

HISTORY MADE!

LGBTQ+DEMOCRATSNC

Happy Pride Month!



Building **BLUE**



LGBTQIA: CULTURAL COMPETENCY

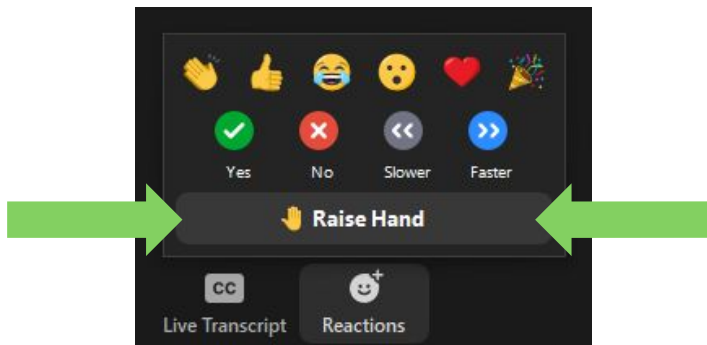
JUNE 11-13, 2021

RAISING YOUR HAND ON COMPUTER

STEP ONE: Click on the **“Reactions”** button at the bottom of your Zoom screen.



STEP TWO: A menu that looks like this will appear. Click **“Raise hand”**

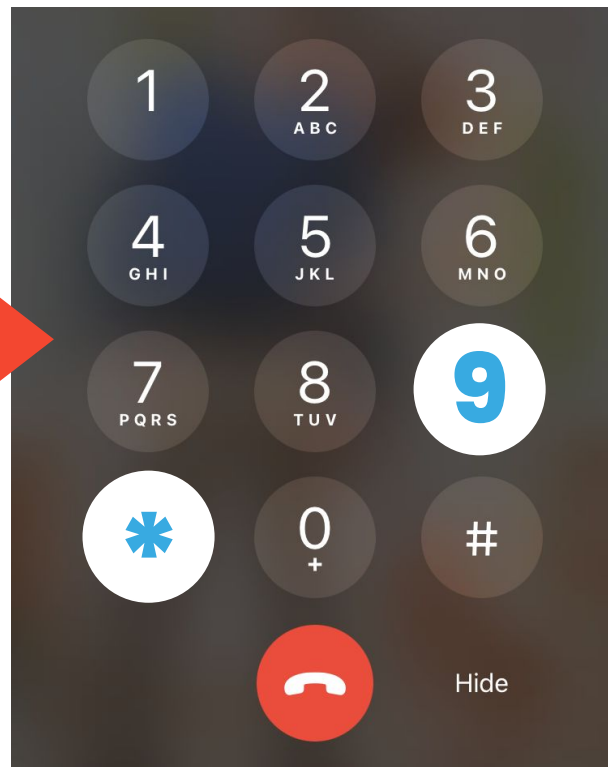


RAISING YOUR HAND ON YOUR PHONE

STEP ONE: Press *9 on your phone's keypad

**TOGGLE
MUTE/UNMUTE**

Press *6 on your
phone's keypad



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- **Be Respectful**
- **Be Present**
- **Ask Questions**
- **Use the Chat**





MEET YOUR DEMOCRATIC FAMILY

What is your favorite
pride month memory?

OUR AGENDA:

1. Welcome
2. Introduction to the LGBTQIA+ Community
3. Terms and What the Letters Represent
4. Using Personal Pronouns
5. Issues & Protections/Laws
 - a. Historical discrimination
 - b. Current laws
 - c. Laws being proposed now
 - d. The Real Truth about Trans in Sports
6. What Can You Do
7. Additional Resources
8. About LGBTQ+ Democrats of NC
9. Questions

LGBTQ+DEMOCRATSNC



**Ginger Walker, President
State
(she/her)**



**Elijah King
NCDP CD 4 Vice Chair & Eva
Clayton Fellow
(He/Him/His)**



**Trystlynn Barber
CD 4 Chair
(She/Her)**



The LGBTQ+ (LGBTQIA) Community

KEY LGBTQ+ TERMS

- **Sexual orientation:** Describes a person's emotional, physical, and/or romantic attraction to another person
- **Gender identity:** A person's deeply held internal sense of being male or female or somewhere else on or outside the gender spectrum
- **Gender expression:** Refers to all of a person's external characteristics and behaviors — such as clothing, grooming, mannerisms, speech patterns and social interactions — that represent or express one's gender identity to others
- **SOGIE:** An acronym for sexual orientation, gender identity, and expression

KEY LGBTQ+ TERMS



- **L = Lesbian**
- A female-identified person who experiences romantic love or sexual attraction to other female-identified people



KEY LGBTQ+ TERMS



Elton John



Pete Buttigieg



Arsidez León
He/Him



Matt Hughes
(He/Him)

- **G = Gay**
- Traditionally refers to a male-identified person who experiences romantic love or sexual attraction to other male-identified people
- Could also refer to any person attracted to others of the same gender

KEY LGBTQ+ TERMS



- **B= Bisexual**
- Romantic and sexual attraction to people of the same gender and people of different genders
- Some people use pansexual to emphasize attraction to all genders, not just male or female

KEY LGBTQ+ TERMS



- **T = Transgender**
- Umbrella term used to describe people whose gender identity differs from their sex assigned at birth
- **Cisgender:** People whose gender identity aligns with their sex assigned at birth

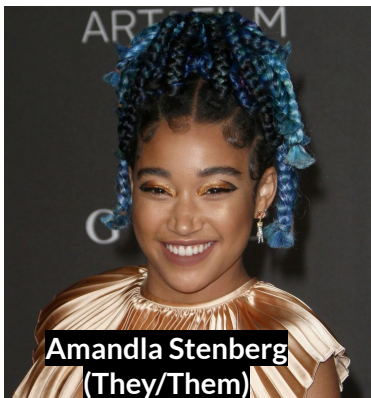
KEY LGBTQ+ TERMS



- **Two-Spirit**
- A term used by some North American Indigenous people that describes a person with the spirit of a man and a woman in one body, and they have special roles in their tribal communities

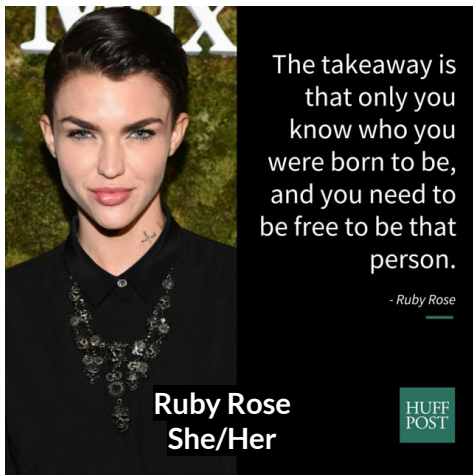


KEY LGBTQ+ TERMS



- **Non-Binary:** Umbrella term used to describe people who reject the gender binary (female/male)
- **Gender Nonconforming:** People whose gender expression does not conform to the gender binary

KEY LGBTQ+ TERMS



- **Gender Fluid:** Umbrella term used to describe people who do not identify themselves as having a fixed gender
- **Genderqueer:** A term used to describe people who do not subscribe to convention gender identities, but identifies with neither, both or a combination of male and female genders

KEY LGBTQ+ TERMS



Eureka O'Hara



Nico Tortorella

- **Gender Neutral:** Someone who prefers not to be described by a specific gender, but prefers “they” as a singular pronoun

KEY LGBTQ+ TERMS



- **Q = Queer / Questioning:**
- Any person in the LGBTQ community who chooses not to identify with a specific label (who feels outside of social norms of gender and sexuality)
- * Not everyone embraces this term. It should not be thoughtlessly used.

KEY LGBTQ+ TERMS



Hanne Gaby Odiele



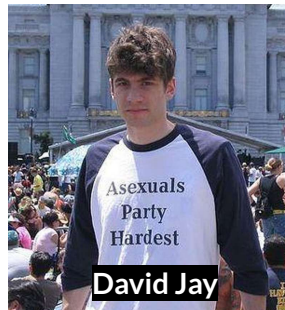
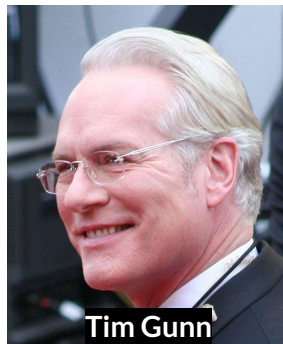
Sean Saifa Wall



Pigeon Pagonis

- **I = Intersex**
- Umbrella term describing people born with reproductive or sexual anatomy and/or chromosome pattern that can't be classified as typically male or female.

KEY LGBTQ+ TERMS



- **A = Asexual or Ally**
- A broad spectrum of sexual orientations generally characterized by feeling varying degrees of sexual attraction or a desires for partnered sexuality
- Also used by people who identify as an Ally and stand for social and legal equality for the LGBTQ+ community

KEY LGBTQ+ TERMS

Using Personal Pronouns and why it's important

- Personal pronouns are one of the ways we portray our identities
- Using someone's preferred pronouns is the smallest way to acknowledge and respect someone's identity of who they are and how they identify to the world

What are pronouns used:

- she/her or she/her/hers or she/her/ella
- he/him or he/him/his or he/him/él
- they/them/theirs or they/them/elle or ellxs or elli
- ze/hir

KEY LGBTQ+ TERMS

How to ask what someone's pronouns are?

- Introduce yourself using your pronouns and ask “How should I address you”, although it's not a good idea to force someone to share their pronouns. Also be prepared to explain to someone who may not be familiar with sharing personal pronouns.

Is it ok to make a mistake?

- Yes! We all make mistakes – it's important that you're trying and willing to correct your error. Just like you would if you accidentally called someone the wrong name.

KEY LGBTQ+ TERMS

For more information on Personal Pronouns visit:

mypronouns.org



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Issues & Protections/Laws



HISTORY OF FACING DISCRIMINATION

Haven't always been embraced by:

- Democratic Party
- Elected Officials
- Churches / Clergy
- The Census
- Businesses
- ETC...

Significantly worse for LGBTQ+ Black, Brown, Indigenous, Asian, Pacific Islanders and other People of Color, and especially for Trans!

LAWS IN PLACE THAT PROTECT LGBTQ+

SCOTUS Rulings:

- **Obergefell v. Hodges (2015)** – Marriage Equality,
- **Bostock v. Clayton County** – Ruling that discrimination on the basis of SOGI is prohibited by Title VII of the Civil Rights Act of 1964. This landmark decision also opened the door to challenges of this definition of “sex” under Title IX.

LAWS IN PLACE THAT PROTECT LGBTQ+

President Biden's Actions:

- **1/21/21** – Directed federal agencies to extend equal rights safeguards to SOGI in health, housing [applicable to only HUD cities], education and credit.
 - March 2021, Consumer Financial Protection Bureau & the Department of Housing and Urban development took action to ensure equal treatment for LGBTQ+ Americans in banking or when renting or buying a home
- **1/25/21** – Reversed Transgender ban in the Military

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LAWS IN PLACE THAT PROTECT LGBTQ+

President Biden's Actions:

- **Diverse Appointments** with a record number of LGBTQ+ Administration appointments, ~200, including Pete Buttigieg, first openly gay Cabinet Secretary and Rachel Levine, first openly trans federal official.
- **2/2021** – Presidential memorandum directing US Agencies working overseas to combat criminalization by foreign governments of LGBTQ+ people.

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LAWS IN PLACE THAT PROTECT LGBTQ+

President Biden's Actions:

- **May 2021**, Secretary Blinken authorized all US embassies and consulates to fly rainbow flags with the American flag during June, which is Pride Month
- During his Address to Congress, the President made these comments to the Trans community:

"To all transgender Americans watching at home, especially the young people, you're so brave. I want you to know your President has your back"

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LAWS IN PLACE THAT PROTECT LGBTQ+

Equality Act: Passed the House / Stalled in the Senate

- **Federal: How the Equality Act would help the ~319,000 NC LGBTQ+**
 - Housing
 - Credit – no state protection
 - Jury service in Federal Courts
 - Federally funded programs
 - Public Accommodations

LAWS IN PLACE THAT PROTECT LGBTQ+

North Carolina

- Governor Cooper Executive Orders
 - 2018 – [Executive Order No. 24](#), to promote diversity and prohibit discrimination in government agencies and government contracts, and also requires those doing business in NC to do the same
 - 2019 – [Executive Order No. 97](#), Protecting Minors from Conversion Therapy
 - Consistent yearly June Pride Month Proclamations

LAWS IN PLACE THAT PROTECT LGBTQ+

North Carolina

- NC Court of Appeals January 2021 Decision
 - M.E. vs T.J. Case – last state in the U.S to bar same-sex couples from some of the stronger legal protections from domestic violence
 - LGBTQ North Carolinians in unmarried, dating relationships must have the same access to domestic violence protections as people in heterosexual relationships. Has been appealed to NC Supreme Court
- No other State laws protect LGBTQ+ outside of SCOTUS, Presidential and Governor EOs

ANTI-LGBTQ+ LAWS IN PLACE in North Carolina

HB-2 / Compromise Bill HB-142

- 12/1/2020 Sunset of section prohibiting municipalities from adopting non-discrimination ordinances (NDO) in private employment and public accommodations.
- Regulations remain in place for “bathrooms” – multi- use bathrooms, changing rooms and gyms and are controlled by the NCGA



Sunset of some provisions of HB 142

NCisReady Coalition

- Lead by Equality NC & Campaign for Southern Equality, and joined by other Coalition Partners, including LGBTQ+ Democrats of NC, ACLU and others to help municipalities pass NDOs.
 - Ten (10)) towns/cities/counties have passed an NDO, with many more in the works..
- More info at NCisReady.org



CURRENT GOP NCLEG LED ANTI-LGBTQ+ BILLS

HB-358 – “Save Women’s Sports”

- Would Prevent Trans from playing sports based on gender they identify as

SB – 514 – “Youth Health Protection Act”

- Would Prohibits transgender people under age 21 from receiving any trans-affirming care and would penalize medical professionals who provide transition-related care. It would also essentially requires state employees, teachers, administrators or counselors to “OUT” Trans & Gender non-conforming youth to their parents

CURRENT GOP NCLEG LED ANTI-LGBTQ+ BILLS

SB – 515 – “Health Heroes Conscience Protection Act”

- An extreme bill that would allow any medical provider to refuse to do anything they object to on the basis of conscience, including providing treatment or even providing information or referrals

National GOP Initiative of Egregious Bills Targeted At Transgender Community

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THE REAL TRUTH ABOUT TRANS IN SPORTS

- There is NO Scientific Evidence or other fact-based evidence to support claims that Trans Women have an advantage over Cis-Women in Sports... It is just an attempt for the GOP to legislate discrimination and rally their base around fear!



"The oldest and strongest emotion of mankind is fear, and the oldest and strongest kind of fear is fear of the unknown" ~ HP Lovecraft

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THE REAL TRUTH ABOUT TRANS IN SPORTS

- 15 States and DC have trans-inclusive state athletic association guidance and years of open participation by transgender students in those places have produced NO evidence of purported harms to cisgender people.
- In 2011, NCAA released guidelines on the inclusion of transgender student-athletes in collegiate sports.

*"For the past nine years," explains Helen Carroll, "transgender athletes have been able to compete on teams at NCAA member colleges and universities consistent with their gender identity like all other student-athletes with no disruption to women's collegiate sports."**

*ACLU 2020 - Four Myths About Trans Athletes Debunked

THE REAL TRUTH ABOUT TRANS IN SPORTS

- **In 2019, NC High School Athletic Association adopted a policy aimed to increase inclusion of transgender kids, allowing trans athletes to play on teams that align with their gender identity. Very few have applied.**
 - Only 10 Transgender athletes, female or male, have sought to play on public high school sports teams that align with their gender identity in the last two years.

CURRENT NC DEM NCLEG PRO-LGBTQ+ BILLS IN NCGA

- **HB-450 / SB396** –
“Equality for All”
- **HB - 451 /**
“Full Repeal HB2”
- **SB - 492 / SB 392**
“Mental Health Protection Act”
- **HB-449 / SB 409** – “
“Prohibit Defense Based on Sex
or Gender”



FOUR NEW BILLS
filed to protect LGBTQ North Carolinians!

- 1 Comprehensive statewide nondiscrimination
- 2 Full and clean repeal of HB2 and HB142
- 3 Protect minors from anti-LGBTQ “conversion therapy”
- 4 Ban the so-called “gay/trans panic” defense

www.NCisReady.org

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WHAT CAN YOU DO?

- Get to know LGBTQ+ People in your sphere
- Support pro-LGBTQ+ Equality & Equity legislation, including local NDOs
- Join your local LGBTQ+ Dems Chapter and if there's not one, become an At-Large Member or identify LGBTQ+ people in your County and help them start a Chapter
- Do additional Research to learn how to be a stronger Ally
- Talk about your fears in a safe space – We're a safe space and are here as a resource

www.lgbtqdemocrats.org

Additional Resources

National

- [50+ Resources for LGBTQ+ Allies](#)
- [PFLAG](#)
- [The Trevor Project](#) – Crisis Intervention and Suicide Prevention Resources for LGBTQ Youth
- [HRC](#)
- [ACLU LGBTQ Rights](#)
- [Courses On LGBTQ History](#)
- [Teaching about LGBTQ+](#)

www.lgbtqdemocrats.org

Additional Resources

North Carolina

- [Safe Schools NC](#)
- [The LGBT Center of Raleigh](#)
- [The LGBTQ Center of Durham](#)
- [ECU Dr. Jesse R. Peel LGBTQ Center](#)
- [Guilford Green Foundation](#)
- [NC Central University LBGTA Resource Center](#)
- [Equality NC](#)
- [Campaign for Southern Equality](#)

www.lgbtqdemocrats.org

LGBTQ+ Democrats of NC – Who We Are

- **Officially recognized NCDP Auxiliary since 2011**
- **Work to influence and shape the policies and values of the North Carolina Democratic Party to ensure inclusivity, better equity and equality for the LGBTQ+ community by:**
 - Providing a strong voice and representation at all levels of the Democratic Party structure
 - Secure full and equal rights for LGBTQ+ Citizens through effective legislation and policies
 - Elect pro-equality Democrats to office
 - Recruit, encourage and support LGBTQ+ Democrats to run for office
- **Support the NCDP**

www.lgbtqdemocrats.org



Our Chapters & Chartering Your Own

- Schedule an Organizing Meeting, which can be done virtual and the state will host.
- Have at least Five (5) People (LGBTQ+ & Allies) who agree to be dues paying members, with
- At least three (3) people willing to serve as an Officer of the Chapter
 - **President, Vice President and Secretary/Treasurer (position can be split into two)**
 - **President & Vice President need to be LGBTQ+, but Allies welcome to serve in other Officer and Committee positions**

Contact us to learn more about starting a Chapter

Organized Chapters

- Alamance County
- Buncombe County
- Burke County
- Cherokee & Clay Counties
- Forsyth County
- Guilford County
- Johnston County
- Mecklenburg County
- Wake County
- Watauga County

County Organizing Underway

- Chatham County
 - Durham County (re-organizing)
 - Gaston County (re-organizing)
 - Lincoln County
- & more to come in 2021...



A Few of Our 2020 Achievements

90,000+

Digital Interactions

Over the last year
(not including our Chapter's interactions)

\$16,000+

**Funds Raised to Further
Our Mission**

>60 Hours

**Of Cumulative Programing
In 2020**

**Doubled Our
Membership &
Welcomed New
Chapters**

(1st Virtually Organized Chapter)

**Increased LGBTQ+
2020 DNC Delegate
Goals over 2016**

**(1st Non-Binary Delegates elected at
District Level)**

**Submitted Resolutions at
the County, District &
State levels.**

(All accepted by SEC)

ANY QUESTIONS?

ANY QUESTIONS?

Follow Up, please reach out to **Ginger Walker, President**, at
president@lgbtqdemocrats.org

www.lgbtqdemocrats.org



THANK YOU!
