

DAY 13: Equity & The LGBTQIA+ Community

“No pride for some of us without liberation for all of us.” -- Marsha P. Johnson, American gay rights activist

People in the lesbian, gay, bisexual, transgender, queer, intersex, asexual, and other sexual and gender minority ([LGBTQIA+](#)) community face barriers to equity in almost every aspect of their lives including housing, employment, healthcare, and education. This is especially true for LGBTQIA+ people who are also people of color.




The U.S. Supreme Court extended marriage to same-sex couples nationwide in 2015, and in 2022 [Michigan’s Supreme Court delivered a decision affirming that the protections, rights, and freedoms afforded to all Michiganders extend to sexual orientation.](#)

However, while landmark policy progress is being made, attacks on the LGBTQIA+ community, [like the recent Colorado Springs shooting](#), are on the rise. In 2022, [transgender people of color accounted for 81 percent of known victims of fatal violence.](#)

Nationally, the legislative battles continue-- the past three years have seen unprecedented attacks on LGBTQIA+ people-- in 2022, [13 states signed anti-LGBTQ+ bills into law.](#)

The stories we hear of LGBTQIA+ people are often those of discrimination, abuse, loss of family, and painful experiences. It is also important to remember and recognize queer and trans joy, and the power that these communities have to create radically welcoming spaces and chosen families. Especially during June, when people around the world celebrate Pride Month, we see that LGBTQIA+ people lead lives full of joy, resilience, and liberation, an invitation to explore beyond what we are told is possible.




UWWC Equity Challenge: Community Conversations

Sessions:

- January 24 @ 12 PM
- January 31 @ 8 AM

Click here to sign up for a FREE and VIRTUAL session!



Share your reflections on today’s topic on social media using the hashtag [#unitedforequity](#) or [#uwwcequitychallenge](#) and tag [@uwwashtenaw](#).

Today's Challenge:

Listen:

- Listen to this [episode of Washtenaw United on WEMU, celebrating the legacy of Jim Toy](#) in Ann Arbor and how his work as an LGBTQ advocate continues to this day.
- Listen to this [episode of Washtenaw United on WEMU featuring Naomi Goldberg, LGBTQ Liaison to the Mayor of Ann Arbor](#), as she shares progress amid the battle to maintain and expand rights and protections for LGBTQ people.
- Listen to this [collection of stories from trans women of color](#), who have often been the first to stand up for equality, and the last to be recognized for their contributions. (15 minutes).

Read:

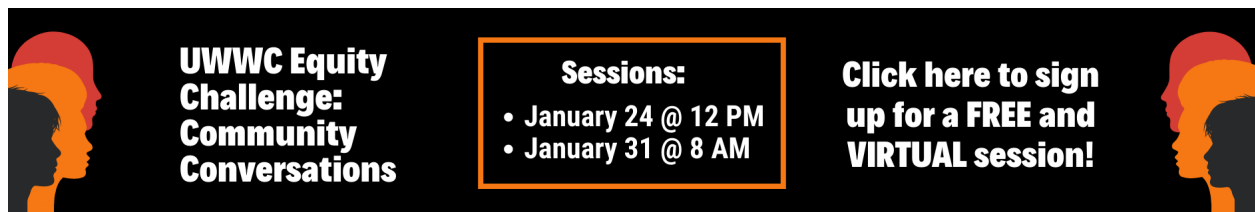
- Read this explanation of [the differences between gender, sex, and sexuality](#). Consider using the gender unicorn template to better understand your own identity.
- The Human Rights Campaign details the [wage gap among LGBTQIA+ workers](#) and how the gap is wider based on race and gender.
- 2022 was a record year for state bills seeking to curtail LGBTQIA+ rights. [Read this article to see how Michigan compares to other states.](#)
- Read how [Washtenaw County faith communities are working to advance LGBTQ+ inclusivity](#) in this Concentrate article.

Watch:

- Watch this quick video to [learn why using correct pronouns is so important.](#)
- Watch all or part of the [Trans in America documentary series presented by the ACLU](#) to hear the stories of three different trans women in America. Each documentary is 15-20 minutes in length.
- Watch this [video featuring L.A. Times columnist Erika D. Smith, historian Lillian Faderman and gay activist Alexei Romanoff as they discuss the importance of intersectionality in the LGBTQ movement](#), and the fight against police brutality that sparked LGBTQ Pride and Black Lives Matter.

Act:

- Add your pronouns to your [email signature](#), to show your advocacy for LGBTQI+ individuals.



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- [Take this quiz](#) to test your knowledge and learn more about LGBTQIA+ anti-discrimination laws and policies in the United States.
- Check out the work of [Stand with Trans, a local nonprofit helping trans youth build resilience](#), gain confidence and find hope for a future filled with joy.
- 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?



**Discrimination?
Injustice?
Racial Inequities?**

YES.

**Click here to learn more
and join the
21-Day Equity
Challenge: 2023 Edition**

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