



LGBTQ+ INCLUSIVITY

Best Practices and Resources Guide

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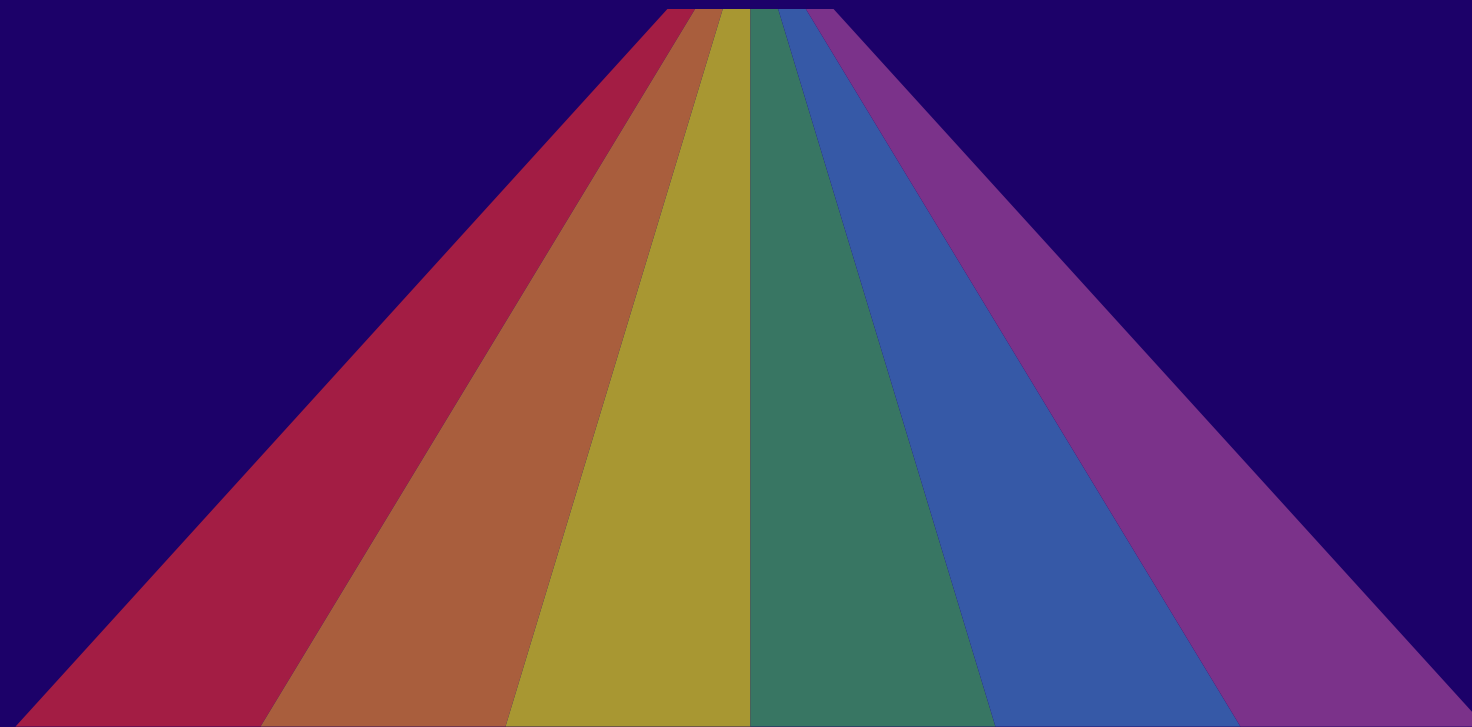
"To build community requires vigilant awareness of the work we must continually do to undermine all the socialization that leads us to behave in ways that perpetuate domination."

- bell hooks, A Pedagogy of Hope, 2003



THE WHY

*Understanding the impact of fostering inclusivity for the
LGBTQ+ community and why it matters*



WHY NOW?

- Though New York State rates high in equity and protection legislation, **national legislation targeting LGBTQ people and youth has ballooned since 2020 to nearly 250 bills introduced across the US.** Legislation includes censorship in classrooms, book bans, discrimination in carceral systems, bans on evidence-based healthcare and access to school sports.
- **7 in 10** LGBTQ+ individuals report personally experiencing discrimination.
- **BIPOC LGBTQ+ individuals are 91% more likely** to face harassment or discrimination for their race or ethnicity.

WHY NOW?

The unprecedented spike in anti-LGBTQ+ laws has resulted in the Human Rights Campaign declaring a National State of Emergency for LGBTQ+ Americans.

WHY INCLUSIVITY MATTERS

*When we make an effort, it not only shows - it is **felt**.*

- **3 out of 4** LGBTQ+ adults strongly agree that visibility in society is essential to gaining increased equality and acceptance
- When we create an inclusive space, we create a brave space for people to exist authentically



THE HOW

How to foster LGBTQ+ inclusivity through daily interactions and practices, language, and continued education and engagement.



Best Practices

Do not 

- Assume gender or sexual identity
- Use gendered language
- Use outdated terms/slurs
- Make generalizations
- Virtue signal

Do 

- Educate yourself
- Offer your own pronouns first
- Listen, ask, and reflect
- When mistakes are made, apologize, correct and move forward
- Active allyship

LANGUAGE: LGBTQ+

Concepts and Terms

The City Bar Justice Center's LGBT Advocacy Project created a publication to provide a basic understanding of terms and concepts related to sex and gender, sexual orientation, and romantic orientation used by the LGBTQ+ community. The following section will provide an overview of this language.

To view the complete guide with concepts and terms, please [click here](#).

LANGUAGE: Gender & Sex

Gender is a societal and cultural construct that often is expressed in terms of masculinity and femininity.

Gender expression is the way one expresses their gender through actions and/or appearance.

Biological Sex/Assigned Sex: Sex is usually assigned at birth as male or female by a medical practitioner based on biological characteristics (e.g., reproductive organs, chromosomes, hormones).



ALLY TIP

When referring to someone who is transgender, you should NEVER use an article before such as "a transgender" or "the transgender", as well as attaching an "ed" at the end such as "transgendered"

LANGUAGE: Gender Identities

- *Agender*
- *Androgynous*
- *Bigender*
- *Cisgender*
- *Gender Fluid*
- *Gender non-conforming/Non-Binary*
- *Intersex*
- *MTF/M2F or FTM/F2M*
- *Queer*
- *QPOC*
- *QTPOC*
- *Transgender or Trans*
- *Transmasculine*
- *Transfeminine*
- *Two-Spirit*



DID YOU KNOW?

***Two Spirit** is an umbrella term that was adopted in the 1990s with the intent of bridging western and Native American/Indigenous language to self-determine a word used to describe Native American/Indigenous people who exist outside of the western gender binary.*

*While the unique qualities or beliefs around a Two Spirit identity may vary within each nation, Two Spirit individuals are often considered **sacred or divine** and hold **esteemed roles** in their culture. This identity is unique to Native American or Indigenous cultures and should not be used by an individual outside of these cultures.*

See [this video](#) for more education on Two Spirit individuals.

LANGUAGE: Sexual & Romantic Orientation

Sexual orientation is a person's identity in relation to the gender or genders to which they are or are not sexually attracted.

Romantic orientation refers to terms used to describe a person's experience of romantic attraction toward others, or lack thereof.

LANGUAGE: Sexual Orientation

- *Asexual*
- *Ace*
- *Bisexual*
- *Gay*
- *Heterosexual/Straight*
- *Homosexual**
- *Lesbian*
- *Omnisexual*
- *Pansexual*
- *Same-Gender Loving (SGL)*

LANGUAGE: Romantic Orientation

- *Aro*
- *Aromantic*
- *Panromantic*
- *Polyamorous*

Stay Educated and Engaged!

When June ends and signs of colorful joy and celebration recede from the streets of New York City, we urge you to persist in self-education, and continue to advocate for the rights and protections of your LGBTQ+ brothers, sisters, and gender-nonconforming siblings.

Remain educated and find ways to support the LGBTQ+ community by connecting with fellow advocates starting with the resources in the following slides.

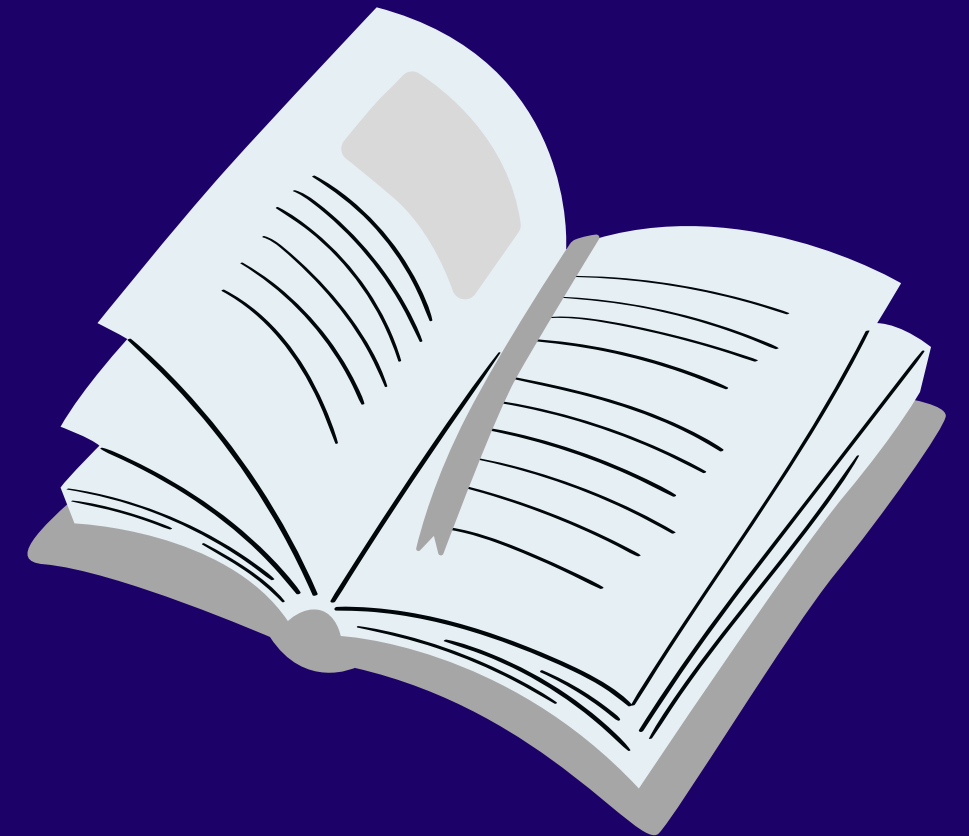
RECOMMENDED PODCASTS

- History is Gay
- Making Gay History
- Queery
- LGBTQ&A
- Movement Moments
- Keeping it Queer
- "Building Belonging" Episodes with the New York City Bar Association



RECOMMENDED READS

- **Sister Outsider; Zami: A New Spelling of My Name; & Your Silence Will Not Protect You** - Audre Lorde, 1984, 1982 & 2017
- **All Boys Aren't Blue** - George M. Johnson, 2020
- **We Are Everywhere** - Matthew Riemer & Leighton Brown, 2019
- **Conversations with James Baldwin** - James Baldwin, 1989
- **Tomorrow Will Be Different** - Sarah McBride, 2018
- **Gender Queer** - Maia Kobabe, 2019
- **Outlaw Marriages** - Rodger Streitmatter, 2012
- **The Stonewall Reader** - New York Public Library & Jason Baumann, 2019
- **We Have Always Been Here** - Samra Habib, 2019
- **My Two Moms** - Zach Wahls, 2012
- **The Mayor of Castro Street: The Life and Times of Harvey Milk** - Randy Shilts, 1982
- **(STAR): Survival, Revolt, and Queer Antagonist Struggle** - Sylvia Rivera & Marsha P. Johnson (interviews), 2013



For more fiction and non-fiction, click this [link](#) or visit Bluestockings Bookstore

FELLOW ADVOCATES TO FOLLOW ON SOCIAL MEDIA

@alokvmenon
@chellaman
@raquel_willis
@juniormintt
@hrcgreaterny
@lgbtcenternyc
@hetrickmartin
@sageusa



OTHER EDUCATIONAL RESOURCES

- **Center for American Progress. Discrimination and Barriers to Well-Being: The State of the LGBTQ+ Community in 2022.**
<https://www.americanprogress.org/article/discrimination-and-barriers-to-well-being-the-state-of-the-lgbtqi-community-in-2022/>
- **Human Rights Campaign. State Equality Index 2022.** hrc.org/resources/state-equality-index
- **Monster. How to Be an LGBTQ Ally at Work.** <https://www.monster.com/career-advice/article/lgbtq-ally>
- **Kayla Freeman & City Bar Justice Center. Definitions of LGBTQ+ Concepts and Terms.**
<https://www.citybarjusticecenter.org/wp-content/uploads/2023/03/LGBTQ-Terms-and-Definitions-1.pdf>
- **Kayla Freeman & City Bar Justice Center. How to Celebrate LGBTQ+ Pride Month (And All Year Round)**
<https://www.citybarjusticecenter.org/news/how-to-celebrate-lgbtq-pride-month-and-all-year-round/>

OTHER EDUCATIONAL RESOURCES

- **Toolkits, Guides, & Reports. Out & Equal.**
<https://outandequal.org/toolkits-guides/>
- **PBS. Stonewall Uprising: The Year that Changed America.**
<https://www.pbs.org/wgbh/americanexperience/films/stonewall/>
- **bell hooks. Choosing the Margin as a Space of Radical Openness.**
<https://www.jstor.org/stable/44111660>
- **Resources: Allies. HRC National.**
<https://www.hrc.org/resources/allies>
- **LGBTQ+ Pride Flags. HRC National.**
<https://www.hrc.org/resources/lgbtq-pride-flags>



Visit the [City Bar Justice Center's website](#) to apply for legal help
or to learn more about our [LGBT Advocacy Project](#).

This communication is for the general education and knowledge of our readers. Because all legal problems involve their own specific set of facts, this informational resource is not and should not be used as a substitute for independent legal advice. This informational resource also is not intended to create, and its receipt does not constitute, an attorney-client relationship. Please contact competent, independent legal counsel for an assessment of your particular legal concerns, or contact our Legal Hotline (212.626.7383 or <https://www.citybarjusticecenter.org/legal-hotline/>) to determine whether you qualify for assistance from the City Bar Justice Center.