LGBTQ 201: An Intro to Intersectionality

With
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Goals

- Refresh (or briefly introduce) LGBTQIA terms and concepts
- Understand what intersectionality is
- Understand how to apply intersectionality
LGBTQIA Progress

• Media representation
• Leadership representation
• Legal progress (i.e. 2010 repeal of don’t ask don’t tell, 2015 marriage equality, etc.)
Sexual Orientation

LGBT

Gender Identity
Sexual Orientation

The enduring pattern of romantic and/or sexual attraction to other persons.

• Lesbian - Women who have primary sexual, romantic, and relational ties to other women
• Gay – Generally, men who have primary sexual, romantic, and relational ties to other men
• Bisexual - People who are attracted to two or more genders
Sex vs. Gender

• **Sex** refers to hormones, chromosomes, genital and reproductive anatomy, a **biological classification**

• **Gender** is a set of social, physical, psychological, and emotional traits, often influenced by societal expectations, that classify an individual as feminine, masculine, androgynous, or other. (Lambda Legal)
  • These may not be the same for any particular individual, i.e., a person with male anatomy may dress, speak and behave in a feminine manner.
Gender Expression

Mannerisms, personal traits, ways of dressing, etc. which serve to communicate a person's identity as they relate to gender and gender roles

• Has nothing to do with our biological sex
• Two people with the same gender identity may have different expressions of that identity...and these may not match others expectations
• Highly culturally sensitive: varies with both geographic location and time period
Transgender

- **Transgender people:**
  - Can decide to transition at any age
  - May or may not change their name/pronouns
  - May or may not use hormones or surgery

- **What to do when you meet transgender persons:**
  - Ask what they prefer to be called & use that name
  - Avoid invasive unnecessary questions
Intersex (I)

A person whose biological anatomy and/or genes vary from the expected male or female genitalia, chromosomes, endocrine systems, or internal reproductive organs.
For More Info

- Visit the OneIowa.org!
What is Intersectionality?

• Theory created by Kimbere Crenshaw (1989)

• What is it?: Intersectionality is the acknowledgement and examination of how multiple group identities (marginalized and privileged) can shape individual realities (i.e. the cross between race and gender)
Importance of Intersectionality

• Movements in the U.S. (and abroad) always tend to be marked by some sort of in-group division

• Example: What are some concerns that are brought up during conversations about equal pay that lead to arguments among feminists?

• The needs of the most privileged in our communities tend to be the issues we focus on first in movements
Importance of Intersectionality (Cont.)

- What’s wrong with that?
- The most marginalized folks in our communities are often left in danger
  - Healthcare
  - Work
  - Housing
  - Increased risk to experience violence
Why This Matters in Healthcare

• LGBTQ youth are 2-3 times more likely to attempt suicide
• Higher risk for HIV and other STIs among gay and bi men
• LGBTQ elders are going back into the closet just to access adequate care
• Higher rates of tobacco, alcohol, and substance abuse across the LGBTQ community
Why This Matters in Healthcare in Iowa (Trans Specific)

• 1/3 of transgender Iowans have had a negative experience with a healthcare provider in the last year
• More than 1/5 of transgender individuals have been denied healthcare
• 23% experienced a problem in the last year with insurance including being denied coverage for care related to transitioning or coverage for routine care because they’re trans
• 30% did not see a doctor out of fear
• 35% did not see a doctor when needed because of cost
Why This Matters in Healthcare in Iowa (Trans Specific)

- 41% of respondents experienced serious psychological distress in the month before completing the survey (based on the Kessler 6 Psychological Distress Scale).
- 16% of respondents reported that a professional, such as a psychologist, counselor, or religious advisor, tried to stop them from being transgender.
Historical Factors that foster mistrust

• 1987 – homosexuality was finally completely removed from the DSM
• Are you trans enough?
Bottom Line

• There are still many health disparities within the LGBTQ population

• So what now?
Environments through an Intersectional Lens

- Physical
- Aggregate
- Organizational
- Constructed
The Physical

- The building, décor, etc.
The Aggregate

• The makeup of the humans
• The dominant features of a particular environment are partially a function of the collective characteristics of the individuals who inhabit it
The Organizational

- The goals and the resources allocated to them which shape and influence the behavior of individuals in environments
The Constructed

- Perceptual, or socially constructed/consensus of individuals who perceive and characterize their environment (i.e. the overall culture of the place/word of mouth)
Inclusive Spaces Exercise

- How do we make this clinic more inclusive?
- Scenario: You and a group of colleagues have just opened a large new clinic. Here is what it looks like and how it runs:
  - The Space: Expensive, beautiful building downtown (two-story). There’s a sign that says “Welcome to our clinic” in the front and that explains the history of the clinic. The elevator breaks down often, but there are stairs and an escalator. The waiting room is large and open. There are two televisions (both on same channel, one on silent) that echo throughout the room so everyone can hear it. There are also toys and children’s books available in a corner of the waiting room. On the tables are the following magazines: People, Vanity Fair, Men’s Fitness, Ladies’ Home Journal, Elle, and Vogue.
  - There is one women’s bathroom and one men’s bathroom on each floor.
  - The decor: your choice

- Intake Forms: name, nickname, salutation: (Ms. Mrs. Mr. Dr.), DOB, sex, medical history, address, phone number, etc.
- Receptionists are welcoming and polite. Addressing folks as sir or ma’am, minding pleases and thank you’s etc.
- Specialties: multiple (your choice)
- Cost: $150 per hour. Some private insurance excepted.
- Hours: Mon. – Sat. 9a.m. – 5p.m.

You’ve just been awarded a huge grant. You now own the building. Now that you’re looking at your clinic, you’ve noticed it could be more inclusive. You can make whatever changes you deem necessary. What are things you plan on changing to make your clinic more inclusive and why? Who would it benefit?
Questions
Additional Resources

• Online resources/articles:
  - Human Rights Campaign article: A Workplace Divided
  - Slideshare: An LGBTQIA History by Warren Blumenfeld
  - Universal Design website
  - One Iowa webpage
  - Iowa American Lung Association website
  - Growing Up LGBT in America – Human Rights Campaign Report
  - Centers for Disease Control and Prevention website
  - LGBT Older Adults in Long-Term Care Facilities: Stories from the Field
  - Don’t be afraid to use Google!

• Books:
  - Educating by Design: Creating Campus Learning Environments that Work (C. Carney Strange)
  - On Intersectionality: Essential Writings (Kimberle Crenshaw)
Thank You!

really appreciate!

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