



Transcript of Webinar

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

August 23, 2022 (1.5 hours)

>> **Barry:** Thank you. I'm Barry Whaley. I'm the Director of the Southeast ADA Center. The Center is based in Lexington, Kentucky.

We're one of ten centers that make up the ADA National Network. We exist to provide information, training and guidance on the Americans with Disabilities Act.

The Southeast ADA Center is a project of the Burton Blatt Institute at Syracuse University. We are funded by a grant from NIDILRR. This is within the Administration of Community Living within the Department of Health and Human Services.

To learn more about the Southeast Center you can go to:

ADAsoutheast.org

The Burton Blatt Institute at Syracuse University reaches around the globe in our efforts for people with disabilities in our society. Through our program development, research and public policy, BBI advances the full

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inclusion for people with disabilities in the community. BBI has offices in Syracuse, New York, Washington, D.C., New York City, and, of course, Lexington, Kentucky. To learn more about Burton Blatt Institute, you can go to: bbi.syr.edu

It's my pleasure, really a pleasure to introduce our speaker for today. Their name is Roan Campbell and I first heard Roan and Julian Adam do this presentation in Denver and was so taken by their professionalism and by their message. We wanted to make sure we had them for a Webinar with you all today.

So Roan, I'm going to turn it over to you.

>> **Roan:** Thank you very much, Barry. It's absolutely my pleasure, my honor to be here. I really appreciate the opportunity to be able to bring this information to everyone. I'm going to take a moment now to share my screen and make sure everything is ready.

All right. Then if I could get confirmation that you can see my screen, I will be happy to begin.

>> **Barry:** Yes, we can.

>> **Roan:** All right. Welcome, everyone, and hello. So again, my name is Roan Campbell. I want to welcome you to: Disabled, Trans, and Queer Intersectional Conversations in the Workplace. My pronouns are they/them. I'm wearing a white polo shirt. I have short black hair and glasses.

Today we'll be using speaking notes. When I attempt to speak in front of large crowds, I'm non-verbal. Having access to a speaking script is necessary to allow me to communicate with you more effectively and

comfortably. I would like to introduce some of my identities. In my spare time, I'm an avid hiker, camper, and painter.

In my professional life, I'm an employment consultant, and I support disabled folks on their employment journeys.

My professional background is in human resources and data analysis. I have a passion for people solving problems and finding patterns.

I'm autistic, have chronic pain and chronic mobility conditions. My disability all contributes to my lived experiences. I am a gay non-binary man. I'm originally from the mountains of northeast Tennessee and West North Carolina.

In my home city of Louisville, Kentucky, I serve on boards by coordinating social and support services for the transgender nonbinary and gender non-conforming community.

So, what is this information all about? It's really just to say, lives are complicated. They are beautiful. They are very unique and varied, and I'm here to talk a little bit about a specific slice of life today. I would like to start with reclamation. I will be introducing you to Julian. Unfortunately, he could not be here. He's out on bereavement.

>> Julian: My name is Julian or Jewels. I use he/him. I'm an employment specialist. Some of my identities are yes, queen, queer and free-thinker. I love the performing arts, makeup, being extra and being a community advocate. I live in Louisville originally and from a small town in Kentucky. I'm an executive director and promoter for Monster Stream, which is a genderless pageant contest and I'm also a deejay at our local play dance bar.

My favorite quote is "societies go great when people grow trees of which they will never see."

My queer non-beanery is still a journey.

Who can use the word "queer"?

Well, it's not really so much who uses it. It's much more about the context by which it is used. In more recent years, members of the LGBT have begun to identify as queer.

Under the LGBTQ, many have found the term endearing to how it was used as a derogatory term in the past. The reclamation dates back to the LGBTQ riots after the Stonewall Riots in 1969, after which people began to wear the word as a badge of honor.

Many different individuals still have adverse reactions when hearing the term. That's in most part how the term has been used in the past to degrade the community.

Currently, the queer holds in its history, both pain and empowerment. It's been a dagger, a putdown and a motivation to stand up and march.

When trying to determine when to use the word "queer" in reference to LGBTQ individuals, the best thing you can do to ask, if you are unsure if you should use it or when you shouldn't use it, I'm going to give you a couple of examples.

One rule is to use it as an adjective.

So, for example, Meg is a queer agitator. Not as a noun. Meg is a queer and use it if you are comfortable explaining why you use it.

What you might find is the younger generations may not have adverse reactions to this word.

Here's a personal story of Julian's. Being raised in rural Southern Kentucky, queer is a term this was used in a derogatory manner by multiple family members and friends often.

I grew up only hearing the term used in a derogatory way. However, I use it in place for LGBTQ often as a form of solidarity. Yet even I'm spaced inside the community with adverse reactions.

However, I use the term "queer" because I feel it fits me best.

In history, the word "disabled" has held many negative connotations. People have been afraid of being called disabled. And in most recent years, these terms are changing about the disabled community.

People in the community have began to claim words when used against them, reclamation is a word that a group of people take back as language used to harm them.

A great example of successful reclamation is the word "queer."

If you identify as having a disability and feel comfortable using reclamation words, we say go for it. Taking control of the power we know can mean a lot.

If you are someone who identifies as a disability, we understand. If you don't have a disability and want to use disability reclamation words, we say, proceed with caution. If disabled people have expressed to you that you can use reclamation words, then in those certain ways, we go for it.

Queer and disability are both identities and they sometimes overlap.

Next, I will be discussing intersectionality.

The theory of intersectionality was first detailed by UCLA School of Law and Columbia School.

A graduate of Cornell University, Harvard University and The University of Wisconsin, Kimberle Crenshaw has been more than 30 years studying Civil Rights, race, racism and feminism.

Her theory of intersectionality attempts to describe how race, class, gender and how other experiences can intersect with one other. Kimberle Crenshaw explained in her 1989 paper, the marginalizing the intersectionality --

[inaudible] as other solely women or solely black.

In a 2020 "Time" article, exploring what the term "intersectionality" now means to Crenshaw after years, Kimberle described it as a lens for seeing the ways of how inequality operates and exacerbates each other.

We tend to talk about race and equality as separate based on class, sexuality. What's often missing is how some people are subject to all of these.

So, you may be asking what exactly is intersectionality and how does it work? According to Kimberly's own words, intersectionality is a lens through which you can see where power locks and intersects. It's the acknowledgement that everyone has their own unique experience of discrimination and privilege.

Intersectionality is a tool that describes how marginalized identities work together to impact a person. Disability is one such identity.

We all have our points at which different identities cross or intersect, where one identity influences another.

Take a look at these charts and note where your own lived experiences lie.

And I want to note that these charts are by Sylvia Duckworth. You can find her on Instagram. And whenever I look at these charts, I see I'm intersection, transgender, non-binary and gay. I'm autistic, I'm fat, a first-generation college student and generally low income class.

I didn't learn I was at an intersection until middle school. Therefore, I have lived experiences as a woman and my sex assigned at birth -- I was raised how women experienced through adulthood.

Let me give you another personal example. Depending upon the day and how I present myself, my experience of privilege and marginalization fluctuates.

If I'm presenting more masculine, I'm afforded more privilege even though my own gender identity never changes.

Intersectionality is a tool that describes how you work together to impact a person. Disability is one such identity. So is queer identity.

Just as we all have our own intersectionalities, we also experience something called Microaggression.

So, what are they? Microaggressions can be described as indirect, subtle against members of a marginalized group. Three ways that Microaggressions manifest are verbal, which occurs when someone says something offensive or disrespectful to a marginalized group.

One example would be continuing to mispronounce someone's name because it is too difficult to say. Another example would be excluding a disabled co-worker because you cannot participate in an after-work event. Another example is the environment. And that is expressed in society through lack of representation, inclusion and diversity. An example for this would be naming all places of honor exclusively after white men.

There are three types of Microaggressions, which can be Microsalts. This is when a person intentionally behaves in a discriminatory way while not intending to be offensive. Example, telling a racist or sexist joke and then by saying, it was just a joke or by saying bisexual people are greedy. Another one is Microinsults. This is unintentional. Asking two gay men, who is the guy in the relationship or how did you become gay?

Another would be Microinvalidations. This is when a person's comment undermines the marginalized group. Telling a transwoman she's not a real woman or calling a queer person a drama queen.

How can we respond to Microaggressions? One way would be to rephrase and help them see the -- you can last clarify to ask them to give you more information. Can you tell me why you think I'm a drama queen when asking for more information?

Another example, challenge the stereotype and we can remember the example, asking two gay men who is the guy in the relationship? A way to challenge the stereotype, might be, we're both men in the relationship.

What are the harmful effects of Microaggressions? A study that looked at 395 minority students. This increased the risk of depression in individuals who experience Microaggression also experience mental health issues and

suicide at higher rates. We may call Microaggression, Microaggressions, but their cumulative impact can be measured on a macroscale. Day by day, microaggressions can feel like death by a thousand paper cuts.

How do we reduce Microaggressions? By educating yourself about groups of marginalized people and how common everyday language can be harmful. We will all participate in Microaggressions.

So, in this short amount of time, we've covered Microaggressions and intersectionality.

Now we'll cover intersectionality Microaggression. They experience multiple types of Microaggression. They are subtle forms of discrimination, based on an individual's social identities.

For example, an older gender, sexual white woman will face these particularly based around her identity as a woman and her age.

Older, heterosexual women will experience this based on her identity as an Asian woman, a woman in general and her age.

Furthermore, a disabled lesbian, Native-American woman would face intersecting Microaggressions more often.

Whenever we can recognize, honor and celebrate each other's differences and when these are constantly and consistently centered in all civil work, we all stand to benefit. If we center the most vulnerable around us, the rest of us will endure, we will not only survive but we will all thrive and the key is to do this together.

I have a quick story from Julian that I would like to share. Once we read a story about a guy at work being afraid to come out as gay because his co-workers assumed he was straight.

He was in a wheelchair and his co-workers had always watched the attributes and attached them to him. He was afraid of rejection after coming out but he was relieved that his co-workers accepted him.

This is a fear people face every day.

The Americans with Disabilities Act, or ADA, was signed into law on July 26th, 1990. The ADA is one of America's most comprehensive pieces of Civil Rights legislation that prohibits discrimination and guarantees people with disabilities have the same opportunities as everyone else to participate in the mainstream of American life, to enjoy employment opportunities, to purchase goods and services as well as to participate in state and local governments and services.

The ADA is designed to create opportunities for individuals with disabilities and resources for those individuals with disabilities.

To be protected by the ADA, someone must have a disability which the ADA defines as a physical or mental impairment that limits one or more life activities. A person who has a history or record of such impairment.

The ADA does not specifically name all of the impairments that are covered.

Here's brief information about the titles of the ADA. I'm just going to go on ahead and name their titles and the ADA is broken up into five different sections. The different titles set out the requirements for different kinds of organizations. Here we can see Title 1 covers employment. Title 2, covers state and local government services. And that's Title 2-A and then Title 2 also covers public transit. Title 3, businesses open to the public. Title 4, telecommunications and Title 5, other important requirements.

I want to add that there has been a new protection regarding gender dysphoria. A federal court of appeals judges ruled on August 16th, 2022, which is last week, that transgender people are protected from discrimination under the Americans with Disabilities Act. While the Americans with Disabilities Act, excludes --

[inaudible]

>> **Roan:** Dysphoria, and that's the stress a person feels when their gender identity doesn't align with their sex from birth. According to an article from Bloomberg, about three quarters of people who participated in a 2020 study experienced gender dysphoria by age 7. LGBTQ nation reports that project director, Jennifer Leby called this decision a huge win. There's no reason to exclude transgender people from other federal Civil Rights laws, she said.

It's significant for a federal appeals court to confirm that our rights and laws extend to these people.

This opinion goes a long way towards removing social barriers that keep people with treatable but misunderstood medical conditions from being able to thrive.

Furthermore, according to the Department of Justice, Civil Rights division, the division enforced a number of laws that prohibit various forms in discrimination covering education, employment, housing, police practices and other department funded programs.

Although these laws do not refer to gender identity, they prohibit sex discrimination.

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So, what can we do? One thing we can do is elect officials that represent the values of queer and disabled community.

When we elect progressive people into office, it helps shift and change the policies in our law to be protected of our morals and values.

During the 2022 legislation session, dozens of states will consider legislation related to LGBTQ discrimination. Some bills will seek to advance comprehensive non-discrimination laws that they need. Others will look to single out for unfair and unequal treatment.

Get involved. Talk to your friends.

Also, if you are looking for more ADA information, the Department of Justice operates a toll-free information line to provide information and publications to the public about requirements of the ADA. Automated service, which allows callers to order publications by mail is available 24 hours a day, seven days a week.

ADA specialists who can assist callers in understanding how the ADA applies to interesting situations are available, too.

If you would like more information on the DOJ, as discussed in the previous section, and how laws may be enhanced and forced to protect LGBTQ people. Please visit [ADA.gov](https://www.ada.gov) at the end of this presentation.

So, I would like to have a discussion to highlight state and legal resources that may be available. So, I'm going to highlight the one that is available here in Kentucky. However, I definitely encourage you to look up what may be available locally to you. So, the Ordinance was passed in 1999. Later, Lexington passed their fair ordinances. The ordinance sought to outlaw discrimination in housing, employment and public accommodations. These

groundbreaking ordinances were the first to provide these protections. It's become a model for others in the Commonwealth. Now 24 municipalities can provide protection for LGBT individuals. This chart was led by the Fairness Campaign and Chris Hartman. This began as the fairness coalition and Julian makes a note this is while they are in college.

So now I want to read a lot about the core values of the campaign. They believe gay, lesbian, bisexual, transgender and queer people have the right to respect, dignity and full equality. They believe that dismantling racism is central to their work.

They also believe that all issues of oppression are linked and can only be addressed in working in cohesion. They believe in non-violent, grass roots organizing that empowers individuals to build a social justice movement that creates lasting change.

Furthermore, the mission statement of the fairness campaign is a broad-based community effort dedicated to equal rights. The prime goal is comprehensive Civil Rights legislation prohibiting discrimination on the basis of sexual orientation and gender identity expression.

They accomplish their goals through public education and advocacy, political activism, community building and reciprocal alliances to others in the social justice community.

Again, agencies and campaigns like this exist all across the United States. We encourage you to get involved in finding an organization near you.

But what does the data say? Compared to the overall population, how do LGBTQ -- how about when it comes to employment? Let's compare

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groups, people with disabilities, sexual orientation and gender identity with the overall population of the United States.

According to the 2019 American Community Survey from the U.S. Census Bureau, the United States is home to 33 -- or 347 individuals in total.

In 2019, 158.6 million U.S. citizens were employed. 7.9 million of those employed workers also had a disability. Non-disabled employees earned an income of approximately 70,000 in 2019.

Disabled workers earned antic income of approximately 25,000.

There are approximately 19 employees without disabilities for every disabled employee in the United States. On average, employees make approximately 64% less than their non-disabled peers.

As you may already see, with this information, we have a solid assumption that people with disabilities in the United States were likely to experience significant income and equality on average than their non-disabled peers.

We can see that people with disabilities have less access to the things that they need.

As we have learned in previous sections of this presentation, people are not one-dimensional beings. We all exist with multiple identities that all overlap.

So, I believe the question now is what happens when we take a further look at additional marginalized identities, such as being LGBTQ and how might these experiences overlap with disability to give us a snapshot of an individual's life.

Before we go any further, I would like to give a disclaimer on the following section's data points. I have compiled resources that date the overlapping experiences for the disabled LGBTQ adults.

It's still difficult to obtain highly accurate population status or population statistics in the U.S. due to the lack of intentionally including options to record gender identities other than men and women and options to record orientation.

Beside the COVID-19 Household Surveys and the 2020 U.S. Census Data offered by the U.S. Census Bureau. The majority of LGBTQ information has been selected by independent sources.

We included a link to the data reports so you can access the findings at your leisure.

The movement advancement project, or MAP, is a non-profit Think Tank that provides research insight that helps for opportunity for all.

[inaudible] the movement advancement project examined employment and well-being statistics for LGBTQ and disabled individuals.

More specifically, those who identified as LGBTQ and disabled people were recorded.

In 2019 short summary research, has revealed that LGBT people are more likely than the general population to have a disability. The LGBT people with disabilities report highlights that even after 29 years of the passage of the ADA, more work is needed to ensure that people with disabilities, including LGBTQ people have more and equal access in American society.

According to an expert from MAP, out of 337 million citizens and 41 by 4 million disabled individuals, in 2019 an estimated 3 to 5 million people in the United States also fall under the LGBT umbrella and have a disability.

The movement advancement project found that one in three lesbians and one in three bisexual women report having a disability in Washington State alone. Comparatively, these percentages are higher than the CDC and prevent demographic breakdown that one in four U.S. adults, presumably within the population, have a disability that impacts major life activity.

According to disabled word LGBT, among lesbian, gay and bisexual adults, 30% of men and 36% of women also identifies having a disability.

I went on the caveat that -- just to keep in mind that these estimates do not account for non-binary identities and there's a great popularity that these estimates could be higher. This is because many non-binary individuals often opt out from answering survey questions, as it does not accurately capture their demographics.

NTCT is the nation's leading social justice policy advocacy organization devoted to ending discrimination and violence against transgender people.

The NTCT was founded in 2003 by a transgender individual who recognized the change.

The 2015 U.S. transgender survey completed by the National Center for Transgender Equality is the largest survey in the United States, with approximately 28,000 respondents from all 50 states, the District of Columbia, American Samoa, Guam, Puerto Rico and the military bases overseas.

Overall, they indicate that they had one or more disabilities.

Respondents with disabilities also faced higher rates of economic instability and mistreatment. Nearly one quarter or 24% of respondents were unemployed and 45% were living in poverty.

They reported higher rates of mistreatment by healthcare providers, at 42%.

I was wondering how this relates to unemployment? In the 2015 USTC survey, alarming results were found as to how often gender individuals experienced discrimination in work environments and how often they must make decisions to avoid mistreatment.

Many reported losing their job with the experience being more likely to occur among people of color and people with disabilities.

According to the 2015 survey, respondents who held a job in the past year were also asked a series of questions about actions they took in order to avoid discrimination, including hiding their gender identity. Delaying their transition and quitting their job.

More than half of all surveyed responses, reporting having to hide their gender identity at work. Nonbinary respondents were twice as likely to ask to be preferred to by their correct pronouns.

More than one quarter of all respondents said they stated a job where they would have preferred to leave for fear of discrimination elsewhere.

As you can see in table 10-8, more than three quarters of total survey respondents or 77% took one or more actions in an attempt to avoid discrimination. The highest number of respondents who felt they had to take one or more of these steps in the past year, in order to avoid discrimination,

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were those living in poverty at 82%, non-binary, 81%, and respondents with disabilities 81%.

Individuals who are also American-Indian, Black or Latinx are -- and respondents with disabilities are more likely to say at a job that they preferred to leave rather than discrimination.

So, this is a lot of information that leaves a lot of questions. Questions such as what did we do to advocate for ourselves and others, how others are already taking action, how do the disability justice strategies work, and what is disability justice and transformative justice.

In this video from the Bernard Center for Research from women, organizers, Elliott and Lea, explore some of the intersections of these movements and how these movements aim to provide many historic individuals.

Elliott also mentions the industrial complex which I would like to define quickly. The medical industrial complex is the network of corporations which supply healthcare and services for a product.

[video being shown with closed captioning]

>> Roan: The slide always gives me a little bit of grief. We'll get back to it here.

All right. Where were we? Here we go.

Sorry, folks. One second. There we go. All right.

So, I think one of the big questions is what can support look like? Well, the following points can truly stand on their own as individual presentations. I

would like to briefly talk about each of them. As actions that we can all begin to take and what future support efforts might look like.

Firstly, we can create space to flourish. Give yourselves and those you support the space to live authentically, always be eager to learn and listen with full attention and be open with correction.

Here I would like to insert one of Julian's stories. They were part of a team that helped the U.S. Bank get involved in local events. U.S. Bank was hesitant at first, but now they are a strong partner with Kentucky pride.

We can also acknowledge, uplift and celebrate differences. We each have our own unique stories and lived experiences. Express your personal experiences and empower others to speak freely about their own. Much like adhering the individual fibers of a colorfully woven tapestry, we can respect the ways that our experiences differ.

So, I would like to share a story here that might highlight that.

Did you know that the first computer programmer was a woman and the chip used to run phones today was empowered by Lynn Conway or that the first person to invent and perform laser cataract eye surgery, this black woman, Ophthalmologist and laser scientist, Dr. Patricia Batten. If you didn't know that, you are not alone. These are just a few examples of women in S.T.E.M. When I worked at the Kentucky science center in 2015, I and my colleagues started a small educational program that summer to showcase women in S.T.E.M. This is because we found many legal people who were not familiar with the myriad field of women in S.T.E.M.

Quickly, we further expanded our outreach efforts to explore individuals in science with our small platform. Though, to us it may have felt like a small

effort, there were many children who said this inspired them to further outreach the S.T.E.M. field because they could see people who looked like them and could see themselves in the S.T.E.M. field.

Celebrating and uplifting are differences that matter because sharing stories of joy and success of the most vulnerable can be a powerful force for collective change.

We can make an advocacy plan. We can create our own resources, make our own action plans and show up for ourselves. Much like creating our own resources and making our own action plans and showing up are just some of the ways in which we've historically supported each other within the marginalized communities.

However, everyone can do this and we are most effective when we all work together. We can keep conversations open with people and with the people that you support to ask them how they would like to be represented. Make sure to include important topics, such as how much am I comfortable disclosing these identities?

Advocacy plans can offer participants and allies to know what their roles are, what actions to take and when to take them whenever difficult or stressful situations may arise.

I'm empowered by my work as an employment specialist, not because of my own skill set, but because I'm also greatly supported by my immediate co-workers.

My co-workers support me by planning beforehand to know when to step in and advocate on my behalf and when I would like to best handle the

situation. To maintain teamwork and cohesion, we return this gesture equally to each person on our entire team.

Last suggestion is to take small but mighty steps. One quote I often hear in my city, "if I have seen further, that is by standing on the shoulders of giants." Social change happens through tiny, everyday actions of acceptance and love that have been forged over many individuals over long periods of time in many locations.

We all have a role to play. No action is too small.

I would like to share another one of Julian's stories here and they say, once in my previous employment for a community Social Media post, I had removed my rainbow lanyard in fear that my CEO wouldn't want me wearing it in a Social Media post.

To my surprise, the CEO told me to put it back on.

So, I want to thank you for attending: Disabled, Trans and Queer - Intersection Conversations in the Workplace. If you would like to learn more, we have a link to additional resources on topics that we've discussed today.

I'm going to give a short demonstration by navigating to our last video of the presentation. By the Bernard Center.

Here's what our link tree looks like. It has many different links and they are based on different topics, such as disability rights, LGBT rights as well as topics we've discussed inside of this Webinar, such as Microaggression and intersectionality.

We also have links that go to our resources as well as additional resources for continued education and learning.

So, when you come to the link tree, you can see all of these links, you will be able to click on them here. And then up at the top, we have our contact information. If you would like to get in touch with myself or learn more about the work that we do in Kentucky, you can find our website at the bottom.

I'm going to navigate how shame can block accountability. Again, this is by the Bernard Center for Research -- it started very quickly. Sorry about that. Going to take it back here. Make sure our captions are on and we're good.

[video being shown with closed captioning]

>> **Roan:** All right. With that, I definitely want to thank you --

>> One thing to remember about transformative justice that's really important --

>> **Roan:** Whoops. So sorry. Go ahead and click out of that.

All right. So, I would like to turn it over to Q&A now. And if anyone has any questions, would certainly like to be able to take a look and answer these for you.

I want to very much thank everyone for attending today and I think this is all very important information and a lot of information.

But it's really just like a stepping-off point and suggestion as well as sharing of my own and Julian's personal experiences. So, thank you again.

>> **Barry:** Thank you, Roan. What a fantastic presentation. If you have questions, please put them in the Q&A and we'll be happy to read those and Roan will be happy to answer. Bill Curtis Davidson said, not a question, but I wanted to commend Roan and Julian for this highly-useful Webinar. Thank you so much.

>> **Roan:** Thank you very much, Bill. I again, really appreciate you attending. You know, even for the opportunity for us to be able to bring in this information. I, again, really thank you for that.

>> **Barry:** While people are thinking, one thing I was wondering about because, Roan, you do employment services.

What do supports look like for people who are LGBTQ+ seeking employment or being supported on the job?

>> **Roan:** Sure. I really -- one, that's a great question. Two, there are a lot of the things that we can do to support folks, including, you know, just asking and making sure that we know is your preferred name the same as your legal name, and if so, you know, thinking about an advocacy plan surrounding when do we have to -- when might be certain situations where you would need to use your legal name, such as a background check.

There's only certain people who need to know that, such as HR, and letting them know very specifically what are your options and if we don't know those, looking into those, just letting that person know you are there for them along the way, and willing to learn and grow as well.

I would also say coming from an HR background, whenever we're looking at places of employment and, you know, being an employment specialist that requires us to have robust relationships with employers in our community, it's also asking them, hey, can I see your workplace policies? What kind of policies do you have in place if someone is transitioning? Do they have a transition advocacy plan? And go from there. This would be all great things to ask.

>> **Barry:** Excellent points. Yeah.

Other questions, please put them in the Q&A.

Roan, I did want to ask you about dash pronouns can be a slippery slope, right?

>> **Roan:** Uh-huh.

>> **Barry:** So, looking at it from many different sides, we have people who may refuse to use preferred pronouns but then we have this whole segment of people that become confused by pronouns. We have people who are good-intentioned that may inadvertently use the wrong pronoun.

What sort of advice can you give people?

>> **Roan:** Sure. Don't be afraid to ask someone what their pronouns are, even if you are, you know, perceiving someone to be, you know, a woman or a man, just because you have perceived them in a certain way, that doesn't mean how they identify.

You know, for example, I know plenty of folks like myself in my own community who, you know, they go by all pronouns or, you know, they are a -- they use the pronouns and people will only assume that they use he/him pronouns without asking.

There's really into harm in asking a person.

As far as learning about pronouns, we have a lot of good jumping-off points on our link tree. And I see people in the Q&As asking, you know, where can we get a copy of, you know, some of these data sources or some of these, you know, things that we've shown in the presentation. They are all in link tree as well. You can find that and their sources as well.

But anyway, to backtrack, great resources are like GLAD, all sorts of resources there as well as the National Center for TransGender Equality. They have plenty of 101 resources to be able to educate yourself on programs. A lot of times whenever I'm in an HR department or in other places I've been employed. I'm sometimes the first person anyone has countered with using my pronouns.

So, for myself, I practice with my pets, you know, your pets won't get upset with you. I have referred to them as they/them or enhanced visiting that person and saying their pronoun seven times will help up rather.

But I think also at the core is envisioning that person how they identify truly and whether that means educating yourself, finding resources out there that are written by trans people and there are plenty of resources, wonderful resources that are written by disabled folks and trans people that I highly recommend and reading about them.

I think that's helped me get to know other folks and I cannot wear in their shoes if I don't live it myself but I can at least walk alongside them a bit to understand a little bit more.

>> Barry: Good point.

So, we have some comments and some questions here, Roan. Michelle says, that was very informative, thank you. Samantha M. asks the question -- whoops. I love some books. Any suggestions for learning more?

>> Roan: Yes. Absolutely.

So, I would say "Care Work. That's a video that we have there. And the author is great. Among then identities, they are non-binary. They are disabled. And we also have another resource which I will go to the link

tree. And Lydia Brown, many great books and many great academic papers that they have written, themselves, you know, they -- you know, I would really recommend looking, taking a look at our link tree because we have some of those there but you can also feel free to Email me as well. Happy to give you more if you would like to look into those.

>> **Barry:** Yep.

Let's see. I want to make sure I don't miss anything here. Kira asks, can you expand on the connection between autism, Neurodivergence and gender dysphoria? Excellent question.

>> **Roan:** The reason that really is -- I'm speaking from my personal lived experience right now, but I will also say if you want to learn more about that, visit Lydia Brown, they've written wonderful resources on that.

But to give a small example, I cannot separate my Neurodivergence or my autism from myself. I can also cannot separate gender identity from any other aspects from all of the things that make up me. All of my identities are constantly overlapping and they are informing how I experience life.

So often how I experience gender is through a lens -- because I'm an autistic person and vice versa. I experience, you know, my experience is a non-binary transgender man.

You know, all of those things are constantly overlapping but that's just a brief dive into the wonderful world of Neurodivergency.

>> **Barry:** That's a whole Webinar in itself, right?

>> **Roan:** Yeah, exactly.

>> **Barry:** Fred says, thank you for a worthwhile presentation.

Sara Scott asks the question -- a good one -- how can colleagues be better and excellent presentation, she adds.

>> Roan: Colleagues can assist by educating themselves, educating themselves by resources that are written by disabled folks, by queer and transfolks themselves.

There's a really good saying and I think there's a massive kernel of truth in, the people who live those experiences, we are expert material.

We're where the material is created and, you know, by going to the source and tapping into it, we can get a view of how those folks are living and support them.

So, I would say educate yourselves with the resources, but also allow yourself some grace and don't stop trying. You know, again, like that last video about shame and accountability, shame has already helped but being accountable is really about taking a lens to your emotions and your feelings and then really being committed to learning. But also, just letting that person know you care about them. There's plenty of ways.

>> Barry: Very true. Thank you.

Alyssa Heymore says, I work with school districts to be more culturally responsive. One challenge that educators are having is how to be inclusive to non-binary parents around holidays. We don't want children excluded.

How do we support those families? That's an excellent question.

>> Roan: Yeah. I think that's an excellent question.

So, I think -- this question could be answered in a lot of ways. The non-binary community is not a pillar like any other community.

You can't just apply one statement in a blanket way but I think that things can help with that is looking at can we change the name from like, you know, Mother's Day, Father's Day, maybe polling the people that you work with, whether it's sending out a policy to the parents or even like -- if you hear those things being talked about or making yourself open to having the conversation, in my own opinion, whenever, you know, I -- let me backtrack for a second.

The thing that I hear the most often is that we're not being listened to but the option is not made available to voice our opinions in ways in which we feel we're being heard. Most people keep to themselves.

Even though it might hurt them, not really hurt them, but exclude them, they are not going to talk about them unless the platform is being made available. I would say the thing to do, this is an open-door policy, if you want to talk to me about it, that's great.

I'm going to listen to you and then follow up on the suggestions whenever they are made to you. I know whenever we're all listening to -- we voice our opinion and we take that vulnerability, but there's no action on it, it really feels, well, have you heard us? Are you listening?

>> Barry: Good point. Bonnie asks a question that's employment-related.

I wondered how one approaches an employer about sexual orientation. I'm not sure how the other aspects would work.

>> Roan: Sure. So -- let me see. Just to rephrase in my own words, it's asking about -- we're much more confident about asking for accommodations with folks for disabilities but not --

>> Barry: Yeah.

>> **Roan:** And that would be really what kind of relationship do you have with the folks, you know, currently at the place of employment.

So, for example, being an employment specialist, myself. I'm an employment consultant, we can have relationships with their immediate supervisor or we can have relationships sometimes with people in -- anywhere from that.

So, I would just say having a discussion making an advocacy plan with that person to ask them how would you like me to assist you in navigating this? And if they want you to assist them, ask if it's okay if I approach your employer.

If you want me to assist you while you speak to your employer about this, some people will say no, I don't want any assistance at all or I just want to have a person to vocalize, kind of this scary feeling or this frustration feeling, whenever it happens.

So really involving the person that you are -- in all aspects. That can be another presentation in and of itself.

>> **Barry:** Yeah, exactly.

You have time for a few more?

>> **Roan:** Absolutely.

>> **Barry:** Let's toss for a second, Roan. I'm looking at really great questions. Excellent questions.

Go ahead and give the Easter egg to those who need it.

>> **Celestia:** There he is.

[Laughter]

>> **Celestia:** You are going to have an evaluation in the post test, one of the questions will be centered around this picture. This is my sheepadoodle, Tessa.

So, Tessa might come up when you --

>> To verify your attendance.

>> **Barry:** Yes. Thank you.

So Roan, EB Jackson -- I apologize either Gable or Cable asks the question, I have clients who are transitioning and have identity in one name but legally another name.

Do you have any advice for how to address that with, assuming, an employer?

>> **Roan:** Kind of jumping off what was previously discussed earlier, and also being in HR a bit myself in a previous life recollection there are certain people who, you know, do need to know legal names, you know, for purposes such as background checks, drug screen, what have you, they need to have that as well as for tax purposes.

However, I would say that the amount of people who need to know your legal name or as I like to say my secret government identity --

[Laughter]

Are they few and far between? Do your co-workers need to know? No, they don't. Obviously. Do people outside of that need to know? In my opinion, I really feel that only HR needs to know that because they have access to all of those resources in one-stop shop. So really outside of that,

I say proceed with caution. I can't think of anyone who would need to know that other than HR.

>> **Barry:** That's a good point.

>> **Roan:** And in those instances, I would make the advocacy plan with the people that you support to say, you know, is this the only time that you want this revealed? And if so, support that person in approaching their employer and see I only want these people to know my legal name. Outside of that, you use this name which is my name and refer to it as their name. That's their name. It's not just their preferred name.

>> **Barry:** Very good. Heather asks a question, I work for a large employer and would like your insight on how to best teach inclusive practices across a variety of practice areas, including blue collar to executive leadership. Go ahead.

>> **Roan:** One thing I would like to suggest, usually you have employee programs, meaning, like, there are focus groups and there can be veterans, for example, typically, I have found that there have been LGBTQIA groups that work together to think about these issues of --

>> **Barry:** Like an affinity group.

>> **Roan:** Yes. I feel those are helpful and I really felt heard and by people who are able to make those decisions around policymaking and it really had a big impact. So, if you have those at work, I would definitely suggest getting involved and getting the people that you support involved if that's something that they are interested in.

The other thing would be -- you could even contact those groups and say, if this person does not want to participate in the groups but they want to see

these things done. You know, meeting with them yourself, asking, you know, who can I have as a liaison to talk about. And if those -- if those do not exist, suggest making them. If -- just asking these discussions with leadership. I think it would be extremely helpful. So, yeah.

>> **Barry:** I think you answered this within the Webinar. But I don't know if you have any additional thoughts. EK Hoffman asks, do you have any thoughts on the recent ruling of transfolks and gender dysphoria being counted as a disability under ADA. You kind of mentioned that. I don't know if you have any other thoughts on that.

>> **Roan:** Yeah. I will be honest, I very recently as of today, just saw that information come out and I really think that it's a great step, especially when the reality is, there -- there's tons of legislation being created every day trying to get pushed through that are anti-trans, anti-queer. It's great to see that there are those protections now. And while I can't really say anything in detail because I'm still reading about it. It's a great step. Really love to see it. I think it gives me hope and it gives me a bit of a breath of fresh air.

[Laughter]

>> **Barry:** Very good.

The always fabulous Nancy asks, I'm wondering in your employment work in Louisville, you are connected to any free financial -- it bounced around on me -- any free financial counseling sessions to help assist those individuals who are underemployed and living in poverty.

>> **Roan:** We have --

>> **Barry:** If you are aware of free financial services offered by Bank On or through the banks.

>> **Roan:** Well, me personally and, I'm not aware of any -- however if there was the possibility or potential for that, that would be extremely well received. That's something that we talk about in our support groups, in Louisville as -- folks just do not know or have access to having that kind of financial assistant to show them how to plan for these kinds of things or even how to manage their money. That's also hand in hand with folks with disabilities. If you can imagine a person who is queer, trans, and disabled, that -- I think that would really make an impact.

>> **Barry:** And Nancy's role is in finance -- I will link you up with her.

Robbie Bruce says thank you so much. I like this question, Tracy asked -- and I think this was in the video, discussing a safety team. How do you create a safety team?

>> I believe the video is just the terminology safety team. I use advocacy people. I believe they are interchangeable and really that can look like your closest supporters, your friends, your family members. People who you really trust as folks at work that are on your team that you trust, for example, I trust all of my co-workers and my teammates on my immediate team, we're very close and work in tandem.

And I have absolutely made them a part of my advocacy plans. They need -- if I come into work saying, I'm very overwhelmed right now, as a sometimes non-verbal person, which gets, you know, increasingly so as I'm stressed out by saying, I normally don't have much availability or speak to them. They immediately understand what's going on. I don't have to

explain or spend time on that as well as they know whenever we go to, you know, new employers in the area and living in the south, living in Kentucky, I love Kentucky. It's a great place but there's a lot of opportunity here, especially for education and, you know, advocacy.

When we go to new employers, sometimes it's a mixed bag. I'm not sure how someone might perceive me -- you know, being accepted. I've had the conversation with my team, what if we get there and I'm visibly a transgender. And we've talked about if someone misgenders you in public, what should we do? We have that plan. When we're in the moment of stress and safety -- we've discussed this before. We have an action plan to follow. So, it's a sitting town with the person you support and yourself even, what do I want to see for myself? So that way you have the guide book to go to in these stressful situations.

>> Barry: Here's a question from Chris. We are about two minutes away from being done, Roan. Take a deep breath. We can do that. Do you feel society's attitudes have changed in the near decade such -- in 2015 in such that Microaggressions and discriminations would be different in 2022?

>> Roan: I think that's a good question. If I'm understanding correctly, if the statistics have changed since 19 -- 2019, yeah. That's something I came across when I was looking at these data resources and thinking about, you know, how does it potentially change? One of the ways that it has changed is that -- you know, the 2019 houses it hold surveys by the U.S. census bureau has been the first -- I mean, call me if I'm wrong, but it is one of the first, if not the first of -- really like a governmental funded studies and -- but surveys that actually captures LGBTQ identity.

It's not just orientations. I believe they've asked in other surveys, do you live with a same-sex partner. But it includes, are you transgender? What sexuality do you identify with? Are you both trans and queer? So, both lesbian and gay and bisexual. They also ask questions that are detailed in regard to disabilities. That's fantastic because before that, individuals in the United States across a wide basis that are LGBTQIA, they've not been accounted for. I know there's a lot of people who don't feel themselves being represented accurately. If they don't see the options on the survey, they will refuse to answer it. It just means it's not being counted.

So, 50% of women, versus 50% of men in those statistics, are not included in that at all.

I think it has changed especially whenever you look at those data points and I think it will continue to change hopefully as long as we continue to include those individuals and options that accurately show who we are.

>> Barry: We are at 3:30. You made it, Roan. Congratulations. Thank you all so much for joining us today and for those who could stick around for the Q&A, thank you so much. Sorry, we couldn't get to all of the questions but hopefully we will do this again sometime. Celestia, I will turn over to you for final instructions.

>> Celestia: Okay. This Webinar is approved for 1.5 hours for a certificate of participation. Again, you must register and complete the Post Test Evaluation. I have put that in the Chat box. You can access it now immediately or I will be spending out a follow up with the link in it later today.

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

An archive of this Webinar will be posted within seven days. Please feel free to share that video with anyone who might be interested or did they have a chance to attend.

Here you can connect and follow us, Instagram, Linked-In, Facebook and Twitter. And if you have any questions, send us an e-mail at adasoutheast@syr.edu. And thank you again, Roan.

>> Thank you all.

>> I do have a question for you, Roan. We have quite a few questions that weren't answered, actually 32 of them, would you be okay with me sending those to you.

>> **Roan:** Absolutely. I was going to ask you to. I would be more than happy to answer them.

>> I will link them up. As long as there is a -- we'll create a follow-up Q&A sheet and post it with the archive.

>> **Barry:** Again, thank you, everybody. Thank you to our ASL interpreters. Thank you to our CART captioner. Thank you. Roan, please give our regards to Julian and have a great everyone, everybody.

>> Thank you.

Questions?

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

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