

Disabled, Trans, and Queer: Intersectional Conversations in the Workplace Resources

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Webinar Related Resources

- [Southeast ADA Center Archived Webinar and Materials](#)
Link: disabilitywebinars.org/archives/intersectional-conversations-workplace-082322
- [DTQ Presentation Resources](#)
Links to presentation videos, presenter contact info, and resources for further learning.
Link: linktr.ee/DTQpresentation
- [Edge Employment](#)
1930 Bishop Lane, Suite 1001
Louisville, Kentucky 40218
Phone: (502) 650-8841
Email: contact@edgeemployment.org
Link: edgeemployment.org
Edge Employment seeks to engage employers in an innovative hiring approach that matches the contributions of job candidates with disabilities to the operational needs of Louisville businesses to create opportunities for competitive, integrated employment.

Lesbian, Gay, Bisexual, Trans, Queer (LGBTQ+) and Disabled Intersectional Education and Awareness

- Safe Zone Project (SZP)
SZP is a free online resource providing curricula, activities, and other resources for educators facilitating Safe Zone trainings (sexuality, gender, and LGBTQ+ education sessions), and learners who are hoping to explore these concepts on their own.
Link: thesafezoneproject.com
- Crip Riot
Crip Riot is a disabled-owned and led company committed to bringing expressions of disability pride to the world, through unapologetic clothing, media, education, and activism.
Link: cripriot.com
- Infographic: LGBT and People with Disabilities [PDF]
Source: Movement Advancement Project
Link: lgbtmap.org/file/LGBT-People-With-Disabilities.pdf
- Video: Intersections of Disability Justice and Transformative Justice
Source: Barnard Center for Research on Women
This YouTube video (4:19 mins.) was shown during the webinar.
Link: youtu.be/8dKystkbHKQ
- Care Work: Dreaming Disability Justice (2018)
Book written by Leah Lakshmi Piepzna-Samarasinha
Source: Arsenal Pulp Press
Link: arsenalpulp.com/Books/C/Care-Work
- Profiles of LGBTQ+ People with Disabilities
Find articles, books, and other resources on the intersection of Disability and LGBTQ+ issues.
Source: RespectAbility
Link: respectability.org/resources/lgbtq
- More Than One-Third of LGBTQ Adults Identify as Having a Disability
Source: RespectAbility (June 3, 2018)
Link: respectability.org/2018/06/lgbt-pride-month-2018
- 2015 U.S. Transgender Survey
Source: National Center for Transgender Equality (NCTE)
Link: ustranssurvey.org/reports

Mental Health Resources for the LGBTQ+ Community

- Article: What Are Microaggressions?
Source: The Cleveland Clinic (February 2, 2022)
Link: health.clevelandclinic.org/what-are-microaggressions-and-examples/
- What to Know About Racial Trauma
Source: Medical News Today
Link: medicalnewstoday.com/articles/racial-trauma

- What to Know About Mental Health Among Bisexual Individuals
Source: Medical News Today
Link: [medicalnewstoday.com/articles/bisexuality-mental-health](https://www.medicalnewstoday.com/articles/bisexuality-mental-health)
- What to Know About Mental Health Among Transgender Individuals
Source: Medical News Today
Link: [medicalnewstoday.com/articles/transgender-mental-health](https://www.medicalnewstoday.com/articles/transgender-mental-health)
- What Are the Psychological Effects of Gender Inequality?
Source: Medical News Today
Link: [medicalnewstoday.com/articles/psychological-effects-of-gender-inequality](https://www.medicalnewstoday.com/articles/psychological-effects-of-gender-inequality)
- What to Know About Sexual Orientation and Mental Health in Youth
Source: Medical News Today
Link: [medicalnewstoday.com/articles/lgbt-youth-and-mental-health](https://www.medicalnewstoday.com/articles/lgbt-youth-and-mental-health)

Learn about Intersectionality

- Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics (1989) [PDF]
A paper written by Kimberle' Crenshaw
Source: University of Chicago Legal Forum
Link: chicagounbound.uchicago.edu/cgi/viewcontent.cgi?article=1052&context=ucf
- Graphic: Wheel of Power and Privilege, Intersectionality
Instagram photos and videos created by Sylvia Duckworth (No date).
(@sylvia duckworth)
Link: [instagram.com/sylvia duckworth](https://www.instagram.com/sylvia duckworth)
- Article: Kimberle' Crenshaw on What 'Intersectionality' Means Today
Source: Time (February 20, 2020)
Link: time.com/5786710/kimberle-crenshaw-intersectionality
- Article: The Origin of the Term 'Intersectionality'
Source: Columbia Journalism Review (October 23, 2018)
Link: cjr.org/language_corner/intersectionality.php
- Article: The Intersectionality Wars
Source: Vox (May 20, 2019)
Link: [vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination](https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination)

ADA and the Civil Rights of LGBTQ People with Disabilities

- Protecting the Rights of Lesbian, Gay, Bisexual, Transgender, and Intersex (LGBTI) Individuals
Source: Department of Justice (DOJ)
Link: [ada.gov/hiv/lgbti_brochure.html](https://www.ada.gov/hiv/lgbti_brochure.html)
- Sexual Orientation and Gender Identity (SOGI) Discrimination
Source: U.S. Equal Employment Opportunity Commission (EEOC)
Link: [eeoc.gov/sexual-orientation-and-gender-identity-sogi-discrimination](https://www.eeoc.gov/sexual-orientation-and-gender-identity-sogi-discrimination)

- Know Your Rights - Employment (General)
Source: National Center for Transgender Equality (NCTE)
Link: transequality.org/know-your-rights/employment-general

LGBTQ+ Rights and the Courts

- Article: Transgender Workers' Rights Expanded by Gender Dysphoria Ruling
Source: Bloomberg Law (August 18, 2022)
Link: news.bloomberglaw.com/daily-labor-report/transgender-workers-rights-expanded-by-gender-dysphoria-ruling
- Gender Dysphoria and the ADA: What it Means for Employers
On August 16, 2022, a Fourth Circuit panel for the United States Court of Appeals ruled in *Williams v. Kincaid* that gender dysphoria qualifies as one of the disabilities listed under the Americans with Disabilities Act (ADA).
Source: JD Supra
Link: jdsupra.com/legalnews/gender-dysphoria-and-the-ada-what-it-7737751
- Bostock v. Clayton County, 590 U.S. ____ (2020)
U.S. Supreme Court Case Summary, Oral Argument and Opinions. The Court held that Title VII of the Civil Rights Act of 1964 protects employees against discrimination because they are gay or transgender.
Source: Oyez
Link: oyez.org/cases/2019/17-1618
- Fact Sheet: Recent EEOC Litigation Regarding Title VII & LGBT-Related Discrimination
(Last Updated 7-08-16) As a result of the Supreme Court's decision in *Bostock v. Clayton County*, the EEOC is currently working on updating this webpage.
Source: U.S. Equal Employment Opportunity Commission (EEOC)
Link: eeoc.gov/fact-sheet-recent-eeoc-litigation-regarding-title-vii-lgbt-related-discrimination
- Examples of Court Decisions Supporting Coverage of LGBT-Related Discrimination Under Title VII
(Last Updated 7-08-16) As a result of the Supreme Court's decision in *Bostock v. Clayton County*, the EEOC is currently working on updating this webpage.
Source: U.S. Equal Employment Opportunity Commission (EEOC)
Link: eeoc.gov/wysk/examples-court-decisions-supporting-coverage-lgbt-related-discrimination-under-title-vii

Employment Resources for All Disabilities

- Resources for Employers Hiring Employees with Disabilities
Source: RespectAbility
Link: respectability.org/resources/Employers-Embracing-Employees-Disabilities
- Resources for Job Seekers with Disabilities
Source: RespectAbility
Link: respectability.org/resources/Job-Seekers-Disabilities

- What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws
Source: U.S. Equal Employment Opportunity Commission (EEOC)
Link: [eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws](https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws)
- Targeted Resources for Employees, Employers, Persons with Different Types of Disabilities, and Other Groups
Source: U.S. Equal Employment Opportunity Commission (EEOC)
Link: [eeoc.gov/eeoc-disability-related-resources/targeted-resources-employees-employers-persons-different-types](https://www.eeoc.gov/eeoc-disability-related-resources/targeted-resources-employees-employers-persons-different-types)
- Harassment FAQs
Source: U.S. Equal Employment Opportunity Commission (EEOC)
Link: [eeoc.gov/youth/harassment-faqs-1](https://www.eeoc.gov/youth/harassment-faqs-1)