



# LGBTQ+ Core Competency Training

CHARLIE BEST

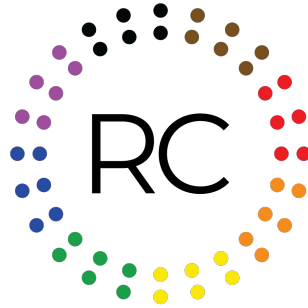
He/Him/His  
Interim Education Manager  
Rainbow Center

# RAINBOW CENTER

EDUCATE

ADVOCATE

CELEBRATE



Through education, advocacy, and celebration, the Rainbow Center expands resources and safe space for the lesbian, gay, bisexual, transgender, queer, and allied (LGBTQA) community.

# AGENDA

**01** GROUP AGREEMENTS

**04** BARRIERS & DISPARITIES

**02** TERMINOLOGY

**05** HOW TO BE AN ALLY

**03** HISTORY

**06** QUESTIONS

# WHY?


There's a lot of us! This impacts more people than you might think

- The LGBTQ community makes up ~ 4.5% of the US population.
- In Washington state, the LGBTQ community makes up 5.2% of the population. Approx. 305,000 people.
- Washington ranks 6<sup>th</sup> for largest LGBTQ population in the country.



# WHY?

- Allyship is about learning and listening
- It doesn't get taught elsewhere
  - It shouldn't be up to individuals to educate
- Things get better, but we need the help of allies
  - You can make a difference -  
**small things have a large impact**

The background of the slide is a vibrant, abstract composition of thick, wavy, overlapping lines in various colors including red, orange, yellow, green, blue, pink, and black. Interspersed among these lines are several solid-colored circles: a large yellow one in the upper left, a smaller blue one in the upper right, and a red one in the lower right. The overall effect is dynamic and energetic.

01

# GROUP AGREEMENTS

# 01 | GROUP AGREEMENTS

## ONE VOICE AT A TIME

---

Respect others' voices -  
raised hands are great!

## "I" STATEMENTS

---

Speak to your own  
experiences not others

## CONFIDENTIALITY

---

What is said and heard  
here, stays here

## INTENTIONALITY

---

Think before you speak

## OPENNESS

---

Keep an open mind and  
open ears

## CURIOSITY

---

This is the time to ask!

The background is a vibrant, abstract composition of thick, wavy, and curved lines in a variety of colors including red, yellow, blue, green, pink, orange, and black. Interspersed among these lines are several solid-colored circles: a large yellow one in the upper left, a smaller blue one in the upper right, and a red one in the lower right. The overall effect is a dynamic and colorful pattern.

# 02 | TERMINOLOGY



## GENDER EXPRESSION

---

External presentation



## GENDER IDENTITY

---

Internal perception



## SEXUAL ORIENTATION

---

Attraction



The background of the image is a vibrant, abstract pattern composed of numerous overlapping, wavy, and curved bands of color. The colors include bright red, orange, yellow, light pink, blue, green, and black. These bands flow across the frame in various directions, creating a sense of movement and depth. Some areas feature solid colors, while others have thin black outlines defining specific shapes or paths. The overall effect is a dynamic and visually stimulating composition.

**LGBTQ+**





LGBTQ+

LESBIAN

A person who identifies as a woman who is attracted to other women.



LGBTQ+

GAY

A person who is attracted to people of the same gender.



LGBTQ+

# BISEXUAL

A person who is attracted to both men and women.



LGBTQ+

# TRANSGENDER

A person whose gender identity is different than what they were assigned at birth.





LGBTQ+

# QUESTIONING

A person who is unsure about their gender and/or sexuality



LGBTQ+

QUEER

An umbrella term used to describe anyone who does not identify as cisgender or straight.\*





# LGBTQ+

\* Queer was originally used as slur. Many folks in the LGBTQ+ community still view it as such.

# QUEER

An umbrella term used to describe anyone who does not identify as cisgender or straight.\*



LGBTQ+

ASEXUAL  
ALLY  
INTERSEX

AGENDER  
PANSEXUAL  
TWO SPIRIT

# SEXUAL ORIENTATION



Who you're attracted to.

EXAMPLES

straight  
gay  
lesbian  
bisexual  
pansexual  
asexual

# GENDER IDENTITY

Your internal perception of their gender



EXAMPLES

woman  
man  
transgender  
nonbinary  
intersex  
agender

# GENDER EXPRESSION



How you present your gender. Appearance, mannerisms, behavior, interests, etc.

## EXAMPLES

makeup  
clothes  
hobbies  
chores  
pronouns  
name



# PRONOUNS

## WHAT ARE THEY?

- Replacements for a name
- Have nothing to do with someone's body

## WHAT TO DO?

- Don't assume, ask!
- Always use the pronouns someone wants
- Apologize, correct yourself, move on

HE/  
HIM/  
HIS

SHE/  
HER/  
HERS

THEY/  
THEM/  
THEIRS

XE/  
XEM/  
XYR

MANY,  
MANY  
MORE



# HELPFUL TERMS TO KNOW

**Trans Man (FTM)** – A person who was assigned female at birth but identifies and lives as a man.

**Trans Woman (MTF)** – A person who was assigned male at birth but identifies and lives as a woman.

**Transition** – The process of transitioning from one gender to another that sometimes includes hormone replacement therapy and/or surgery

**Drag queen/king** – A person who dresses up like a woman or a man for purpose of entertainment.

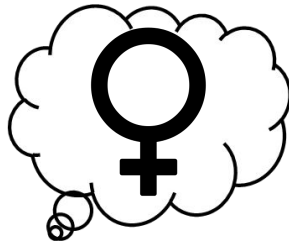
**“Passing”** – Refers to whether someone is perceived as female, male, or another gender.

# PROBLEMATIC TERMS

- **Transgendered** - If you use the word transgender as an adjective, and not a noun, you will generally be using it correctly.  
*“I met a transgender woman.” vs. “She’s a Transgender.”*
- **Transexual/transvestite/tranny** - outdated and offensive. We use “**transgender**”
- **Sex change** - outdated and offensive. “**Transitioned**” is a more appropriate term
- **Biologically male or female** - If you’re looking for this information and have a need to know, you’re asking for “**sex assigned at birth.**”
- **Hermaphrodite** - An outdated term and considered a slur. We use “**intersex**”
- If you are not sure, always **ask**. Guessing based on gender expression is risky. If you make a mistake, apologize and move on.

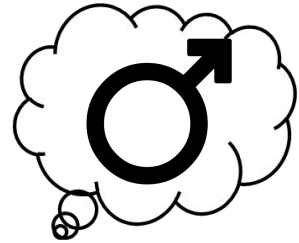
# CIS(GENDER)

Identifies as their sex assigned at birth.



# TRANS(GENDER)

An umbrella term for people whose gender identity differs from the sex they were assigned at birth.



# THE GENDER BINARY



The separation of males and females into two socially and biologically distinct categories that are viewed as opposite from one another.



# THE GENDER SPECTRUM



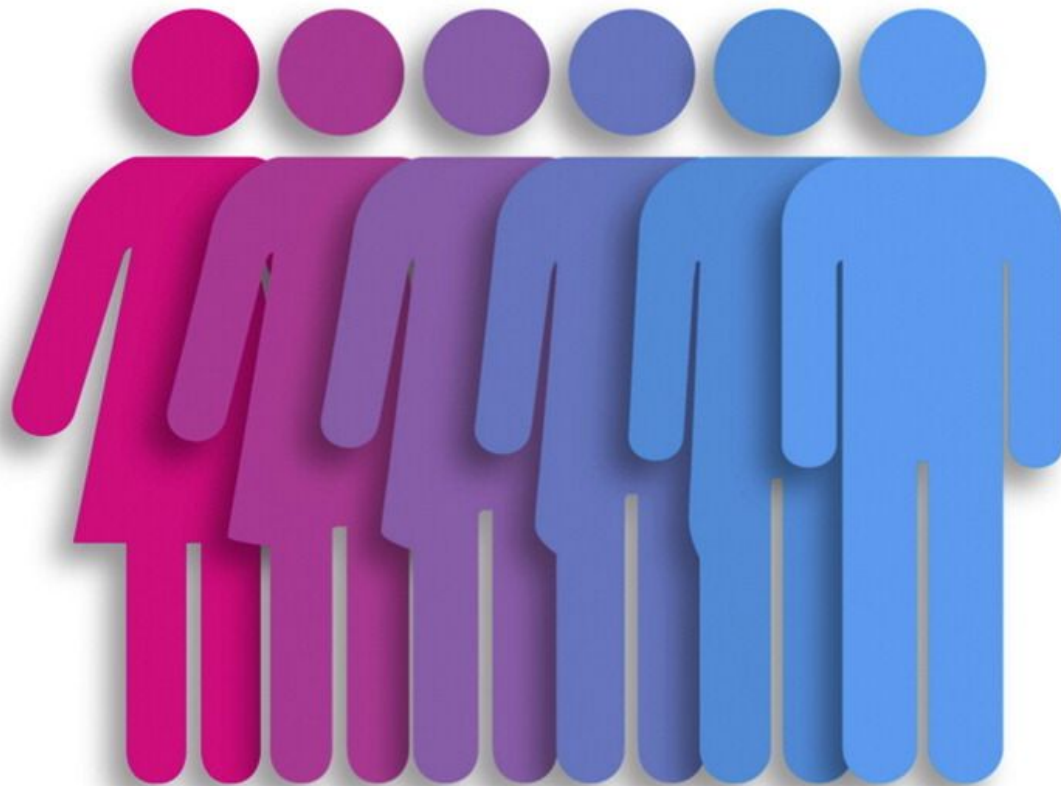
# INTERSEX

A term for a person born with a reproductive or sexual anatomy that doesn't fit the typical definitions of female or male





# THE GENDER SPECTRUM



# GENDER DYSPHORIA

A condition that causes the sense of unease or distress that a person may have because of a mismatch between their biological sex and their gender identity

Can often result in:

- Anxiety
- Depression
- Self-harm
- Suicidal ideation or behavior
- Eating disorders
- Substance abuse





# TRANSITION

**A person's process of developing and assuming a gender expression to match their gender identity.**

Transition **can** include:

- Coming out to one's family, friends, and/or co-workers
- Changing one's name and/or gender marker
- Hormone replacement therapy (HRT)
- Voice therapy
- Possibly (though not always) some form of surgery
- **it is different for everyone**

The background is a vibrant, abstract composition of thick, wavy, and flowing lines in a variety of colors including red, yellow, blue, green, pink, orange, and black. Interspersed among these lines are several solid-colored circles: a large yellow one in the upper left, a smaller blue one in the upper right, and a red one in the lower right. The overall effect is dynamic and energetic.

# 03 | HISTORY



US Congress investigates  
employee's sexual orientation

1950

The Mattachine Society founded

HOMOSEXUALS

ARE

DIFFERENT...

but...

we believe they have the right to be. We believe that the civil rights and human dignity of homosexuals are as precious as those of any other citizen... we believe that the homosexual has the right to live, work and participate in a free society.

Mattachine defends the rights of homosexuals and tries to create a climate of understanding and acceptance.



MATTACHINE SOCIETY INC.  
OF NEW YORK

WRITE OR CALL:

1133 Broadway, New York, N.Y. 10010

212 WA 4-7743

American Psychiatric Association  
(APA) declares homosexuality a  
mental disorder

1952

1955

Daughters of Bilitis founded



Illinois decriminalizes sodomy

1962

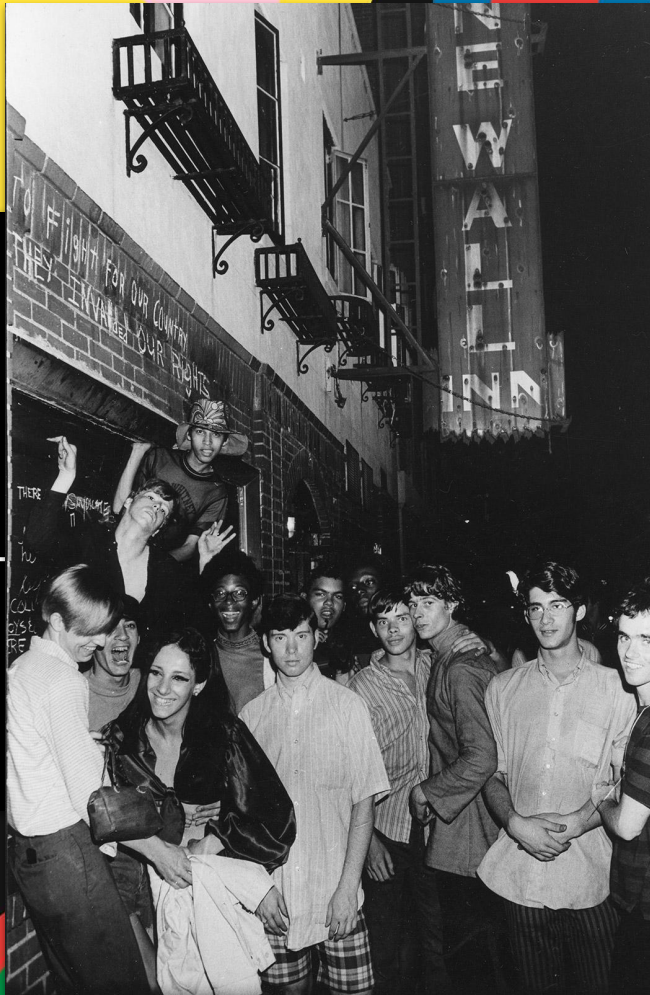
1966

Compton's Cafeteria Riot



# Stonewall

1969





# Stonewall

1969





# Stonewall

— 1969 —



Stonewall

1969



MARSHA P. JOHNSON

Stonewall

— 1969 —

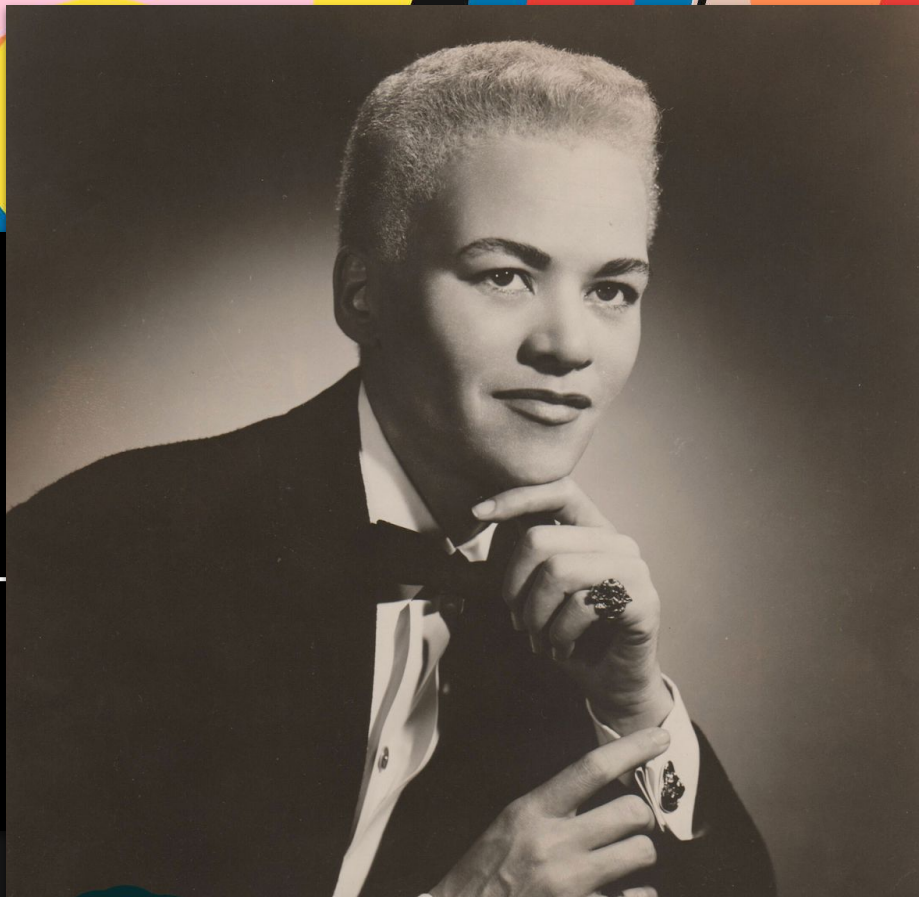


SYLVIA RIVERA



Stonewall

1969



STORMÉ DELARVERIE



## First Gay Pride Marches

— 1970 —

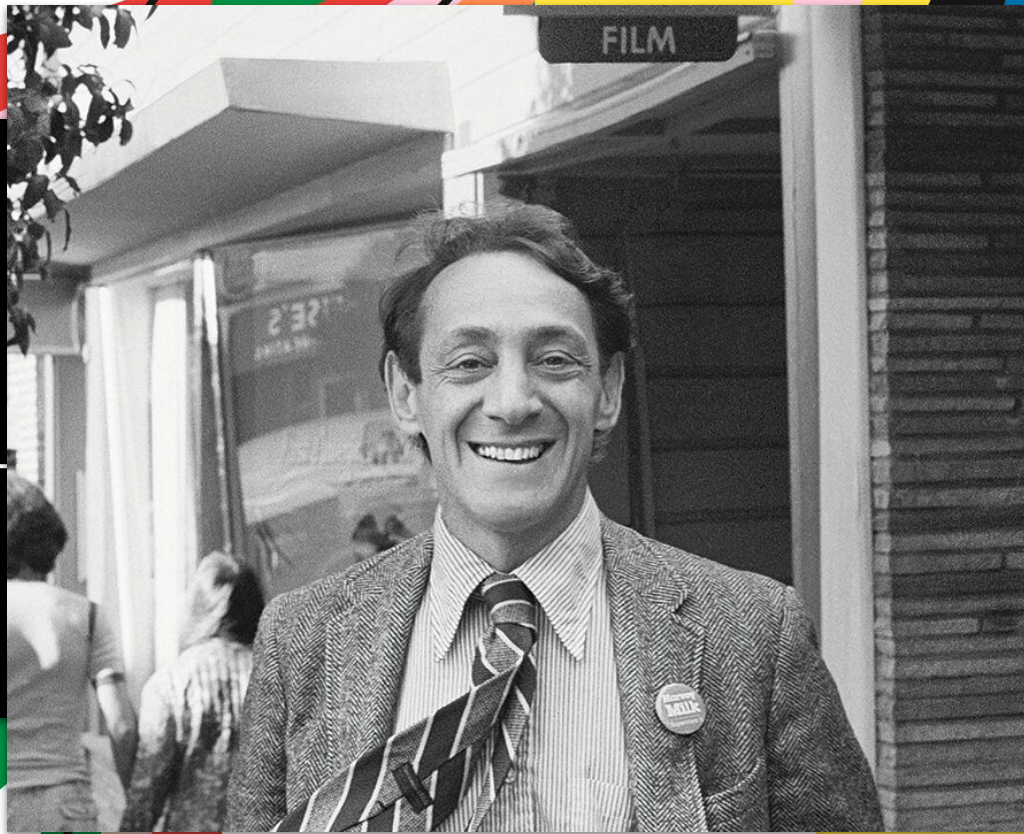


APA changes  
classification of  
homosexuality

1973



BARBARA GITTINGS



Harvey Milk elected  
City Supervisor

— 1977 —

HARVEY MILK

# Anita Bryant's "Save Our Children" Campaign

1977



ANITA BRYANT



AIDS Epidemic begins

1980



1982

Larry Kramer founds the  
Gay Men's Health Crisis

Elizabeth Taylor co-founds the  
Foundation for AIDS Research

1985



1985

Rock Hudson admits  
to having HIV



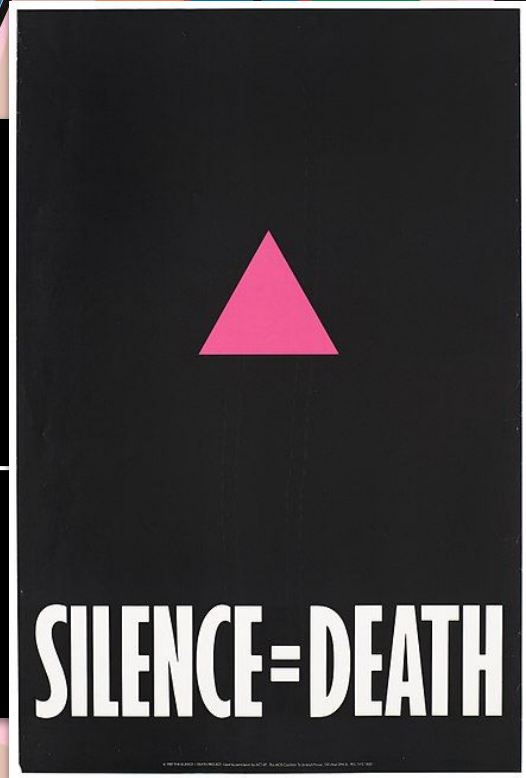



President Ronald Reagan  
says the word "AIDS" in  
public for the first time

1985

1987

"Silence = Death"  
campaign begins





AZT becomes the first  
antiretroviral drug designed  
to treat HIV/AIDS

1987

1990

Percentage of all deaths of  
men aged 25 - 44 per city due  
to AIDS:

- 61% in San Francisco
  - 35% in New York
  - 39% in Seattle
  - 25% in Portland
- 



## Defense of Marriage Act

1993

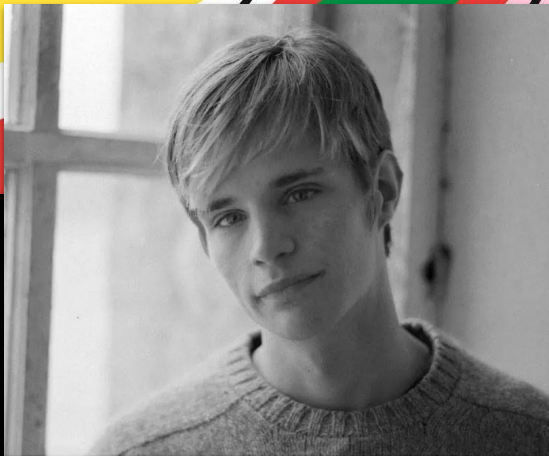
Don't Ask, Don't Tell

1996

2003

Lawrence v. Texas





Don't Ask, Don't Tell repealed

2009

2010

2015

Hate Crimes Prevention Act

Obergefell v. Hodges





2016

Public Securities Privacy & Security  
Act: The first "Bathroom Bill"

Pulse Nightclub Shooting





## Bostock v. Clayton

2018

CA Resolution #SCR110  
Protecting intersex infants

2020

2021

APA declares non-binary  
gender identity as "normal"



Texas governor orders CPS to consider  
gender-affirming care for minors as child abuse

————— 2022 —————→

Florida Senate passes “Don’t Say Gay Bill”



The background of the slide is a vibrant, abstract composition of thick, wavy, and flowing lines in a variety of colors including red, orange, yellow, green, blue, pink, and black. Interspersed among these lines are several solid-colored circles in yellow, blue, and red. The overall effect is dynamic and energetic.

04

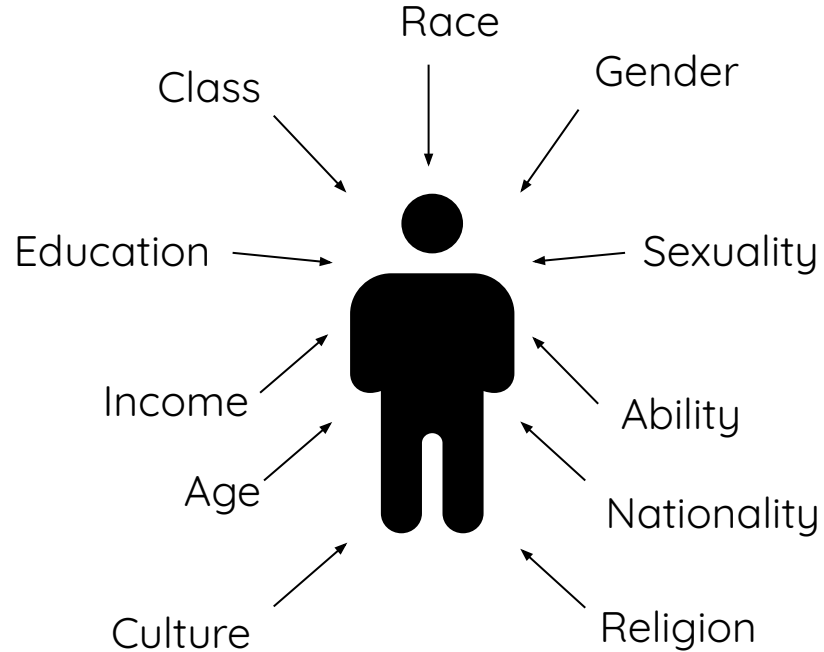
BARRIERS & DISPARITIES

# INTERSECTIONALITY

## Why is this important?

Many factors play a role in oppression

If only one area of oppression is focused on, we misunderstand one's identity.



Coined by Kimberle Crenshaw 1989



# INTERSECTIONALITY



# BARRIERS & DISPARITIES

HOUSING



EMPLOYMENT



HEALTHCARE



# HOUSING





# PRESIDENT BIDEN'S EXECUTIVE ORDER

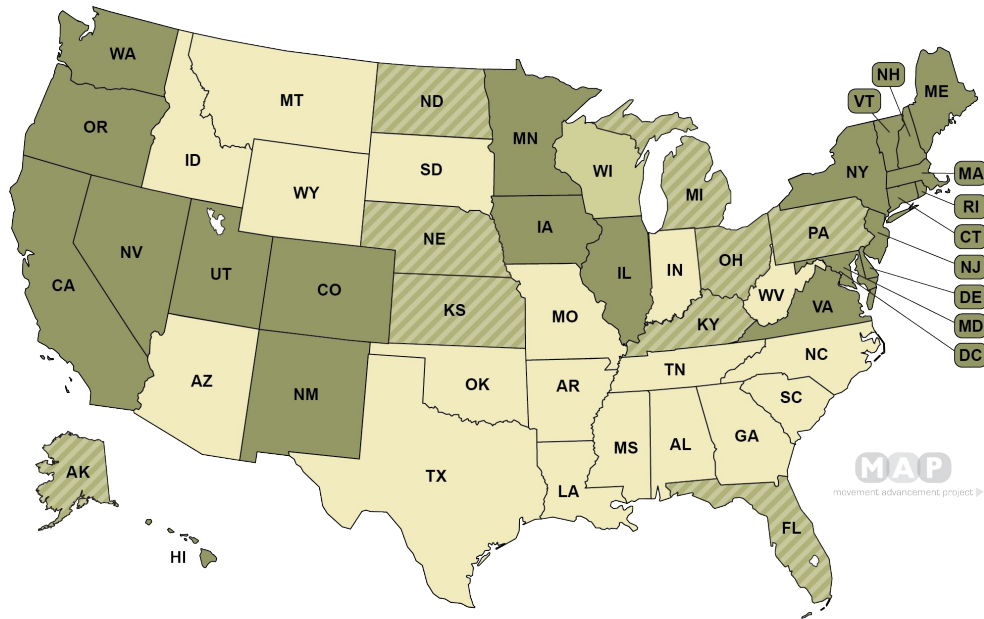
JAN 2021: Department of Housing & Urban Development expands the interpretation of the Fair Housing act of 1968 to include sexual orientation and gender identity as protected classes

- Housing discrimination is illegal
- The Executive Order could be removed by the next administration





- 22 states with protects for gender & sexuality (green)
- 9 states without laws but with interpretations protecting gender & sexuality (striped)
- 1 state protecting sexuality (light green)
- 18 states without protections (yellow)



**MAP**  
movement advancement project

# LGBTQ HOME OWNERSHIP



**50%**

Of LGBTQ adults own their own homes

VS.

**70%**

Of non-LGBTQ adults

**64%**

Of same-sex couples own their own homes

VS.

**75%**

Different-sex couples

**16%**

Of transgender people own their own homes

*"LGBT People and Housing Affordability, Discrimination, and Homelessness." [Williams Institute, 2020]; US Transgender Survey, 2015*



# HOUSELESSNESS

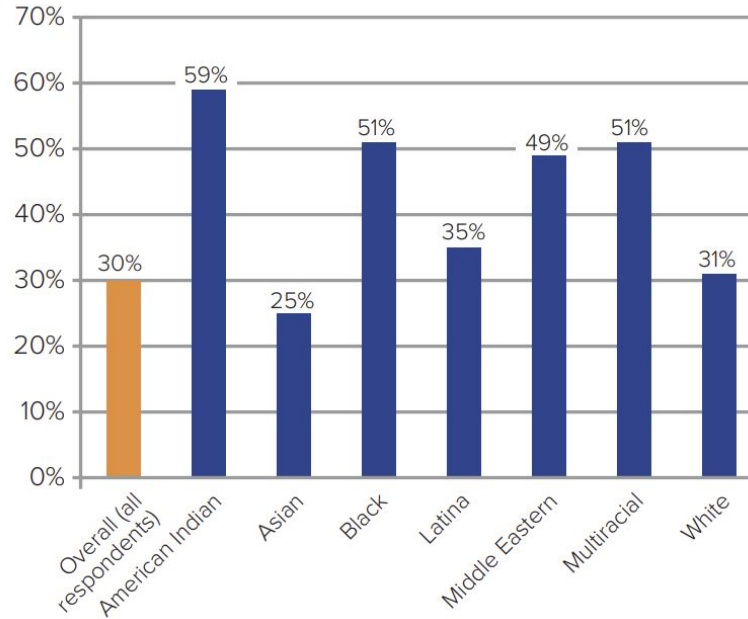
- LGBTQ **young adults** (18 - 25) have a 2.2 times greater risk of houselessness than non-LGBTQ young adults
- 8% of **transgender** adults experienced houselessness in the **past year**
  - vs. 3% of cisgender people
- 30% of **transgender** people have experienced houselessness **at some point** in their lives

*"LGBT People and Housing Affordability, Discrimination, and Homelessness." [Williams Institute, 2020]; US Transgender Survey, 2015*



# RACIAL DISPARITIES

**Figure 13.2: Lifetime homelessness rate among transgender women**  
**RACE/ETHNICITY (%)**





EMPLOYMENT





## BOSTOCK v. CLAYTON COUNTY GEORGIA (2020)

The Supreme Court decided that an employer who fires an individual employee merely for being gay or transgender **violates Title VII of the Civil Rights Act of 1964**

- It is illegal to fire someone for being LGBT



# WORKPLACE DISCRIMINATION & HARASSMENT

Over 8 million workers in the US identify as LGBT

- 9% were **fired or not hired** because of their sexual orientation or gender identity within the last year
- 38% of LGBT employees reported experiencing **harassment** at work
- 67.5% of LGBT employees reported that they heard **negative comments**, slurs or jokes about LGBTQ people at work
  - 31% in the last five years

*"LGBT People's Experiences of Workplace Discrimination and Harassment" [Williams Institute, 2021]*



# RACIAL DISPARITIES

- 36% of LGBT employees of color experienced verbal harassment
  - vs. 26% of white LGBT employees
- 11% of employees of color were fired for their gender or sexual orientation
  - vs. 6.5% of white LGBT employees





# TRANSGENDER PEOPLE IN THE WORKPLACE

44% of trans employees reported **not being hired** based on their identity

vs. 21.5% of cisgender LGB employees

49% of trans employees report **experiencing discrimination** based on their identity

vs. 28% of cisgender LGB employees

36% of transgender employees said they **changed their physical appearance** at work

vs. 23% of cisgender LGB employees

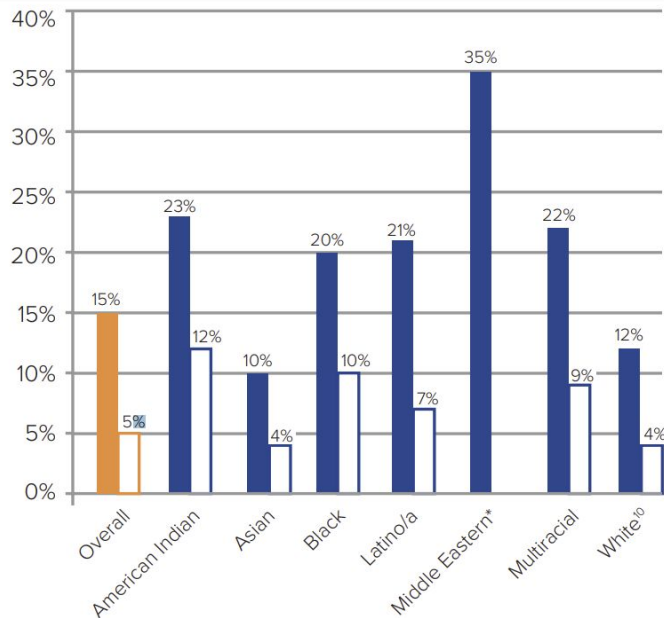
27.5% of transgender employees said they **changed their bathroom use** at work

vs. 15% of cisgender LGB employees



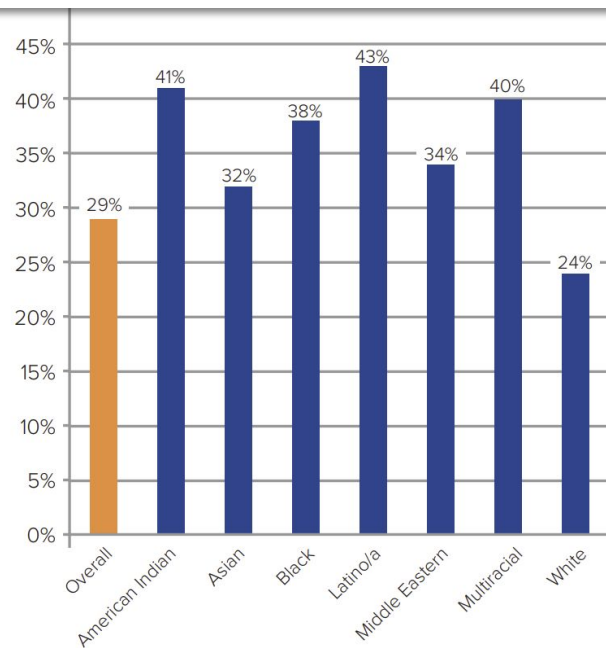
## UNEMPLOYMENT

- 15% for transgender people
- 5% for cisgender people



## LIVING IN POVERTY

- 28% of transgender people
- 12% of cisgender people



# HEALTHCARE



\* CONTENT WARNING \*

We will be addressing the topic of suicide  
Take care of yourself & your needs



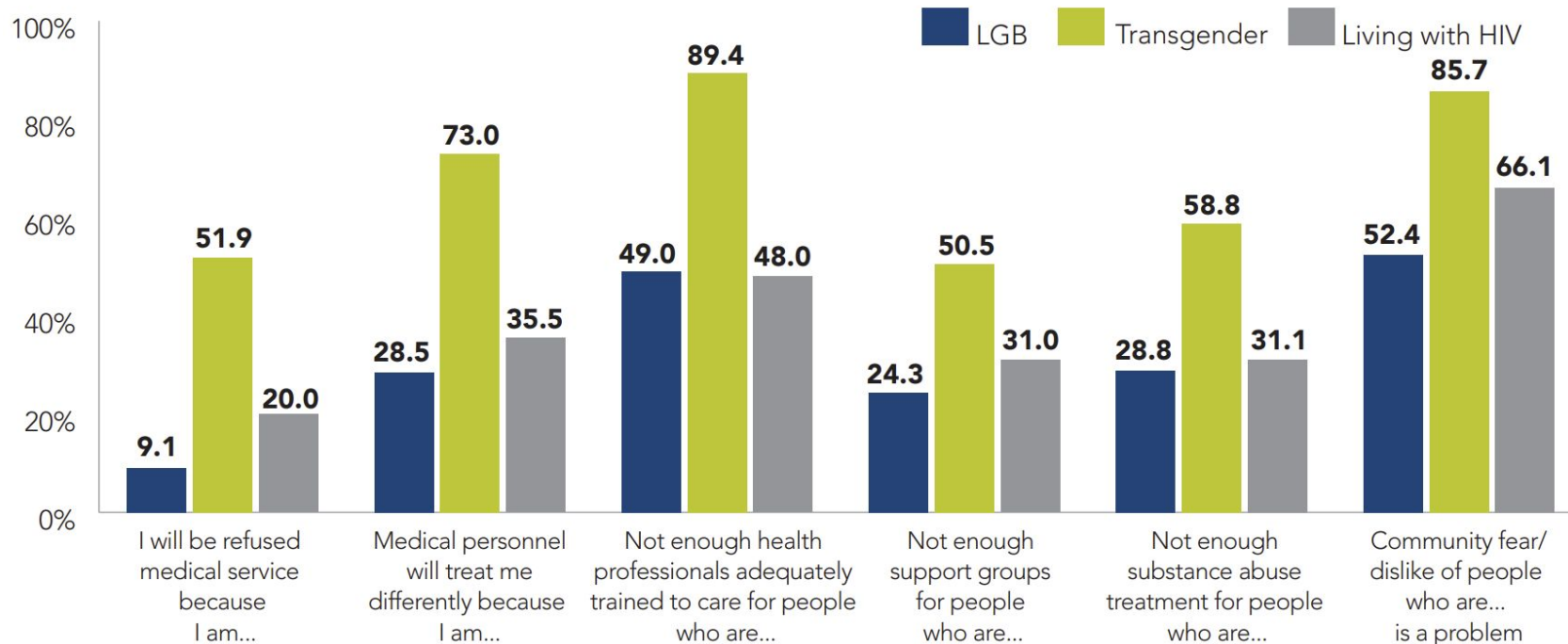
# HEALTHCARE

- 19% Refused Care
- 50% uninformed Doctors
- Postponed care
  - 28% Fear of Discrimination
  - 48% Can't Afford Health Care



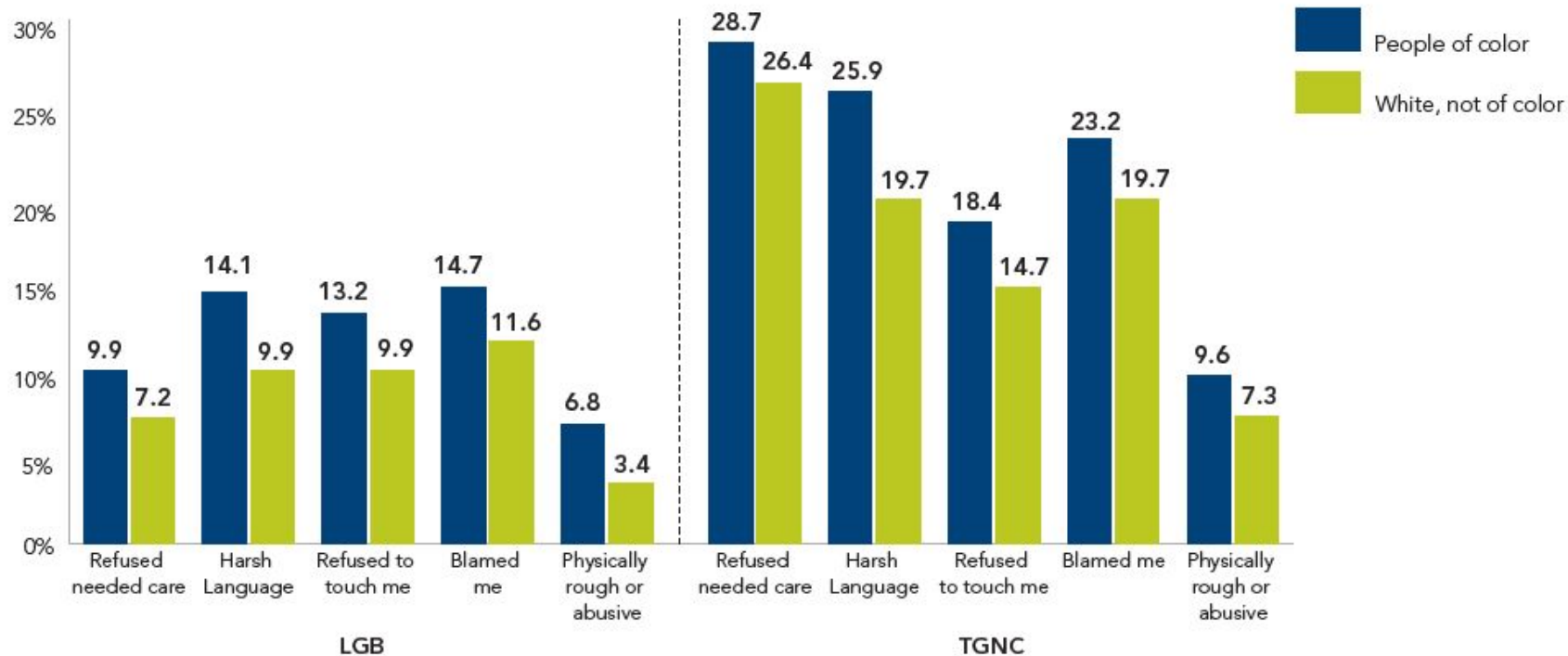


Table 6: Fears and concerns about accessing health care





## Discrimination and Substandard Care





# SUICIDE & THE TRANSGENDER COMMUNITY

Suicide is the leading cause of death among the LGBTQ+ community  
It is highest within the transgender community

34% of transgender have **ever thought about suicide**

vs. 10% of cisgender adults

22% of transgender adults have **ever attempted suicide**

vs. 4% of cisgender adults

98% of respondents who had experienced **four instances of discrimination and violence** in the past year thought about suicide that year

51% of them attempted suicide that year

[Williams Institute, 2017; 2019]

The background is a vibrant, abstract composition of thick, wavy, and flowing lines in a variety of colors including red, orange, yellow, green, blue, pink, and black. Interspersed among these lines are several solid-colored circles: a large yellow one in the upper left, a smaller blue one in the upper right, and a red one in the lower right. The overall effect is dynamic and energetic.

05

HOW TO BE AN ALLY





# ALLYSHIP

... is not an identity—it is a **lifelong process** of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people



# ALLYSHIP

... is actively acknowledging our privilege and power and openly discussing them

... is listening more and speaking less

... is not expecting to be educated by those we are showing up for

... is building our capacity to receive criticism

... is embracing feelings of discomfort, hurt, guilt

... is apologizing when we mess up and taking accountability for our actions

... is doing the work without expecting awards or special recognition



# ALLYSHIP

... is standing up against racism

The background of the slide is a vibrant, abstract pattern of thick, wavy lines and organic shapes in a variety of colors including red, yellow, green, blue, orange, pink, and black. The lines flow across the frame, creating a dynamic and energetic visual field.

# THE PLATINUM RULE

Treat others the way **THEY** want to be treated

- Respect
- Self reflection
- Accountability
- Intentionality



# IMPACT VS. INTENT

If the impact of our actions is the furthering of oppression, then that's all that matters.

We need to listen, reflect, apologize, and work to do better in the future.

# CURIOSITY VS. NECESSITY

“Is that your birth name  
or chosen name?”

“So what do you have  
down there?”

“What surgeries have  
you gone through?”

“What is your name?”

“What pronouns do you  
use?”

# CREATE A SAFE AND WELCOMING ENVIRONMENT

Present diverse  
images

Display brochures  
specific about LGBTQ  
people

Avoid gendered  
language

All gender bathrooms  
with signs saying as  
such

## INTRODUCTIONS

“Hi, My name is Charlie. I use he/him/his pronouns. What pronouns should I use when I refer to you?”

“I’m sorry, but I forgot to ask earlier. What pronouns do you use? Mine are she/they”



## WHEN YOU MESS UP

“He has a question...I’m sorry, She has a question”



WHEN SOMEONE ELSE MESSES UP

“Hey, Lauren, Eliot uses male pronouns and he has asked us to refer to him that way.”

## GENDERED LANGUAGE

- “Partner, significant other, or spouse” vs. “Husband or wife”
- “Sibling” vs. “brother or sister”
- “You all, everyone, friends, etc” vs. “ladies and gentlemen or you guys”

# FAQ


I have witnessed one coworker consistently misgender another coworker and clients, What do I do?

A coworker came out to me... Now what do I do?

I want to learn more about the LGBTQ+ community. Can I ask my gay or transgender colleague?

I have objections to being transgender. Do I have to use their new name and pronouns?

I'm afraid I'm going to mess up and I don't want to be insensitive. What can I do?

The background is a vibrant, abstract composition of thick, wavy, and flowing lines in a variety of colors including red, yellow, blue, green, pink, orange, and black. Interspersed among these lines are several solid-colored circles: a large yellow one in the upper left, a smaller blue one in the upper right, and a red one in the lower right. The overall effect is dynamic and energetic.

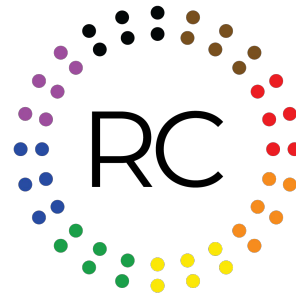
06

QUESTIONS



CHARLIE BEST  
(HE/HIM/HIS)  
INTERIM EDUCATION MANAGER  
[charlie@rainbowcntr.org](mailto:charlie@rainbowcntr.org)

Rainbow Center  
2215 Pacific Ave  
Tacoma, WA 98402  
(253) 383-2318





Please take our survey so we can improve!

