

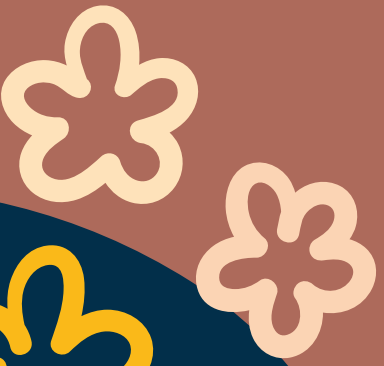
LGBTQ+ INCLUSION



WHAT WILL WE COVER?

- Land Acknowledgement
- What is the Mountain Center?
- What is the NMGSAN?
- Safety Container
- Let's Set Some Goals!
- Why do we do this training?
- What are the basics?
- What are some ways I can support LGBTQ+ youth?
 - What do say to someone who comes out to me?
 - Inclusive Language
 - Intent vs. Impact
- Action steps
 - Organizational impact
- Quiz, questions and closing

LAND ACKNOWLEDGEMENT



As an uninvited guest on Indigenous land, I commit myself to working in partnership with Indigenous people as we heal the disruptions and harms of colonialism and live in reciprocal relationship with our natural environment and the people who inhabit it.



WHAT IS THE MOUNTAIN CENTER?





- Behavioral Health 501 C3 Nonprofit Organization
- Started as a center for Adventure Therapy 42 years ago
- Programs throughout the state of New Mexico

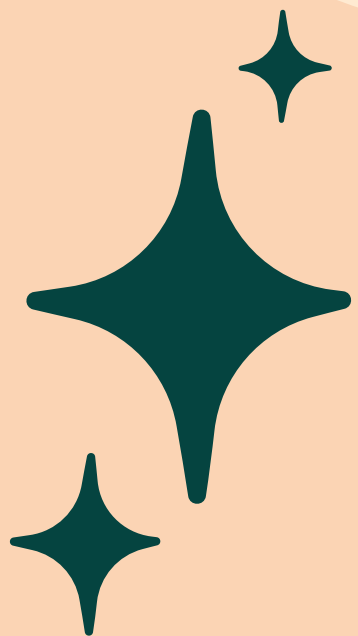


WHAT PROGRAMS DOES THE MOUNTAIN CENTER HAVE?

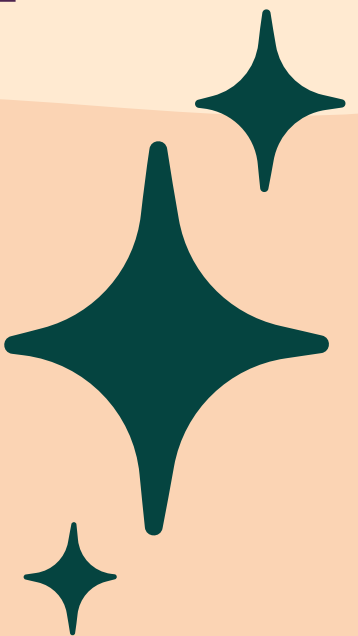
- Outpatient in-person and online therapy
- Transitional Living Facility - Peña Blanca, NM
- Harm Reduction Facilities, Edgewood, NM and Española, NM
- Adventure Therapy
- Emergence
- New Mexico Genders and Sexualities Alliance Network



WHAT IS THE NEW MEXICO GENDERS AND SEXUALITIES ALLIANCE NETWORK?



- **A program of The Mountain Center**
- **A statewide program**
- **Part of a national GSA network**
- **Helps support clubs in schools formerly known as "Gay/Straight Alliance" clubs**
- **Helps support Young LGBTQ+ people**
- **Helps teachers, administrators, families and community members who want to learn to support LGBTQ+ people/youth**



WHAT PROGRAMS DOES THE NMGSAN HAVE?



- **Virtual Support Groups**
- **Virtual and In-Person Programs for LGBTQ+ Youth and sometimes adults**
- **Trainings for Schools, businesses and families**
- **A Youth Council ages 14-24 to help guide our work**
- **Traditional Therapy for LGBTQ+ Youth**
- **Case Management**



María
ESCAMILLA

THEY/THEM
PROGRAM MANAGER



HENDRIX
OLSON

THEY/THEM
PROGRAM COORDINATOR





SHANE/MELINA
BARON-DEUTSCH

THEY/THEM
PROGRAM COORDINATOR





Eli
SKYE

SHE/THEY
THERAPIST





MASI SWANAGAN

SHE/HER
CASE NAVIGATOR

SAFETY CONTAINER

- Respect pronouns and identities - do your best
- Challenge by Choice
- Take Space, Make Space
- Patience with silences (will take up to 10 seconds for quieter folx/introverts to speak up)
- Write down questions, no matter how silly.
 - Throw Glitter, Not Shade
 - Honor folks' NO
 - Take care of yourself (bio needs AND access needs)
 - One Diva, One Mic



LET'S SET SOME GOALS!

What do you want to get
out of this training?

GET REALLY SPECIFIC!

SOME IDEAS INCLUDE

- Helping a specific student
- learning how to support a family member
- Know more terms
- Get better at pronouns
- Solidify LGBTQ+ knowledge
- Anything else!

A NOTE

- Everyone in this room may have a different level of knowledge on this subject
- It is perfectly ok to not know any of this material
- If you know all of this material, please continue to participate in a balanced way to keep this engaging and fun!

OUR GOALS FOR YOU

1. Help you learn and understand some LGBTQ+ terms and concepts
2. Help you learn about the challenges that LGBTQ+ youth in New Mexico face
3. Help you make a list of ways you can participate in acts of allyship

WHY DO WE DO THIS TRAINING?

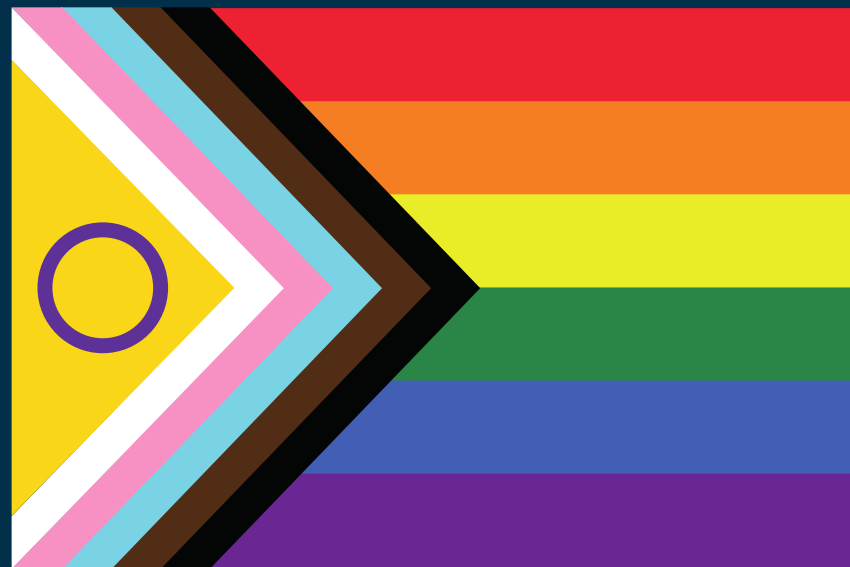


WHAT ARE THE
BASICS?



FLAGS

PRIDE FLAG



TRANS FLAG



THERE ARE MANY VERSIONS OF THE PRIDE FLAG AND DIFFERENT
FLAGS TO REPRESENT THE MANY LGBTQ+ IDENTITIES.

TERMINOLOGY

VIDEO IN NEXT SLIDE



hay terminología importante.

SEXUAL ORIENTATION

A person's enduring physical, romantic and/or emotional attraction to another person.

Not the same thing as Gender Identity

What are some sexual orientations you have heard of?

SEXUAL ORIENTATION

Can include terms like:

- Gay
- Lesbian
- Bisexual
- Heterosexual
- Queer
- Asexual



GENDER IDENTITY

One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves.



★ What are some gender identities you have heard of?

GENDER IDENTITY

- Agender
- Bigender
- Cisgender
- Transgender
- Demi-boy
- Demi-girl
- Gender Diverse
- Gender Fluid
- Gender Queer



- Gender Variant
- Intersex
- Muxe
- Nonbinary
- Pangender
- Third Gender
- Transgender
- Trans Man
- Trans Woman
- Two Spirit



There are many more and some people may have identities not on this list

GENDER EXPRESSION

External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

**BREAK OUT INTO GROUPS OF 3 WITH PEOPLE YOU DON'T
NORMALLY WORK WITH**

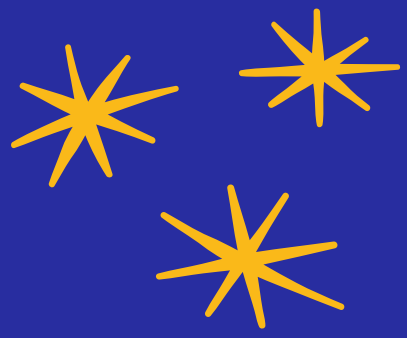
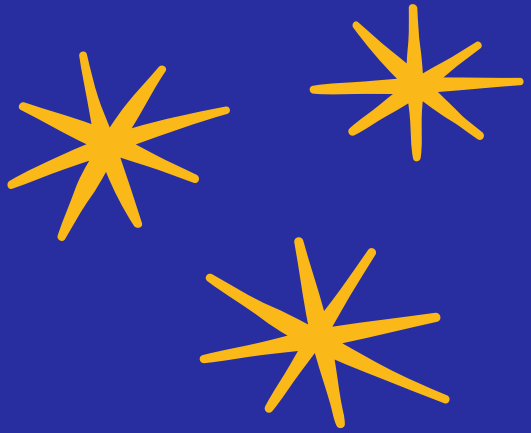
GENDER CHAT

Gender identity and expression can be challenging to talk about if you haven't done it before. Let's break out into small groups and discuss the below questions:

I want to know someone's gender identity, but I don't want to be offensive. Is there a polite way to ask?

Why does society give people who don't follow gender norms such a hard time?

**HOW CAN I SUPPORT
LGBTQ+ YOUTH?**





**HAS ANYONE HERE HAD A YOUTH
COME OUT TO THEM?**

Let's hear 1-2 examples

WHAT IF A YOUTH COMES OUT TO ME?

- Offer support but don't assume a student needs any help.
- Be a role model of acceptance.
- Appreciate the student's courage.
- Listen, listen, listen.
- Assure and respect confidentiality.
- Remember that the student has not changed.
- Challenge traditional norms.
- Be prepared to give a referral

FROM THE GLSEN WEBSITE

INCLUSIVE LANGUAGE

Not inclusive:

- Mr./Ms.
- dude
- girls/guys
- ladies/gentlemen
- mom/dad
- sister/brother
- niece/nephew

More inclusive:

- Mx./first name
- Friend
- People/everyone
- Honored guests/ y'all/folks
- Parent/caregiver
- Sibling
- Nibling

PRONOUNS

English Pronouns

- She/Her/Hers
- He/him/his
- They/them/theirs
- Ey/em/eir
- Xe/xem/xers
- Zhe or Ze/hir/hirs
- Fae/Faer Faers
- Many others

Spanish Pronouns

- Ella
- El
- Elle/Elx
- Elli
- Ellae
- Elu
- Ol/Oiles

Nonverbal

- Ell_
- Ell*
- Ell@

IF YOU STRUGGLE WITH PRONOUNS

Practicing on our own, helping kindly correct others and sharing your own pronouns (even if others aren't sharing theirs) will help if you struggle with pronouns.

No one is looking for perfection but gender nonconforming youth are looking for acceptance.

INTENT VS. IMPACT

MICROAGRESSIONS CLIP

TERMS TO AVOID

GENDER PRONOUNS

commonly used

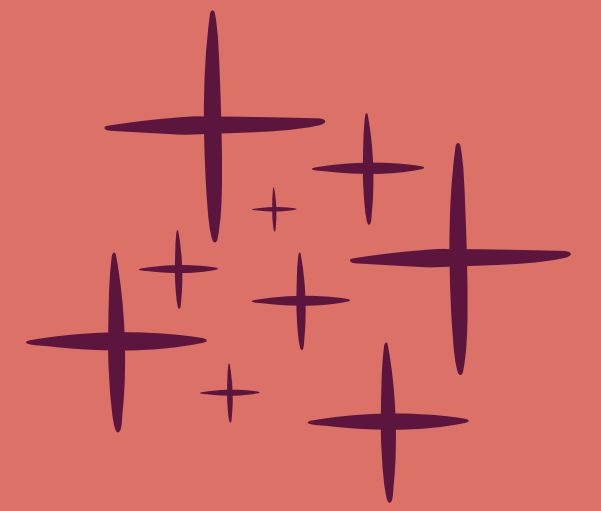
she/her/ hers

he/him/his

they/them/theirs

o elle para genero neutral.

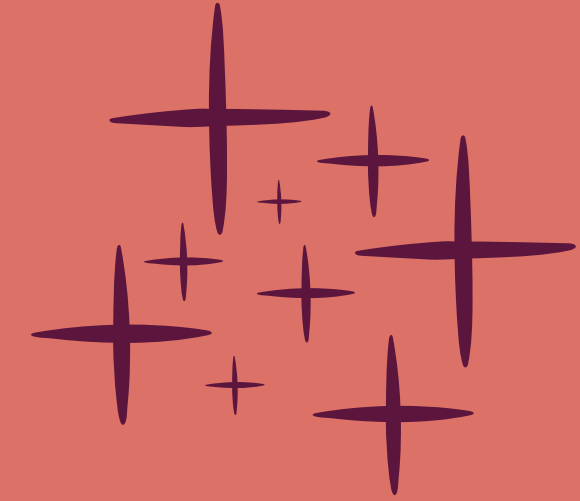
ACTION STEPS



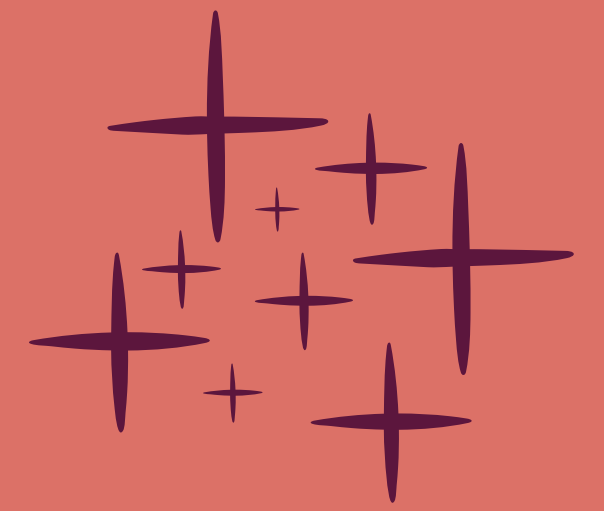
NEED YOU TO BE THEIR ALLY

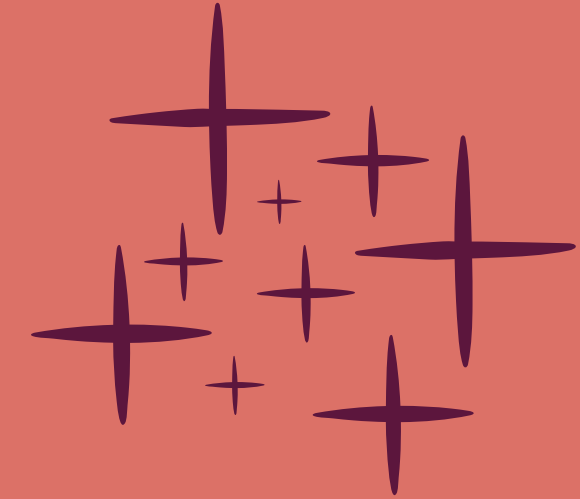


Estos jóvenes necesitan que TÚ seas su aliado.

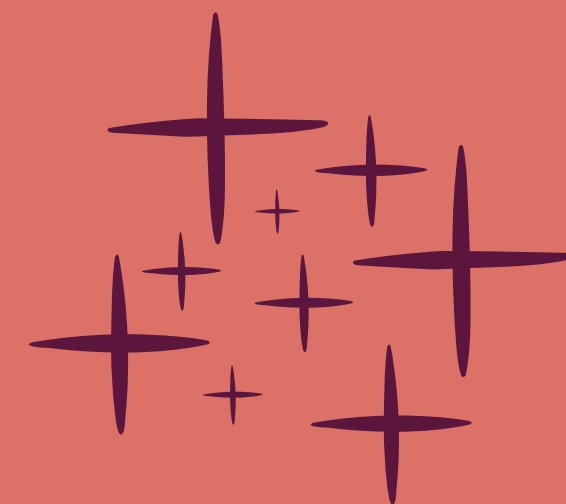


ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE





WHAT WILL YOU DO TO
SUPPORT LGBTQ+ YOUTH?





QUIZ TIME!

List 3 examples of non-inclusive language

What fraction of LGBTQ+ Youth in New Mexico have attempted suicide?

What colors are the transgender flag?




List 3 examples of gender identity

What is one thing young queer people say they need most from adults in their life?



DID YOU REACH YOUR GOALS?

Look at the list you wrote at the beginning. Did all of your questions get answered? Did this training give you what you needed?





QUESTIONS

Now is the time for you to ask any questions about the material, things you've heard or specific scenarios.

No question is silly or too small!

THANK YOU!

Please feel free to reach out to us anytime with questions or for support.



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