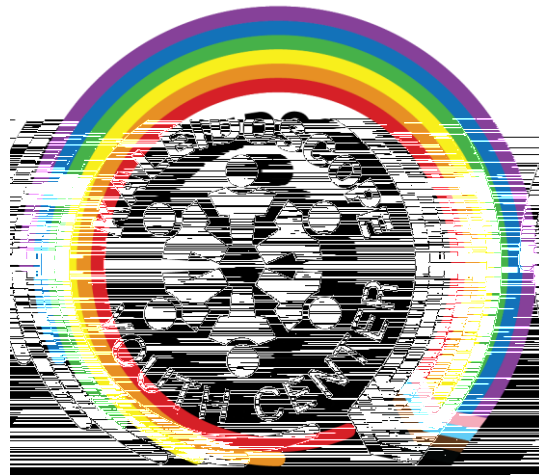




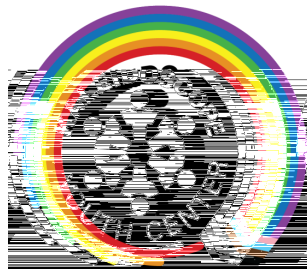
Inclusive & Affirming Programs for LGBTQIA+ Youth

Amanda Erickson (she/her)
Director of Education & Outreach

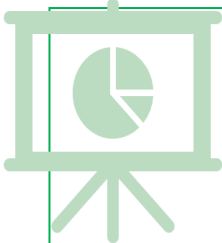




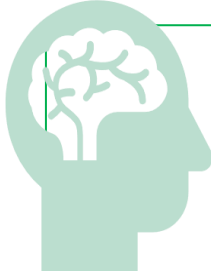
Kaleidoscope Youth Center is the largest and longest serving organization in Ohio solely dedicated to serving and supporting LGBTQIA+ youth.



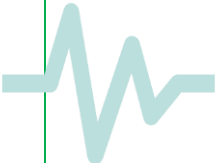
Context



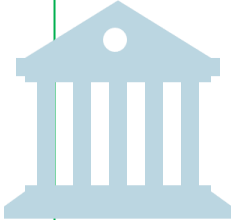
Historical inequality of sexual rights



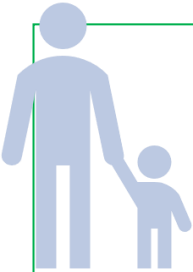
History of mental health treatment



effects on young people



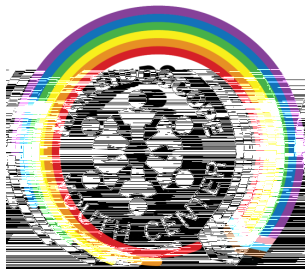
- and institutions



Adulthood



Today's Agenda



Shared Language

- **Gender Identity:** a person's deep-seated internal sense of their own gender
- **Sex Assigned at Birth:** the sex that someone is labeled at birth, usually based on the appearance of their external reproductive anatomy
- **Gender Expression:** the way in which a person uses clothing, hairstyle, or other facets of their appearance to reflect their idea of gender
- **Sexual Orientation:** a person's sexual, emotional, physical, and psychological attraction to other people



Shared Language

- **LGBTQIA+:** lesbian, gay, bisexual, transgender, queer, intersex, asexual, and others who are not cisgender and heterosexual
- **Transgender:** describes a person whose gender identity does not align with the sex they were assigned at birth
- **Queer:** an umbrella term used to describe someone who is not cisgender and heterosexual
- **Intersex:** a combination of anatomy, chromosomes, and hormones that makes it difficult/impossible to categorize someone as male or female.
- **Asexual:** a term used to describe someone who does not experience sexual attraction toward others, regardless of gender
- **Gender Non-Conforming:** when someone's behavior or expression doesn't match societal expectations of masculinity/femininity, often tied to their sex assigned at birth
- **Cisgender:** describes a person whose gender identity aligns with the sex they were assigned at birth

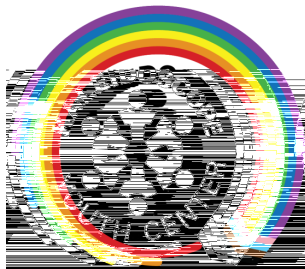


Implicit Bias

Subconscious ideas and associations that cause us to have feelings and attitudes about others based on characteristics like race, ethnicity, age, and appearance.

Those ideas and associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages

Kirwan Institute for the Study of Race and Ethnicity



Key Characteristics

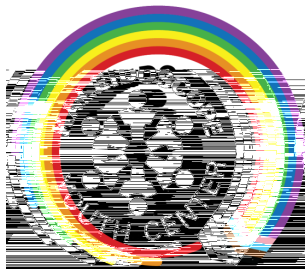
Pervasive – everyone possesses them

Related to (but distinct from) explicit bias

Not necessarily aligned with our declared beliefs

Favor our own in group

Can be unlearned



Levels of Bias

Individual: prejudice, bias, microaggressions, bigotry (extreme)

A patron says it's "just too hard" to accommodate "everyone," signaling that LGBTQIA+ folks should be left out.

A community member says the library shouldn't include materials that are inclusive of LGBTQIA+ people.

Organizational: discrimination

A library doesn't provide an all-genders restroom, and doesn't have a policy that allows patrons to use the restroom they feel safest in.

System: -ism

Libraries across the country are being targeted by anti-LGBTQ+ groups and forced to change their programming.



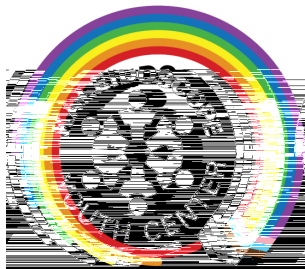
Be a Disruptor!

Pause

Engage

Be an ally in the moment (reactive)

Create safe(r) spaces (proactive)



The Starting Point

Diversity Within
Community

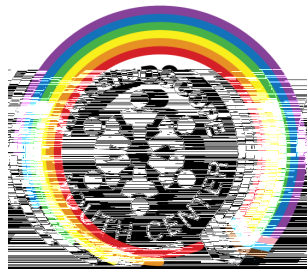
Support the
Coming Out
Process

Assumptions

Gender
Neutral
Language

Call Out
Negative
Behavior

This is Not a
Taboo Topic!



Normalize Pronoun Use

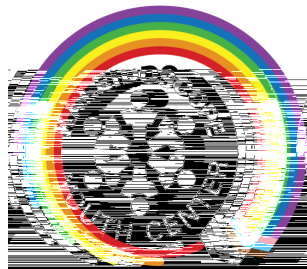


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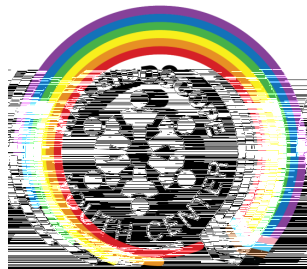
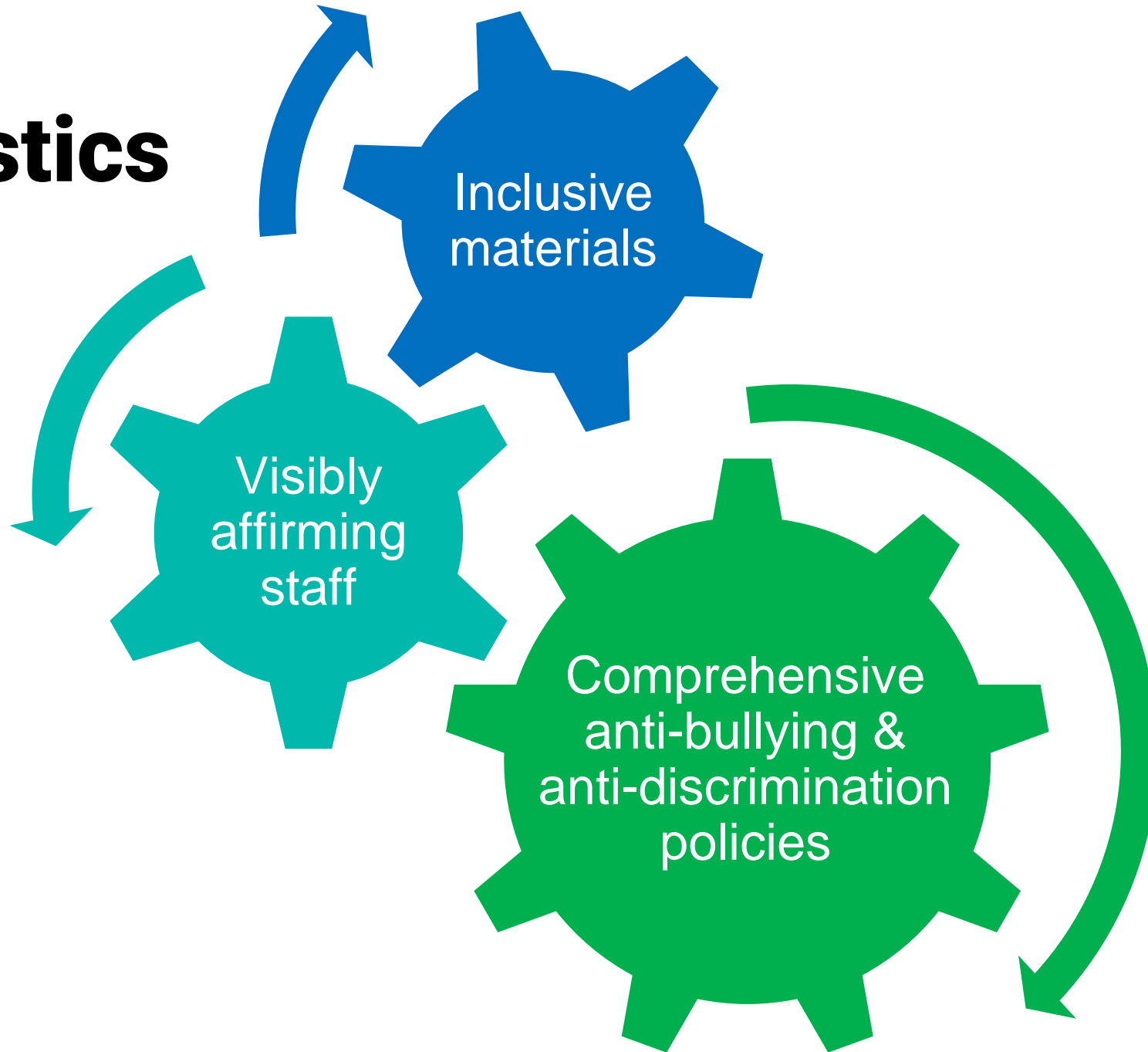
Amanda Erickson (she/her)
Director of Education & Outreach

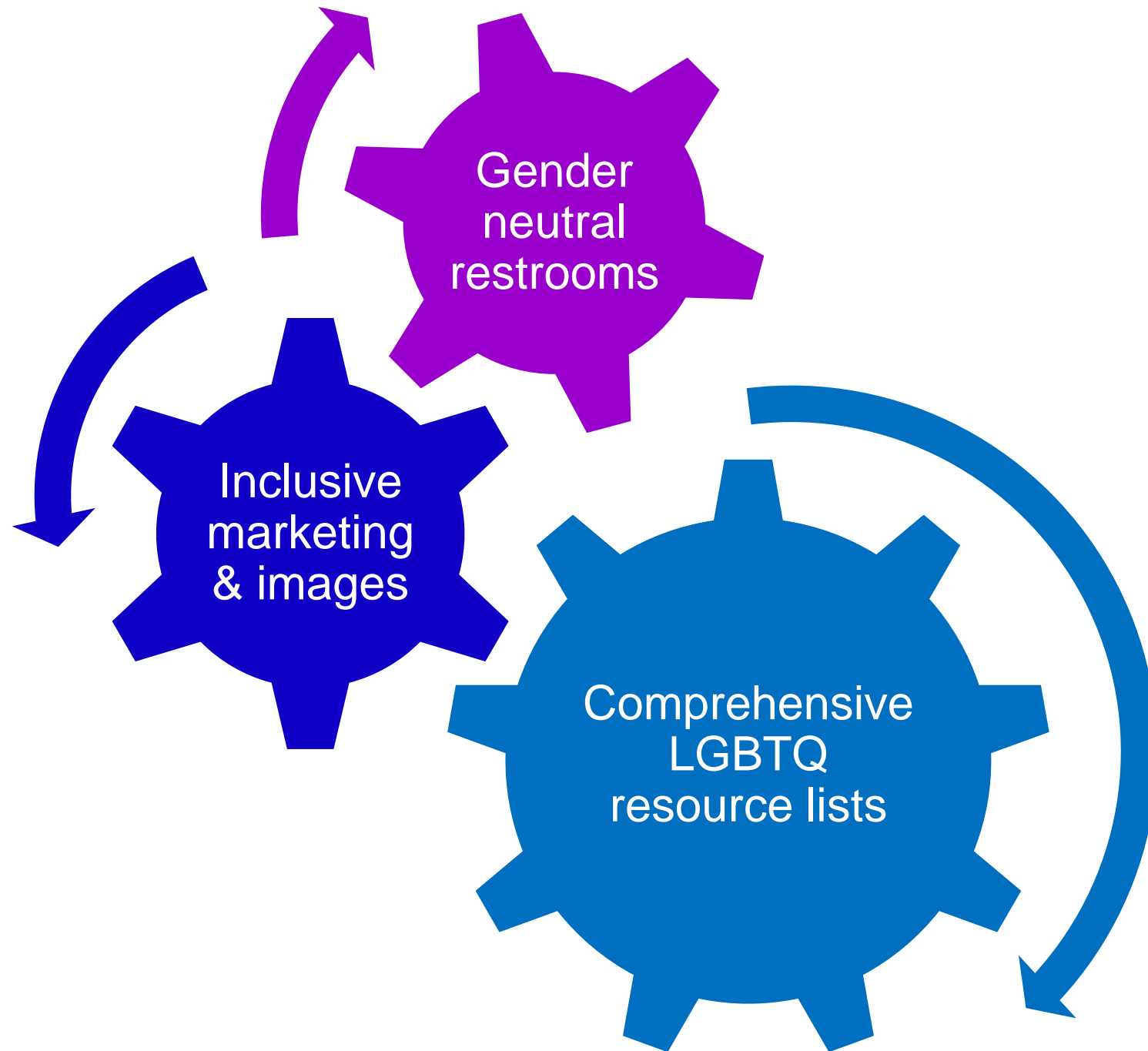


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Logistics





Resources for Finding Materials

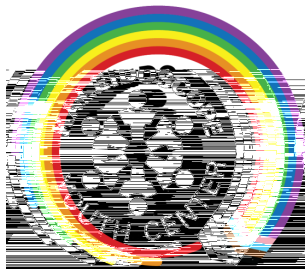
Rainbow Book List

Lists from large publishers for children's books focused on family and community

Search indie publishers/bookstores for less well-known literature

Crowdsource using rec sites like Goodreads

Weed out old stuff!



Creating LGBTQIA+ Specific Programs

Community Training Opportunities

GSA / Gender & Sexuality Alliance /
Pride Club

Book Clubs

Movie Screenings

Read Alouds Featuring LGBTQ-
Inclusive Books

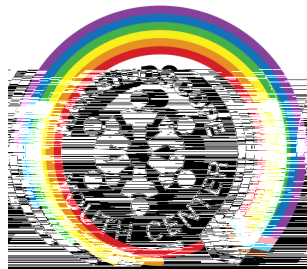


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A vertical bar on the left side of the slide, composed of horizontal stripes of various colors: red, orange, yellow, green, blue, purple, pink, light blue, brown, and black.

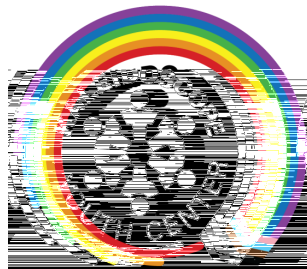
Reminder:
All programs can and should be
LGBTQIA+ inclusive



Action Steps

What are some individual changes you can resolve to make moving forward?

What are some organizational changes your school/org/agency might want to consider making moving forward?



Thank you!

Please let us know how you're feeling now that this training is complete. →

Your response will help us evaluate and improve upon future programs!



Anonymous Evaluation!
tinyurl.com/kyctrainingeval

Kaleidoscope Youth Center
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kycoho.org



@kycoho

Amanda Erickson

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