DISABILITY THRIVE INITIATIVE

Alternative Services and Supports for the IDD Community

BRIDGE THE GAP FOR THE LGBTQ+ AND DISABILITY COMMUNITIES

JUNE 23, 2021

TODAY'S WEBINAR

1. Bridging the Gap
2. A Person-Centered Approach to Supporting LGBTQ+ Individuals with Developmental Disabilities
3. Gender Recognition Plans
4. Resources

MEET OUR PRESENTERS

Harmony Tarrant
(he / him)

Independent Living Skills Instructor

DAYLE MCINTOSH CENTER

Rhiannon Maycumber
(she / her)

Person-Centered Thinking Trainer

WESTSIDE REGIONAL CENTER

Montserrat Vargas
(any pronouns)

Integrated Living Program Supervisor

abilitypath
INSPIRING INCLUSION

BRIDGING THE GAP

Presented by:
Harmony Tarrant
(he/him)
Independent Living Skills Instructor
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Dayle McIntosh Center
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A PERSON-CENTERED APPROACH

To Supporting LGBTQ+ Individuals with Developmental Disabilities

Presented by:
Rhiannon Maycumber, MSW
Certified Person-Centered Thinking Trainer
Westside Regional Center

WHAT YOU WILL LEARN

1. WHY PERSON-CENTERED THINKING (PCT)?
   - Value of using a Person-Centered approach so you can support LGBTQ+ individuals with disabilities
2. PCT EXAMPLES IN PRACTICE
   - Using PCT so you can support the LGBTQ+ community
3. ORGANIZATIONAL APPROACH
   - Sharing our learning from LGBTQ+ development work at WRC
4. ACTION STEPS & RESOURCES
   - What you can do today to become a more gender and sexuality affirming agency

WHY PERSON-CENTERED THINKING?

PCT: CREATING BETTER LIVES FOR ALL

- PCT emphasizes the importance of supporting individuals to gain positive control over the lives they have chosen for themselves, and to identify the changes that need to be made so they can achieve the lives they desire
- A true person-centered approach supports the full person and all their identities, not just their disability
- Value-based skills that promote deep listening and respectful action
- All people want to live meaningful and fulfilling lives, and to be valued for the contributions they make to their communities

The Learning Community for person centered practices

PERSON-CENTERED THINKING EXAMPLES IN PRACTICE

EXAMPLES IN PRACTICE: ONE-PAGE DESCRIPTION

- A quick, positive introduction to a person
- Lists what people like and admire about a person, what's important to them, and how to best support them
- Can be used to list a person's preferred name and their personal pronouns
- A gender-affirming way to introduce individuals to new agencies/staff/employers etc.

What People about Me

I'm nice and loveable
I'm caring, kind, generous
I'm a good friend and supporter
I'm smart and funny
I'm goal-oriented
I'm a good listener
I don't give up
I'm helpful and respectful
I am a loving grandchild
I am independent
I am brave
I am a good role model
I'm a good advocate
Fashionable
Trusting and dependable

What's Important TO Me

To become as independent as possible with my life: managing my home, health, career, get my driver's license
Having a career I enjoy that allows me to be financially independent
Having a rich, meaningful relationship with my significant other
Being close to my grandparents and my sister: talking to them on the phone, visiting them regularly
Staying connected to my native heritage.
Making other people happy—I am a people pleaser!
Finishing things I start
Having time on my own each day—at least 30 minutes
Having goals to work toward
Having people in my life who value and appreciate me for who I am
To be in a healthy, safe relationship
To develop my faith by attending church regularly, participate in a Bible study group
Finishing cosmetology school
Being a mentor/role model for people with disabilities; to positively influence the organizations and systems that support people with disabilities
To advocate for the LGBT community
Living life as a woman and having my voice heard.
Being referred to with pronouns, she/her.

TAYLOR LOVE

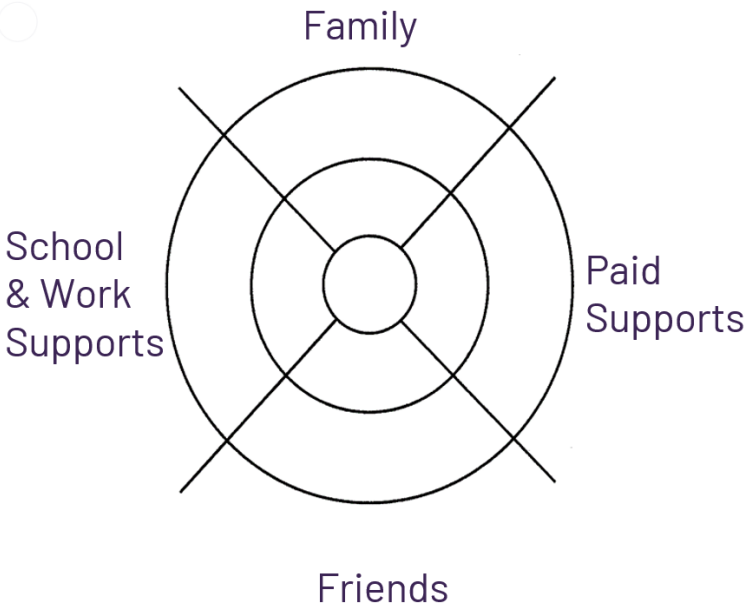
Support to be Happy, Healthy and Safe

Assist me in preparing meals, budgeting, managing my health and administering my medications; work with me to learn these things, rather than doing them for me
Support me in getting back into school by providing transportation
Provide transportation to my grandparents; help me find ways to stay connected to my native heritage.
Assist me to use a bank account, plan for purchases, maintain documentation, etc.; work with me to learn these things, rather than doing them for me
If we are having a discussion or making a plan, and I have a wide-eyed, anxious look, it might mean I don't agree with what we are talking about. Ask me if this is really what I want to say or do.
Work to understand what my "Good Life" is and be creative in helping me move toward it.
Support me in transitioning to living as a female; use pronouns she/her and call me Taylor.

The Learning Community for person centered practices

EXAMPLES IN PRACTICE: THE RELATIONSHIP MAP

- Used to learn about the relationships that matter most to a person. The closer a name is to the center of the circle, the closer that person is emotionally
- When you are completing the map, use gender neutral questions that do not make assumptions about someone's sexuality or gender identity
- Consider chosen family and be mindful of family members that people may not be out to



ORGANIZATIONAL APPROACH: TIPS FROM OUR LEARNING

CREATING A MORE INCLUSIVE ORGANIZATION (2 OF 2)

- Holding LGBTQ+ Pride events that include history, art, and celebration
- Sharing LGBTQ+ stories in our PCT trainings and Communities of Practice
- Funding sexuality education groups for youth and adults with developmental disabilities

EXAMPLES IN PRACTICE: ALTERNATIVE SERVICES

- Support the individuals you serve to attend virtual pride events and virtual drag shows
- Discussion groups and take-home activities with various LGBTQ+ focused topics
- Hold an identity-based art show
- Connect the LGBTQ+ individuals you work with to support groups

ACTION STEPS AND RESOURCES

WHAT CAN YOU DO TODAY?

1. Attend a virtual pride event
2. Add your personal pronouns to your email signature/Zoom name
3. Attend a Person-Centered Thinking training
4. Add space for a preferred name and pronouns on your agency-related documentation
5. Tell everyone you support that you are open to having conversations with them about gender, sexual orientation, and sexuality
6. Provide resources and support group information to LGBTQ+ identified individuals you may already be supporting

RESOURCES

Person-Centered Thinking:

- The Learning Community for Person-Centered Practices
  https://tlcpcp.com/
- SDA Associates: PCT Skill Templates
  https://www.sdaus.com/tool-kit-templates-examples

LGBTQ+ Mental Health Services, Support Groups and More:

- PFLAG: https://pflag.org/
- Kaleidoscope: https://www.kaleidoscopelgbtq.org/
- BIENSTAR: https://www.bienestar.org/support-groups/
- SAGE: https://www.sageusa.org/
- Westside Regional Center LGBTQ+ Resource Guide:
  https://westsiderc.org/resources-3/#lgbtq
- Coming Out Constellation

THANKS FROM WRC!

Email Questions to:

Rhiannon Maycumber
RhiannonM@westsiderc.org

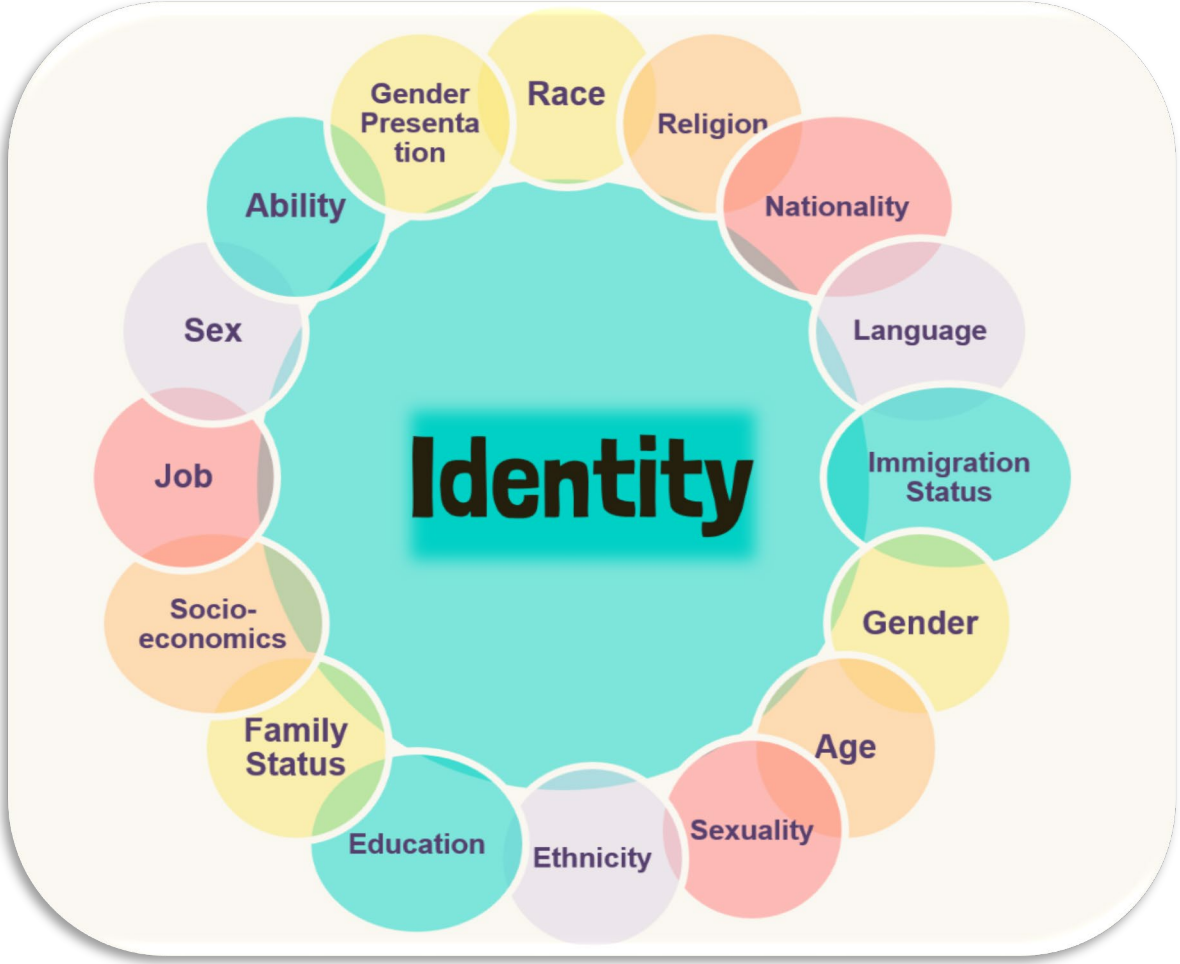
Megan Mendes
MeganM@westsiderc.org

WESTSIDE
REGIONAL CENTER

GENDER RECOGNITION PLANS

Presented by:
Montserrat Vargas, EIT
Integrated Living Program Supervisor
AbilityPath

IDENTITY DIAGRAM



OBJECTIVES

You will learn how to:

- Identify 3 challenges that trans and gender-nonconforming people face.
- Select 3 different ways to support trans and gender-nonconforming people in your work and life.
- Learn about the Gender Recognition Form.

DEFINITIONS (1 OF 4)

Transgender (Trans)

- A person who is transgender has a gender identity that is different than what they were assigned at birth.

Cisgender (Cis)

- A person who is cisgender has a gender identity matches their sex assigned at birth.

Gender-Nonconforming

- Someone who blurs the boundaries of what a society considers acceptable gender roles. Gender-nonconforming does not automatically mean transgender. Cisgender people can still be gender-nonconforming.

DEFINITIONS (2 OF 4)

Personal Pronouns

- Short words we use as a simple substitute for the proper name of a person. People can use multiple personal pronouns. Always ask what pronouns someone uses. **Do not assume or use pronouns that they do not use**.
  - Examples: they, he, ze, she, xe, fae, ey

Preferred Name

- A name that someone uses that is not their legal name. People can use multiple preferred names.
  - Example: "Please remember that this person's preferred name is Mikey, not Michelangelo."

DEFINITIONS (3 OF 4)

Person First Language

- This way of speaking puts the person first and other qualifiers second.
  - Example: Trans person vs. Person of trans experience.

Coming Out

- This means a person's decision to reveal an important part of who they are with someone in their life. For many LGBTQ+ people, this involves sharing their sexual orientation and/or gender identity. Coming out is an ongoing process due to assumption culture.

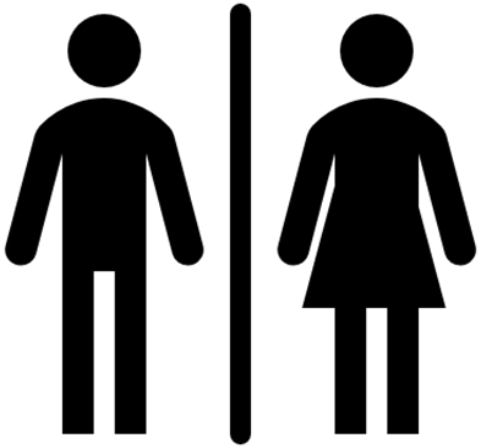
DEFINITIONS (4 OF 4)

Assumption Culture

- This means the belief that you can tell what someone's race, gender, religion, sex, disability, sexuality, social class, immigration status, nationality, occupation, and other characteristics are just by looking at them.

WHAT IS GENDER?

Gender is the compilation of **essential things** that make someone a boy or a girl. Most people associate gender with body parts. This ensures that people with certain body parts are all treated the same.



BUT THAT'S NOT EXACTLY RIGHT, IS IT?

THERE'S MORE TO GENDER

There are many ways to describe how gender works. Here are two:

Gender Essentialism (2 slides ago)

- Often used to justify sexism, transphobia, enbyphobia etc.

Gender Performativity

- Gender is made up by society. Individuals, intentionally or not, perform gender through their **characteristics**, **behaviors**, and **social roles**.
- Example: Alex always loves performing her femininity by making sure **they wear makeup and dresses**, **displays his endless empathy**, and **takes on a mother role** with their siblings because both her parents work long shifts.

GENDER IDENTITY WORD CLOUD

CHALLENGES OF TRANS AND GENDER – NONCONFORMING PEOPLE

IN SHORT…

…society has set up extremely efficient social, medical, legal, economic, and political systems to aid in the oppression of trans and gender nonconforming people.

SOCIAL

Stigma/Harassment

- Trans and gender nonconforming people are often seen by society as inherently deviant from *normal*. Stigma can stifle trans people's network (like family) and resources, leaving them without help.

Heightened Intimate Partner Violence

- Our partners can easily use stigma as a form of control.
- *Example: Threat of taking custody of children due to transgender status.*

Less Safety

- Trans people (particularly trans women/femmes of color) are murdered at an alarming rate due to transmisogyny. Gender is violently policed by people looking to protect their social standing as masculine/feminine and straight.

MEDICAL (1 OF 2)

Health Disparities

- Trans people do not have fair access to healthcare due to stigma and structural inequities in our health care system.

Pathologization and Gatekeeping

- Pathologization means always thinking something is medically or psychologically abnormal. Gatekeeping means blocking full expression of identity through medical or bureaucratic processes.
- *Example: The only fruits that Abel eats are apples. It must be because they have an eating disorder. Because they have an eating disorder, we cannot respect their gender identity or provide gender affirming care.*

MEDICAL (2 OF 2)

High Attempts of Suicide (Minority Stress Model)

- Increased stress from socioeconomic status, stigma, lack of access to basic needs, and trauma leads to poor health outcomes and an increased attempted suicide rate. Trans adults are 12 times more likely to have suicidal ideation in the same year (18 times for prev.) compared to the general population[1].

[1] *Suicide Thoughts and Attempts Among Transgender Adults* (Rep.). (2019, September). Retrieved May 10, 2021, from UCLA School of Law Williams Institute website: https://williamsinstitute.law.ucla.edu/publications/suicidality-transgender-adults/

LEGAL (1 OF 2)

Prisons and Policing

- Police profile and target trans people for harassment, arrest, and imprisonment. ‘Prisons and jails routinely subject trans people to abusive conditions, including the denial of medical care, extended periods of solitary confinement, sexual assault, and violence at the hands of guards’[2].

Identity Documents

- Changing identity documents is a long and complicated process because there is no standardization and gatekeeping is common.

[2] Admin. (2021, April 07). Prisons and policing resources. Retrieved May 10, 2021, from https://transgenderlawcenter.org/resources/prisons

LEGAL (2 OF 2)

Legal Impunity for Perpetrators

- *'LGBTQ+ "Panic" Defense:* Legal strategy that asks a jury to find that a victim's sexual identity/expression is to blame for a defendant's violent reaction, including murder. It is not a free-standing defense to criminal liability, but rather a legal tactic used to bolster other defenses'[3].

[3] LGBTQ+ "panic" defense. (2021, May 05). Retrieved May 10, 2021, from https://lgbtbar.org/programs/advocacy/gay-trans-panic-defense/

ECONOMIC

Job Discrimination/Unemployment Rate

- "More than one in four transgender people have lost a job due to bias, and more than three-fourths have experienced some form of workplace discrimination. Refusal to hire, privacy violations, harassment, and even physical and sexual violence on the job are common occurrences and are experienced at even higher rates by transgender people of color."[4]

Housing/Food Insecurity

[4]Employment. (n.d.). Retrieved May 13, 2021, from Transequality.org (https://transequality.org/issues/employment)

POLITICAL

Criminalization of Gender Affirming Care

- There is a movement to limit, decrease access to (allow insurance to not cover), or even criminalize gender-affirming care for trans people.

Body Inspections/Conversion Therapy

AIDS/HIV Pandemic

- Much like the COVID-19 pandemic has severely impacted communities of color[4] due to government (political) inaction. As the result of a similar response to the AIDS/HIV pandemic, many LGBTQ+ people did not survive. They suffered collective trauma. This also meant that future generations in their community would not have elders.

[4] Risk for Covid-19 infection, hospitalization, and death by race/ethnicity. (n.d.). Retrieved May 10, 2021, from https://www.cdc.gov/coronavirus/2019-ncov/covid-data/investigations-discovery/hospitalization-death-by-race-ethnicity.html

HOW TO SUPPORT TRANS AND GENDER – NONCONFORMING PEOPLE

GENDER AFFIRMING LANGUAGE (1 OF 2)

- Using gender-affirming language is the necessary bare minimum for working with trans people.
- {VERBAL SITUATIONAL EXAMPLE}
- What sort of language affirms your gender? Feminine? Masculine? Androgynous? Gender Neutral?
- Don’t assume, always ask what language affirms someone's identity. Even if you think someone isn’t trans or gender-nonconforming*. This is part of respecting and honoring a person’s emotional-relational boundaries.

GENDER AFFIRMING LANGUAGE (2 OF 2)

- Unless it's a slur, use the language that people use for themselves. If the person prefers person-first language, then use person-first language. If you do not know what something means, then look it up.

*Please don't go around trying to figure out whether someone is trans or not (or ***out*** them if you do). It's rude and disregards personal boundaries. Getting ***clocked*** is extremely dangerous for trans people, specially for those that are ***stealth*** as discussed before.

EDUCATION

You specifically want to avoid being dogmatic because it makes personal growth hard. Remembering cultural **humility**, use resources to educate yourself on trans topics.

- How does someone's trans identity impact/improve other sections of their life? How can one person have seemingly contradictory identities?
- What identities do I share with this person?
- How can I help celebrate and cherish this trans person’s life?
- What strengths and methods of resilience does this person add to my worldview? (Think about the cultural exchange)

5 D'S OF BYSTANDER INTERVENTION

1. Distract
2. Delegate
3. Document
4. Delay
5. Direct

Hollaback Trainings

https://www.ihollaback.org/

GENDER EXPLORATION

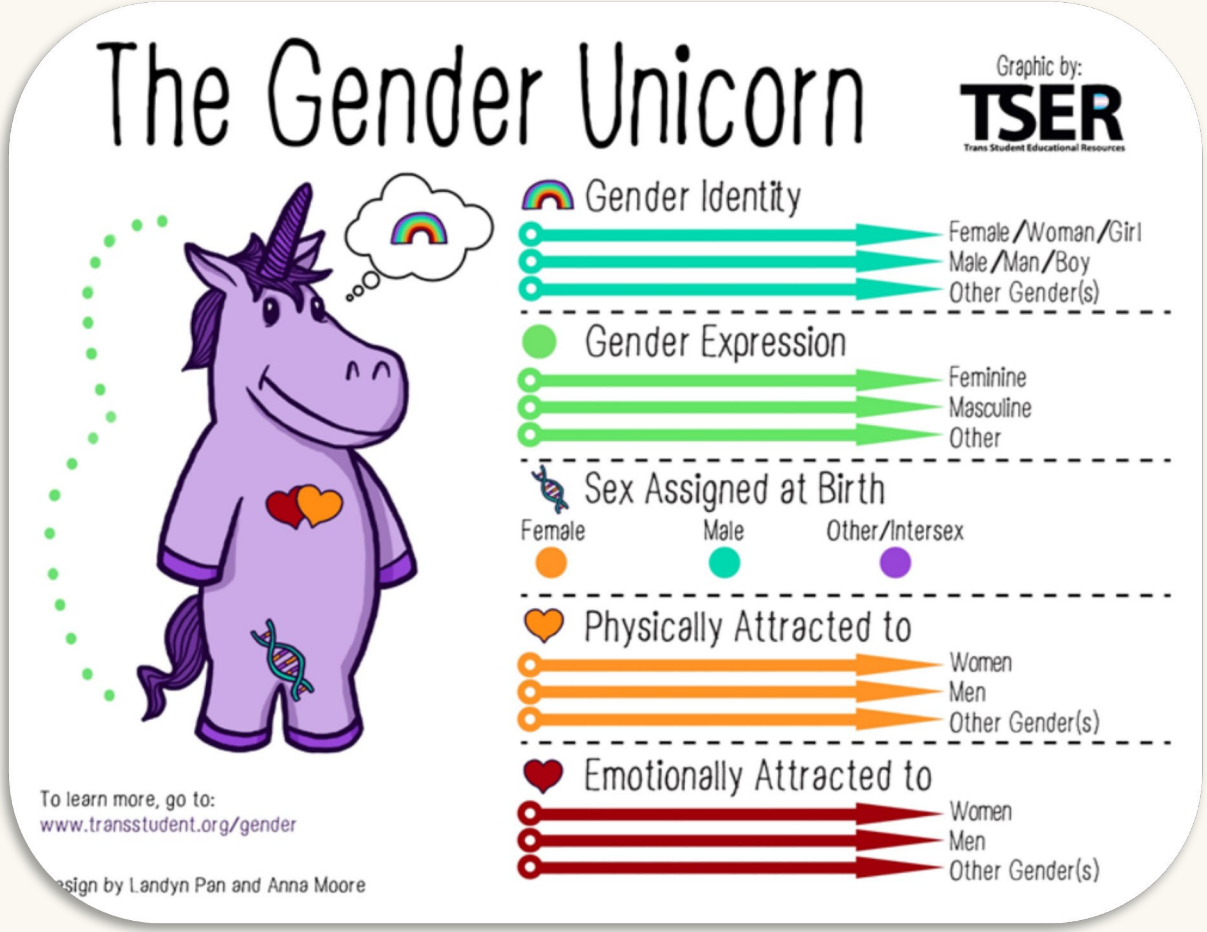
Gender, or lack thereof, is not something that happens in a vacuum to only trans people. Cisgender people deal with gender too!

Some questions to ask yourself:

- How has shame been used as a tool for controlling my gender? How do I benefit from my gender/expression being considered “normal”?
  - *Examples: facial hair for women, shaving legs for men; wearing dresses for women, wearing suits for men*

- What is something that society associates with my gender that is not true to my self? (Gender Dysphoria) What gives me happiness with my gender? (Gender Euphoria)
  - *Examples: femininity, masculinity, androgyny, having long hair, doing the splits/being flexible, weightlifting, working with cars, wearing soft/fluffy sweater*

THE GENDER UNICORN (INTERACTIVE)



SPACE AND RESOURCES

LGBTQ+ Participant Group

- First Tuesday of every month, 4:00-5:00 PM

Setting up LGBTQ+ Staff Panel

Regional Center Supports

- Currently working on putting together a panel of Regional Centers to work on policy/education.

Gender-Affirming Closet

- Location to be determined

Resource Sharing

- Join agencies already doing LGBTQ+ work and provide ableism front
- Concentrate efforts among service providers and community

GENDER RECOGNITION PLAN

Presented by California Disability Services Association & Easterseals of Southern California | DisabilityThriveInitiative.org

Only required if there is a **business need** for it.

Participants can use multiple words or genders to describe their gender. They can also state that they do not have a gender.
Ex: Trans Man, Nonbinary, Trans Woman, Agender, Genderfluid, Genderqueer, Pangender, Transfemme, Transmasc…

abilitypath

– CONFIDENTIAL –

Gender Recognition Plan

This document outlines the necessary planning for the gender recognition of a trans and/or gender expansive client. Its purpose is to establish the specific actions the program, support team, or other stakeholders will take to best support the client.

AbilityPath Program(s): _____ **Today's Date:** 04/28/2021

Full Preferred Name(s): _____

Full Legal Name(s)* (if applicable): _____

Gender(s): _____ **Pronouns:** _____

Primary Support Team Member Name / Relationship / Role

_____ / _____ / _____

_____ / _____ / _____

_____ / _____ / _____

_____ / _____ / _____

_____ / _____ / _____

_____ / _____ / _____

_____ / _____ / _____

Participants can use multiple pronouns or no pronouns. Also note that pronouns can change on a daily/gender basis.

This section is for quickly listing the support team's information in case of emergencies. You might want to do this last.

WELLNESS CHECK
The point here is to make sure that basic needs are being met for the participant.

CHECK-IN: Are you experiencing any of the following?

I. **Distress or safety concerns**

II. **Food/Housing Insecurity**

III. **Domestic Violence (physical, emotional, verbal)**

NOTE
Despite any personal feelings of allyship, you must realize that you're probably a part of the system that constantly fails trans people and understand your positionality. Do not take negative feelings personally. Think of trauma informed practices.

Finding out what the participants' living situation is like helps us better understand more about the level of support they receive at home, if any.

A. LIVING SITUATION

Are people in your home/household supportive of your gender identity/expression? What about people who are close to you? If not, how would you like AbilityPath to help?

B. GENDER RECOGNITION

Within AbilityPath, is there anyone with whom you WOULD LIKE to share your identity with? To what capacity (ex: pronouns, name, privacy, personal communicati preferences)? Please go into detail for each person/group. When will this information b shared with each person/group?

This format follows a **need-to-know basis**. As we discussed earlier, coming out is a personal, continual, and lengthy process. **Our role here is to support our participants, not to embolden, pressure or discourage them.**

Who would you like to lead the lessons/activities about your announcement? What will the lessons/activities be and would you like help with them?

There is no need for a coming out party. But given that transness is **often defined by its relation to pain**, this is great practice for shifting that paradigm towards one that relates transness to happiness, much like gender euphoria.

Electronic systems/records seldom correctly portray one's identity, so it is imperative that we give people as much autonomy in this area as possible. **Relying on the comfort of technical/legal systems to dictate what identity is displayed front and center is not people-centered.**

How would you like us to list you in our electronic systems (ADP/Case Magic)? Keep in mind who can see this.

Within and outside of AbilityPath, is there anyone with whom you WOULD NOT LIKE to share your identity in any capacity? Is there anyone who is not support of your gender identity/expression? Please go into detail for each person/group.

Outing someone has potentially dangerous consequences. Because we all can make mistakes, you need to have some backup plans in case this happens. Your primary responsibility is to making sure the participant is taken care of. **Always provide some solutions** but defer to what the participant wants to do. Do not be clueless.

The purpose of this section is to identify allies for the participant in each stage or section of their life. This helps them succeed. **People of trans experience are happy and thrive when their communities are supportive.**

C. GENDER AFFIRMING SUPPORT TEAM

Part of leading a happy life is making sure that all your needs are being met. A support team makes sure that your needs are being met. You can have multiple people in each type. Who is in yours?

Support Member Name(s)	Contact Information	Type of Support (if needed)
		Peer
		Staff
		Community
		Physical Health
		Mental Health
		Legal
		Spiritual/Religious
		Cultural
		Other 1
		Other 2
		Other 3

INTERSECTIONALITY
While LGBTQ+ people are prone to religious trauma, it is incorrect to assume a disinterest.

INTERSECTIONALITY
Trans people exist across all time and cultures. How would we celebrate this trans person in relation to their culture?

Services from providers typically range from bad/traumatizing to well meaning but uninformed ally. It's good to check-in and see if support is needed.

D. GENDER TRANSITION (If client feels comfortable)

The following questions do not have to be answered and are completely up to the client as they are extremely personal. The goal here is to connect the client to better support them.

1. **Are you experiencing any kind of bullying/discrimination?**
2. **(If Applicable) Are you having any trouble accessing gender affirming medical/mental health services?**
3. **(If Applicable) Are you having any trouble accessing a legal name change (at any level)?**
4. **(If Applicable) You do not need any type of dysphoria to be trans or gender expansive, but are you experiencing any type of dysphoria? (body/gender/etc.)**
5. **Do you have any concerns about your transition/presentation?**
6. **(If Applicable) Would you like any help with gender exploration?**

Remember that sometimes trans people can develop unhealthy behaviors to meet expectations of our gender/gender presentation. In these situations, it is necessary to reach out for professional (gender-affirming) help.

Gender Unicorn and "I statements" about your own gender

TRANS RESOURCES

Transgender Law Center - https://transgenderlawcenter.org/

- Has resources in the areas of identity documents, immigration, health, employment, prisons/policing, housing, youth, and public accommodations.

Trans Lifeline - https://translifeline.org/

- Crisis line not staffed by professionals but by other people of trans experience.

Trevor Project - https://www.thetrevorproject.org/

- Crisis intervention geared towards young people (<25 years).

Regional Center Supports – Diversity and Inclusion Specialists

THANKS FROM ABILITYPATH

Contacts:

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mvargas@abilitypath.org

Amanda Harms
aharms@abilitypath.org

RESOURCES FOR ADVOCACY

The Transgender Law Center Disability Project breaks isolation, grows connection, and builds leadership within trans disability/Deaf/chronically ill communities.

https://transgenderlawcenter.org/programs/disability-project

GLAAD rewrites the script for LGBTQ acceptance.

https://www.glaad.org/

OutRight advances our mission of ensuring human rights for LGBTIQ people everywhere through strategic program areas: Advocacy, Movement Resourcing, and Research.

https://outrightinternational.org/

VIDEO RESOURCES

How You See Me: LGBTQ | Soul Pancake

- https://www.youtube.com/watch?v=wxHHstcyP4I&ab_channel=SoulPancake

PFLAG Something to Talk About Videos

- https://www.facebook.com/PFLAG/videos/something-to-talk-about-live-january-28-2021/410897393353229/

TEEN LINE | LGBTQ: Understanding Sexual Orientation and Gender Identities

- https://teenlineonline.org/new-teen-line-educational-video-lgbtq/

Dyke March 2010 Year of Honoring the Disabled Dyke / Fabulous / Activist Disabled Lesbians / captioned

- https://www.youtube.com/watch?v=u5s5PQSpqnE&ab_channel=Dr.LauraRifkin

Andrew Gurza on queer disability and sex | This Ability | Xtra Magazine

- https://www.youtube.com/watch?v=uUz4g4hY7Hs&ab_channel=XtraMagazine

i-D Meets Aaron Philip

- https://www.youtube.com/watch?v=GHnBqEFs4HM&ab_channel=i-D

EDUCATIONAL RESOURCES

respect ability
FIGHTING STIGMAS. ADVANCING OPPORTUNITIES.

Respectability

The LGBTQ+ community and the disability community intersect in significant ways. You can find articles, books, and other resources on the intersection of Disability and LGBTQ+ issues.

https://www.respectability.org/resources/lgbtq/

PHILADELPHIA GAY NEWS

"The intersection of #LGBTQ history and disability" from Philadelphia Gay News, by Victoria A Brownworth.

https://epgn.com/2020/10/20/the-intersection-of-lgbtq-history-and-disability/

RECURSOS EN ESPAÑOL (1 DE 3)

MITOLOGIA DE LA SEXUALIDAD ESPECIAL

HTTPS://SEXUALIDADESPECIAL.BLOGSPOT.COM/

Especialista en sexualidad y diversidad funcional/discapacidad,
con 18 años de experiencia.
Correo electronico:
peiranosilvina@Hotmail.com

FONDO DE POBLACAIONDE LAS NACIONES UNIDAS (UNFPA)

https://www.unfpa.org/es

Protegiendo la salud sexual y reproductiva, de **TODAS** las personas.
Oficinas a nivel mundial
Tel. en EUA: (212) 297-5000
Pagina de contacto:
UNFPA Contact
(https://www.unfpa.org/es/contact)

RECURSOS EN ESPAÑOL (2 DE 3)

GLAAD Familia
(https://www.glaad.org/familia)

Aborda temas difíciles para dar forma a la narrativa y provocar el dialogo que conduce al cambio cultural accelerando la aceptación de la comunidad LGBTQ+

Contacto por correo electronico:
https://www.glaad.org/form/contact-glaad

Lambda Legal Abogado por la igualdad

https://www.lambdalegal.org/es/temas

Lograr el reconocimiento pleno de derechos civilizes de las personas LGBTQ+ y las personas con VIH en los Estados Unidos.

OFICINA REGIONAL DEL OESTE
Te: 213-382-7600
PEDIR ASISTENCIA
HELPDESK

RECURSOS EN ESPAÑOL (3 DE 3)

Somos Familia:

https://www.somosfamiliabay.org/

Educación y asistencia para las familias Latinas con hijxs LGBTQ+ y proveedores de servicios.

Enlace para videos en YOUTUBE sobre aceptación familiar de Somos Familia: https://youtu.be/HLtHcbmvjAg

Alianza Latina:

http://www.latinoequalityalliance.org/

Abogar por la equidad, seguridad y el bienestar de la comunidad Latina LGBTQ+. Enfasis en la aceptación familiar, igualdad para las personas LGBTQ+ y reforma migratoria.

info@Latinoequalityalliance.com

553 N. Clarence St. Los Angeles, CA 90033 Phone: 323-286-7224

ASIAN PACIFIC AND SOUTH ASIAN RESOURCES

ASIAN/PACIFIC GAYS AND FRIENDS

https://www.apgf.org/

A non-profit, who's primary purpose is to provide a supportive environment where the interaction between members is enjoyable, safe and enriching.

1049 Havenhurst Dr. Box 443
West Hollywood CA 90046

Email: info@apgf.org

SATRANG

https://www.satrang.org/

Serving the South Asia LGBTQ community by promoting awareness, acceptance, and empowerment through social, educational, and advocacy-related events

17609 Vierra Ave Cerritos, CA 90703

Tel: 213-267-557 contact@satrang.org

DISABILITY THRIVE INITIATIVE RESOURCES

Lunch and Learn

- Continue this conversation in a live, interactive session!
  - Friday, June 25
  - 12:00 noon – 1:00 pm
  - Register now:

LunchAndLearn.DisabilityThriveInitiative.org

DISABILITY SERVICES SUPPORT CENTER

- Free one-on-one or group assistance with accessing or delivering alternative services

- The Initiative provides direct support or makes the connection with a consultant who can help

Support.DisabilityThriveInitiative.org

DISABILITY THRIVE INITIATIVE RESOURCES 2 OF 2

Resource Library

Access the Resource Library and keep up with us:

DisabilityThriveInitiative.org

Email Updates

Sign up for email updates about the latest:

SignUp.DisabilityThriveInitiative.org

JOIN US FOR OUR NEXT WEBINAR

**Removing Barriers
Disability Services thr
Assistive Technolo**

Wednesday, July 14

3:00 – 4:15 pm

Webinar.DisabilityThriveInitiative.org

**Eliminando las barreras a los
ervicios alternativos para
personas con
capacidades por medio de
la tecnología asistida**

miércoles, 14 de julio

3:00 – 4:15 pm

Webinar.DisabilityThriveInitiative.org

THANK YOU!

DISABILITY THRIVE INITIATIVE

Alternative Services and Supports for the IDD Community

We look forward to seeing you at future webinars!

DisabilityThriveInitiative.org

Info@DisabilityThriveInitiative.org | (916) 238-8811