UNDERSTANDING, SERVING, & WORKING WITH LGBTQ INDIVIDUALS

Amber Hikes

Executive Director, Mayor's Office of LGBT Affairs

City of Philadelphia

Our Objectives

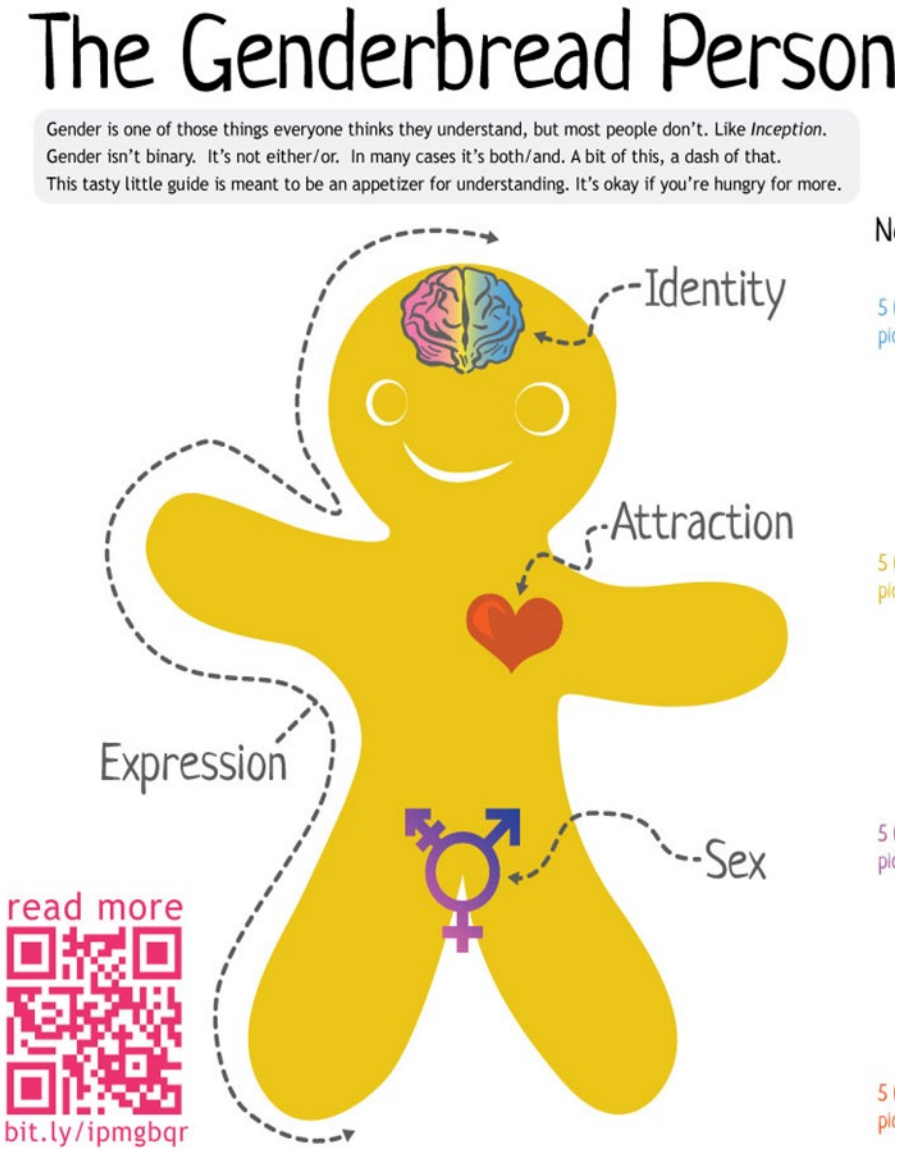
1. Learn relevant terminology
2. Basic understanding of misconceptions
3. Develop an awareness of the issue(s) facing LGBTQ people

THE BASICS

Sexual Orientation vs. Gender Identity

We all have 3 things:

- Sexual Orientation
- Sex or Gender Assigned at birth
- Gender Identity



SEXUAL ORIENTATION

Sexual Orientation = physical or romantic attraction to another person



Who you **LOVE**.



Terminology: Straight, Lesbian, Gay, Bisexual, Asexual

GENDER IDENTITY

The **Philadelphia Fair Practices Ordinance** defines gender identity as "Self-perception, or perception by others, as male or female, and shall include a person's appearance, behavior or physical characteristics that may be in accord with, or opposed to, one's physical anatomy, chromosomal sex, or sex assigned at birth; and shall include, but is not limited to, persons who are undergoing or have completed sex reassignment." Philadelphia Pa Ord. $ 9-I 102(h.I).

Gender is WHO YOU ARE.



Terminology: Cisgender, Transgender, Trans*

RECAP!

- Sexual Orientation – Who you LOVE
- Gender Identity – Who you ARE



Who you go to bed <u>with</u>

VS.

Who you go to bed <u>as</u>



LANGUAGE & TERMS

- Straight
- Lesbian
- Gay
- Bisexual or Bi
- Transgender
- Cisgender
- Queer
- Questioning
- Intersex
- Asexual

LGBTQQIA and more

OFFENSIVE LANGUAGE

- Use of non-preferred pronoun (he vs. she, etc)
- “shemale”, “shim”, “he-she”, “it”
- “hermaphadite”
- “transvestite”
- “tranny”
- “homo”, “faggot”
- “transgendered”



“If this is the last time you are seeing or hearing these hurtful words, this City and our society would be a better, and safer, place for everyone.”

STATISTICS – TRANSGENDER INDIVIDUALS

- Have lower levels of educational attainment (high school or less: 48-49%)
- Have lower annual household income (less than $10,000: 54%)
- Transgender inmates are more vulnerable to sexual victimization. Example: A study of California state prisons found that transgender women housed in a men's facility were **13 times more likely to have been sexually abused by another inmate** than cisgender inmates.

STATISTICS – TRANSGENDER INDIVIDUALS

Remember: Everyone has had unique experiences. Sometimes these experiences lead to real fear and avoidance, which can result in further victimization. WHY?





ISSUES FACING TRANSGENDER INDIVIDUALS

- High Rates of Murder and Victimization
  - 23 murders in 2015 (2 in Philadelphia)
  - 27 murders in 2016 (1 in Philadelphia)
- 8 trans women of color in 2017 so far
- Countless violent crimes
- Barriers to reporting crime and lack of trust in law enforcement
  - Why?

THE STATISTICS – LGBTQ

- 42% of people who are LGBTQ report **living in an unwelcoming environment.**
- 7 in 10 LGBTQ students report **feeling unsafe at school** because of their sexual orientation.
- 80% of gay and lesbian youth report **severe social isolation**.
- LGBTQ Youth Homelessness:
  - 5-8% of overall youth, but **40% of homeless youth**
  - **54% of homeless youth in Philadelphia**

TRANSITION

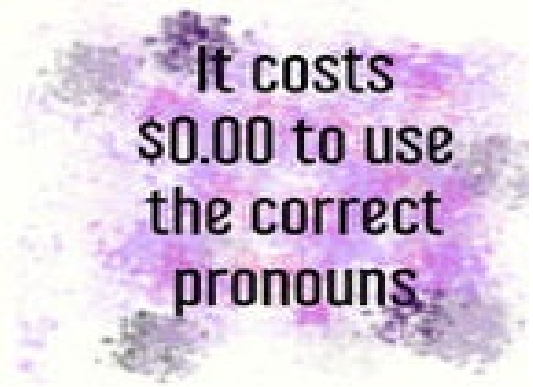
Every individual is unique in their transition

- Name
- Presentation
- Hormones
- Medical procedure(s)
  - "Gender Affirming Surgery" or "Sex Reassignment Surgery"



SPEAKING - VERBAL INTERACTION

- Ask what pronouns the individual uses and use those pronouns when speaking to them
- Ask what name they go by and use that name when speaking to them
- Do not make assumptions about gender identity based on your perception of an individual.



WHAT CAN YOU DO? (PERSONALLY)

- **Language is powerful**
  - Consider your use of gender when speaking about relationships, parents/guardians or individuals
- **Visually show people a welcoming environment**
  - Being a visible & Supportive Ally can save lives
- **Reach out to find appropriate resources and options**
- **Know the policies of your department, city, county and so on.**

QUESTIONS?

Accepted anytime, in any way!

Amber Hikes
Director of LGBT Affairs

Office of Mayor James F. Kenney
115 City Hall, Philadelphia, PA 19107
215-686-0330 desk

Amber.Hikes@phila.gov