

June is LGBTQAI+ Allyship Month

Love will Keep us Together



PRIDE month is celebrated in June to honor the Stonewall Uprising in Manhattan on June 28, 1969. On that morning, New York City police raided the Stonewall Inn, a known gay club. Club patrons were roughly and inhumanly removed from the bar, which led to six days of protest in the city. The uprising served as a catalyst for the gay rights movement in the United States and around the world.

The first PRIDE march was June 28, 1970, one year after the Stonewall Uprising. Since then, millions of people around the world gather in June to celebrate love, advocate for equality and participate in allyship.

Recent concerns over the commercialization and exploitation of PRIDE celebrations:

“As Pride has grown, so has commercial and corporate influence. That’s led to concerns that Pride is moving away from its protest roots and becoming a party, at a time when there’s still a lot of work to be done – not just for the LGBTQ+ community, but for communities that overlap.

“For years, organizers have raised concerns about the prominence of corporate logos at Pride and about the money pouring in from wealthy companies. Of particular concern is the participation of politicians and corporations that don’t have LGBTQ+ interests at heart. In San Francisco, for example, organizers were outraged to see that the local Pride event was partially funded by Google, despite the company’s refusal to fully address homophobic harassment on its YouTube platform.

“In response, activists have established independent Pride events in many cities. They have a variety of names, such as Alternative Pride or Queer Liberation March , or Reclaim Pride. Those events take the

form of raucous protests, sometimes disrupting the orderly, wealthy, corporate-funded events to remind everyone that Pride is about more than just rainbows – it's about radical change." Used from The Complete Story of Pride

In honor of our theme around allyship -

How to be an LGBTQAI+ Ally at work and in the community:

1. **Hold coworkers, management, and leadership accountable.** Your privilege may come in the form of race, gender identity, career choice, or current role. Recognize you have it and use it to create meaningful change.
2. **Be a safe space.** Sometimes the best thing we can do is to listen without judgement, and provide an outlet for folks to share their experiences, voice concerns, or just plain vent. Being there for each other is valuable emotional labor.
3. **If you see something, say something. 53% of LGBTQAI+ workers report** report hearing jokes about lesbian or gay people, 41% transgender-specific and 37% bisexual-specific jokes. When you witness this behavior, speak up. Seek the appropriate channels and let it be known you find this unacceptable!
4. **Leaders, take reports of unfair treatment and harassment seriously. 45% of LGBTQ workers agree** with the statement: "Enforcement of the non-discrimination policy is dependent on their supervisor's own feelings towards LGBTQ people."
5. **Educate yourself as an LGBTQ ally.** Learning the LGBTQ community's history and current events will give you a fundamental understanding of their challenges in the workplace, while also providing you with a few lessons on how to be an LGBTQ ally. Reliable resources include HRC, [GLAAD](#) (formerly the Gay & Lesbian Alliance Against Defamation), the [Equality Federation](#), and the [National LGBTQ Task Force](#).
6. **Use gender-neutral Greetings,** Many people make the mistake of assuming a person's gender identity by using gender-specific greetings like, "Hey, man!" Until you know someone's personal gender pronouns, go with [gender-neutral pronouns](#). For example, the next time you send an email to your team or lead a meeting, open with a gender-neutral introduction. Instead of saying, "Hi, ladies and gentlemen," go with a simple "Hi, everyone" or "Hello, teammates."

LGBTQAI+ Terminology-

Ally – An ally is an individual who speaks out and stands up for a person or group that is targeted and discriminated against. An ally works to end oppression by supporting and advocating for people who are stigmatized, discriminated against or treated unfairly. For the lesbian, gay, bisexual and transgender (LGBTQ) communities, an ally is any person who supports and stands up for the rights of LGBTQ people.

Asexual – A person who does not experience sexual attraction; they may or may not experience emotional, physical, or romantic attraction. Asexuality differs from celibacy in that it is a sexual orientation, not a choice.

Assigned at Birth – Commonly utilized by trans individuals, the term illustrates that the individual's sex (and subsequently gender in early life) was assigned without involving the person whose sex was being assigned. Commonly seen as "Female Assigned at Birth" (FAAB or AFAB) and "Male Assigned At Birth" (MAAB or AMAB).

Bisexual – A person who is attracted to members of more than one gender; does not have to be a preference for one gender over another.

Cisgender – Someone who identifies with the gender identity/expression expectations assigned to them based on their physical sex at birth.

Gay – A common term for men who are attracted to other men; also an umbrella term used to refer to the LGBTQ community as a whole.

Gender Binary – The division of gender into two distinct and opposite categories (man and woman). The gender binary is recognized as a social construct, as there are many identities in-between and outside of these categories.

Gender Expression – The external display of one's gender, through a combination of dress, demeanor, social behavior, and other factors, generally measured on scales of masculinity and femininity. Also referred to as "gender presentation."

Gender Identity – The internal perception of one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be.

Heterosexism – The societal/cultural, institutional, and individual beliefs and practices that privilege heterosexuals and disparage LGBQ people. The critical element that differentiates heterosexism (or any other "ism") from prejudice and discrimination is the use of institutional power and authority to support prejudices and enforce discriminatory behaviors in systematic ways with far-reaching outcomes and effects.

Intersex – A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

Lesbian – A common term for women who are attracted to other women

Pansexual – Attraction toward people of all genders, including those who identify as transgender, transsexual, androgynous, genderqueer, agender, and all other gender identifications, as well as those

who do not feel they have a gender; pansexuality is often confused or intermeshed in definition with bisexuality.

Queer – An umbrella term which embraces a matrix of sexual preferences, orientations, and habits of the not-exclusively- heterosexual-and-monogamous majority; also a sexual orientation or gender identity label denoting a non-heterosexual and/or non-cisgender orientation. Also, a historically derogatory word that has been reclaimed by many in the LGBTQ community. It is important to note that many LGBTQ people continue to view this as a derogatory term.

Questioning – The process of exploring one’s own sexual orientation or gender identity, investigating influences that may come from their family, religious upbringing, and internal motivations.

Same Gender Loving (SGL) – 1. A term used by members of the Black community to express same-sex/gender attractions. 2. An alternative to Eurocentric LGBQ identities that do not culturally affirm the history of all queer communities.

Sexual Orientation – The type of sexual, romantic, physical, and/or spiritual attraction one feels for others, often labeled based on the gender relationship between the person and the people they are attracted to; often mistakenly referred to as “sexual preference”.

Transgender – An umbrella term for people whose gender identity and/or gender expression does not conform to that typically associated with the sex they were assigned at birth.

*[LGBTQ Terminology - LGBTQ+ Center \(wfu.edu\)](https://www.wfu.edu/lgbtq/terminology/)

Local resources for caregivers:

[Volunteer | Edmonds WA | LiveWellLocal \(pihchub.org\)](https://www.pihchub.org/volunteer-edmonds-wa)

[LGBTQ Core Competency Training | Tacoma WA | LiveWellLocal \(pihchub.org\)](https://www.pihchub.org/lgbtq-core-competency-training-tacoma-wa)

[LGBTQ Drop- In | Seattle WA | LiveWellLocal \(pihchub.org\)](https://www.pihchub.org/lgbtq-drop-in-seattle-wa)

[Health Education Youth Outreach | Everett WA | LiveWellLocal \(pihchub.org\)](https://www.pihchub.org/health-education-youth-outreach-everett-wa)

[Housing Rights | WA | LiveWellLocal \(pihchub.org\)](https://www.pihchub.org/housing-rights-wa)

Videos:

[LGBTQ Representation](#)

[40% of Homeless Youth Are LGBTQ – What We Can Do](#)

[How uncomfortable conversations can save lives](#)

[A queer vision of love and marriage](#)

Thank you for the amazing work you do every day. The DEI committee is excited to share the events we have planned for 2022. Events wouldn't be possible without the hard work, commitment, and empathetic leadership you provide our Providence teams. If we can aid in your DEI journey, please don't hesitate to reach out.

Best regards,

Kaila, Brooke, and Jess