

Noon | Welcome & Overview

12:05 | Topic Overview

12:30 | TED Talk

12:50 | Breakout Rooms



The myth of the gay agenda

LZ Granderson, TED Talk 2016

CNN and ESPN columnist LZ Granderson is a celebrated voice on sports, race & gay rights

DISCUSSION / CHAT ROOM LEADERS

Tiffany Gray (she/her) – Senior Director, WCU Center for Trans and Queer Advocacy

Soozie Davidson (they/them) – Administrative Assistant, WCU Center for Trans and Queer Advocacy

Connie Carter, CFRE (she/her) – Principal, Sylvia/Carter and Associates

Jamison Ludgate (she/her) – Chester County Community Foundation

Karen Simmons (she/her) – Chester County Community Foundation



FOOD FOR THOUGHT: COMMUNITY CONVERSATIONS



ENGAGE IN MEANINGFUL CONVERSATIONS ABOUT
DIVERSITY, EQUITY, AND INCLUSION IN AMERICA



TUESDAY, JULY 20TH @ NOON

TED Talk: How we make racism a solvable problem and improve policing
by Dr. Phillip Atiba Goff

REGISTER: [CHESCOF.ORG/EXPLORE/FOOD-FOR-THOUGHT](https://chescof.org/explore/food-for-thought/)

PROMOTIONAL
PARTNERS



Register:

[https://chescof.org/
explore/food-for-
thought/](https://chescof.org/explore/food-for-thought/)

A FEW HOUSEKEEPING NOTES



- Please be **mindful** and **respectful** to everyone in attendance.
- Some may have never have dealt with these topics before while **others may have lived through traumatic experiences.**
- Please **mute yourself** and **turn off your zoom video** during the **TED Talk video streaming.**
- Feel free to eat your lunch while viewing the video!
- Please **unmute yourself** and **turn on your zoom video immediately after the TED Talk video streaming** to encourage open dialogue.



LESBIAN: A woman or female-identified person who experiences sexual and/or romantic attraction to other women and not men or male-identified people.



GAY: A term that describes individuals who experience sexual and/or romantic attraction to people of the same or a similar gender.



BISEXUAL: A sexual orientation that describes those who experience sexual and/or romantic attractions to people of more than one gender.



TRANSGENDER/TRANS: Transgender, often shortened as trans, people have a gender identity or gender expression that differs from their sex assignment at birth.

A **CISGENDER** person is someone whose gender identity matches their sex assigned at birth.

NONBINARY is a term for gender identities that are neither male nor female—identities that are outside the gender binary. Many nonbinary people use they/them/their pronouns.



QUEER: An umbrella term that describes individuals who aren't exclusively heterosexual. The term queer acknowledges that sexuality is a spectrum. Despite its growing use, some people still have negative associations with the word queer and don't like to be referred to in this way.

+ Includes sexual orientations and gender identities that are part of the broader LGBTQ community but aren't included as part of this acronym.

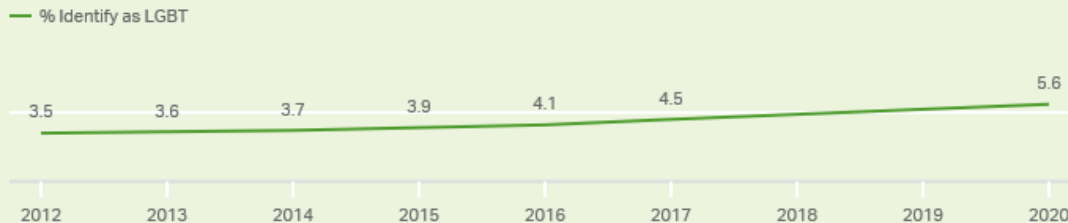
For more LGBTQ+ terminology visit →

<https://www.hrc.org/resources/sexual-orientation-and-gender-identity-terminology-and-definitions>

<https://www.healthline.com/health/different-types-of-sexuality#d-l>

Americans' Self-Identification as LGBT

Which of the following do you consider yourself to be? You can select as many as apply: Straight or heterosexual; Lesbian; Gay; Bisexual; Transgender.



2012-2017 wording: Do you, personally, identify as lesbian, gay, bisexual or transgender?

GALLUP

**AS OF 2020,
5.6% OF U.S. ADULTS
IDENTIFY AS LGBTQ+**

<https://news.gallup.com/poll/329708/lgbt-identification-rises-latest-estimate.aspx>

ADULT LGBTQ+ POPULATION IN PA AS OF JULY 2020 = 4.1% = 416,000

	% LGBT	LGBT (Total)	LGB (Total)	LGB (Cisgender)	LGB (Trans)	TRANSGENDER (Total)	TRANSGENDER (Straight/Other)	TRANSGENDER (LGB)
Pennsylvania	4.1%	416,000	384,000	372,000	12,000	43,800	32,000	12,000



<https://williamsinstitute.law.ucla.edu/wp-content/uploads/LGBT-Adult-US-Pop-Jul-2020.pdf>

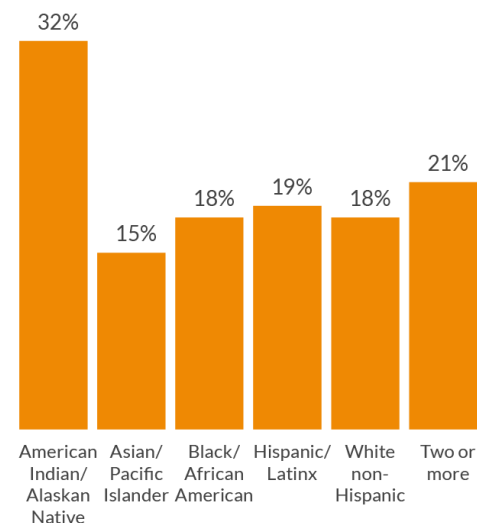
- **40% of LGBTQ respondents** seriously considered attempting suicide in the past twelve months, with **more than half** of transgender and nonbinary youth having seriously considered suicide
- **68% of LGBTQ youth** reported symptoms of generalized anxiety disorder in the past two weeks, including **more than 3 in 4** transgender and nonbinary youth
- **48% of LGBTQ youth** reported engaging in self-harm in the past twelve months, including **over 60%** of transgender and nonbinary youth
- **46% of LGBTQ youth** report they wanted psychological or emotional counseling from a mental health professional but were unable to receive it in the past 12 months
- **10% of LGBTQ youth** reported undergoing conversion therapy, with **78% reporting** it occurred when they were under age 18
- **29% of LGBTQ youth** have experienced homelessness, been kicked out, or run away
- **1 in 3 LGBTQ youth** reported that they had been physically threatened or harmed in their lifetime due to their LGBTQ identity
- **61% of transgender and nonbinary youth** reported being prevented or discouraged from using a bathroom that corresponds with their gender identity
- **86% of LGBTQ youth** said that recent politics have negatively impacted their well-being
- **Transgender and nonbinary youth** who reported having pronouns respected by all or most people in their lives attempted suicide at half the rate of those who did not have their pronouns respected

<https://www.thetrevorproject.org/wp-content/uploads/2020/07/The-Trevor-Project-National-Survey-Results-2020.pdf>

*2019 survey results



Portion of LGBTQ Youth Who Reported a Past-year Suicide Attempt



<https://www.thetrevorproject.org/2019/11/26/research-brief-suicide-attempts-among-lgbtq-youth-of-color/>

*2019 survey results

JUNE IS PRIDE MONTH



Gay Pride refers to a worldwide movement and philosophy asserting that:

- LGBTQ+ individuals should be **proud** of their sexual orientation and gender identity
- sexual and gender diversity is a **gift**
- sexual orientation and gender identity are **inherent** and cannot be intentionally altered



Marsha P. Johnson
Gay liberation & AIDS activist

The word **pride** is used in this case as an **antonym** for shame.

Pride is an affirmation of one's self and the community as a whole.

The modern Pride movement began after the 1969 Stonewall Riots in Greenwich Village, NYC.

The myth of the gay agenda

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“When I finally got to a place in my life where I came out and accepted who I was, and was really quite happy, to tell you the truth, I was happily gay and I guess that's supposed to be right because gay means happy too.

“I realized there were a lot of people who weren't as gay as I was -- gay being happy, not gay being attracted to the same sex. In fact, I heard that there was a lot of hate and a lot of anger and a lot of frustration and a lot of fear about who I was and the gay lifestyle.

“So, I took a look at my life, a hard look at my life, and I saw some things very disturbing. And I want to begin sharing these evil things that I've been doing with you, starting with my mornings. I drink coffee. Not only do I drink coffee, I know other gay people who drink coffee. I get stuck in traffic -- evil, evil traffic. Sometimes I get stuck in lines at airports.”

“**The U.S. Constitution is the gay agenda. These gays, people like me, want to be treated like full citizens** and it's all written down in plain sight. I was blown away when I saw it. I was like, wait, **this is the gay agenda?** Why didn't you just call it the Constitution so I knew what you were talking about? I wouldn't have been so confused; I wouldn't have been so upset. But there it is. The gay agenda. Run for your heterosexual lives.”

WHAT HAS CHANGED IN THE FIGHT?

THE EQUALITY ACT

BANS DISCRIMINATION
BASED ON SEXUAL
ORIENTATION AND
GENDER IDENTITY IN:

EMPLOYMENT
EDUCATION
HOUSING
CREDIT

**JURY
SERVICE**
**PUBLIC
ACCOMMODATIONS**
FEDERAL FUNDING



GLAAD.org/EqualityAct2021

- The **Equality Act** is 47 years in the making.
- The proposed legislation advances fair treatment for LGBTQ people, women, people of color, & people of faith.
- In February 2021, the Act was reintroduced in the 117th Congress.
 - The House passed the Act with a bipartisan vote of 224 to 206.
 - The bill moved on to the Senate for consideration and is currently referred to Judiciary Committee with 48 cosponsors.



Brief Intros:

- Who are you?
- What brought you to today's Community Conversation?
- What did you want to learn?



Discussion Questions:

- What have you learned/unlearned about the LGBTQ+ community?
- How can we create more inclusive and supportive LGBTQ+ communities?
- What actions can you take to be a better ally for LGBTQ+ friends, family members, neighbors, co-workers, etc.?



RESOURCES chescocf.org/explore/food-for-thought/

WCU Center for Trans and Queer Advocacy

- Website: www.wcupa.edu/services/transAndQueer/
- Education & Trainings: <https://www.wcupa.edu/services/transAndQueer/trainings.aspx>

TITLE	TOPIC	SPEAKER	POSTED	DESCRIPTION	TYPE
A queer vision of love and marriage	LGBTQ+	Tiq Milan <i>Transgender activist</i> Kim Katrin Milan <i>writer, educator and activist</i>	Oct-16	Love is a tool for revolutionary change and a path toward inclusivity and understanding for the LGBTQ+ community. With infectious joy, Tiq and Kim question our misconceptions about who they might be and offer a vision of an inclusive, challenging love that grows day by day.	TED Talk
The US needs a radical revolution of values	Racism	Dr. Bernice Albertine King <i>CEO, The King Center</i> <i>Daughter of Dr. Martin Luther King, Jr.</i>	Jun-20	To cultivate a society grounded in equity and love, we must uproot systems of oppression and violence towards Black communities. "Freedom is never really won. You earn it and win it in every generation...Every generation is called to this freedom struggle."	TED Talk
3 ways to be a better ally in the workplace	Ally-ship	Melinda Epler <i>Writer and activist</i>	Jun-18	We're taught to believe that hard work and dedication will lead to success, but that's not always the case. Gender, race, ethnicity, religion, disability, sexual orientation are among the many factors that affect our chances and it's up to each of us to be allies for those who face discrimination.	TED Talk
The little problem I had renting a house	Racism	James A. White Sr. <i>Consultant</i>	Nov-14	Fifty-three years ago, James A. White Sr. joined the US Air Force. But as an African American man, he had to go to shocking lengths to find a place for his young family to live nearby. He tells this powerful story about the lived experience of "everyday racism" -- and how it echoes today in the way he's had to teach his grandchildren to interact with police.	TED Talk
How we can make racism a solvable problem - and improve policing	Racism	Dr. Phillip Atiba Goff <i>CEO, Center for Policing Equity</i>	Apr-18	When we define racism as behaviors instead of feelings, we can measure it -- and transform it from an impossible problem into a solvable one, says justice scientist Dr. Phillip Atiba Goff. In an actionable talk, he shares his work at the Center for Policing Equity, an organization that helps police departments diagnose and track racial gaps in policing in order to eliminate them.	TED Talk
How to overcome apathy and find your power	Racism	Dolores Huerta <i>Civil rights activist, community organizer</i>	Nov-18	"Sí, se puede!" -- "Yes, we can!" It's the rallying cry Dolores Huerta came up with as a young activist in the 1970s, and she's lived by it in her tireless pursuit of civil rights ever since. With her signature wit and humor, Huerta reflects on her life's work, offering inspiration for anybody trying to overcome apathy, get involved and find their own power.	TED Talk
Me too is a movement, not a moment	Gender	Tarana Burke <i>Civil rights activist</i>	Nov-18	In 2006, Tarana Burke was consumed by a desire to do something about the sexual violence she saw in her community. She took out a piece of paper, wrote "Me Too" across the top and laid out an action plan for a movement centered on the power of empathy between survivors. More than a decade later, she reflects on what has since become a global movement -- and makes a powerful call to dismantle the power and privilege that are building blocks of sexual violence.	TED Talk
How to deconstruct racism, one headline at a time	Racism	Baratunde Thurston <i>Emmy-nominated writer, activist and comedian</i>	Apr-19	Thurston explores the phenomenon of white Americans calling the police on black Americans who have committed the crimes of eating, walking or generally "living while black." In this profound, thought-provoking and often hilarious talk, he reveals the power of language to change stories of trauma into stories of healing -- while challenging us all to level up.	TED Talk

RESOURCES chescof.org/explore/food-for-thought/

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Racism has a cost for everyone	Racism	Heather McGhee <i>Writer and advocate</i>	Dec-19	Racism makes our economy worse -- and not just in ways that harm people of color. McGhee shares startling insights into how racism fuels bad policymaking and drains our economic potential and offers a crucial rethink on what we can do to create a more prosperous nation for all.	TED Talk
Color blind or color brave?	Racism	Mellody Hobson <i>President of Ariel Investments</i>	Mar-14	In this engaging and persuasive talk, Hobson makes the case that speaking openly about race and particularly about diversity in hiring -- makes for better businesses and a better society.	TED Talk
The urgency of intersectionality	Race + Gender	Kimberle Crenshaw <i>Civil rights activist</i>	Nov-16	Now more than ever, it's important to look boldly at the reality of race and gender bias -- and understand how the two can combine to create even more harm. If you're standing in the path of multiple forms of exclusion, you're likely to get hit by both. In this moving talk, she calls on us to bear witness to this reality and speak up for victims of prejudice.	TED Talk
Our fight for disability rights - and why we're not done yet	Disability	Judith Heumann <i>Disability rights activist</i>	Oct-16	Four decades ago, Judith Heumann helped to lead a groundbreaking protest called the Section 504 sit-in. Heumann tells the stories behind the protest -- and reminds us that, 40 years on, there's still work left to do.	TED Talk
We need to talk about an injustice	Racism	Bryan Stephenson <i>Public interest lawyer</i>	March 2012	In an engaging and personal talk -- with cameo appearances from his grandmother and Rosa Parks -- human rights lawyer Bryan Stevenson shares some hard truths about America's justice system, starting with a massive imbalance along racial lines: a third of the country's black male population has been incarcerated at some point in their lives. These issues, which are wrapped up in America's unexamined history, are rarely talked about with this level of candor, insight and persuasiveness.	TED Talk
New Insights on Poverty	Poverty	Hans Rosling <i>Global health expert; data visionary</i>	March 2007	Researcher Hans Rosling uses his cool data tools to show how countries are pulling themselves out of poverty. He demos Dollar Street, comparing households of varying income levels worldwide. Then he does something really amazing.	TED Talk
This Is Why Juneteenth Is Important for America	Racism	The Root	June 2018	Juneteenth isn't just an obscure black holiday. It should be an American celebration.	YouTube
Police reform is not enough. We need to rethink public safety.	Racism	Washington Post	March 2021	The killing of George Floyd last summer reignited a long-running debate about policing. Community activists and law enforcement officers who see eye to eye on precious little agree on this: We rely too much on the police. There are better ways to keep our neighborhoods safe. Simply put: We need new tools.	Article
It's Time for Philanthropy to Address Its Erasure of AAPI Voices and Perspectives	Ant-Asian Racism	Grace Nicolette <i>Vice President of Programming and External Relations, Center for Effective Philanthropy</i>	Feb 2021	It is essential that funders interrogate whether their organization is inadvertently perpetuating inequality through erasing AAPI (Asian Americans and Pacific Islanders) voices and perspectives. It's safe to assume that you may be unless you've taken specific actions, as erasure and neglect tend to be the default modes of American culture towards AAPIs.	Article
#StopAsianHate Trend Analysis	Ant-Asian Racism	Google Trends	March 2021	Since Covid-19, there has been an uptick in racism and discrimination on the Asian community. People are searching for ways to help and support the Asian community.	Analytics Report
As Violence Against Asian Americans Intensifies, the Moment for Philanthropy to Act Is Now	Ant-Asian Racism	The Chronicle of Philanthropy	March 2021	We have made progress together for our communities, but invisibility remains one of our greatest barriers to investment and action. Each of our organizations includes communities representing hundreds of diverse and complex cultures, languages, communities, and nations.	Article