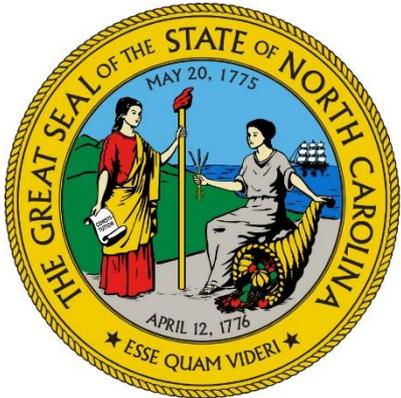




NC Department of Health and Human Services



LGBTQ+ Ally Training

June 20, 2023

LGBTQ+ ———— ▽△

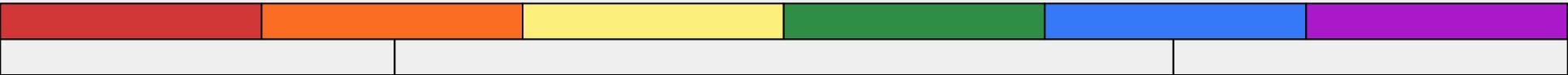
Identities



Foundational Understanding of the Community



————— ▽△



Kori Hennessey (they/them)



- Interim Executive Director
 - LGBT Center of Raleigh
- Nonprofit Management Certificate
 - Duke University
- Certified Trainer
 - Transgender Training Institute
- B.A. in Psychology
 - Valparaiso University
- Moved to NC in 2011
- Has 3 dogs - Pierogie, Panini, Loki



7.2%

Of U.S. adults (18+) are a part of the LGBTQ+ community

- Gallup, 2022 -



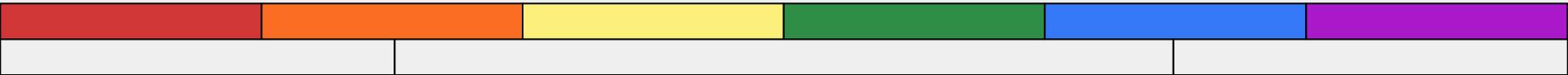
382,000

Estimated number of LGBTQ+ people 18+ in North Carolina

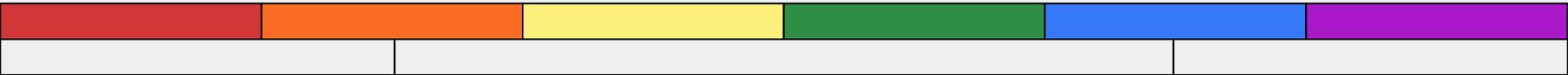
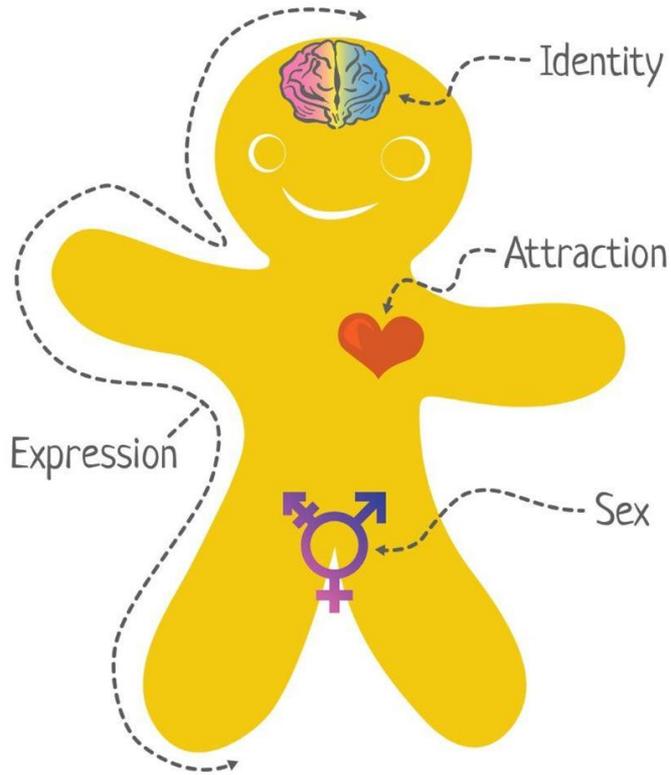
-Campaign for Southern Equality, 2021-



**LGBTQ+ is a
spectrum**



The Genderbread Person v4 by its pronounced METROsexual.com



LGBTQIA+

LGBTQ+

LGBT

Lesbian

Gay

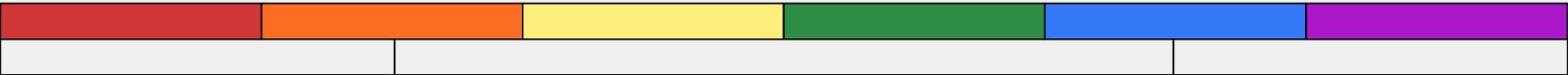
Bisexual

Transgender

Queer/Questioning

Intersex

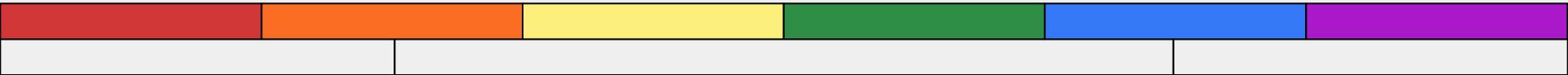
Asexual



Sexual Orientation (LesbianGayBisexual)

- How a person characterizes their sexuality
- "There are three distinct components of sexual orientation," said Ryan Watson, a professor of Human Development & Family Studies at the University of Connecticut. "It's comprised of **identity** (I'm gay), **behavior** (I have sex with the same gender) and **attraction** (I'm sexually attracted to the same gender), and all three might not line up for all people."

(Don't say "sexual preference," which implies it's a choice and easily changed.)

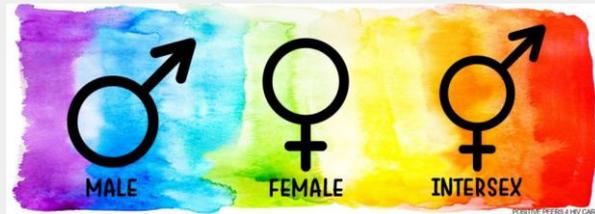




Sex Assigned at Birth



- The sex that doctors assign to an infant after examining external genitalia
- Attributes such as chromosomes present, internal and external genital and reproductive anatomy and hormones can influence the assignment
 - Most common sex assignments are 'male' and 'female'
- Many individuals do not find out they might be intersex until later in life





Gender Identity



- One's concept of self as man, woman or neither
- A person's gender identity may not align with their sex at birth
- NOT related to sexual orientation
- Does not determine someone's sexual orientation
- ***Think of it as who you are in your own mind and heart***





Gender Expression



- A person's outward presentation
- Usually comprised of personal style, clothing, hairstyle, makeup, jewelry, vocal inflection and body language
- Typically categorized as masculine or feminine, less commonly as androgynous
- May or may not be congruent with a person's gender identity





Pronouns



Inclusive

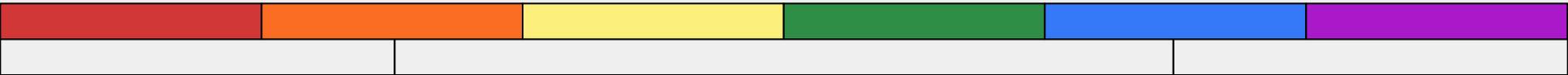
Pronouns



| | | |
|--------------------|------------------|--------------------------|
| She Her Hers | He Him His | They Them Their(s) |
|--------------------|------------------|--------------------------|

Why Pronouns Matter:

Mistaking or assuming someone's pronouns without asking first makes assumptions about their gender and sends a harmful message. Using someone's correct gender pronouns is one of the most basic ways to show your respect for their identity.





What happens when you don't respect someone's pronouns?



No one wants to be referred to as something they are not!

This can lead to:

- Fear, loneliness, annoyance, frustration, othered, invisible, exhausted, uncomfortable in your own body





Other Gendered Language



Instead of: “Hello, ladies/gals/guys/gentlemen!” “Hello sir/ma’am.”

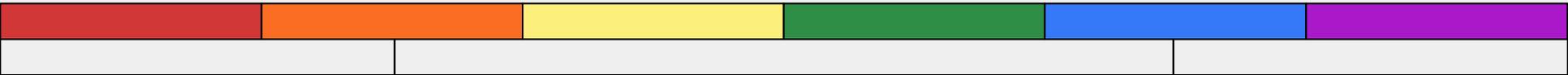
Use: “Hello, everyone!” “Hey, y’all!” “Hello, folks!”

Or: (Just remove from greeting): “Hello/hi/welcome!”

When referring to a client/customer in the third-person, just default to “they”

Instead of using a gendered descriptor, use clothing or hair (e.g. “That person in the green shirt.”)

**Ally
To
Accomplice**





All accomplices are allies, but not all allies are accomplices. While an ally is willing to stand in support of a marginalized voice, risk is rarely involved. An accomplice uses the power and privilege they have to challenge the status quo, often risking their physical and social well being in the process.





Reflections & Discussion





Group Activity Questions

- What are some physical things in this building that could be changed to make the space more inviting for LGBTQ+ people?
- What policies or procedures does your group have that may affect LGBTQ+ patrons differently than non-LGBTQ+ patrons?
- What policies or procedures does your group have that may affect LGBTQ+ members differently than non-LGBTQ+ members?



LGBTQ+

Awareness

Questions and Answers



Comments, questions and feedback are welcome at:

- BHIDD.HelpCenter@dhhs.nc.gov

Previous recordings and presentation slides for this webinar series can be found on the Community Engagement and Training webpage:
<https://www.ncdhhs.gov/divisions/mental-health-developmental-disabilities-and-substance-abuse/councils-and-committees/community-engagement-and-training>