

21 DAY EQUITY CHALLENGE

#UNITEDFOREQUITY – #CREQUITYCHALLENGE

DAY 16: Equity & The LGBTQ+ Community

Imagine not feeling accepted at home, in your community or at school because of your gender identity or sexual orientation. Like race and socioeconomic status, inequities for people identifying as lesbian, gay, bisexual, transgender, or queer (LGBTQ+) can be seen across many dimensions, including healthcare, education, and in the workplace. Research from the [American Progress Institute](#) shows that LGBTQ+ individuals experience widespread discrimination, often manifesting itself as getting passed over for promotions, being bullied in schools, being refused healthcare, or being denied equal treatment at a store or hotel.

The [intersectionality](#) of race and sexual orientation and gender identity also has compounding effects on individuals' well-being: [Black transgender and gender non-conforming individuals experience some of the highest levels of discrimination](#) and threats on their personal safety.

Check out some agencies located in the Capital Region that provide support and services to the LGBTQ community!

- [In Our Own Voices](#)
- [Pride Center of the Capital Region](#)
- [Rainbow Access Initiative](#)
- [GLSEN Upstate NY](#)

Today's Challenge:

Option 1: Watch this quick [video to learn why normalizing and actively using a person's pronouns is so important](#). Add your pronouns to your [email signature](#) to show your advocacy for LGBTQ+ individuals.

Option 2: Watch Ashlee Marie Preston on the [TEDx stage discuss effective allyship](#) and intersectionality from her perspective as a Black transgender woman. She discusses when and how to speak up, and what it truly means to be an ally.

Option 3: Read this article exploring [how schools are struggling to support LGBTQ+ students](#) and how we can work to create safe spaces for youth to thrive. How are schools in NYS working to ensure LGBTQ+ K-12 youth are supported, empowered, and protected in their schools? Check out [GLSEN School Climate Survey New York Snapshot](#).

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Share a link to a LGBTQ+ community resource on your social media using the hashtags [#unitedforequity](#), [#equitychampions](#), and [#CREquitychallenge](#)

Questions to Consider for Self-Reflection:

- After learning about intersectionality, how does your understanding of the complex nature of marginalization change? What does this mean for growth in equity and inclusion?
- What is your personal experience with intersectionality and how it shapes your own experience?
- Explore your own experience of feeling safe or unsafe based on your sexual orientation and gender identity.
- If you are getting married, can you easily find someone to officiate your wedding? Can you hold hands or kiss in public? Can you find clothes that match your gender identity and body type? Can you openly display photos or talk about your spouse at work?