

WEEK

15

# Equity and the LGBTQI+ Community



*"Equality means more than passing laws. The struggle is really won in the hearts and minds of the community, where it really counts." – Barbara Gittings*

Research from the American Progress Institute shows that as lesbian, gay, bisexual, or transgender (LGBTQI+) individuals experience widespread discrimination in a variety of sectors and industries, including healthcare, education, and work. Similarly to race, this discrimination can come in the form of interpersonal prejudices, like being bullied or being denied equal treatment, but it can also come in the form of institutional and structural impediments – for example, gay-marriage was only legalized by the Supreme Court of the United States in 2015. Importantly, Black transgender and gender-nonconforming individuals experience some of the highest levels of discrimination and threats to their personal safety.

Kimberle Crenshaw developed the concept of "intersectionality" to address this disparity. "Intersectionality" is "an analytical framework for understanding how aspects of a person's social and political identities combine to create different modes of discrimination." The intersectionality of race, sexual orientation, and gender identity has compounding effects on individuals' well-being and ability to thrive in society. This week's resources explain a bit more about the importance of an intersectional framework as we think about addressing and ending LGBTQI+ discrimination.



## ACTIVITY ONE

**READ: [LGBT Workers Of Color Are Among The Most Disadvantaged In The U.S. Workforce](#)**



## ACTIVITY TWO

**WATCH: [What is intersectionality?](#)**



## ACTIVITY THREE

**READ: [People of Color Experience Discrimination Within LGBT Spaces](#)**

Share your reflections and any resources that help further the discussion on today's topic on social media using the hashtag #UWLIEquityChallenge