer
 - equalitymaine.org
- Maine Family Planning – Q+ affirming reproductive healthcare, including Trans* health services
 - mainefamilyplanning.org/our-services/lgbtq-healthcare
- Maine Health Equity Alliance – Wide range of Q+ affirming services including case management, HIV/STI testing, and harm reduction supplies
 - mainehealthequity.org
- MaineTransNet (MTN) – Trans* specific educational and support resource
 - mainetrans.net
- OUTMaine – Building positive Q+ communities and community engagement
 - outmaine.org
- Outright Lewiston/Auburn – Q+ specific youth social connection, including community building (Lewiston-Auburn area)
 - outrightla.org
- Portland Outright – Q+ specific youth social connection, including community building (Portland area)
 - portlandoutright.org



National Resources

(Alphabetical)

- Gay, Lesbian, and Straight Education Network (GLSEN) – Q+ and ally educational info
 - glsen.org
- GLADD (formerly the Gay/Lesbian Alliance Against Defamation) – Q+ specific media resource
 - gladd.org
- GLBT National Help Center – General Q+ crisis line
 - 1.888.843.4564
- Ingersoll Gender Center
 - ingersollgendercenter.org
- NAMI Multicultural Action Center LGBTQI Mental Health Resources – Q+ specific mental health resources
 - nami.org/Your-Journey/Identity-and-Cultural-Dimensions/LGBTQI
- The Northwest Network – Q+ specific DV and SA agency
 - nwnetwork.org
- The Trevor Project – Q+ suicide crisis line
 - 1.866.488.7386
- The Fenway Institute– National LGBTQIA+ Health Education Center
 - lgbtqiahealtheducation.org





QUESTIONS?

CONTACT



Elijah Wabnitz
Prevention & Training Coordinator
New Beginnings, Inc.

ewabnitz@newbeginmaine.org