NEWSLETTER

Diversity, Equity & Inclusion

United Way

Day Sixteen - Equity and the LGBTQI+ 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, or transgender (LGBTQI+) can be seen across many dimensions, including healthcare, education, and in the workplace. Research from the American Progress Institute (10 minute read) shows that LGBTQI+ 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 (5 minute read) and threats on their personal safety.

Today's Challenge

Option 1: Read this quick article to learn why using correct pronouns is so important (5 minutes). Add your pronouns to your email signature, to show your advocacy for LGBTQI+ individuals.

Option 2: Watch Ashlee Marie Preston on the TEDx stage discuss effective allyship (15:33 minutes) 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. Reflect on times you've shown up as an ally or been supported by an ally. How can you contribute to more of such experiences?

Option 3: Read this article exploring how schools are struggling to support LGBT students (10 minute read) and how we can work to create safe spaces for youth to thrive. Explore how you can support LGBT students in your school district.

UWMI Staff Pick

Grand Rapids Pride Center LGBTQ Glossary (5 minute read)

Tomorrow's topic: Building a Race Equity Culture

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