

NH Outright Slides- For Personal Use Only

Culturally Responsive Engagement with the LGBTQ+ Community

NH Outright's Educational Outreach Team



Agenda

1	Housekeeping
2	Foundational Concepts
3	The importance of allyship- a look at the data
4	Allyship strategies
5	Question & Answer

NH Outright



NH Outright is a non-profit organization that serves, supports, and advocates for LGBTQIA+ youth and families across NH

Programs

- 01 Youth Groups
- 02 Caregiver Support
- 03 GSA Network
- 04 Trainings & Events

Group Norms

01

There are no bad questions & it's ok to make mistakes

02

Take space, leave space

03

What is said here stays here; what is learned here leaves here

04

Assume best intent; take responsibility for impact

05

Expect and accept non-closure

06

We may use the word queer as a reclaimed term

If you make a mistake, simply apologize in the moment & move past it

What can I do to be an ally?

Allyship is a verb. It requires commitment & ongoing effort.
You don't need to be perfect... you need to actively try your best!



Interpersonal- Our interactions with others, day to day.

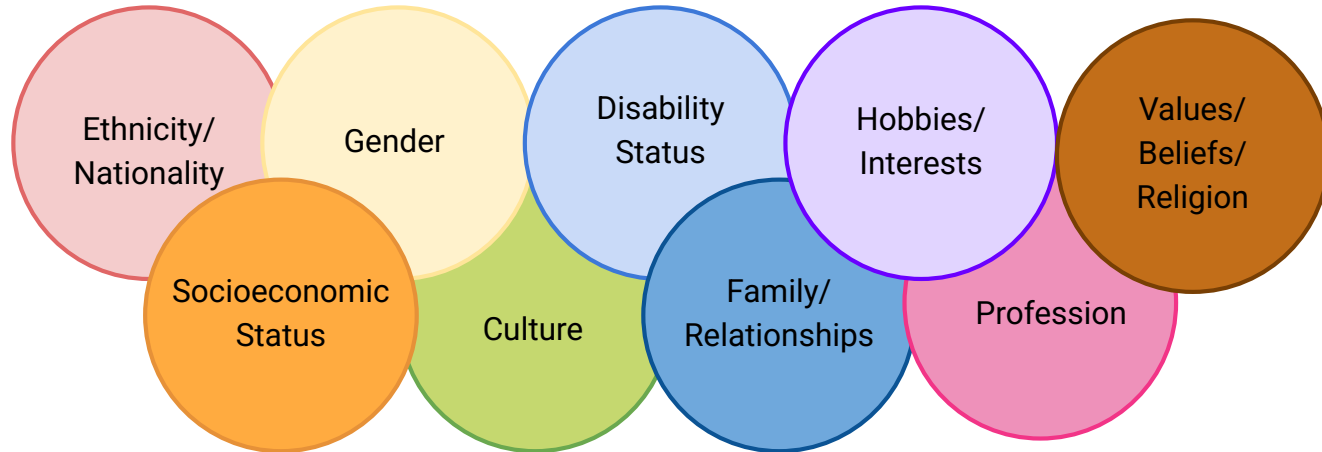
Internal- Personal learning & self-reflecting

Systematic - Policies and procedures that impact access

Having one supportive adult in a youth's life decreases suicide attempts by 40%

What is Identity?

Identity- the intersection of characteristics that create one's sense of self;
the state of being who we are



The intersection of our identities significantly impacts our lived experiences and perspectives.

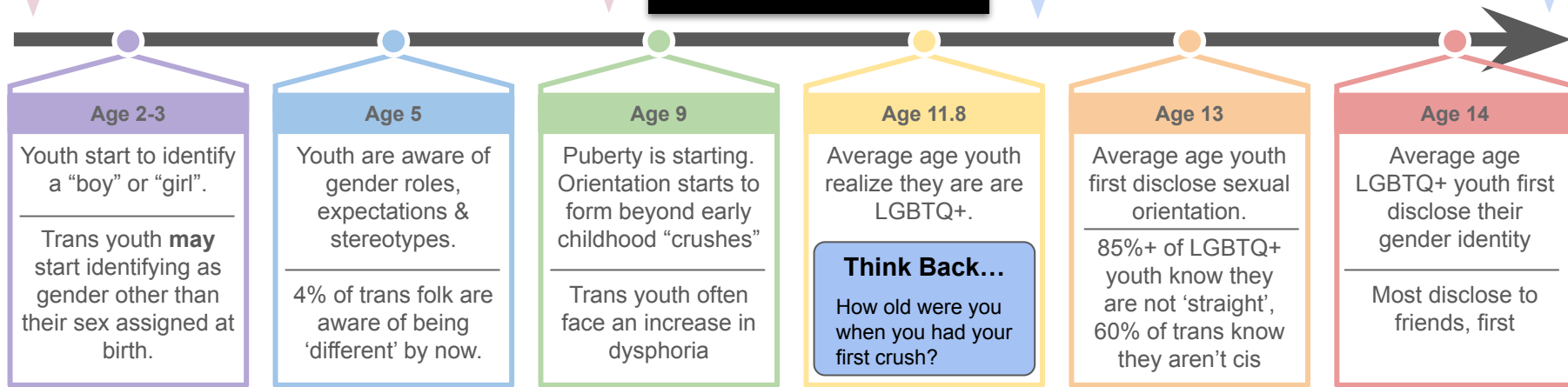
Youth Identity Development (0 - 14)

Children make sense of the world by observing the people around them.

Be intentional about the messages you send. Show diverse experiences, and affirm that clothing/ toys don't have gender, to avoid shame allow for self-discovery



Youth identities may shift, but the vast majority of youth who consistently express LGBTQ+ identities will continue to do so into adulthood.



Kids learn and develop best when they are safe to explore, and be themselves!

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Adolescent Identity Development (Erik Erikson's Stage 5)

Youth are “trying things on,” figuring out where they fit, and who they are.



What youth are able to see provides the framework for what they understand to be possible.

Accepting differences in others helps youth accept difference in themselves.

Question:

Why are adolescents and young adults changing so much? How could they know?

Adolescence is a transformative experience and it is meant to be. There is experimenting with physical appearance, fashion, friendships, social group belonging... to name a few. – Carl Pickhardt- PhD

Validating the healthy exploration of self expression promotes self-esteem;
Resilience does not come from conformity

Foundational Language & Concepts



Original Pride Flag



Philadelphia Flag
or Rainbow POC Flag



Progress Pride Flag



Pansexual Flag



Trans Flag



Non-Binary Flag



Lesbian Flag



Gay Flag



Bisexual Flag



Intersex Flag



Asexual Flag



Aromantic Flag

For more terms: <https://pflag.org/glossary>

“What does this mean for how I can best support you?”

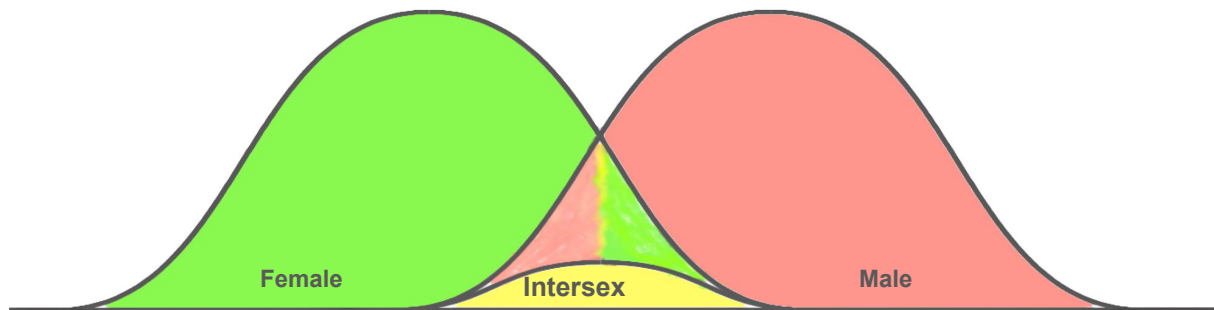
Bodies are not Binary

Sex Assigned at Birth:

The classification given to a child at birth, typically based on visible characteristics

Physiological Sex:

Complex set of biological characteristics, including hormones, chromosomes, internal reproductive organs, and secondary sex characteristics.



~2% of
people are
Intersex

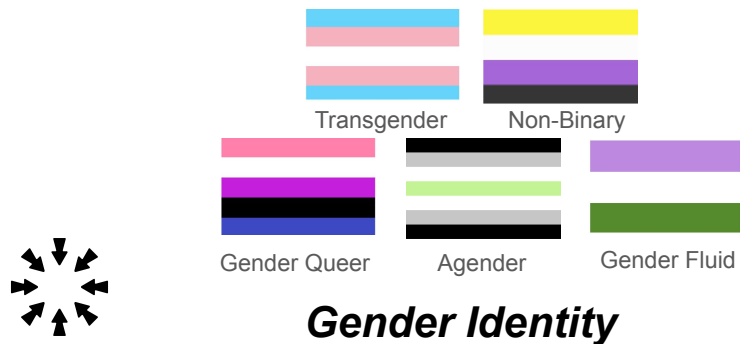


Bodies are diverse,
are not stagnant, and
don't fit neatly into two
distinct categories

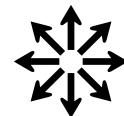


Intersex: A person with sex characteristics that do not fit the assumed binary of how bodies show up

Addressing Gender Assumptions



≠



Gender Expression

Our inner concept of self as woman, man, both or neither

Cisgender: Gender identity aligns with one's sex assigned at birth (SAAB)

Transgender: Gender identity is different from SAAB

How one presents themselves to the world around them

Can be a tool to express one's gender identity (may be informed by societal gendered expectations/ safety)

Name/ Pronouns/ Clothing/ Hairstyles/ Make-up/ Mannerisms/ Jobs/ Social Roles, Etc.



Gender is socially and culturally specific. Western society has defaulted to a binary. This has not always been the case.

What is Gender Affirming Care?

Social- Changes in how one presents themselves to others (haircut, clothing, pronouns, binding, etc.)

Legal- Changing legal documents to reflect one's gender identity

Medical- Utilizing medicine to make one's body feel in line with one's gender identity

- The earliest medical care that may occur for some youth is pubertal blockers (a pause button), at the age of puberty
- For youth, all decisions are made with parent permission, in coordination with a multidisciplinary medical team
- Access to gender affirming medical care has been associated with reductions in anxiety, depression, suicidality, and substance use.

Not all Trans people medically transition (or want to).

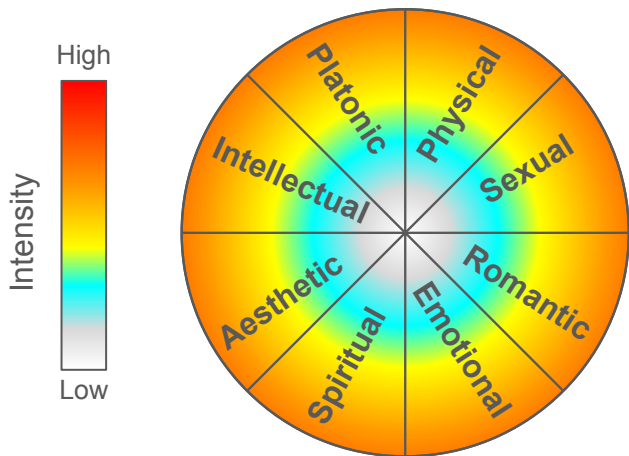
Not all trans people transition in the same way!

**We all access
gender affirming
care!**



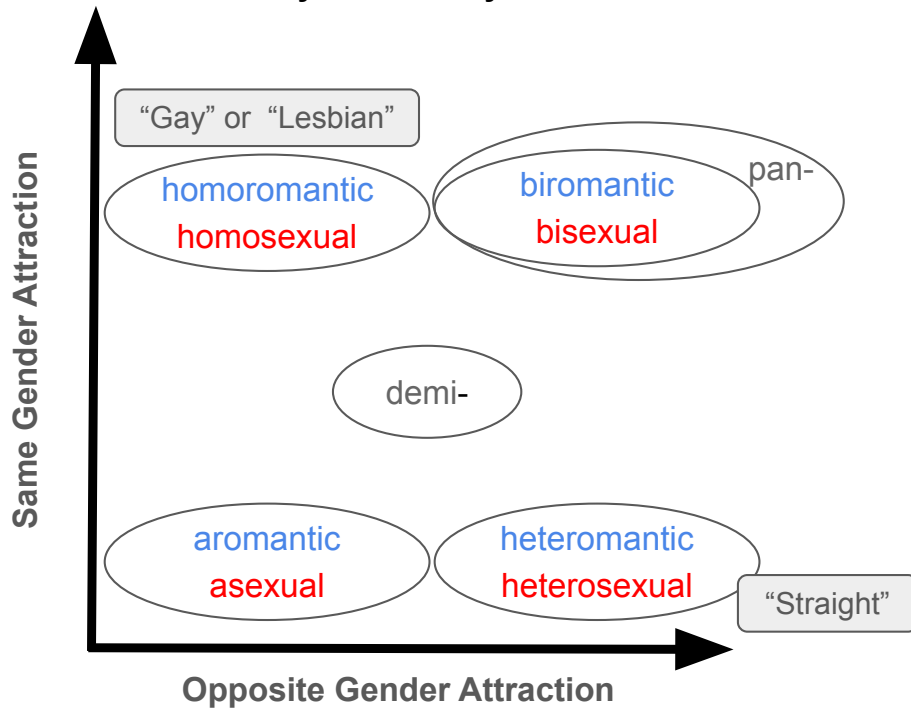
Attraction & Orientation

People experience attraction toward others in many facets and intensity. Some possibilities include:



Sexual Orientation: Gender(s) that someone is physically attracted to

Romantic Orientation: Gender(s) that someone is emotionally/ relationally attracted to



Foundational Concepts: The Gender Elephant



Sex

Physical characteristics- body parts, hormones, chromosomes

Sex assigned at birth-

☐ male ☐ female ☐ intersex

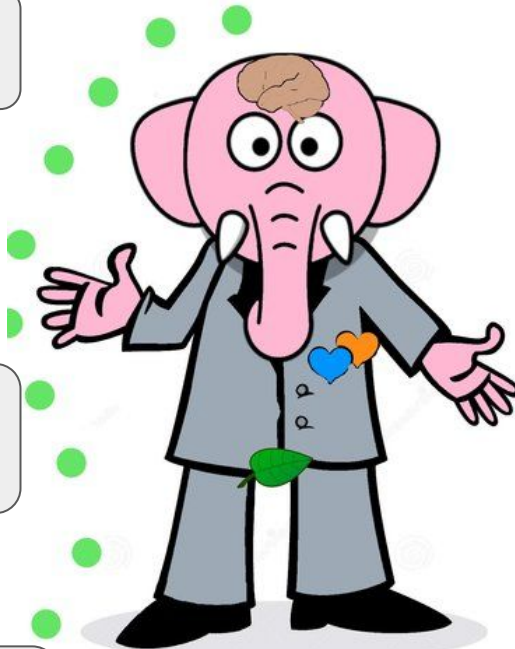
Gender Expression

External presence of our gender through behavior, clothing, aspects of appearance, and/or voice



Gender Identity

Our inner concept of self as woman, man, a blend of both or neither – how we perceive and name ourselves.



❤️ Romantic Orientation

Who we feel affection for. May include who we seek out to build a life or family with - desire for an intimate, emotional relationship

❤️ Sexual Orientation

Who we are physically attracted to- may include people a particular gender, of multiple genders, or no genders. Some folks are not attracted to anyone.

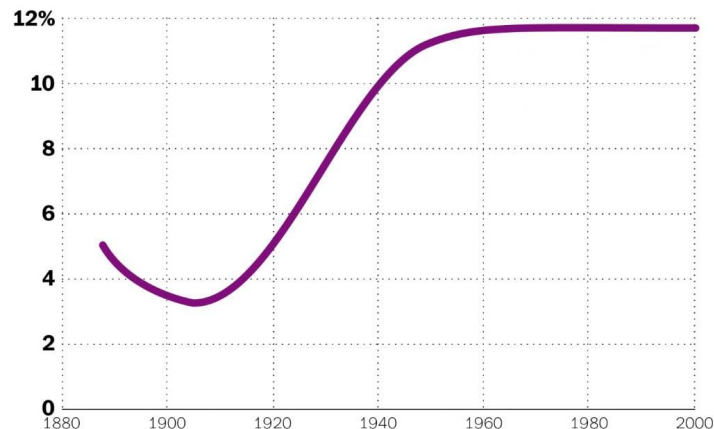


LGBTQ+ Visibility/ Progress

- ★ Visibility rates are increasing in the US and around the world. With this representation, more people are coming out. A 2024 Gallup poll showed that almost **one in four Gen Z adults identifies as LGBTQ, compared to 3% of baby boomers.**

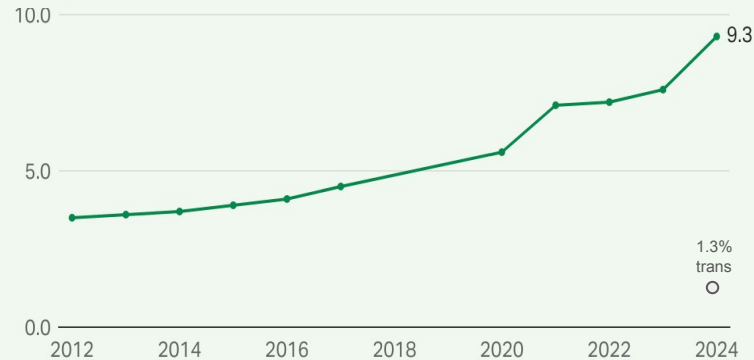
The history of left-handedness

Rate of left-handedness among Americans, by year of birth



Source: Washington Post, National Geographic, and survey data reported in "The History and Geography of Handedness"

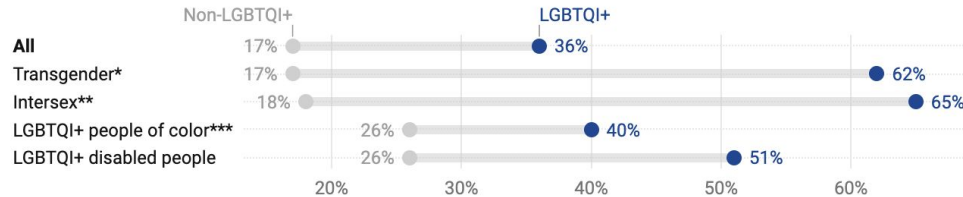
Americans' Self-Identification as Lesbian, Gay, Bisexual, Transgender or Something Other Than Heterosexual, 2012-2024



Gallup, 2024

Ongoing Discrimination & Risk

LGBTQI+ people experience discrimination at a higher rate than their cisgender and heterosexual peers

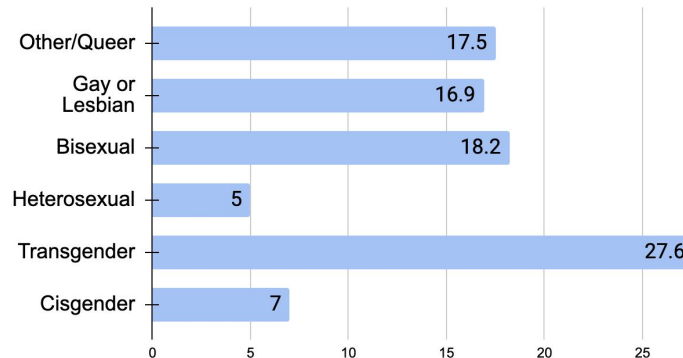


Center for American Progress and NORC 2022, 2024

- ★ LGBTQ+ youth are more likely to experience violence, substance misuse, & housing instability. Only 40% live in affirming homes

- In NH, more than half experience harassment or assault at school

Percent of students who attempted suicide during the past 12 months



More than half of trans youth in NH have seriously considered suicide in the past year

- ★ 1/3 LGBTQ+ youth and almost 1/2 trans/nonbinary youth believe their chances of living to age 35 are low

- ★ Anti-trans laws & conversion therapy have a significant impact on increased suicide risk for trans & nonbinary young people

2023 NH YRBS/ CDC; Trevor Project 2024; GLSEN 2021 state snapshots, 2024 "State Level Anti-Transgender Laws."

Risk is Directly Tied to Harms

LGBTQ+ individuals are NOT inherently more at risk- this is directly linked to discrimination and harm

- ★ Experiencing discrimination leads to higher rates of suicide, substance use, school challenges & other negative mental/ physical health outcomes. Not experiencing discrimination/ harm balances outcomes.

Protective factors decrease risk:

- Peer, Community, & Family support
- Access to affirming health care & social services
- Positive social climates
- Inclusive practices & anti-discrimination policies.

LGBTQ+ young people who attempted suicide in the past year,

comparison across those who:

Experienced physical threat or harm due to their sexual orientation or gender identity in the past year



Have not experienced physical threat or harm due to their sexual orientation or gender identity in the past year





Ally Skill: Ask and Tell Pronouns



“Hi, my name is _____. My pronouns are _____. If you are comfortable, I would love to know your pronouns, too.”

Transgender and nonbinary youth whose pronouns are entirely or mostly respected attempt suicide at half the rate of those whose pronouns are not respected

Trevor Project, 2021



Ally Skill: Utilize Gender Neutral/ Respectful Language

- ★ Avoid using binary language when addressing groups, or individuals when you would need to make an assumption about gender/ family structure
- ★ Practice using they/them pronouns as singular terms

Girls & Boys, Ladies & Gentlemen, Guys	Friends, People, Folks, Y'All, Everyone
Mom/ Dad; Niece/Nephew	Parents/ grown ups/caretakers; nibling
Congressman, Mailman, Fireman	Congressperson/representative, postal carrier, firefighter
Brothers / Sisters; son/ daughter	Siblings; child, kid, youth, my “oldest”
Husband/ Wife/ Girlfriend/ Boyfriend	Partner, Spouse, Significant Other
Mr., Mrs., Ms.	Mx. or use person’s full name. Ask which they prefer



Ally Skill: React Mindfully to “Coming Out”

Coming out is a lifelong process.
Context is key!

If someone opens up to you:

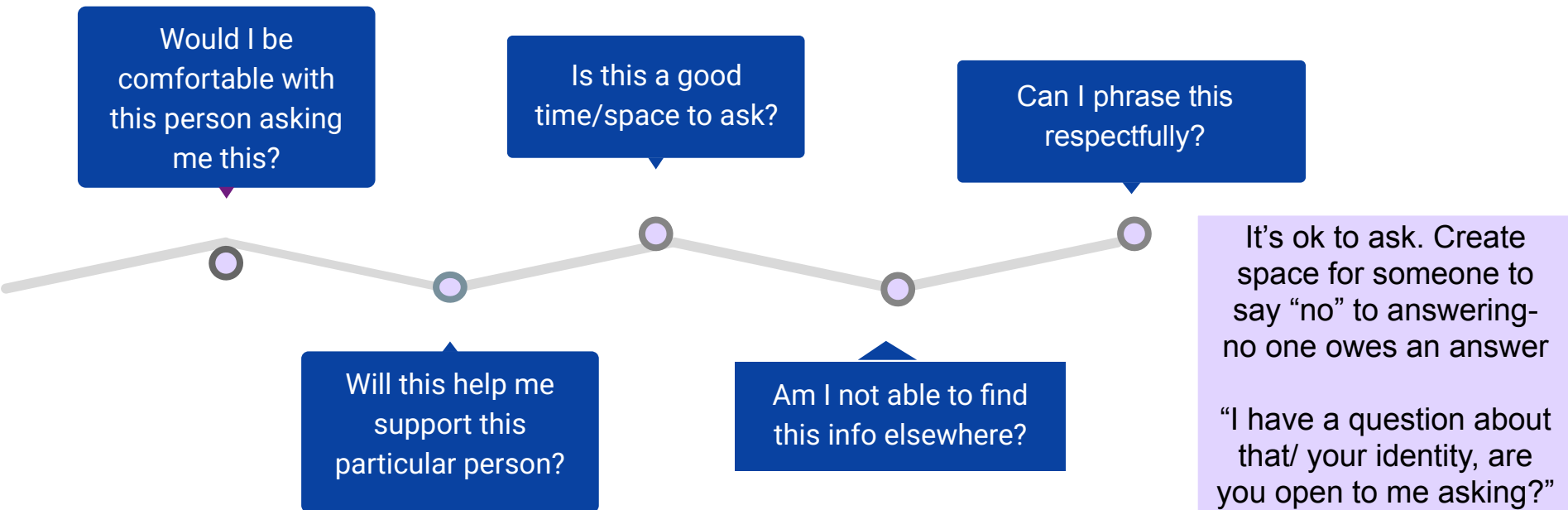
- ★ Thank them for trusting you & ask how you can support them
- ★ Ask how they would like you to communicate with others.
- ★ Stand up for them, even when they are not around.
- ★ Listen & make sure they know that you are there for them
- ★ Be mindful of body language & emotional reactions
- ★ Be cognizant of comfort level and avoid unnecessary attention
- ★ Avoid assuming that they are “out” to others
 - LGBTQ+ youth who are outed report higher depressive symptoms and lower family support.
 - Removing agency is disempowering



People deserve the agency on how their story is shared, to whom, and when.



Ally Skill: Asking Respectful Questions





Ally Skill: Acknowledge Privilege and Stereotypes

Privilege: Anything you don't have to worry about being able to do/access, but others do

- Can you go to the bathroom in public without fear of being harassed?

Stereotype: a fixed & oversimplified image or idea of a group, informed by cultural messages (eg. boy things vs girl things)

Bias: A subtle, sometimes unintentional way of perceiving & engaging with others, that can lead to causing harm.

Tip: Consider your lens when working with people of different backgrounds/cultures than your own!

Privilege ≠ Intent

Having a privilege doesn't mean that you did anything wrong

Reflect:

- Am I making assumptions?
- Are these assumptions impacting how I'm reacting?



Ally Skill: Address Harm



- ★ Address bias & discrimination, when you see/ hear it
- ★ You approach will depend on many factors:
 - Was the intent to harm?
 - Was this aimed as a specific person?
 - What was the setting? Am I physically safe?
- ★ Learn [The 5Ds of Bystander Intervention - Right To Be](#)
- ★ Support the affected party- listen & provide resources
- ★ Make a plan of action
 - What would I do if ____ happened? Practice!
- ★ If you cause harm- acknowledge, apologize, correct yourself, and practice for the future

Prioritize Behavior Change
Belief Change



Systemic Ally Strategies

Some of these you can do yourself; others you can advocate for from your institution.

Strategies for **Safety**

Enforced protections against harassment and discrimination

Accessible gender neutral/ private bathrooms & changing areas

Paperwork and computer systems with chosen names and pronouns (and legal ones, if needed) that are inclusive of all family structures

Strategies for **Inclusion**

Gender Neutral dress codes

Celebrate diversity, inc. Pride Month/ LGBTQ+ Visibility Month

Avoid sex segregating spaces, when possible, and allow access to activities based on identity

Notice whose is not at the table

Strategies for **Visibility**

Include LGBTQ + people/ families in materials & signage

Small LGBTQIA+ flags, stickers, or pronoun pins in a visible spot

Support GSAs- know what community resources exist & provide referrals

Be aware of, and consider getting involved in, policy decisions that impact LGBTQ+ wellbeing

Risk of Outing!

Ally Skill: Empowering Young People



01

Support youth advocacy & welcome feedback
Recognize LGBTQIA+ voices, but don't tokenize

02

Talk to a person before challenges happen & make a plan together; help youth create strategies

03

Avoid hampering healthy self-expression to avoid bullying. Work with youth to understand context, potential pushback, & what to do if harm occurs

04

Be clear about confidentiality & it's limitations

05

It's ok to need support, yourself! Find support outside of the person you're supporting



LGBTQ+ youth are likely to face discrimination- supportive adults provide a safe landing space

Takeaways

- ★ Recognize the difference between core aspects of sex, gender & orientation
- ★ Avoid Assumptions
- ★ Ask & Tell pronouns
- ★ Utilize gender neutral & respectful language
- ★ React mindfully to someone coming out
- ★ Ask respectful questions
- ★ Acknowledge privilege & stereotypes
- ★ Address harm, when you see it or here it
- ★ If you make a mistake, apologize then move past it
- ★ Display symbols of allyship/be more than an ally
- ★ Advocate for systems to be more inclusive
- ★ Know what resources are available
- ★ Remain open to learning!



Resources and Sources

To learn more:

National Center for Transgender Equality (A4TE): <https://transequality.org/>

The Trevor Project: <https://www.thetrevorproject.org/>

GLSEN: <https://www.glsen.org/>

PFLAG: <https://pflag.org/about>

InterACT: <https://interactadvocates.org/>

LGBTQ+ Specific Crisis Resources

Trevor Project for LGBTQ Youth/ YA| thetrevorproject.org (24/7)

Trans Lifeline | translifeline.org (1pm-9pm M-F)

LGBT National Hotline | lgbthotline.org | (2pm-11pm M-F; 12-5pm Sat)

Connect with us!

Web: <https://www.nhoutright.org/>

Facebook: New Hampshire Outright

Instagram: @outright_pride

Email: mail @nhoutright.org

LEARN MORE AT
NHOUTRIGHT.ORG



Listen to LGBTQ+ youth & their families share real stories, insights, & guidance on NH Outright's new Podcast, ***Out! and Into Open Arms-*** wherever you get your podcasts.



**What
Questions
Do You Have
For Us?**

Thank You



SCAN ME