



SUPPORTING DIVERSE SOGIE EXPERIENCES

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GOALS

In this training, participants will learn about challenges faced by Diverse SOGIE Communities and how Trauma-Informed Peer Support can foster more inclusive and equitable spaces for all, with an overview of:

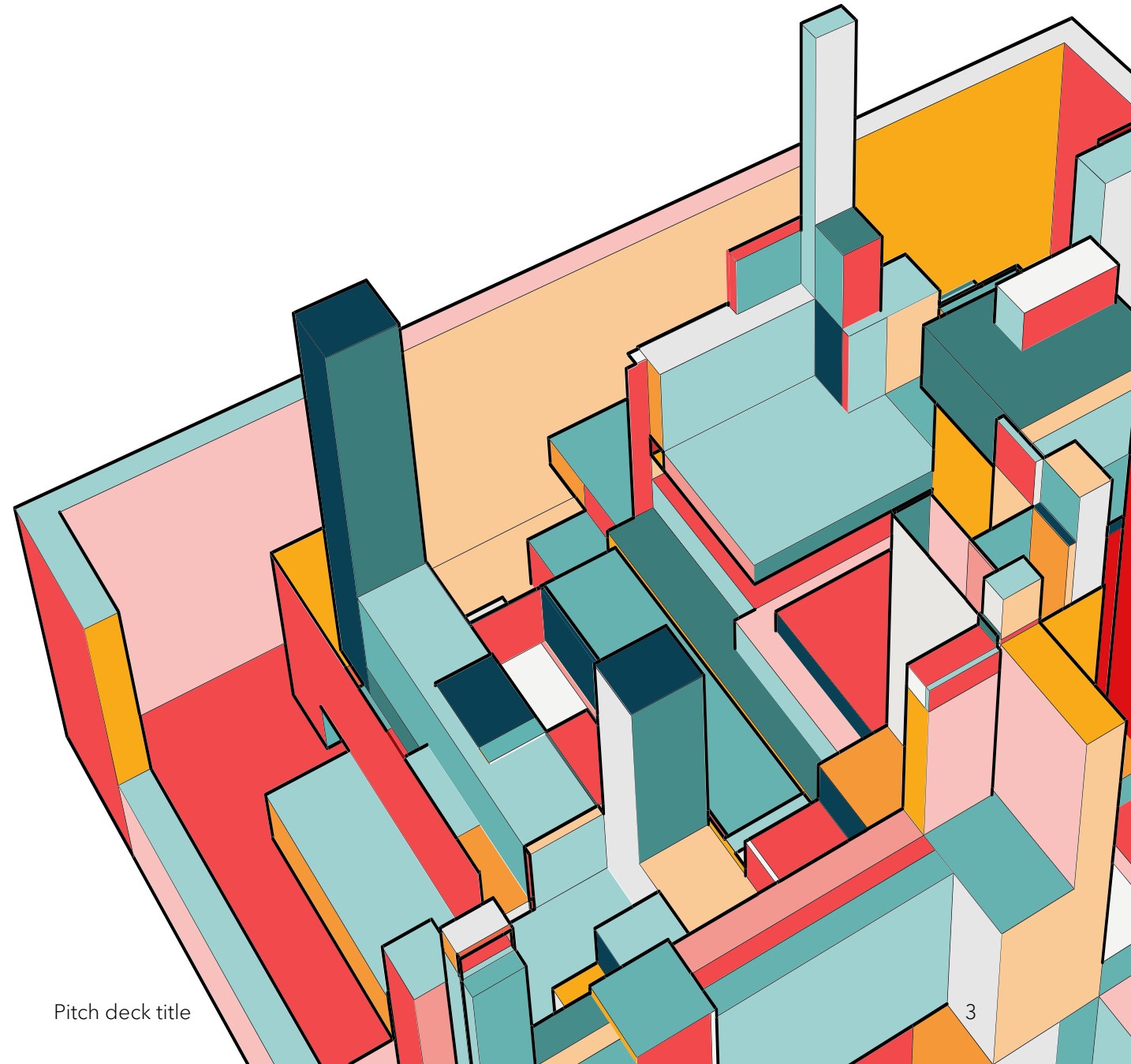
- What is “SOGIE”
- Why do we need to have this conversation?
- Human Rights Law
 - In NYS: SONDRAGENDA
 - Equality maps
- SOGIE Definitions and terms
- Examples of Trauma-informed support for SOGIE Diverse folx

WHY “SOGIE”?

SOGIE: Sexual Orientation and Gender Identity Expression

Other terms you may have heard:

- LGBTQ2S
- LGBT
- LGBTQIA+





STEPS TOWARD INCLUSION

NYS Human Rights Law

NY HUMAN RIGHTS LAW

“It is illegal to discriminate based on actual or perceived sexual orientation or gender. Discrimination because of gender includes discrimination based on gender identity or expression, or being intersex. These protections cover discrimination in many places, including at work, at school, in housing, and in public spaces, such as restaurants, movie theaters, or parks. The law also protects... (the) Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (LGBTQI) communities against retaliation, discriminatory harassment, and bias-based profiling by law enforcement.”

NYC Human Rights

<https://www.nyc.gov/site/cchr/media/pride.page#:~:text=Under%20the%20NYC%20Human%20Rights,or%20expression%2C%20or%20being%20intersex.>

SONDA / GENDA

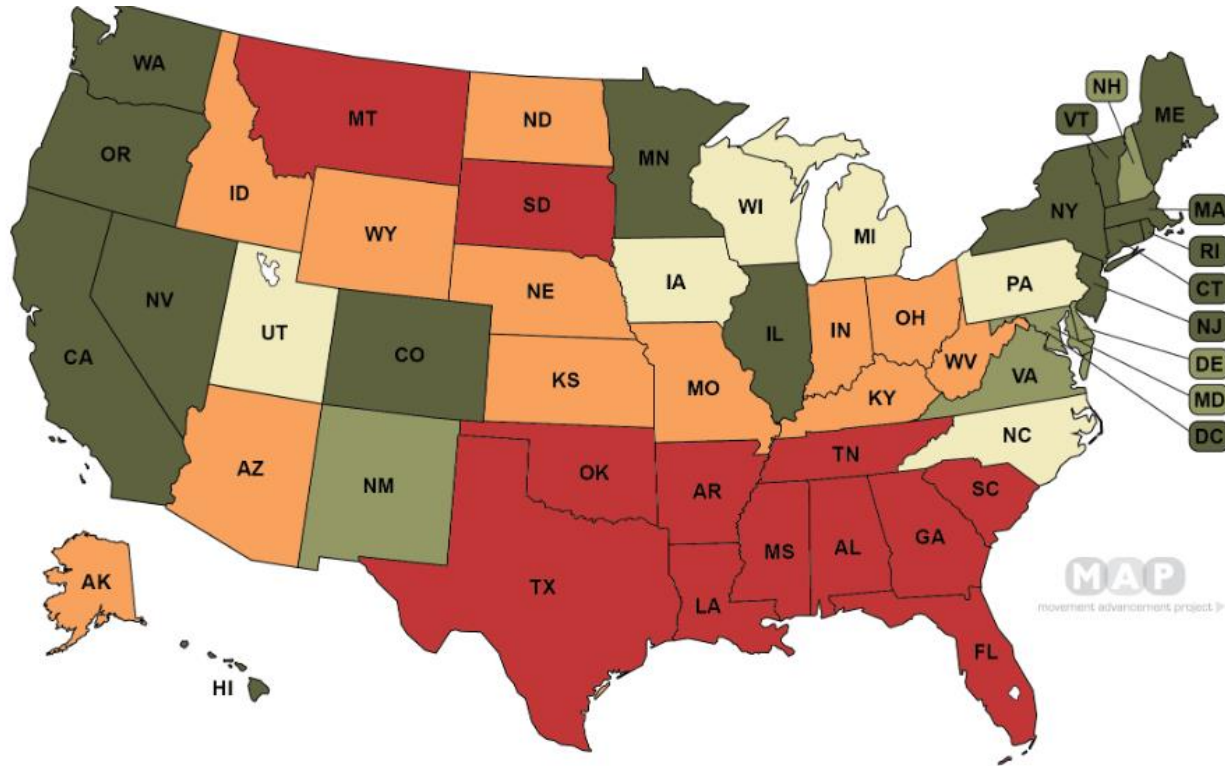
Sexual Orientation Non-Discrimination Act (SONDA)

In New York State, SONDA protects individuals from being discriminated against on the basis of their actual or perceived sexual orientation in housing, employment, access to public accommodations and credit. The only exceptions to the rule are “religious or denominational institution” or “organization operated for charitable or educational purposes.” This law protects everyone from discrimination, including those who identify as transgender. SONDA applies when a transgender person is discriminated against based on his or her actual or perceived sexual orientation, but does not protect Transgender individuals from discrimination because of their status.

Gender Expression Non-Discrimination Act (GENDA)

In January of 2019, New York State passed the Gender Expression Non-discrimination Act (GENDA), prohibiting discrimination against transgender persons in employment, housing, public accommodations, education and credit. The newly enacted law explicitly protect transgender and gender non-conforming individuals from discrimination by adding gender identity and expression as protected classes under New York State's existing human rights law.

Source: <https://www.genderequalitylaw.org/lgbtqnys-laws>



When you need a map
to know where it's
safer to exist...

<https://www.lgbtmap.org/equality-maps>

Key:

- High Overall Policy Tally (15 states + D.C.)
- Medium Overall Policy Tally (6 states, 1 territory)
- Fair Overall Policy Tally (8 states)
- Low Overall Policy Tally (13 states, 4 territories)
- Negative Overall Policy Tally (8 states)

U.S. Territories



HUMAN RIGHTS SCORECARD



<https://www.hrc.org/resources/state-scorecards/new-york>

KNOW YOUR RIGHTS

New York Division of Human Rights Magazine "Know Your Rights"

<https://www.yumpu.com/en/embed/view/sK50yQLWz8EVTSIP>



RESOURCES TO REPORT DISCRIMINATION

New York Division of Human Rights:

<https://dhr.ny.gov/complaint>



SOGIE DEFINITIONS AND TERMS



"Learning About Sexual Orientation, Gender Identity
& Expression" SOGIEcenter.org/training/

LGBTQIA+ DEFINITIONS AND TERMS CONTINUED

<https://sogiecenter.files.wordpress.com/2022/12/qic-lgbtq2s-sogie-glossary.pdf>

SOGIE GLOSSARY OVERVIEW

Ableism: A system of oppression that benefits able-bodied people and oppresses people with disabilities.

Agender: A person who does not identify with any particular gender or who identifies without gender.

Ally: A person or organization that actively aligns and uses their resources to support individuals and communities with a specific issue; here, an individual who openly supports and affirms the rights and dignity of people with diverse SOGIE may be considered an ally.

Androgynous: A gender expression that has masculine and feminine elements.

Anti-Gay Bias: Hatred, discrimination or aversion to lesbian, gay and bisexual (LGB) people, people perceived to be LGB, or those associated with person who are LGB. Often referred to as Homophobia.

Anti-Transgender Bias: Hatred, discrimination or aversion to transgender, gender diverse, or gender nonconforming people, people perceived to be as such, or those associated with persons who are transgender, gender diverse, or gender nonconforming. Often referred to as Transphobia.

Asexual (or ace): A person who does not experience sexual attraction, but may experience other forms of attraction (e.g., intellectual, emotional). Asexual people may also identify as "bisexual," "gay," "lesbian," "pansexual," "queer," "straight," and many more.

SOGIE GLOSSARY OVERVIEW CON'T

Bisexual: A person who is attracted to people of their own gender as well as other genders.

Cisgender: A description for a person whose gender identity and assigned sex at birth align (e.g., a person identifies as a man and was assigned male at birth by a doctor).

Cisgender Privilege: The implicit and explicit privileges that cisgender people exercise. These privileges include, but are not limited to, the ability to use public restrooms without fear of verbal abuse, physical intimidation or arrest. The privileges also encompass freedom from questions about one's anatomy (often by strangers) and the freedom from frequent misgendering. Cisgender people also enjoy a presumed "validity" as a man/woman/human and this validity is not based on surgical procedures or how well one "passes" as a man/woman/human, etc.

Classism: A system of oppression that benefits people with high and middle socioeconomic status and oppresses people with lower socioeconomic status.

Coming out: The process of acknowledging one's sexual orientation or gender identity to oneself and/or individuals in one's life; often incorrectly thought of to be a one-time event, this is a lifelong and sometimes daily process.

SOGIE GLOSSARY OVERVIEW CON'T

Diverse SOGIE: A more inclusive term to describe all people who identify as having diverse Sexual Orientation, Gender Identity, and/or Gender Expression (SOGIE).

Drag queen/drag king: Someone who dresses and performs as another gender for entertainment purposes. Often embodies a theatrical or exaggerated version of masculinity or femininity; does not necessarily self-identify as transgender.

Genderism: A system of oppression that benefits cisgender people and oppresses transgender and gender nonconforming people. Genderism may take the form of Transphobia, bias and discrimination towards transgender and gender nonconforming people.

Gender expression: The ways in which an individual communicates their gender to others through behavior, clothing, hairstyle, voice, etc.; not an indication of sexual orientation

Gender identity: One's internal, personal sense of their gender. Gender identity is best represented as a spectrum and an individual may move around this spectrum. Some terms that are associated with this spectrum are man, woman, gender fluid, genderqueer, trans, transgender and two-spirit, although these are not the only terms. Some individuals may identify as both man and woman, neither man nor woman, or non-binary.

Gender neutral: Anything (such as clothing, styles, activities, or spaces) that a society or culture considers appropriate for anyone, irrespective of gender; anything that carries with it no particular gender associations.

Gender nonconformity: Expressing gender and/or having gender characteristics that do not conform to the expectations of society and culture. Also referred to as gender variant, gender diverse, or gender creative.

Gender role: Culturally or socially determined sets of attitudes and behaviors that are expected of an individual based on their assigned sex at birth or perceived sex.

SOGIE GLOSSARY OVERVIEW CON'T

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Intersectionality: A term coined in 1989 by civil rights activist and legal scholar Kimberlé Crenshaw to describe the unique types of oppression and discrimination experienced by individuals with multiple marginalized identities, in categories such as gender identity, race, class, ability, or sexual orientation, for example. These overlapping systems of oppression interact and contribute to multiple forms of discrimination and systematic social inequality.

Intersex: A general term constructed to describe variations of sex characteristics. This could include mixed chromosomes, elements of both male and female reproductive systems, or genitalia that do not appear clearly male or clearly female at birth. For example, a baby born with a vagina and testes.

Nonbinary: An umbrella term for gender identities that are not exclusively either boy/girl, or man/woman. Nonbinary individuals may have more than one gender, not identify with a gender, or something else altogether.

SOGIE GLOSSARY OVERVIEW CON'T

Oppression: Systems of power and privilege, based on bias, which benefit some social groups over others. Oppression can 1) take many forms, including ideological, institutional, interpersonal and internalized; 2) be intentional and unintentional; 3) be conscious and unconscious; and, 4) be visible and invisible. Oppression prevents the oppressed groups and individuals from being free and equal. Many people face oppression based on more than one of their identities, creating a unique complexity of challenges and resilience.

Out: Openly acknowledging one's sexual orientation and/or gender identity; person may be out to some people and not to others.

Outed: When someone else accidentally or deliberately reveals another's sexual orientation and/or gender identity, usually without permission.

Pansexual: A person who is attracted to people regardless of sex, gender identity, or gender expression.

Queer: Historically, this was a derogatory slang term used to identify people with diverse SOGIE. It is now a term that some people with diverse SOGIE are reclaiming and embracing as a symbol of pride that represents all individuals who fall outside of the gender and sexual orientation "norms." It should be noted that it is not acceptable for someone who does not have diverse SOGIE to call someone queer unless the person indicates that is their preferred identity language.

SOGIE GLOSSARY OVERVIEW CON'T

Sex assigned at birth: The sex assigned at birth by a doctor; based on physical anatomy and hormones. Designations include male, female or intersex and is also referred to as assigned sex at birth.

Sexual Orientation: Describes the emotional, romantic, and/or physical feelings of attraction-usually over a period of time; it is distinct from sexual behavior.

Transgender: An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe their gender identity using one or more of a wide variety of terms - including but not limited to transgender. The term "trans" is often used as shorthand.

Transition: A term used to describe the process of moving from one sex/gender to another. Transition can include personal, medical, and legal steps like telling one's family, friends, and co-workers; using a different name and new pronouns; dressing differently; changing one's name and/or sex on legal documents; hormone therapy; and possibly (though not always) one or more types of surgery. The exact steps involved in transition are up to the person transitioning.

Two-Spirit: A term used by some Native American people to recognize individuals who possess qualities or fulfill roles of both genders; often considered part man and part woman or wholly man and wholly woman; often revered as natural peace makers as well as healers and shamans. Depending on the tribe, there may be different definitions. Some tribes consider Two-Spirit a term similar to diverse SOGIE. Others may not recognize the term at all.

The image features a white background with several abstract geometric elements. On the left, there are two vertical orange dashed lines, a teal square outline, and a curved orange dashed line. In the upper center, there is a large orange circle. To its right, a teal triangle is partially visible. In the top right corner, a portion of a yellow circle is shown. A large red semi-circle occupies the right side of the frame, containing the text 'QUESTIONS BEFORE MOVING ON?' in white, bold, uppercase letters.

**QUESTIONS
BEFORE MOVING
ON?**



LGBTQIA+ INCLUSION & PEER SUPPORT

Putting ideas into practice



INCLUSION

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

...Is inclusion enough?

PEER SUPPORT

Voluntary

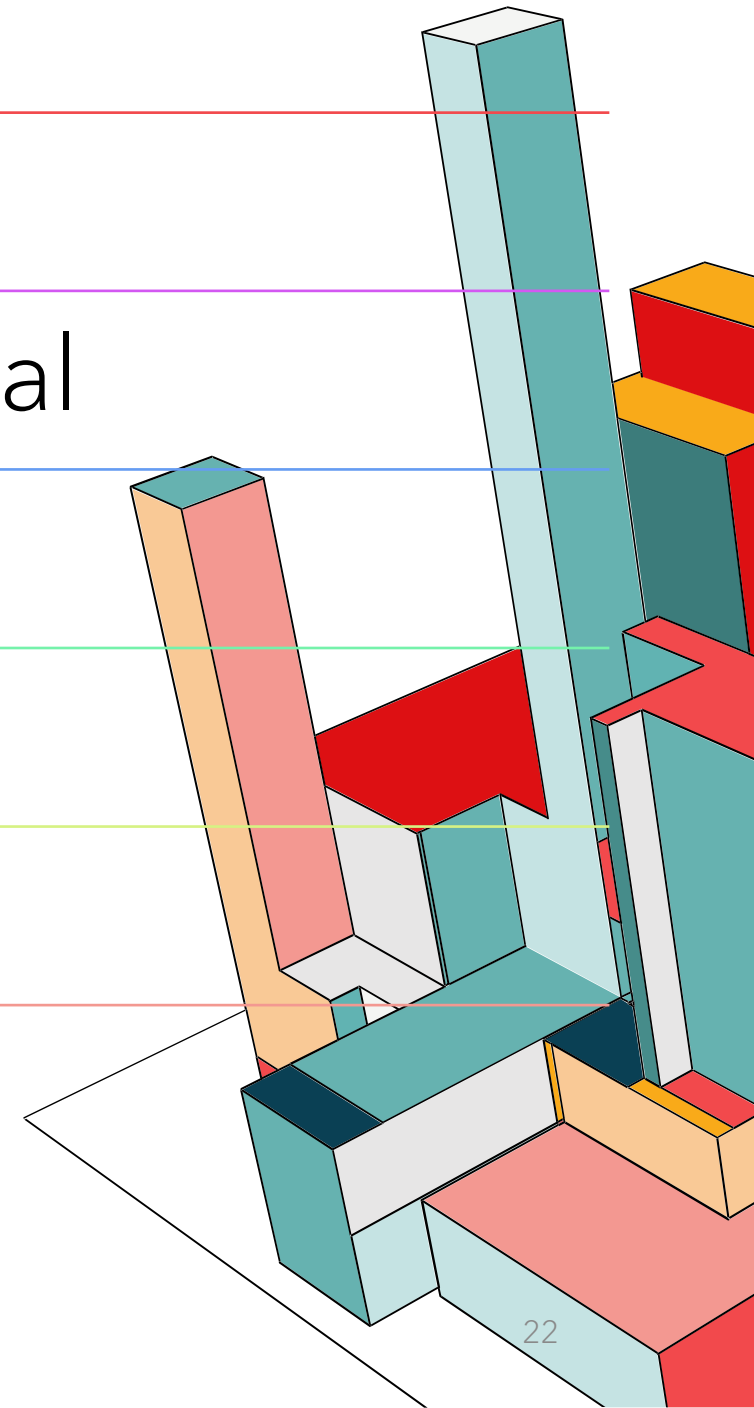
Non-Judgmental

Respectful

Mutuality

Empathetic

Evolving



TRAUMA- INFORMED PEER SUPPORT

Follow the “universal
assumption” that
trauma has occurred

HOW MICROAGGRESSIONS ARE LIKE MOSQUITO BITES:
[HTTPS://YOUTUBE.COM/WATCH?V=HDD3BZA7450&SI=ENSIKAIECMIOMARE](https://youtube.com/watch?v=HDD3BZA7450&si=ensikaiecmiomare)



A NOTE ON TRAUMA AND HEALTH DISPARITIES IN THE LGBTQIA+ COMMUNITY

Healthy People 2020 and the Institute of Medicine both describe health disparities LGBT people face. A few examples of these health problems include:

- LGBT youth are 2 to 3 times more likely to attempt suicide, and are more likely to be homeless (it is estimated that between 20% and 40% of all homeless youth are LGBT). LGBT youth are also at higher risk for becoming infected with HIV and other sexually transmitted diseases (STDs). They are also more likely to be bullied.
- Gay men and other men who have sex with men (MSM) are at higher risk of HIV and STDs, especially among communities of color.
- LGBT people are much more likely to smoke than others; they also have higher rates of alcohol use, other drug use, depression, and anxiety.
- LGBT people are less likely to get preventive services for cancer.
- LGBT people have higher rates of behavioral health issues.
- Transgender individuals experience a high prevalence of HIV and STDs, victimization, and suicide.
- Elderly LGBT individuals face additional barriers to health care because of isolation, diminished family supports, and reduced availability of social services. Some report discrimination from their peers when living in communal elderly housing.

BARRIERS TO SUPPORT FOR SOGIE DIVERSE FOLX

There are many reasons why LGBT people have difficulty accessing health care. Most of these problems can be summarized in three categories.

- **Limited Access**

First, they may have trouble with basic access to care. LGBT people are less likely to have health insurance, either because they have been rejected by their families when they are young, or because they are unemployed or homeless, or because they require services that are not available to them even when they have health insurance.

- **Negative Experiences**

Second, they may experience discrimination or prejudice from health care staff when seeking care. Bad experiences with inadequately-trained professionals are a big reason why LGBT people do not seek medical care; many also report that they look for clues when arriving at a health care facility, such as the way they are greeted by staff, whether non-discrimination policies are posted in public areas, or if there are single occupancy or gender-neutral bathrooms.

- **Lack of Knowledge**

Third, LGBT people sometimes discover that providers do not have knowledge or experience in caring for them. These barriers present a challenge for LGBT individuals and health care staff throughout the nation. The good news is that overcoming them does not require extensive training or highly technical expertise.

SUPPORTING OUR SOGIE DIVERSE COMMUNITY

- **Stay Informed:** If you don't know the difference between sex and gender or current LGBT-related news and issues, educate yourself. Ask questions, do research, and don't be afraid to be honest about what you don't know.
- **Speak Up:** There are many reasons why people don't speak up when they hear something offensive, like "that's so gay." It can be awkward, people don't know what to say, or don't want to make the situation worse. But, words can hurt. When you speak up, it educates others, lets them know their words are not acceptable, and may give others the courage to speak up as well. You can also change how people act in the future. This is powerful.
- **Be Honest:** Speak openly about family members, friends, and colleagues who are LGBT, if they are out and are comfortable with you discussing it with others. People often assume they will offend others or make them uncomfortable if they mention LGBT topics. Also, remember that occasional disagreement is normal and healthy!
- **Support Equality:** Support policies at school, work, or other places that help protect LGBT people from discrimination. Even if the issues seem small, they can have a big impact on people's lives. If you see or hear of an unfair rule or policy, talk to a peer or trusted adult about your concerns and what you can do to make a change.

Source: <https://engage.youth.gov/resources/being-ally-lgbt-people>

MULTIPLE PERSPECTIVES



SUPPORTING OUR SOGIE DIVERSE COMMUNITY

- Deal with your own feelings about diverse SOGIE experiences
- Learn about individual experiences with diverse sexual orientation and gender identity expression
- Don't judge
- Use supportive language
 - Stay updated on SOGIE terminology
 - Introduce your pronouns and ask someone what pronouns they use
- If you make a mistake, correct yourself and move on
- Remember, if you "do it right" you're not owed a "thank you" or "congratulations" - you aren't automatically an "ally"

Hello
my name is

Em

my pronouns are

They/Them/Theirs

QUESTIONS?



If you have questions, we encourage you to ask them here!

THANK YOU

Em Wasserman

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Mental Health Empowerment
Project, Inc. (MHEP)