

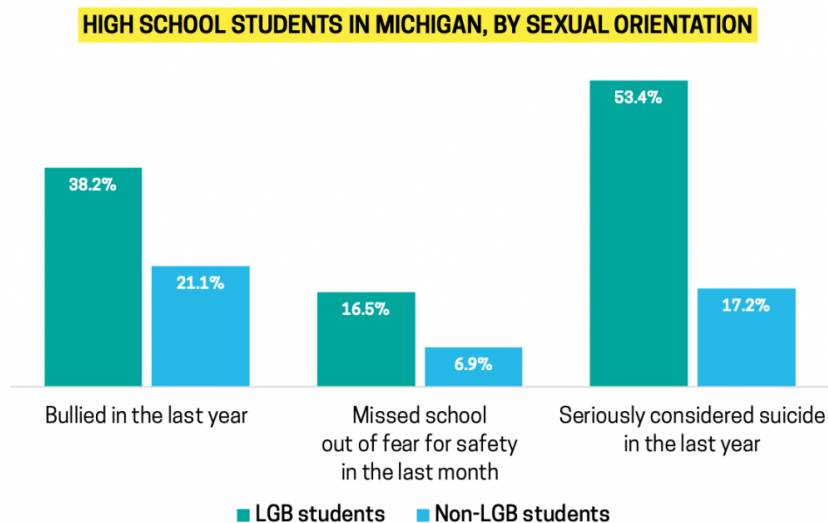
Day 16: Equity and the LGBTQI+ Community

Imagine not feeling accepted at home, in your community or at school because of your gender identity or sexual orientation. Like race and socioeconomic status, inequities for people identifying as lesbian, gay, bisexual, or transgender (LGBTQI+) can be seen across many dimensions, including healthcare, education, and in the workplace. Research from the [American Progress Institute](#) shows that LGBTQI+ individuals experience widespread discrimination, often manifesting itself as getting passed over for promotions, being bullied in schools, being refused healthcare, or being denied equal treatment at a store or hotel.

The intersectionality of race and sexual orientation and gender identity also has compounding effects on individuals' well-being: [Black transgender and gender non-conforming individuals experience some of the highest levels of discrimination](#) and threats on their personal safety.

While the Supreme Court legalized same-sex marriages, Michigan's civil rights law still allows for discrimination against LGBTQI+ people.

Did you know? A recent [UCLA School of Law study](#), examined the impact of stigma and discrimination in Michigan and found that LGBTQI+ high school students were almost two times as likely to be bullied and three times as likely to seriously consider suicide then their heterosexual peers. Anti-LGBTQI+ discrimination isn't just wrong, it's deadly.



Source: [MICHIGAN HEALTH ENDOWMENT FUND](#)

Today's Challenge

Option 1: Watch this quick video to [learn why using correct pronouns is so important](#). Add your pronouns to your email signature, to show your advocacy for LGBTQI+ individuals.

Option 2: Watch Ashlee Marie Preston on the [TEDx stage discuss effective allyship](#) and intersectionality from her perspective as a Black transgender woman. She discusses when and how to speak up, and what it truly means to be an ally. Reflect on times you've shown up as an ally or been supported by an ally. How can you contribute to more of such experiences?

Option 3: Read this [article exploring how schools are struggling to support LGBT students](#) and how we can work to create safe spaces for youth to thrive. Explore how you can support LGBT students in your school district to thrive.

Option 4: Journal on your own experience of feeling safe or unsafe based on your sexual orientation and gender identity. If you are getting married, can you easily find someone to officiate your wedding? Can you hold hands or kiss in public? Can you find clothes that match your gender identity and body type? Can you openly display photos or talk about your spouse at work?

Share your reflections on today's topic on social media using the hashtag [#unitedforequity](#), [#miuwequitychallenge](#), [#uwwcequity](#) and tag [@uwwashtenaw](#).