

Visibility, Identity, & Advocacy

RESOURCE GUIDE



Prepared by
The Division of Diversity & Inclusion +
The Division of Title IX
Office of Institutional Equity & Access

For Reflection

Current Context:

We are living in a new unusual – a time of a global pandemic where social justice is being demanded and accountability structures are finally answering the call. The Division of Diversity and Inclusion acknowledges this current climate may impact different people differently. To our UTSW community: we see you, we hear you, and we are here for you.



Historical Legacies:

It's important for us to situate our current context within the historical legacies of those before us, those who remind us of the immense opportunity we have to be agents of not only change, but transformation. I am reminded of the contributions of people like Marsha P. Johnson, Storme DeLarverie, and Sylvia Rivera who are widely regarded as critical to the Stonewall uprisings.



A Path Forward:

It is because of all that has transpired that I am hopeful we can work towards a reimagining of marginalized voices as no longer a deficit, but as an asset, and part of the solution towards a more inclusive future. I am encouraged by a future of empathizing, ideating, and co-creating with communities to transform systems and processes so that everyone has equitable opportunity.

**--Dr. Marlette Jackson,
Manager of Diversity & Inclusion**

50 YEARS OF PRIDE

THE STONEWALL INN RIOTS

HEROES IN HISTORY:

**The Office of Institutional
Equity & Access Reflects on
the Stonewall Inn Riots**

JUNE 24

**POLICE RAID
STONEWALL FOR THE
FIRST TIME THAT WEEK**

Because Stonewall was a safe haven for gay, lesbian, and trans people, raids were not unusual

June 27, 11 PM-12 AM

**POLICE ENTER
STONEWALL**

Eight officers from New York City's Public Morals Squad raid Stonewall

Through many factors this raid was not typical. Patrons and employees began to resist. The police lined up the 200 employees and patrons in "paddy wagons"

It was a rebellion, it was an uprising, it was a civil rights disobedience - it wasn't no damn riot.

- Stormé DeLarverie

June 28 12 AM- 4 AM

THE RIOTS BEGIN

Crowds 500 strong gather outside Stonewall outnumbering police

Though it is hard to say exactly who started the riot, it is believed that Marsha P. Johnson and Sylvia Rivera, two transgender women of color, were the first to react to police after lesbian activist Stormé DeLarverie was hit by an officer for saying her handcuffs were too tight. 10 police officers barricade themselves within Stonewall as bottles, parking meters, trash cans are thrown at the building.

JUNE 30

**STONEWALL
REOPENS AS
THOUSANDS GATHER**

The LGBTQ community, supporters, homeless youth, and neighbors gather around Stonewall Inn

The frantic atmosphere continues as thousands gathered around Stonewall and the surrounding areas. The riots extend into a neighborhood protest against police brutality on the LGBTQ community.

JULY 31

**GAY LIBERATION FRONT
FORMED**

Gay Liberation Front forms to continue the movement past Stonewall.

In the month after, activists formed the Gay Liberation Front which becomes the model for organizing gay rights groups across the country. One of their first points of action was to organize a march the next year to commemorate the events at the Stonewall Inn.

JUNE 28, 1970

THE FIRST GAY PRIDE PARADE IN NEW YORK TAKES PLACE

Known then as the Christopher Street Liberation March, the crowd marched on the first anniversary of the raid from Stonewall Inn up 6th Avenue starting the tradition that continues today.

GET TO KNOW THE PANELISTS

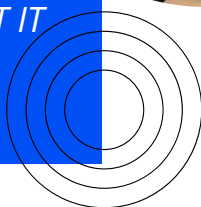
Olivia Harris

SHE/HER/HERS

EXECUTIVE DIRECTOR,
SPEAK ABOUT IT



Olivia is a queer applied theatre artist, educator, and feminist who has been using interactive theatrical tools to create conversations about consent, boundaries, and healthy relationships for almost a decade. It sounds academic, but it means that Olivia has been talking about sex theatrically since the Obama administration. She has worked as a theatre educator across the globe with the Harlem Children's Zone, Drew University, Bond Street Theatre, and Philadelphia Theatre Company. Originally from Boston and Atlanta, Olivia now lives in West Philadelphia with her husband and pooch, Libby. **Reach out to Olivia at olivia@wespeakaboutit.org.**



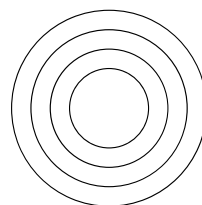
Add Dr. Gardner comes to SMU from Montclair State University in Montclair, NJ. In her role at Montclair State, she served as the Director for the Office of Equity and Diversity which was comprised of the Women's Center, the Center for Faith and Spirituality, the LGBTQ Center, and the Multicultural

Center. Prior to her time at Montclair State, she served as the Program Coordinator for the GLBT Resource Center at Texas A&M University from 2012-2015. She also served as the Multicultural Coordinator for LGBT and Women's Services at Metropolitan State University in St. Paul, MN from 2006-2012. She earned her A.A. degree from Cottey College, her B.A. in English at Texas Woman's University, and her M.S. degree in Women's Studies from Minnesota State University, Mankato. She earned her doctorate in Higher Education Administration from St. Cloud State University in St. Cloud, MN.



Sidney Gardner, PhD

DIRECTOR, WOMEN & LGBTQ CENTER, SMU



Leslie was born and raised in Southern California. She spent 33 years in the radio and television business. Leslie has two beautiful and successful daughters and 5 gorgeous grandchildren. Her transition has only strengthened the bonds she has with her children. Leslie lives in Coppell with her wife, Katie, and

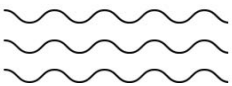
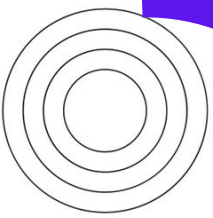
Border Collies "Breezy, Molly and Patches."

Her 9-5 job is Insurance Assistance Coordinator for Resource Center in Dallas.

She also serves as the Transgender Education and Advocacy Coordinator for Resource Center. For fun, she's a contributing columnist for the Dallas Voice and a frequent resource for Dallas Television and radio stations on issues relating to the Transgender community.

Leslie McMurray

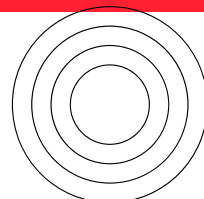
TRANSGENDER EDUCATION & ADVOCACY COORDINATOR



Freddy Sanders

HE/HIM/HIS

EMOTIONAL WELLNESS COACH



After 12+ years of independent personal and spiritual development work and nearly 20 years as a graphic designer, Freddy Sanders accepted his calling to greater service and impact in the world as a life coach. He chose to pursue his formal coaching training through Ideal Coaching Global, a Los Angeles based school specializing in ontological, mindful, ecological living. At the conclusion of this rigorous 9-month accredited coaching training program (ACTP), he achieved credentials as certified professional coach (CPC) and associate certified coach (ACC) through the International Coaching Federation (ICF). Freddy currently serves as Emotional Wellness Coach for Lyra Health specializing in providing emotional well-being, stress management, and relationship support to large corporate employees and executives. He is also the founder of Woken Warriors, his private coaching practice brand, specializing in his passion of male empowerment, mindset development, and emotional intelligence. The mission is to cure the epidemic of emotional illiteracy and toxic masculinity and be the voice of emotional wealth and divine masculinity, with the vision of creating more divine, connected, powerful, and successful men in the world.

“**Pleasure [includes] redefining things as a practice.**”

Consent is **not a yes or no - it is a practice of communication**. Allyship or being an LGBTQ+ ally is **not a destination, but an ongoing priority** that we all have to enact.”

Olivia Harris

Words Matter.

LANGUAGE & THE LGBT
COMMUNITY

LGBTQ: Lesbian, Gay, Bisexual, Transgender & Queer/Questioning; can be GLBTQ. Letters do not have to be in any order, but generally are LGBTQ or GLBTQ.

Gay: The adjective used to describe people whose enduring physical, romantic, emotional and/or spiritual attractions are to people of the same sex (e.g., gay man, gay people). In contemporary contexts, lesbian is often a preferred term for women.

Avoid identifying gay people as "homosexuals."

Lesbian: A woman whose enduring physical, romantic, emotional and/or spiritual attraction is to other women. Avoid identifying lesbians as "homosexuals," a derogatory term.

Bisexual: An individual who is physically, romantically, emotionally and/or spiritually attracted to men and women. Bisexuals need not have had equal sexual experience with both men and women; in fact, they need not have had any sexual experience at all to identify as bisexual.

Transgender: A person whose identification as male or female differs from the assigned gender at birth.

- o MTF (Male-to-Female): a person assigned male at birth who transitions to or identifies as female; also FTM (Female-to-Male): a person assigned female at birth who transitions to or identifies as male.
- o An individual can be transgender without undergoing any hormone treatment or surgery. Some people choose one surgery; others choose multiple surgeries; some choose none. Issues of health and affordability factor in to an individual's decision.
- o Transgender also includes people who live full-time in their gender identity as well as people who express gender identity as performance art (such as drag queens and drag queens); genderqueer (someone who is more ambiguous in regard to their gender) and crossdresser (someone who occasionally dresses in the other sex's attire).
- o Individuals should be addressed based upon how they present. For example, if an individual presents as female, "she" and "her" may be appropriate pronouns. If one is unclear about a gender identity, respectfully ask the person how they would like to be addressed (as "he," "she," "they," or a gender-neutral pronoun such as "mixter").


Queer: Traditionally, queer has been used in a derogatory manner against LGBTQ persons and others; however, in more recent years, queer has become more acceptable and is used by some LGBTQ persons as a term of empowerment. The term is highly contextual – it may be perceived as fine in some contexts but derogatory in others. It is best to use only if the person self-identifies.

Questioning: A person who has questions about his or her sexual orientation or gender identity.

Asexual: An adjective used to describe people who do not experience sexual attraction (e.g., asexual person). A person can also be aromantic, meaning they do not experience romantic attraction.

Intersex: People are usually assigned either male or female at birth, but some people are born with ambiguous genitalia. Intersex can be a variation of hormones and physical traits. The term once used was hermaphrodite and should be replaced with intersex.





Sexual Orientation: The scientifically accurate term for an individual's enduring physical, romantic, emotional and/or spiritual attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual and heterosexual orientations. All people have a sexual orientation.

Gender Identity: A person's internal, deeply held sense of their gender. For transgender people, their own internal gender identity does not match the sex they were assigned at birth. Most people have a gender identity of man or woman (or boy or girl). For some people, their gender identity does not fit neatly into one of those two choices (see non-binary and/or genderqueer below.) Unlike gender expression, gender identity is not visible to others.

Gender Expression: External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics. Society identifies these cues as masculine and feminine, although what is considered masculine or feminine changes over time and varies by culture. Typically, transgender people seek to align their gender expression with their gender identity, rather than the sex they were assigned at birth.

- Gender identity and sexual orientation are not the same. Transgender people may be heterosexual, lesbian, gay, or bisexual. For example, a male-identified person who transitions to female & is attracted to other women would be identified as a lesbian.
- Avoid the offensive term "sexual preference," which is used to suggest that being gay or lesbian is a choice and therefore "curable."
- In most people, gender identity matches biological sex; when it doesn't, the umbrella term transgender is used.
- Transgender people may be heterosexual, lesbian, gay or bisexual (as state above in other words, gender identity is different from sexual orientation).

Gender nonconforming: A term used to describe some people whose gender expression is different from conventional expectations of masculinity and femininity. Please note that not all gender non-conforming people identify as transgender; nor are all transgender people gender non-conforming. Many people have gender expressions that are not entirely conventional – that fact alone does not make them transgender. Many transgender men and women have gender expressions that are conventionally masculine or feminine. Simply being transgender does not make someone gender non-conforming.

Nonbinary or genderqueer: Terms used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. They may define their gender as falling somewhere in between man and woman, or they may define it as wholly different from these terms. The term is not a synonym for transgender or transsexual and should only be used if someone self-identifies as non-binary and/or genderqueer.

Cisgender: A term used by some to describe people who are not transgender. "Cis-" is a Latin prefix meaning "on the same side as," and is therefore an antonym of "trans-." A more widely understood way to describe people who are not transgender is simply to say non-transgender people. Ally: a person who does not identify as LGBTQ and who is supportive of LGBTQ equality.

HIV and AIDS: HIV is an abbreviation for Human Immunodeficiency Virus. AIDS is an abbreviation for Acquired Immune Deficiency Syndrome.

- To have AIDS, a person must have HIV, their T-cell count must drop to 200 or below (a healthy person having between 500 and 1500 T-cells per cubic milliliter of blood), and/or get an opportunistic infection such as pneumocystis pneumonia (PCP), thrush, Kaposi's sarcoma, or toxoplasmosis.
- AIDS: an abbreviation for acquired—infection through action (for example, through exchange of bodily fluids such as blood or semen); immune deficiency—a weakness in the body's immune system that fights diseases; syndrome—a group of health problems that make up a disease.
- HIV is the underlying cause of AIDS, but not all HIV+ individuals have AIDS. HIV can infect anybody. AIDS is not exclusive to LGBTQ people or any other group.

Terms to avoid.

it is important to use inclusive and supportive language!

Sexual preference—it's not a preference; preference suggests that being lesbian, gay or bisexual is a choice and therefore can and should be "cured."

Homosexual—outdated clinical term; it has been adopted some to suggest that lesbians and gay men are somehow diseased or psychologically/emotionally disordered — notions discredited by both the American Psychological Association and the American Psychiatric Association in the 1970s. Gay and/or lesbian accurately describe people who are attracted to members of the same sex.

Lifestyle—owning an RV or supporting a sports team is a lifestyle, being LGBTQ is not. There is no single lesbian, gay, bisexual or transgender lifestyle.

Transvestite—derogatory, outdated term; NOT be used to describe someone who has transitioned to live full-time as the other sex, or who intends to do so in the future. Transvestite describes fetish behavior involving dressing in the clothing of a particular gender. It does not describe someone who chooses to live full-time as a particular gender.

Hermaphrodite—outdated, stigmatizing and misleading word, usually used to sensationalize; use "intersex" instead.

Building Community

TAKEAWAYS TO STRENGTHEN
THE LGBTQ+ COMMUNITY

Focus on being loving, not being right.
Communicate and operate from a space of being loving rather than being right.

*Choosing
courage over comfort and fragility.
Compassion over judgement and
correctness. Creativity over control and
manipulation. Empathy over ego
and guilt.*

Address mental and emotional wellness.
Check in with one another's mental/emotional well-being and normalize conversations around mental/emotional health and wealth. Let's care and look out for one another.

Challenge social, cultural norms and constructs.

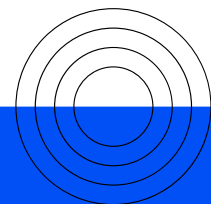
Challenge narrow and limiting, obsolete and outdated worldviews that keep us oppressed, imprisoned and confined. Reimagine and recreate old constructs into new ideas that liberate our collective consciousness and distance ourselves from those mental traps.

Develop deeper sense of self and worthiness and inner power.

Understand that our worthiness is not negotiable. When we view ourselves highly and operate from a higher vibration, others will view our community highly. When we celebrate pride, what exactly are we proud of? If human rights are what we're after, treating our fellow humans "right" is a great start. Treating all humans, including ourselves, with decency and dignity is something to also take pride in.

Develop deeper sense of acceptance, interconnectedness and belonging within the community

Seek unity rather than uniformity. Replace this primal state of fear and judgment of that which we deem as "different" with a power state of love and learning. What more can we learn about each other? Accepting ALL the colors of the rainbow INTERNALLY and continuing the push for the common cause of freedom for all. None of us are free till we're all free.



Resources for LGBTQ+ Teens

FROM CDC.GOV



Some LGBT youth are more likely than their heterosexual peers to experience negative health and life outcomes. It is critical for the parents, guardians, and other family members of LGBT youth to have access to the resources they need to ensure their LGBT children are protected and supported.

Scarleteen.com

Sex Education for the Real World | Inclusive, comprehensive, supportive sexuality and relationships for teens and emerging adults.

Genders & Sexualities Alliance Network

GSA clubs are student-run organizations that unite LGBTQ+ and allied youth to build community and organize around issues impacting them in their schools and communities.

HealthyChildren.org: Health Concerns for Gay and Lesbian teens

Information for LGBT teens on sexual activity, substance use, mental health, discrimination, and violence.

It Gets Better Project

The It Gets Better Project inspires people across the globe to share their stories and remind the next generation of LGBTQ+ youth that hope is out there.

The Trevor Project

The Trevor Project is a national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender and questioning (LGBTQ) young people under 25.



"We need more than
safe spaces.
We need to create
brave spaces
in the community."

Dr. Sidney Gardner

Connect with Our Office.

WE ARE HERE WHEN YOU NEED US.

Division of Diversity & Inclusion

THE DNA OF OUR INSTITUTION

We believe diversity and inclusion should be embedded into the institutional fabric of UT Southwestern. The Division of Diversity & Inclusion works to promote a culture of inclusion and belonging through trainings, workshops, programs, events, consultations, and partnerships with our Business Resource Groups.



CELEBRATING DIVERSITY.



CULTIVATING INCLUSION.



ADVANCING EQUITY.



MARLETTE JACKSON, PHD
she/her/hers
Diversity & Inclusion Manager



KENESHIA COLWELL
she/her/hers
Diversity & Inclusion Specialist



Division of Title IX

WORKING TOWARD A SAFE & INCLUSIVE CAMPUS



Investigations

Conduct investigation into allegations of sex-based harassment and sexual misconduct



Resources

Create campus and community resources to provide support to employees



Programs

Develop and implement programs to promote violence prevention and awareness



Outreach

Engage UT Southwestern employees in training
Form community partnerships to enhance available resources



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