

Embracing Diversity: Navigating the Intersection of LGBTQIA+ and Disability Experiences



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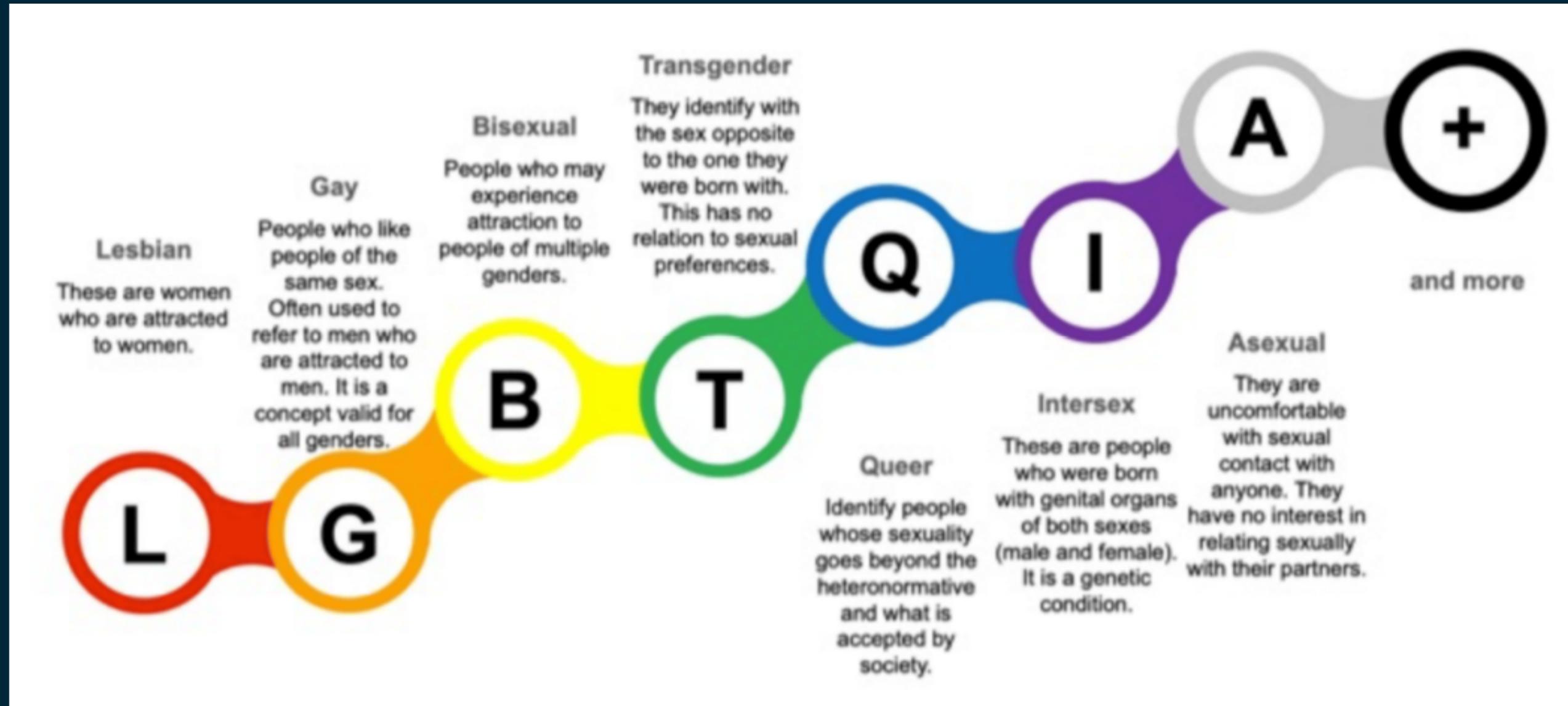
RULES FOR THE PRESENTATION

- Use people first language
- Do not use antiquated terms (wheelchair bound, “R word”)
- Use respectful and dignified language
- Save questions for the Q&A session at the end

AWARENESS AND ADVOCACY

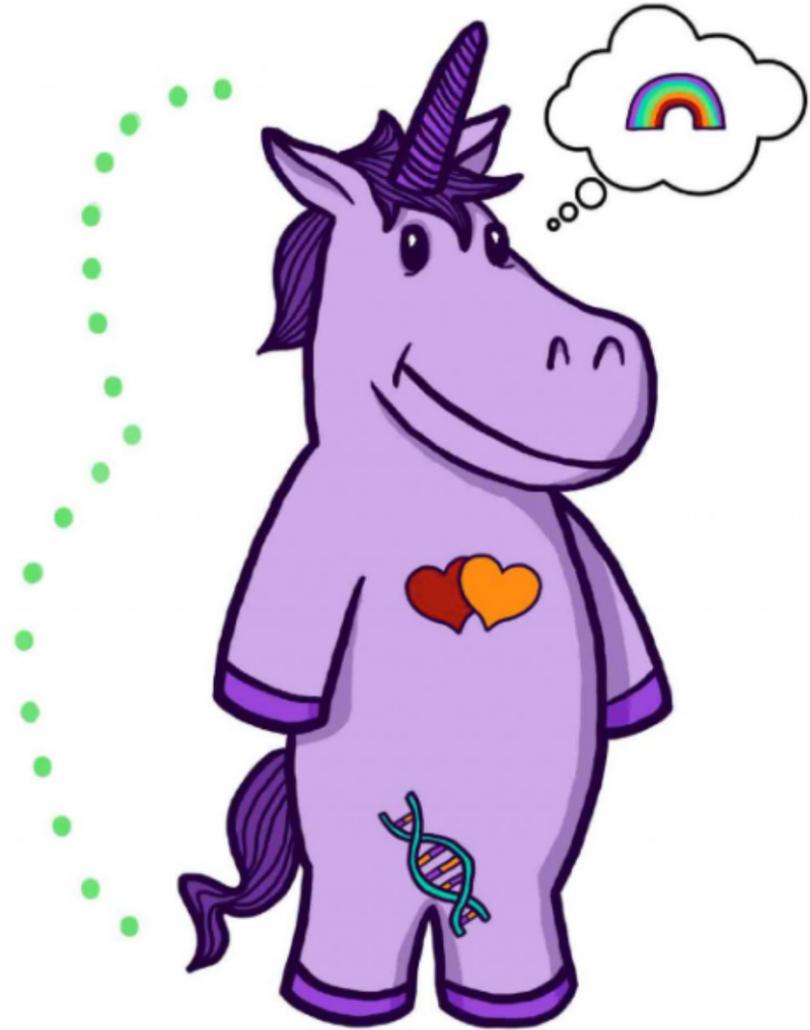


DEFINING THE ACRONYM



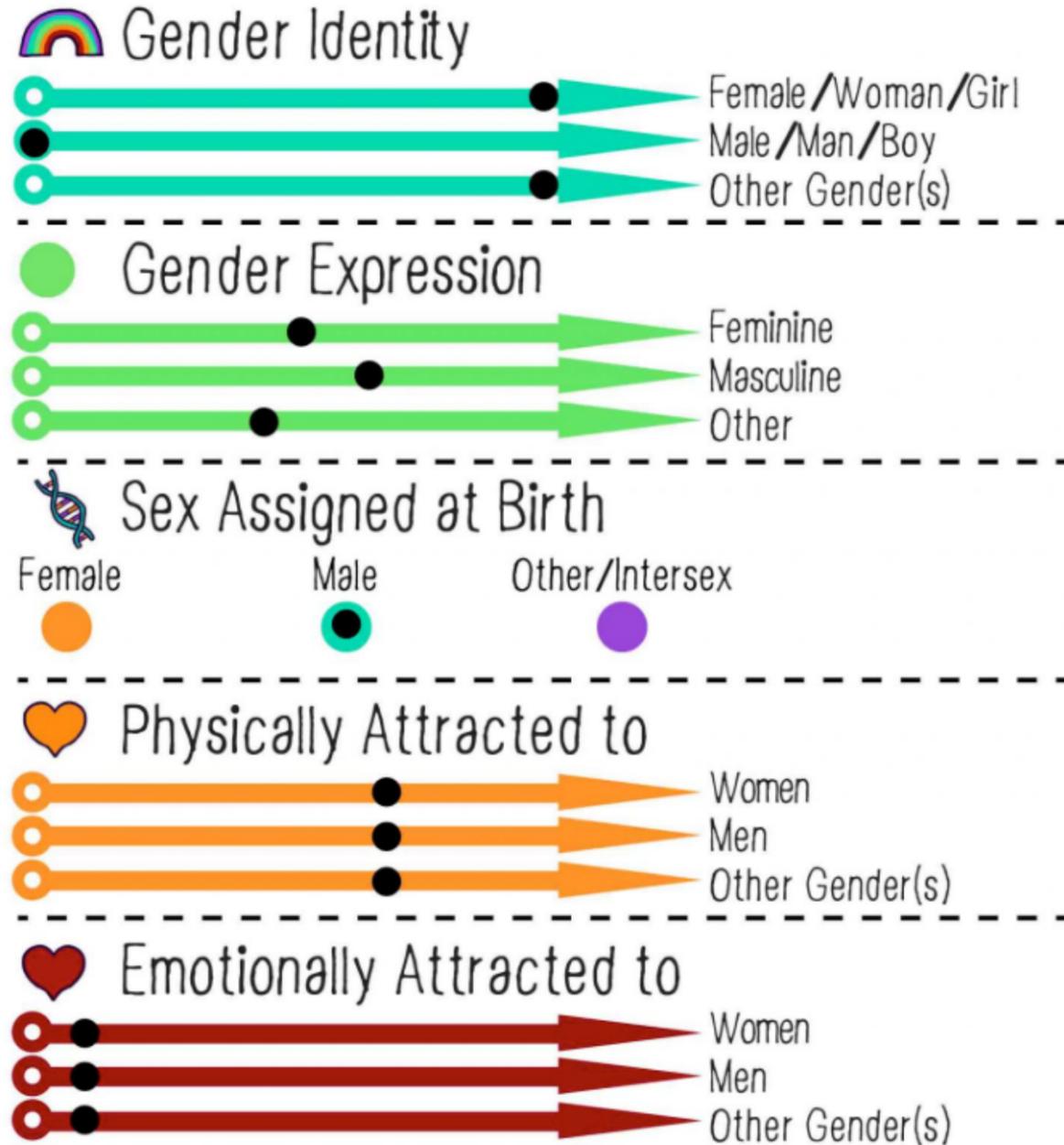
The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



DISABILITY AND LGBTQIA+ IDENTITY IN RESEARCH

TABLE 1: REPORTED DISABILITY AMONG U.S. ADULTS BY SEXUAL ORIENTATION & GENDER IDENTITY (2020)

Type of Disability	LGBTQ+	Transgender	Cisgender LGBTQ+	Non-LGBTQ+
Any Disability	36%	52%	35%	24%
Cognitive	25%	35%	24%	9%
Hearing	5%	9%	5%	6%
Independent Living	12%	18%	12%	6%
Mobility	10%	19%	10%	12%
Self-care	3%	8%	3%	3%
Vision	7%	20%	6%	5%

DISABILITY AND LGBTQIA+ IDENTITY IN RESEARCH

- Recognition of Historical and Ongoing Exclusion
- Inclusive and Community-Based Services
- Inclusive Research Practices



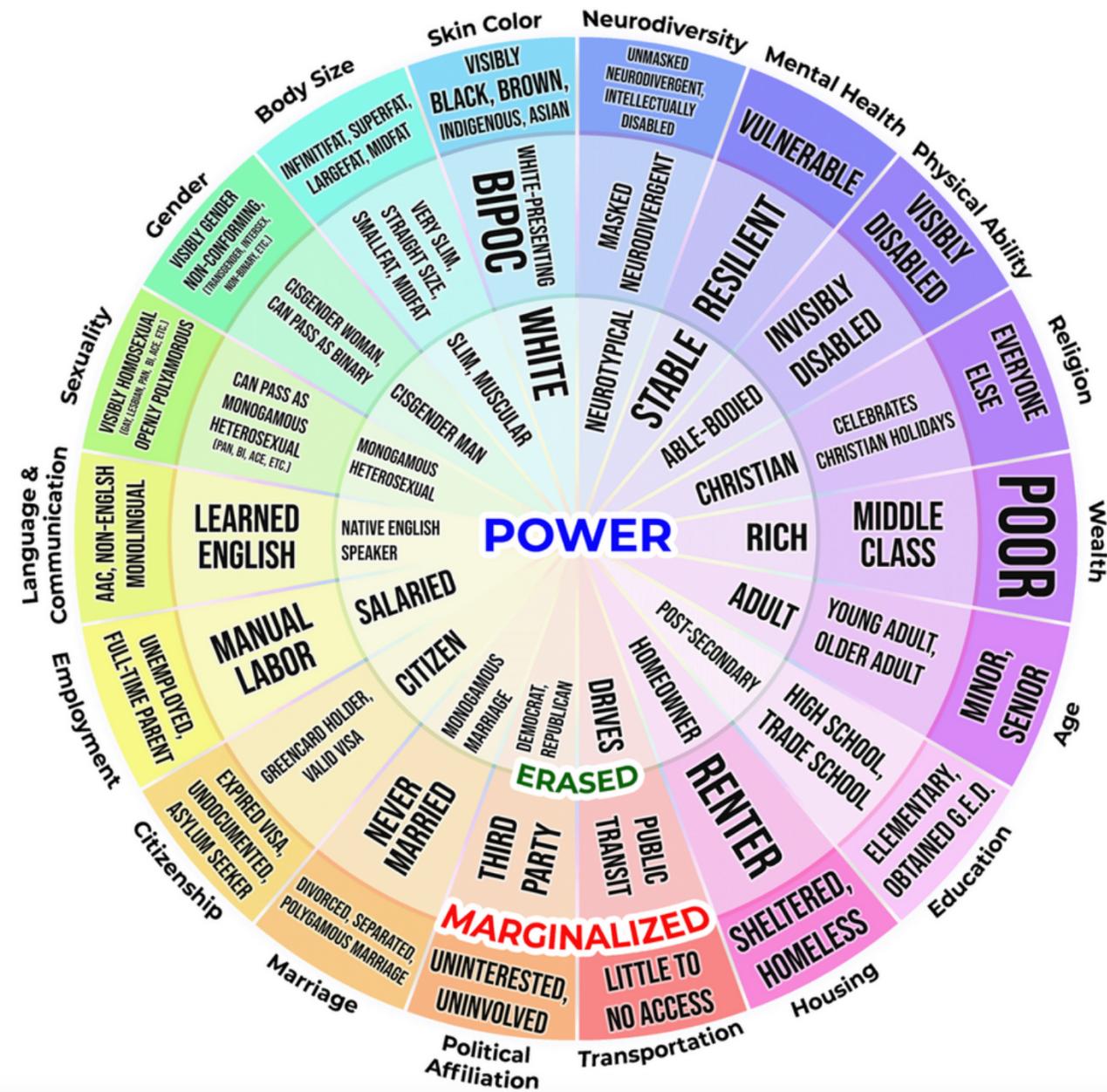
DISABILITY AND LGBTQIA+ IDENTITY IN RESEARCH

“For people with intellectual disability opportunities to forge and sustain personal relationships are rare (McVilly, Stancliffe, Parmenter, & Burton-Smith, 2006a, 2006b), and sexuality remains a highly contested and restricted space (Frawley & Wilson, 2016). Gill (2015) warns of the danger of a single story of sexuality and intellectual disability, defined along lines of competence—where ideas of cognition feature in the production of ableist ideas that attempt to disqualify people’s right to be sexual.”



INTERSECTIONALITY WHEEL OF PRIVILEGE

As Observed in the USA



TessaWatkins.com/wheel-of-privilege

Adapted from Sylvia Duckworth, Canadian Council for Refugees, and Olena Hankivsky, PhD

COMMON TERMS

Queer

1 adj. : an umbrella term to describe individuals who don't identify as straight and/or cisgender. 2 noun : a slur used to refer to someone who isn't straight and/or cisgender. Due to its historical use as a derogatory term, and how it is still used as a slur many communities, it is not embraced or used by all LGBTQ people. The term "queer" can often be used interchangeably with LGBTQ (e.g., "queer people" instead of "LGBTQ people").

Ally

/“al-lie”/ – noun : a (typically straight and/or cisgender) person who supports and respects members of the LGBTQ community. We consider people to be active allies who take action on in support and respect.

Homophobia

noun : an umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, erasure, or discomfort) that one may have toward LGBTQ people. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ. homophobic – adj. : a word used to describe actions, behaviors, or individuals who demonstrate elements of this range of negative attitudes toward LGBTQ people.

Transphobia

noun : the fear of, discrimination against, or hatred of trans* people, the trans* community, or gender ambiguity. Transphobia can be seen within the queer community, as well as in general society. Transphobic – adj. : a word used to describe an individual who harbors some elements of this range of negative attitudes, thoughts, intents, towards trans* people.

DIGNITY AND DISABILITY



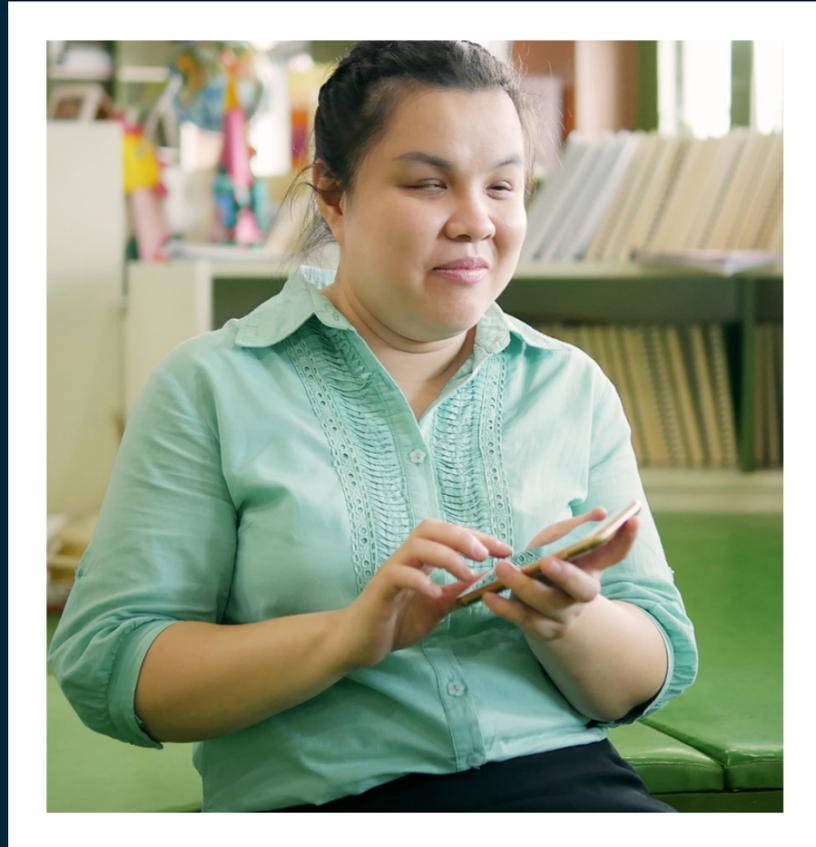
DEFINING DIGNITY

Dignity refers to the inherent worth and respect that every human being deserves, regardless of their status, beliefs, abilities, or background.

How can we advocate for the dignity of individuals with disabilities?

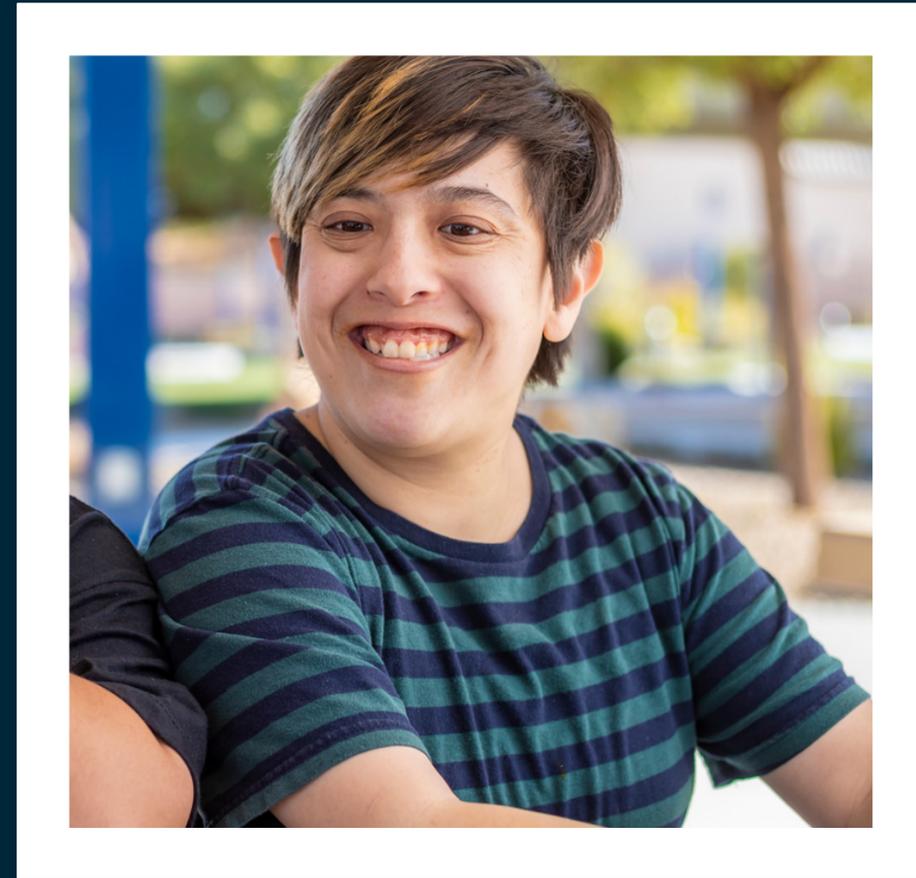


CASE SCENARIOS



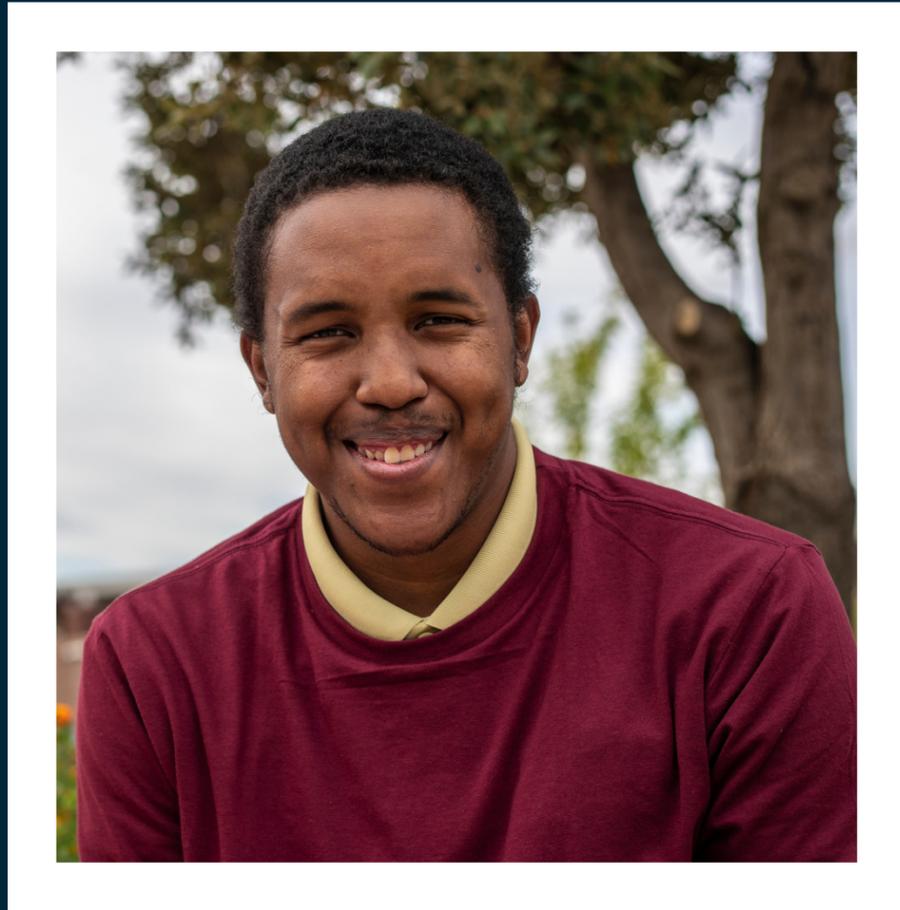
ANGELA (SHE/HER)

CASE SCENARIOS



RILEY (THEY/THEM)

CASE SCENARIOS



SAMUEL (HE/HIM)

CULTURALLY INFORMED DISABILITY SERVICES



THE ROLE OF A DIRECT SUPPORT PROVIDER

- PROMOTE SELF ADVOCACY
- EDUCATION
- INFORMED CHOICE
- FACILITATING INDEPENDENCE

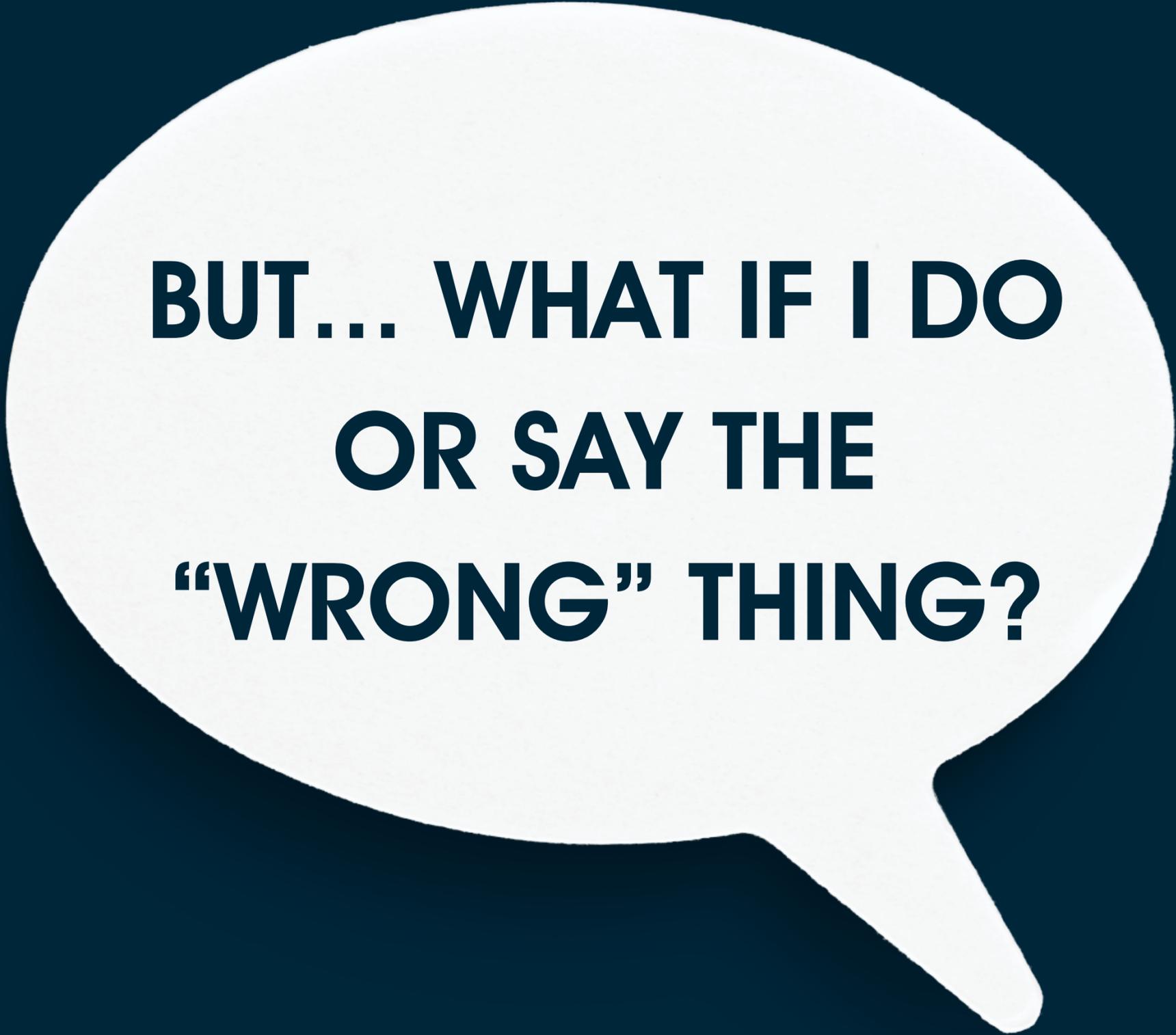


THE POWER OF LANGUAGE

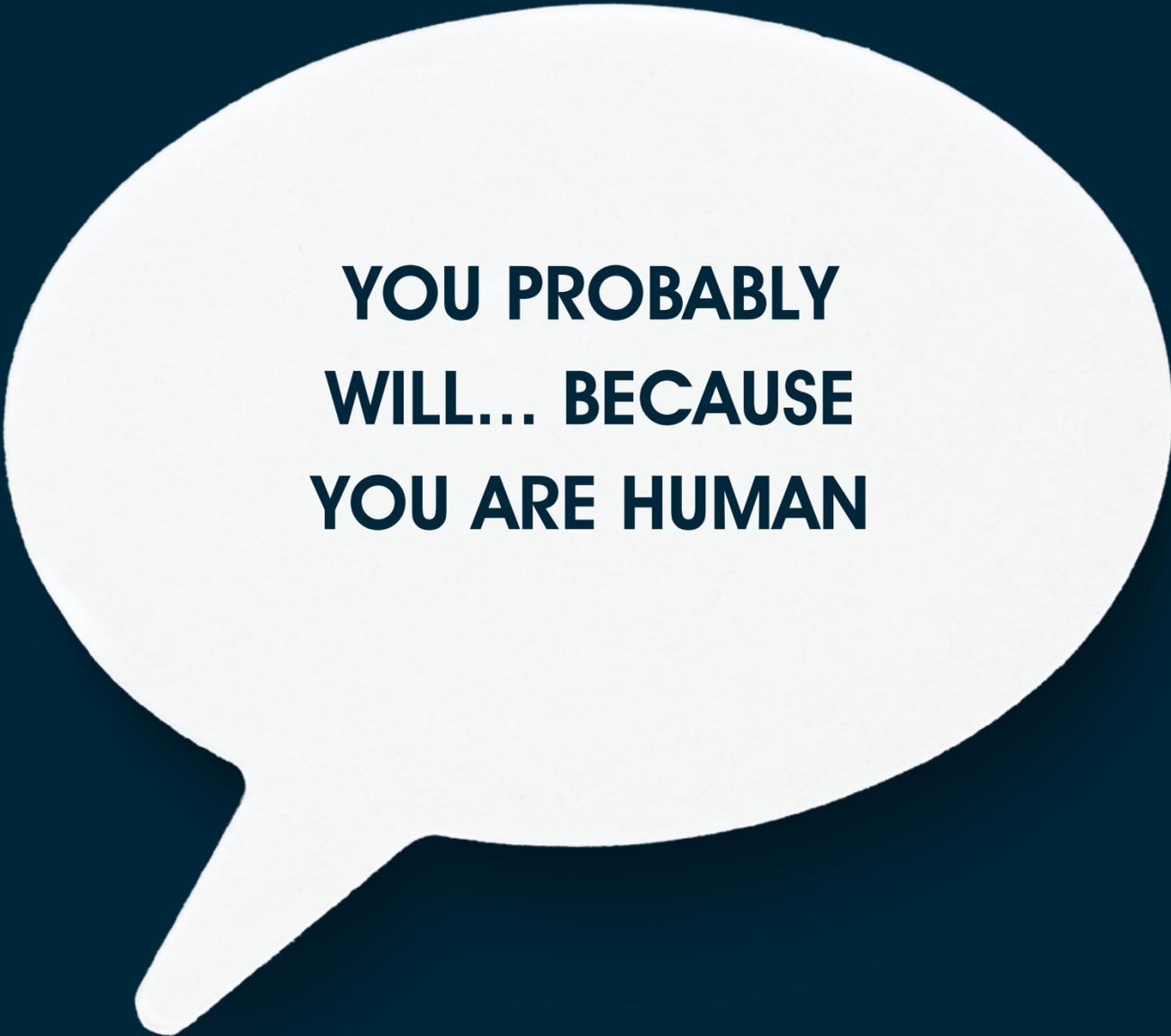


LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts

AVOID SAYING...	SAY INSTEAD...	WHY?	EXAMPLE
"Hermaphrodite"	"Intersex"	Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.	"What are the best practices for the medical care of intersex infants?"
"Homosexual"	"Gay"	"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"We want to do a better job of being inclusive of our gay employees."
"Born female" or "Born male"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth	"Max was assigned female at birth, then he transitioned in high school."
"Female-bodied" or "Male-bodied"		"-bodied" language is often interpreted as as pressure to medically transition, or invalidation of one's gender identity	
"A gay" or "a transgender"	"A gay/transgender person"	Gay and transgender are adjectives that describe a person/group	"We had a transgender athlete in our league this year. "
"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal," which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."
"Both genders" or "Opposite sexes"	"All genders"	"Both" implies there are only two; "Opposite" reinforces antagonism amongst genders	"Video games aren't just a boy thing – kids of all genders play them."



**BUT... WHAT IF I DO
OR SAY THE
“WRONG” THING?**



**YOU PROBABLY
WILL... BECAUSE
YOU ARE HUMAN**



**THE MOST IMPORTANT
THING IS TO CONTINUE
TO EDUCATE YOURSELF
AND RESPECT OTHER'S
IDENTITIES**

LOCAL RESOURCE CENTERS



Equality Utah: <https://www.equalityutah.org>

Encircle Community Resource Center:
<https://encircletogether.org>

Utah LGBTQ+ Chamber of Commerce:
<https://www.utahlgbtqchamber.org>

EDUCATIONAL OPPORTUNITIES



April 25 @ 11:00 am - 1:00 pm

Navigating Healthy Relationships for Safe Outcomes (18+)

Utah Developmental Disabilities Council (Training Room) 5296 S Commerce Dr., Murray, United States

TETONS (Teaching, Empowering & Training on Navigating Sexuality and Healthy Relationships) is a FREE, in person training with the goal of teaching adults (18+) with intellectual and developmental disabilities about healthy relationships, gender identity and sexuality.

<https://utahparentcenter.org/event/navigating-sexuality-and-healthy-relationships-18-13/>

Q&A SESSION



THANK YOU FOR ATTENDING!

