

CHANGE HAPPENS IN UNCOMFORTABLE SPACES:
MAKING SPACE FOR LGBTQIA+ INCLUSION

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TODAY'S PLAN

- Who I am
- Brave Space
- Terms and Resources
- Overview and Purpose
- Ice Breaker
- Training
- Self-Evaluation, Take-Aways, and Open Discussion
- Contact

WHO I AM

Briona "Bri" Jenkins is a public speaker, activist, and has years of experience using her platform to evoke change.

Bri attended Albertus Magnus College, in New Haven, CT., which is where she completed her undergrad as a Sociology major. She has over eight years of experience in the nonprofit sector where she has been able to work for a variety of organizations.

When not at work Bri is very involved in the Austin community. She has served on a number of boards. Most recently, she joined the board of Random Acts and The Equality Alliance.

Since October 2019, she hosts a podcast called The Tea with Bri where she sits and chats with a different guest every week about whatever topic the guests chooses. In the summer of 2020, Briona decided to start her consulting business, Briona Jenkins Consulting where she helps companies and organizations become more diverse, equitable, inclusive, and accessible.

To learn more about Briona visit brionajenkins.com



BRAVE SPACE

We spend most of our time with coworkers, colleagues, and classmates. Nowadays, companies are investing in creating a diverse, equitable, and inclusive setting but we can't forget that the work starts with us. Educating yourself, having tough and uncomfortable conversations, and working towards dismantling systems.

Today I will be talking about some of my personal experiences, the work that I do, and what has led me here as well as facilitating some conversations for your team.

I want to let you know that this is a brave space.

I am showing up as my full and authentic self and I want to invite you to do the same. You may get uncomfortable and that's okay, I appreciate your willingness to get vulnerable.

While I invite you to challenge yourself, and I may challenge you too, you have every right to ask me to come back to you.

During this workshop, please feel free to ask any questions you have.

KEEP IN MIND

1. All questions are good questions
2. I want this to be interactive so please use the raise your hand or jot down your questions and put them on the front table if you have anything to ask or add
3. Discomfort is welcome
4. Let's create space for conversation especially since you will be doing group work during our time together

TERMS

TERMS TO KNOW

Ally - someone who stands with or advocates for individuals and groups other than their own.

Diversity - the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

Gender Identity - A person's sense of being masculine, feminine, or other gendered.

Equity - proportional representation (by race, class, gender, etc.) in those same opportunities

Implicit Bias - Refers to the brain's automatic, instant association of stereotypes or attitudes toward particular groups, often without our conscious awareness

Inclusion - The process of improving systems so that a culture is created where everyone feels they belong.

Institutional Racism - a form of racism that is embedded as normal practice within society or an organization. It can lead to such issues as discrimination in criminal justice, employment, housing, health care, political power, and education, among other issues.

Intersectionality - A framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face.

TERMS TO KNOW

(CONTINUED)

LGBTQIA+ - A common abbreviation for Lesbian, Gay, Bisexual, Pansexual, Transgender, Genderqueer, Queer, Intersexed, Agender, Asexual, and Ally community.

Microaggression - a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Privilege - a special benefit or advantage that may be earned or unearned.

Racism - prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalized.

Queer - An umbrella term which embraces a matrix of sexual preferences, orientations, and habits of the not-exclusively-heterosexual-and-monogamous majority. This term has been reclaimed by this community.

Sex Identity – How a person identifies physically: female, male, in between, beyond, or neither.

Sexual Orientation – The desire for intimate emotional and/or sexual relationships with people of the same gender/sex, another gender/sex, or multiple genders/sexes.

TERMS TO KNOW

Cisgender - Denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex. You may see the acronym AFAB or AMAB: Assigned fe/male at birth.

Gatekeeping - The act of barring or attempting to bar certain individuals from spaces, communities, or resources.

Gender - The range of characteristics pertaining to, and differentiating between, femininity and masculinity. Depending on the context, these characteristics may include biological sex, sex-based social structures, or gender identity.

Gender Identity - A person's sense of being masculine, feminine, or other gendered.

Intersex - An umbrella term for differences in sex traits or reproductive anatomy. People are born with these differences or develop them at a young age. Genitalia, hormones, internal anatomy, or chromosomes can develop in many ways.

LGBTQIA+ - A common abbreviation for Lesbian, Gay, Bisexual, Pansexual, Transgender, Genderqueer, Queer, Intersexed, Agender, Asexual, and Ally community.

Pronouns - Often, when speaking of a singular human in the third person, these pronouns have a gender implied -- such as "he" to refer to a man/boy or "she" to refer to a woman/girl. These associations are not always accurate or helpful.

Queer - An umbrella term which embraces a matrix of sexual preferences, orientations, and habits of the not-exclusively- heterosexual-and-monogamous majority. This term has been reclaimed by this community.

Sex Identity – How a person identifies physically: female, male, in between, beyond, or neither.

Sexual Orientation – The desire for intimate emotional and/or sexual relationships with people of the same gender/sex, another gender/sex, or multiple genders/sexes.

Transgender - Transgender people have a gender identity or gender expression that differs from the sex that they were assigned at birth. Some transgender people may desire medical assistance to transition from one sex to another identify while others may not.

RESOURCES

BOOK RECOMMENDATIONS

- Trans+: Love, Sex, Romance, and Being You – Kathryn Gonzales

OVERVIEW AND GOALS OF TODAY'S TRAININGS

OVERVIEW AND GOALS OF TODAY'S TRAININGS

Overview of today's training:

Over the last few years we have seen how LGBTQIA+ folks are being targeted. While folks have been working towards equality, diversifying their social media feeds, supporting LGBTQIA+ owned businesses, and paying attention to the inequities faced by LGBTQIA+ folks, we have also seen how implicit bias, racism, sexism, homophobia, transphobia, and queerphobia have been used to negatively impact the lives of people. It's no wonder why activists, advocates, and their allies are exhausted.

While companies have been trying to be better about increasing their diversity, ensuring that there is equity, and creating a space for inclusion and lot of them have missed the mark because a lot of these initiatives are being led by the wrong people.

Goals of today's training:

- Get an understanding of what it is like being the only LGBTQIA+ person at a company and the pressure that entails
- How to identify, unpack, and address your implicit bias, microaggressions, tokenism, sexism, homophobia, and more
- How LGBTQIA+ people are not a monolith and why your DEI efforts need to be led by or in conjunction with LGBTQIA+ people but in a matter that is not tokenizing

ICE BREAKER

DO YOU FEEL LIKE LGBTQIA+ FOLKS ARE
SUPPORTED AT YOUR ORGANIZATION?

LET'S JUMP IN

HOW HAVE LGBTQIA+
FOLKS BEEN TARGETED?

LGBTQIA+ TARGETING

What comes to mind? We can talk about from the 1900s to now, How have LGBTQIA+ Folks been targeted?

- Unnecessary surgeries for Intersex folks
- Same sex marriage

LET'S LOOK AT THE
INTERSECTION OF ANTI-
RACISM WORK AND
LGBTQIA+ ALLYSHIP

ANTI-RACIST

UNDERSTAND HOW YOUR ANTI-
RACISM NEEDS TO BE
INTERSECTIONAL AND INCLUDE
LGBTQIA+ FOLKS

Anti-racism refers to a form of action against racial hatred, bias, systemic racism, and the oppression of marginalized groups.

In order to become anti-racist we have to unpack the systems of racism and oppression in our society and how we are working towards a society that is just and equal.

Racism has affected us on an intersectional level. Ideas surrounding weight, beauty, education, wealth, ableism, sexual orientation, gender identity, success, and more are based in white supremacy.

Summary: When we think of LGBTQIA+ folks what race comes to mind? What do you think LGBTQIA+ folks should look like?

GROUP DISCUSSION

WHERE DO ANTI- RACISM AND QUEENRESS INTERSECT?

- How do anti-racism conversations and queerness intersect?
- Why do you think we need to talk about race and queerness?

Let's take 5 minutes

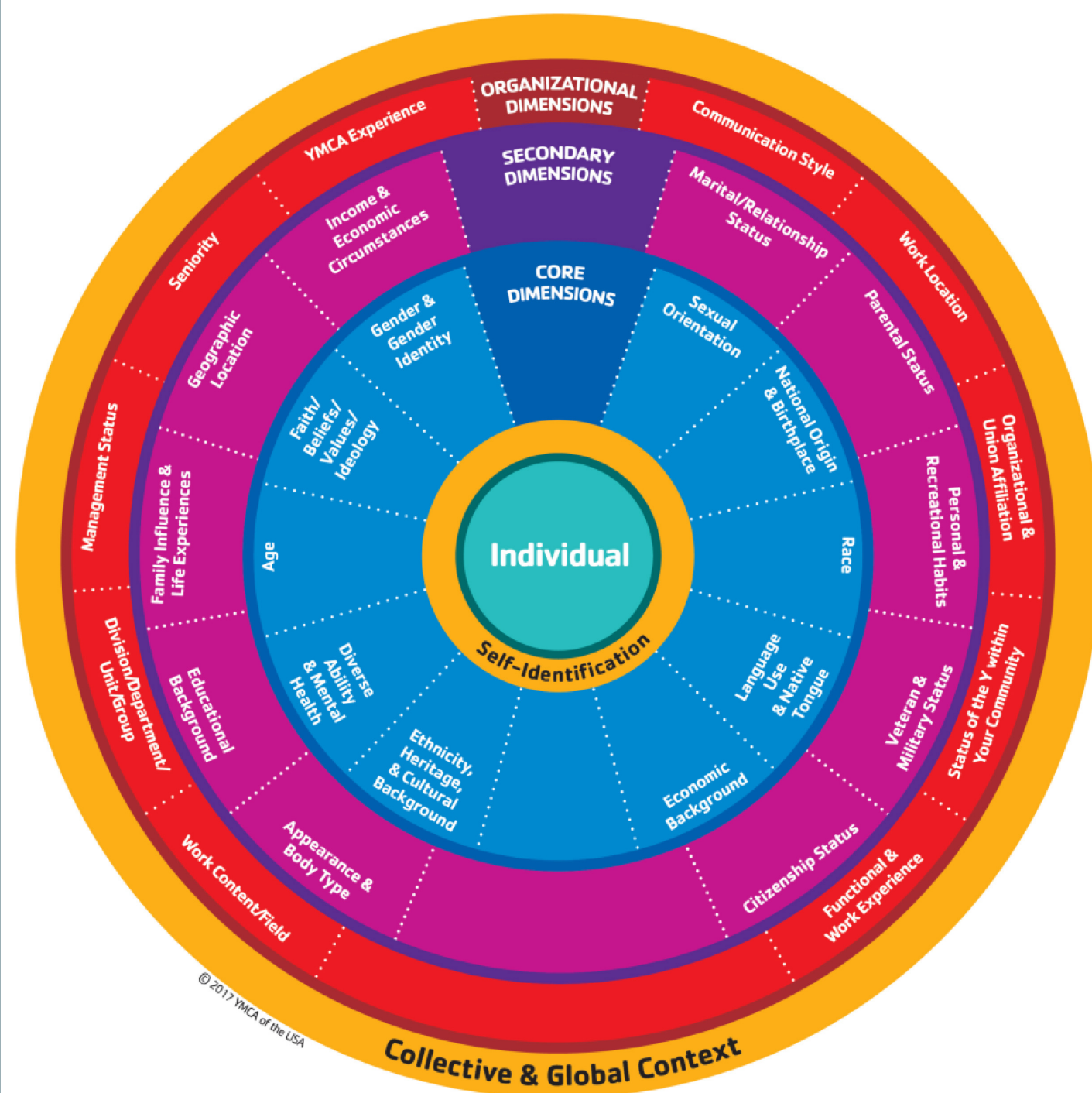
DIVERSITY

WHAT IS DIVERSITY?

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

Let's discuss diversity in the LGBTQIA+ community.

EXAMPLES OF DIVERSITY



GROUP DISCUSSION

GROUP DISCUSSIONS

1. When you think of LGBTQIA+ folks what do you envision?
2. What examples of queer diversity can you think of?
3. What examples of LGBTQIA+ representation have you seen over the last ten years?

We will take 5 minutes to discuss.

INCLUSION

WHAT IS INCLUSION?

The process of improving systems so that a culture is created where everyone feels they belong.

Example: Making sure that a place has single stall/ gender neutral bathrooms.

LEVELS OF INCLUSION



COMMUNITY

Social inclusion is physical, emotional, intellectual, spiritual, and quality of life



CONNECTION

Emotional inclusion is beyond physical presence to relationship



CONTRIBUTION

Intellectual inclusion is the dignity of contributing to the community



CONTEMPLATION

Spiritual Inclusion is the pursuit of meaning and purpose



COMPREHENSIVE

Comprehensive Inclusion happens with good health, quality of life, and where necessary a cure

GROUP DISCUSSION

GROUP DISCUSSIONS

1. What have you done to make spaces and your company more inclusive for queer folks?
2. Do you think that your service (s) are accessible to LGBTQIA+ folks? Why or why not?
3. How are you ensuring that your work is inclusive of LGBTQIA+ folks?
4. How are you making your spaces accessible to LGBTQIA+ Folks?

We will take 5 minutes to discuss.

IMPLICIT BIAS

WHAT IS IMPLICIT BIAS?

Refers to the brain's automatic, instant association of stereotypes or attitudes toward particular groups, often without our conscious awareness.

Implicit Bias is...

Attitudes, Stereotypes & Beliefs
that can affect how we treat others



Race



Ability



Gender



Culture



Language

Implicit bias runs contrary to our stated beliefs. We can say that we believe in equity (and truly believe it). But then unintentionally behave in ways that are biased and discriminatory.

EXAMPLE OF IMPLICIT BIAS?

- The medical field
 - Heterosexual physicians, nurses, and other health care providers implicitly favored heterosexual people over gay and lesbian people.
 - We see this right now with Monkey Pox and how the news is spinning it to sound like Gay men are the ones most likely to contract and transmit it – when in fact it's skin to skin contact and summer just passed and most men were shirtless and may have been dancing in clubs shirtless
 - How men who have sex with men still can't donate blood.

GROUP DISCUSSION

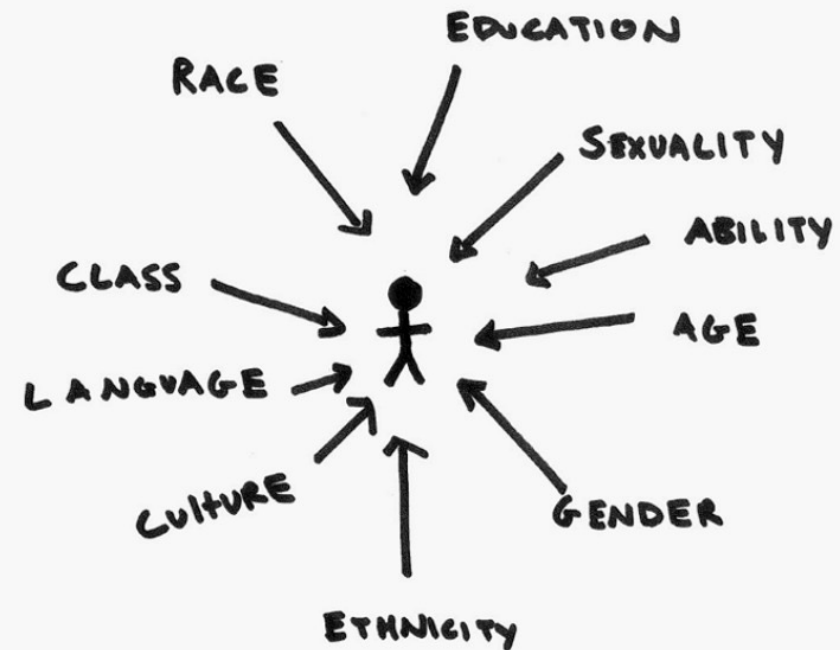
GROUP DISCUSSIONS

1. What is an example of Implicit Bias you have noticed yourself do? It can be personal or professional.
 2. What is an example of Implicit Bias you have about LGBTQIA+ folks?
 3. Do you have any LGBTQIA+ friends and if you do are they all the same or different”
 1. Races as you?
 2. Education level as you?
 3. Financial level as you?
 4. How have you been working to unpack your implicit biases?
- We will take 5 minutes to discuss.

INTERSECTIONALITY

WHAT IS INTERSECTIONALITY?

Originally coined by American lawyer, scholar, and activist Kimberlé Crenshaw, the term is used as a framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face.



WHY IS INTERSECTIONALITY IMPORTANT?

Intersectionality helps use to think about the work we need to do from different viewpoints.

Global Citizen offers up this example and following statement:

Take the pay gap as an example. In the US, women earn 83 cents for every dollar a man earns. However, this number quickly changes when you factor in additional identities, with Black women earning a mere 64 cents for every dollar a white man earns. If we were to consider this solely as a gender issue, we wouldn't be addressing how race magnifies this disparity. Similarly, if we were to understand pay gaps only through the lens of race, we would miss how gender affects Black women's oppression.

This is why intersectionality is such a useful framework — it highlights how discrimination and exclusion are not simple and can't be solved by focusing on a single issue. Instead, it can help us understand how the experience of poverty is gendered and racialized and how it differs within different social contexts. This approach is crucial in understanding the inequalities different groups face — and by extension, how to overcome them by considering the complexity of the identities and patterns of oppression that individuals face within a given society.

GROUP DISCUSSION

GROUP DISCUSSIONS

I. What may the intersectionality of being LGBTQIA+ and

1. A person of color
2. A person with a disability
3. A person who is an immigrant
4. Fill in the blank

Mean for folks?

We will take 5 minutes to discuss.

MICROAGGRESSION

WHAT IS A MICROAGGRESSION?

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Microaggressions have often been seen as backhanded and demoralizing compliments, stereotypes, actions (including gas lighting), or prejudices, typically perpetuated by folks in positions of power against people of color and marginalized people.

NC STATE UNIVERSITY		
Verbal	Nonverbal	Environmental
"You are pretty smart, for a girl."	Touching an African American woman's hair without permission.	Every counselor at a mental health clinic is White.

BRI'S EXAMPLES OF PROFESSIONAL MICROAGGRESSIONS



GROUP DISCUSSION

GROUP DISCUSSIONS

1. Have you ever experienced or witnessed a microaggression? If so, take this time to reflect on it. How did it make you feel? Did anyone try to come to your help or defense?
2. Have you addressed the microaggressions you have perpetrated against LGBTQIA+ folks ?

We will take 5 minutes to discuss.

CLASS DISCUSSION

THE FIRST ONLY
DIFFERENT
– SHONDA RHIMES

In her book, *Year of Yes*, Shonda Rhimes talks about being the first only different and the pressure of being the first Black person, the first and only person of color or marginalized person at work.

- I. What it is like being the only *fill in the blank* person on your team / at your company and what do you have to navigate?

THINGS WE NEED TO ADDRESS

1. How can we address our mistakes and shortcomings without making things awkward or unbearable?
2. How do we move forward after making mistakes and addressing our shortcomings?

SELF-EVALUATION AND TAKE AWAYS

SELF EVALUATION

1. During today's conversation what did you learn that surprised you?
2. Where are you hoping comes out of this training
3. What are your potential steps to get there?
4. What are your next steps and takeaways?

THANK YOU ALL FOR TODAY

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