

# A Rainbow of Opportunity



April 30, 2014

IACAC

Symone L. Simmons, M.S.



# Session Flow

- Welcome and Introductions
- Language
- National and Campus Climate for LGBT Students
- Issues and Concerns Facing LGBT Students
- Understanding the Role of Allies
- Taking Action to Create Positive Change



Language

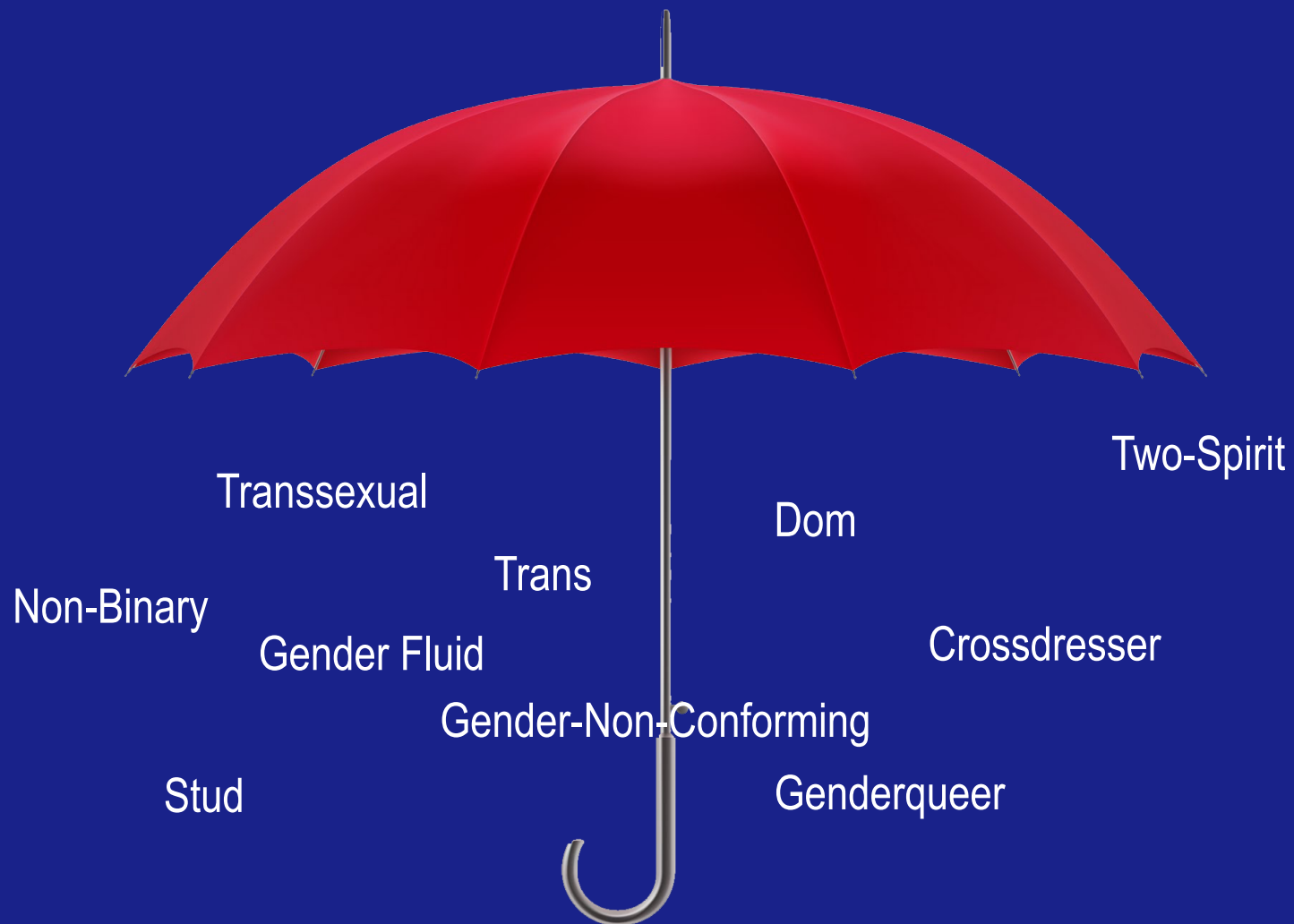
# SEXUAL ORIENTATION

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# GENDER IDENTITY



# TRANS\*





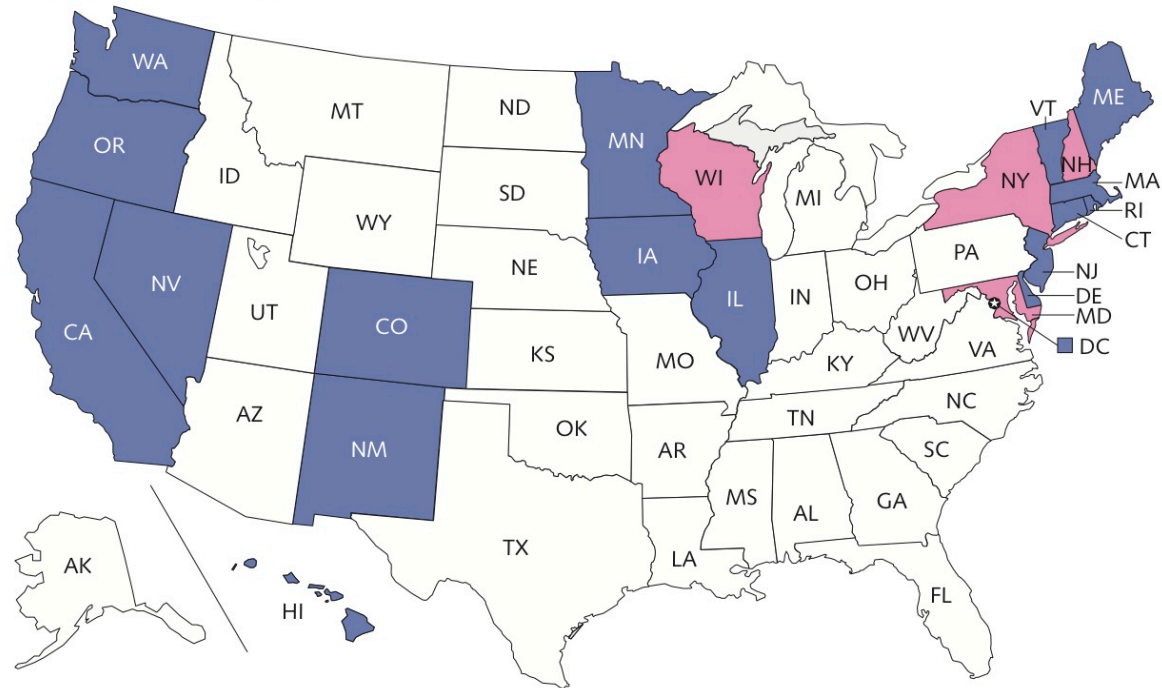
Climate



# Climate

## State Nondiscrimination Laws in the U.S.

This map was last updated on June 21, 2013



States banning discrimination based on sexual orientation and gender identity/expression (17 states and the District of Columbia)  
Minnesota (1993); Rhode Island (1995, 2001)<sup>1</sup>; New Mexico (2003); California (1992, 2003)<sup>1</sup>; District of Columbia (1977, 2005)<sup>1</sup>; Illinois (2005); Maine (2005); Hawaii (1991, 2005, 2006, 2011)<sup>2</sup>; New Jersey (1992, 2006)<sup>1</sup>; Washington (2006); Iowa (2007); Oregon (2007); Vermont (1992, 2007)<sup>1</sup>; Colorado (2007); Connecticut (1991, 2011)<sup>1</sup>; Nevada (1999, 2011)<sup>1</sup>; Massachusetts (1989, 2011)<sup>1</sup>; Delaware (2009, 2013)<sup>1</sup>

Laws banning discrimination based on sexual orientation (4 states)  
Wisconsin (1982); New Hampshire (1997); Maryland (2001); New York (2002)

<sup>1</sup> California, Connecticut, Delaware, DC, New Jersey, Massachusetts, Nevada, Rhode Island and Vermont first passed sexual orientation nondiscrimination laws, then later passed gender identity/expression laws.

<sup>2</sup> In 1991, Hawaii enacted a law prohibiting sexual orientation discrimination in employment. In 2005, it enacted a law prohibiting sexual orientation and gender identity/expression discrimination in housing. In 2006, public accommodations protections were added for sexual orientation and gender identity/expression. In 2011, gender identity was added to the employment discrimination law.

**National Gay and Lesbian  
Task Force**

[www.theTaskForce.org](http://www.theTaskForce.org)

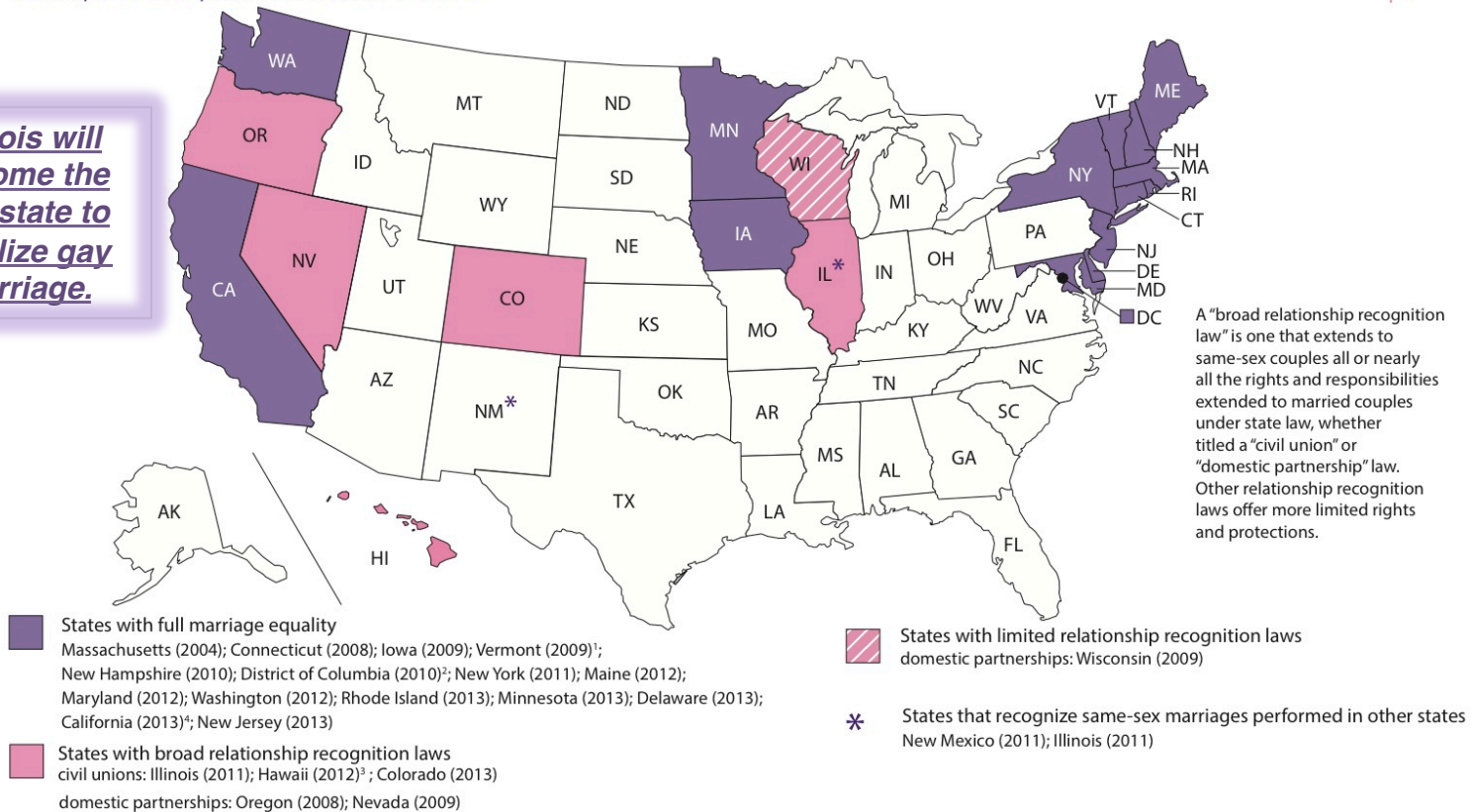


# Climate

## Relationship Recognition for Same-Sex Couples in the U.S.

This map was last updated on: October 21, 2013

**Illinois will become the 15<sup>th</sup> state to legalize gay marriage.**



All dates shown are effective dates, not dates of passage.

<sup>1</sup>VT will honor existing civil unions but will not issue new licenses. Civil unions will not automatically convert to marriages.

<sup>2</sup>DC will continue to honor and issue domestic partner licenses and will convert domestic partnerships to marriages for those who wish.

<sup>3</sup>In 1997, HI passed a limited "reciprocal beneficiary" law that remains in effect, allowing inheritance and hospital visitation rights to both opposite-sex and same-sex couples.

<sup>4</sup>CA recognizes same-sex marriages following U.S. Supreme Court decision in *Hollingsworth v. Perry*.

National Gay and Lesbian  
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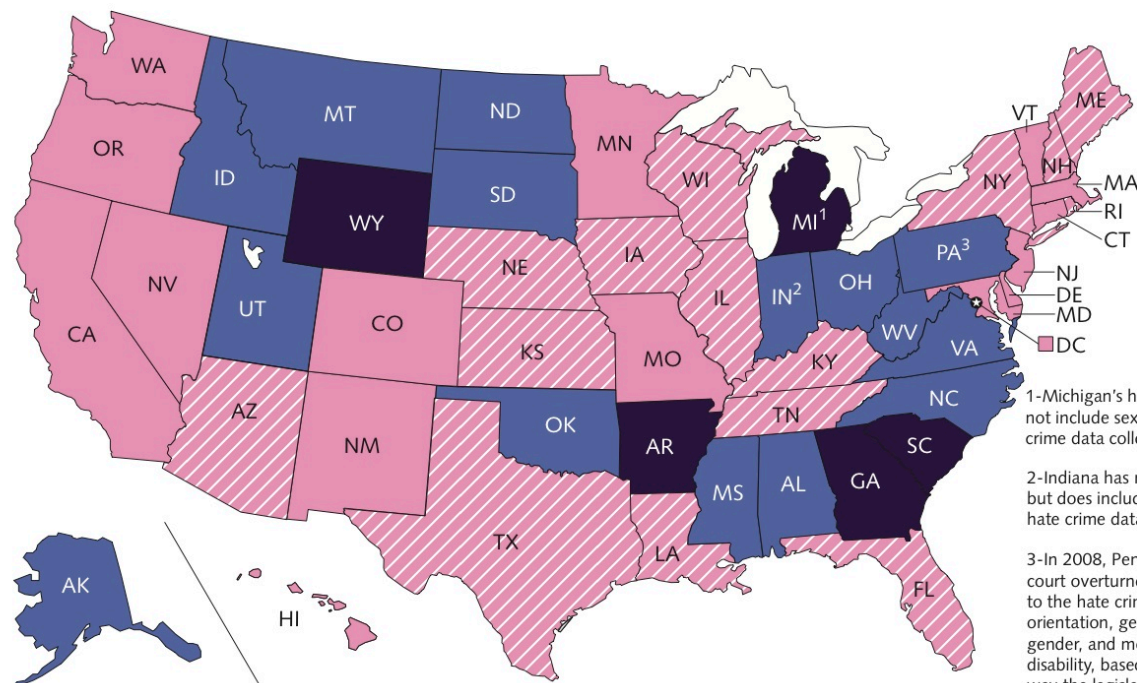




# Climate

## Hate Crime Laws in the U.S.

This map was last updated on: June 21, 2013



1-Michigan's hate crime penalty laws do not include sexual orientation, but hate crime data collection laws do.

2-Indiana has no hate crime penalty laws, but does include sexual orientation in hate crime data collection.

3-In 2008, Pennsylvania's highest court overturned the 2002 amendments to the hate crimes law that added sexual orientation, gender identity, ancestry, gender, and mental and physical disability, based on the procedural way the legislation was passed by the legislature, not the content of the law.

- States with hate crime laws that include crimes based on sexual orientation and gender identity—15 states & the District of Columbia  
California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Maryland, Massachusetts, Minnesota, Missouri, Nevada, New Jersey, New Mexico, Oregon, Vermont, Washington
- States with hate crime laws that include crimes based on sexual orientation—15 states  
Arizona, Florida, Illinois, Iowa, Kansas, Kentucky, Louisiana, Maine, Nebraska, New Hampshire, New York, Rhode Island, Tennessee, Texas, Wisconsin
- States with hate crime laws that do not include crimes based on sexual orientation or gender identity—15 states  
Alabama, Alaska, Idaho, Indiana<sup>2</sup>, Mississippi, Montana, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania<sup>3</sup>, South Dakota, Utah, Virginia, West Virginia
- States that do not have hate crime laws that include crimes based on any characteristics—5 states  
Arkansas, Georgia, Michigan<sup>1</sup>, South Carolina, Wyoming

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## 'Don't Ask, Don't Tell' repealed, gay military personnel can now serve openly in the armed forces

BY ALIYAH SHAHID  
DAILY NEWS STAFF WRITER

Originally Published: Tuesday, September 20th 2011, 8:31 AM  
Updated: Tuesday, September 20th 2011, 9:39 AM

Recommend

600 people recommend this.



## Hate Crimes Bill Signed Into Law 11 Years After Matthew Shepard's Death



The Huffington Post ; Rachel Weiner ; First Posted: 03/18/10 05:12 AM ET ; Updated: 03/23/11 09:09 AM ET

React > Important Funny Typical Scary Outrageous Amazing Innovative Finally

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President Obama signed major civil rights legislation on Wednesday, making it a federal hate crime to assault people based on sexual orientation, gender and gender identity. The new measure expands the the scope of a 1968 law that applies to people attacked because of their race, religion or national origin. The U.S. Justice Department will have expanded authority to prosecute such crimes when local authorities don't.

The provision, called the Matthew Shepard & James Byrd Jr. Hate Crimes Prevention Act is [attached to a defense authorization bill](#). It is named after Matthew Shepard, a gay college student tortured and killed in 1998, and James Byrd Jr., a black man who was chained to a pickup truck and dragged to his death the same year.

The measure expands current hate crimes law to include violence based on gender, sexual orientation, gender identity or disability. To assure its passage after years of frustrated efforts, Democratic supporters attached the measure to the





# Climate

## ADVOCATE

### POLITICS

## In Historic First, Senate Approves ENDA

For the first time in U.S. history, the Senate approved the Employment Non-Discrimination Act, by a bipartisan vote of 64-32, sending the legislation to the House of Representatives.

BY SUNNIVIE BRYDUM NOVEMBER 07 2013 12:53 PM ET

UPDATED: NOVEMBER 08 2013 11:55 AM ET



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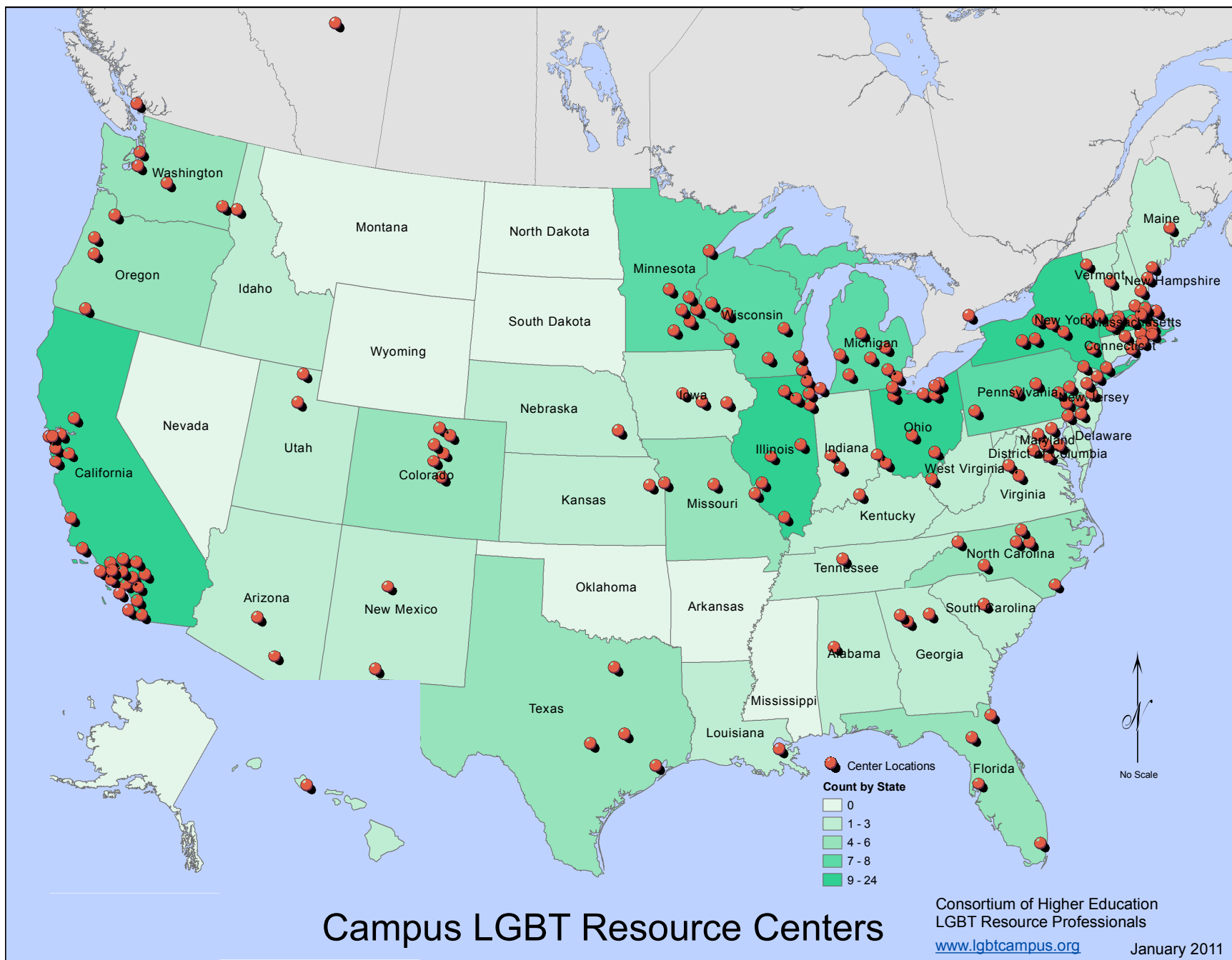


For the first time in history, the U.S. Senate has approved a bill that would outlaw discrimination in employment based on sexual orientation or gender identity.

The final vote was 64-32 in favor of passing the Employment Non-Discrimination Act on to the House of Representatives, according to **C-SPAN**.

All 54 Senate Democrats who were present voted for the bill, as did ten Republicans,

including surprise "aye" votes from John McCain and Jeff Flake, both of Arizona. Find out how each senator voted on the following page.



# Campus LGBT Resource Centers



## Issues and Concerns



# Intersecting Multiple Identities

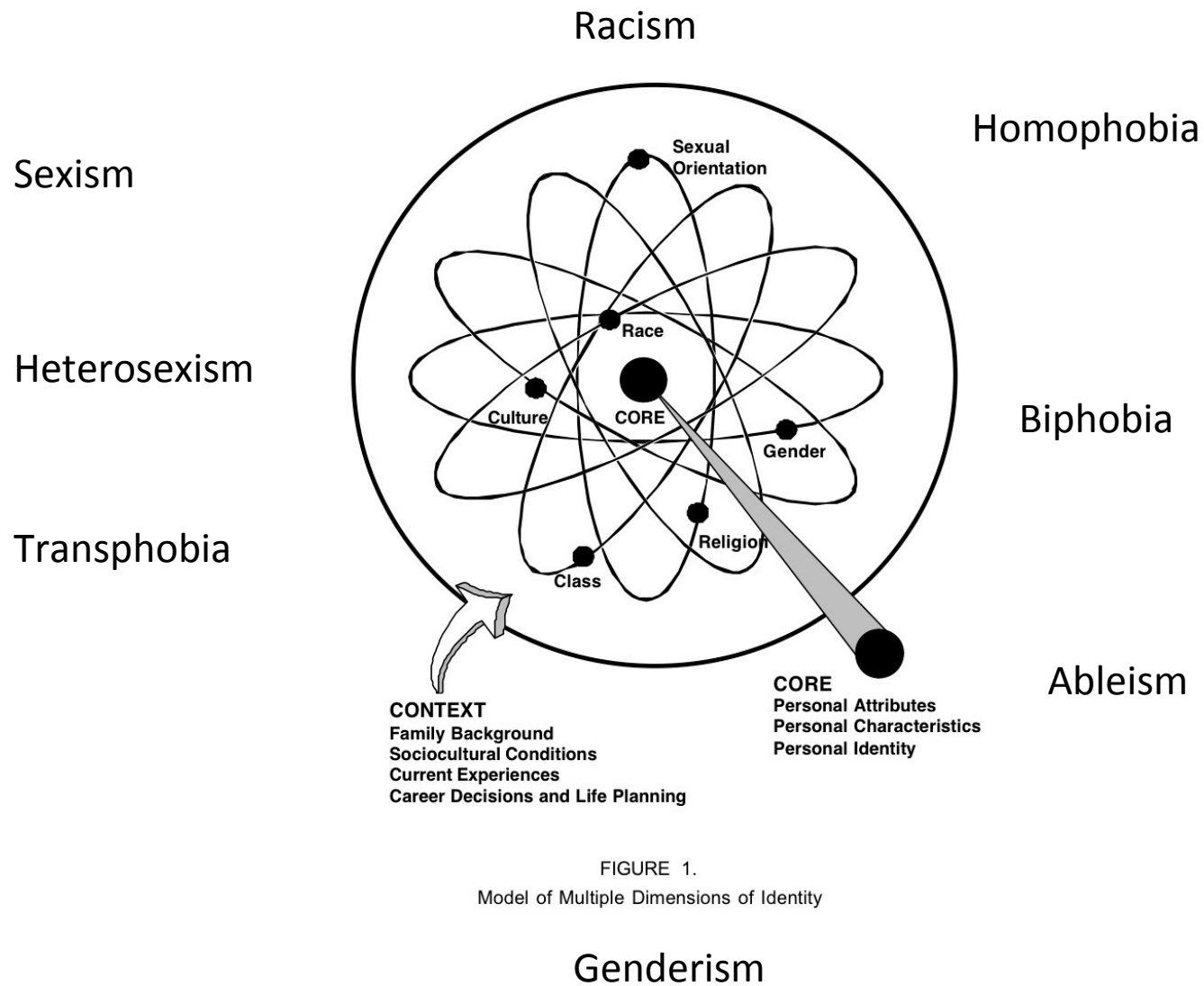


FIGURE 1.  
Model of Multiple Dimensions of Identity



## Issues and Concerns for LGBTQ Students

- Identity Development
- Harassment
- Singled Out as Resident Authority
- Ignored and/or Excluded
- Off-Campus Life
- Intersectionality (i.e. racial profiling and race based harassment)



Being an Ally



What does it mean to be an ally to  
LGBTQ people?





# Ally Continuum

*Actively Participating*

*Denying or Ignoring*

*Recognizing, But No Action*

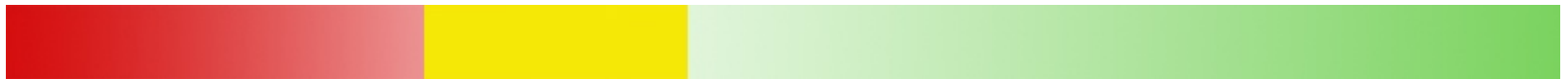
*Recognizing and Interrupting*

*Educating Self*

*Questioning and Dialoguing*

*Supporting and Encouraging*

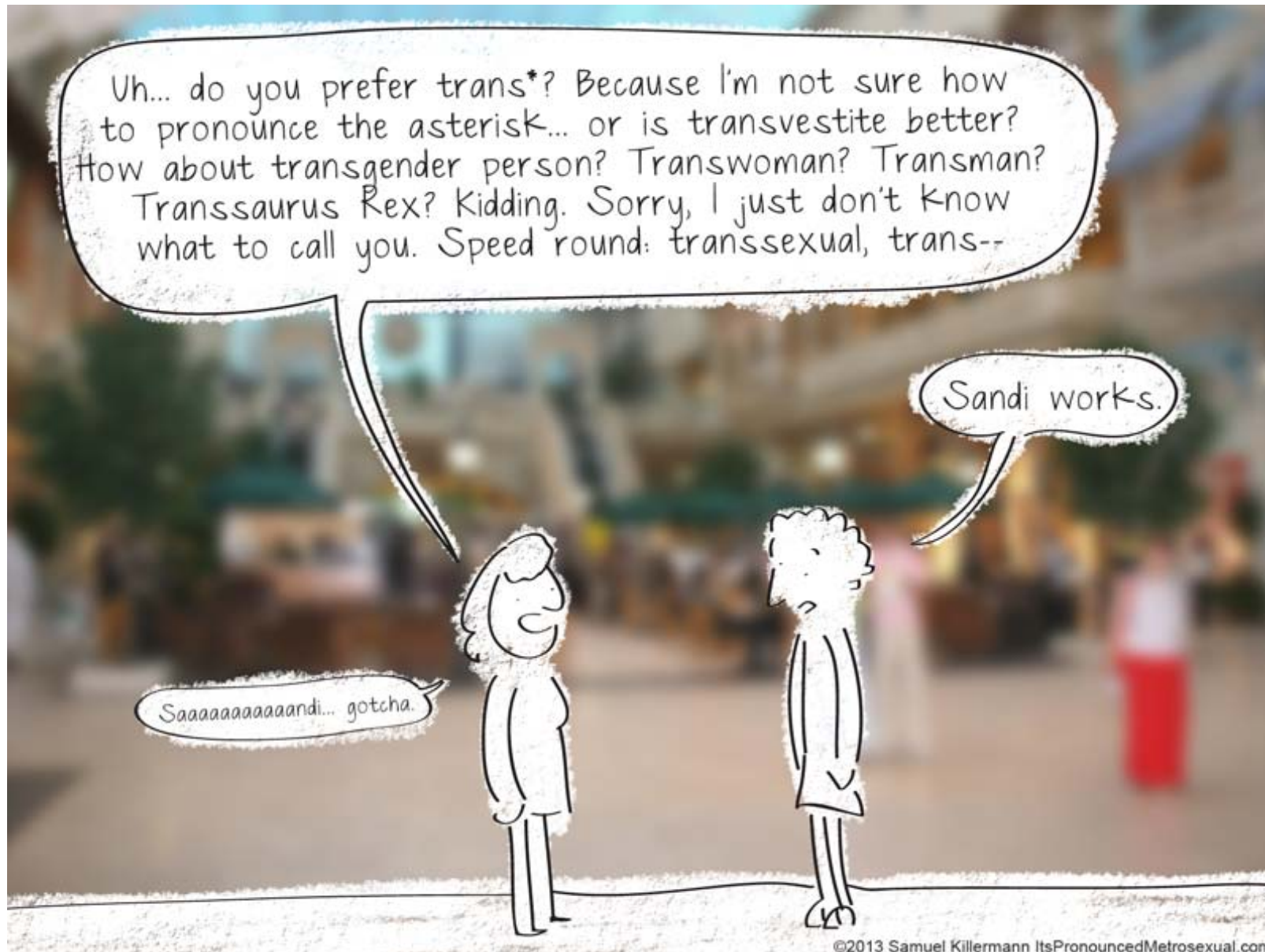
*Initiating and Preventing*





## Examples of Good Practices

- Value voices of campus community and use language that reflects their experiences
- Inclusive policies
- Demonstrate institutional commitment
- Integrate LGBTQQ issues and concerns into curricular and co-curricular experiences
- Respond appropriately to anti-LGBTQQ incidents/bias
- Create “brave spaces” for student dialogues in on-campus housing
- Offer comprehensive healthcare and counseling
- Improve recruitment and retention efforts





## Supporting Beyond “Coming Out”

- Immigration
- Health: Physical & Mental
- Employment
- Body Image
- Visibility: Media & Government
- Policies
- Aging
- Homelessness
- School Safety
- Parenting
- Mentorship



## Taking Action

Speak Up

Make Referrals

Assess Policies

# Lingering Questions?



*"I said, 'Somebody should do something about that.'  
Then I realized I am somebody." - Lily Tomlin*

# Thank You!







# Contact Information

## UIC Gender and Sexuality Center

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