



- Define LGBT identities and issues
- Examine the particular hurdles and challenges that LGBT people face in accessing housing
- Provide simple steps you can take to remove barriers
- Answer questions, provoke discussion



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on LGBT culture to be culturally competent

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- Basic information
  - A willingness to learn



- Sex
- Gender
- Sexual Orientation
- Gender Identity



- \_\_\_\_\_ refers to hormones, chromosomes, genital and reproductive anatomy, a biological classification
- \_\_\_\_\_ refers to concepts of femininity and masculinity, a socially constructed system of classification
- These may not be the same for any particular individual, i.e., a person with male anatomy may dress, speak and behave in a feminine manner.



- \_\_\_\_\_ - an *identity* label for women who have primary sexual, romantic and relational ties to other women.
- \_\_\_\_\_ - an *identity* label for men who have primary sexual, romantic and relational ties to other men.
- \_\_\_\_\_ - an *identity* label for people who partner with either men or women.



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- We all have a gender identity.
  - For many of us, this matches the sex we were assigned at birth. For transgender people, it does not.
  - Our gender identity may or may NOT match our appearance, our body, others' perceptions of us.



## Transgender people...

- Can decide to transition at any age
- May or may not change their name/pronouns
- May or may not use hormones or surgery

## What to do when you meet transgender persons...

- Ask what they prefer to be called & use that name
- Ask about their pronouns & names for body parts
- Avoid invasive unnecessary questions





## **Includes but is not limited to:**

- Transgender
- Transsexual
- Genderqueer
- Gender fluid
- Agender
- Two-spirit
- Bigender
- DMD, DSD disorders of sex development (Intersex)





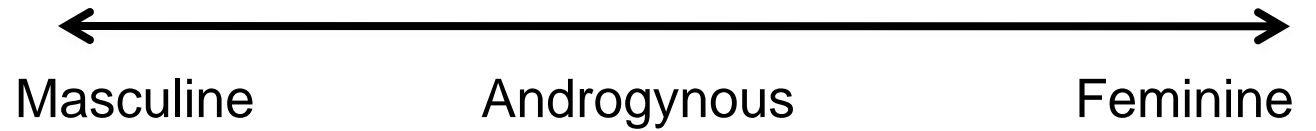
- not a choice
- not an illness or emotional problem
- not able to be changed by therapy
- determined by many factors, usually at a very early age
- different from sexual behavior



**Sex**



**Gender**



**Gender Identity**

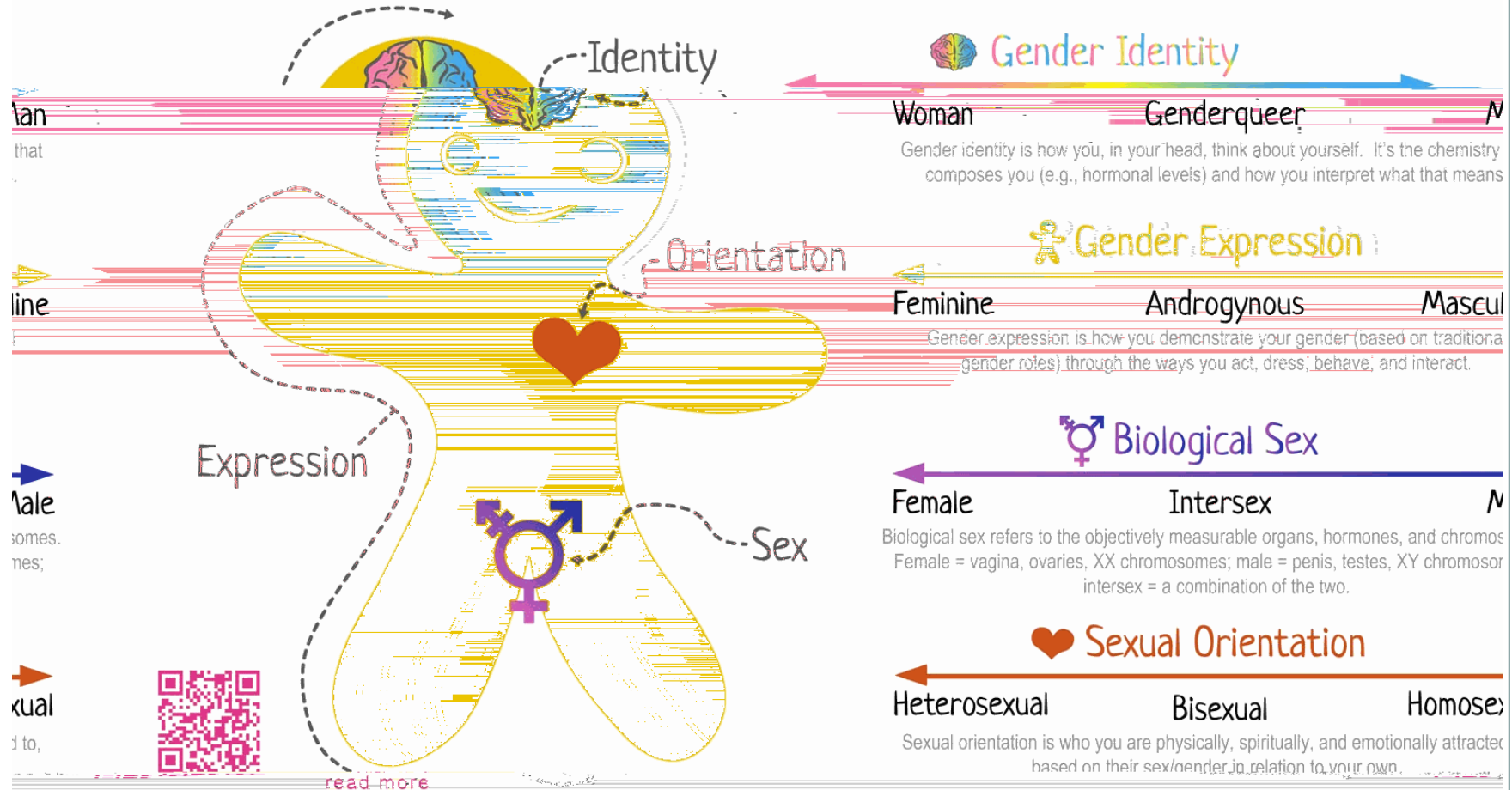


**Sexual Orientation**



# The Genderbread Person

by [www.ItsPronouncedMetrosexual.com](http://www.ItsPronouncedMetrosexual.com)



can  
that

line

male  
comes  
from;

sexual  
to,



read more



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!

- It is OK to ask questions about partners, gender, preferred pronouns, language used.
- It is OK to feel awkward as you learn how to ask



# Snapshots of transgender life

The National Transgender Center for Equality surveyed 6,450 transgender individuals in the U.S. Full results are available at [transequality.org](http://transequality.org).



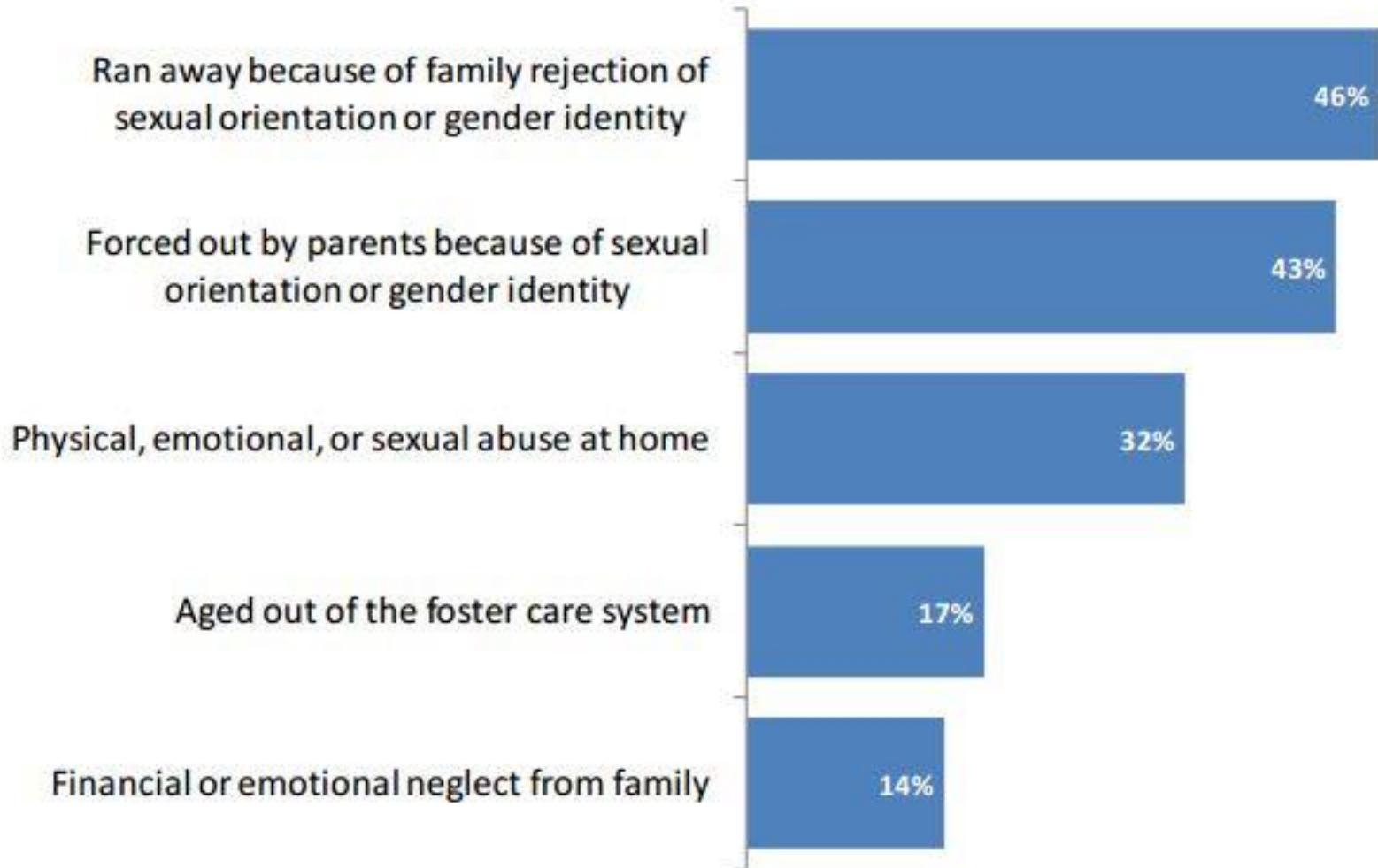


- Young LGBT were
    - more likely to have attempted suicide
    - more likely to have serious depression
    - greater risk for HIV and STD' s
- Than LGBT youth with accepting families

- HOMELESSNESS
  - of all homeless youth are LGBT
  - High rates of abuse and victimization
    - - average age NYC LGB become homeless
    - - average age NYC T become homeless
  - cite family rejection as cause

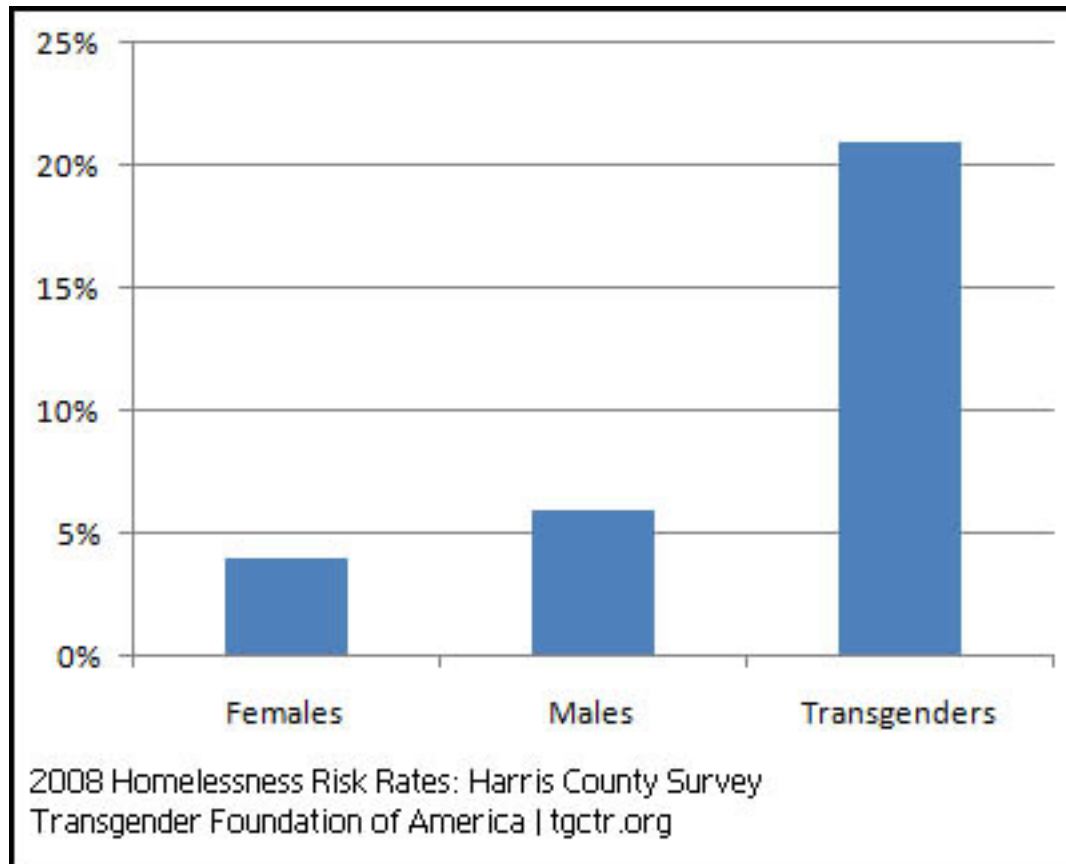
## Top five reasons why LGBT youth are homeless or at-risk of becoming homeless

(n=381)

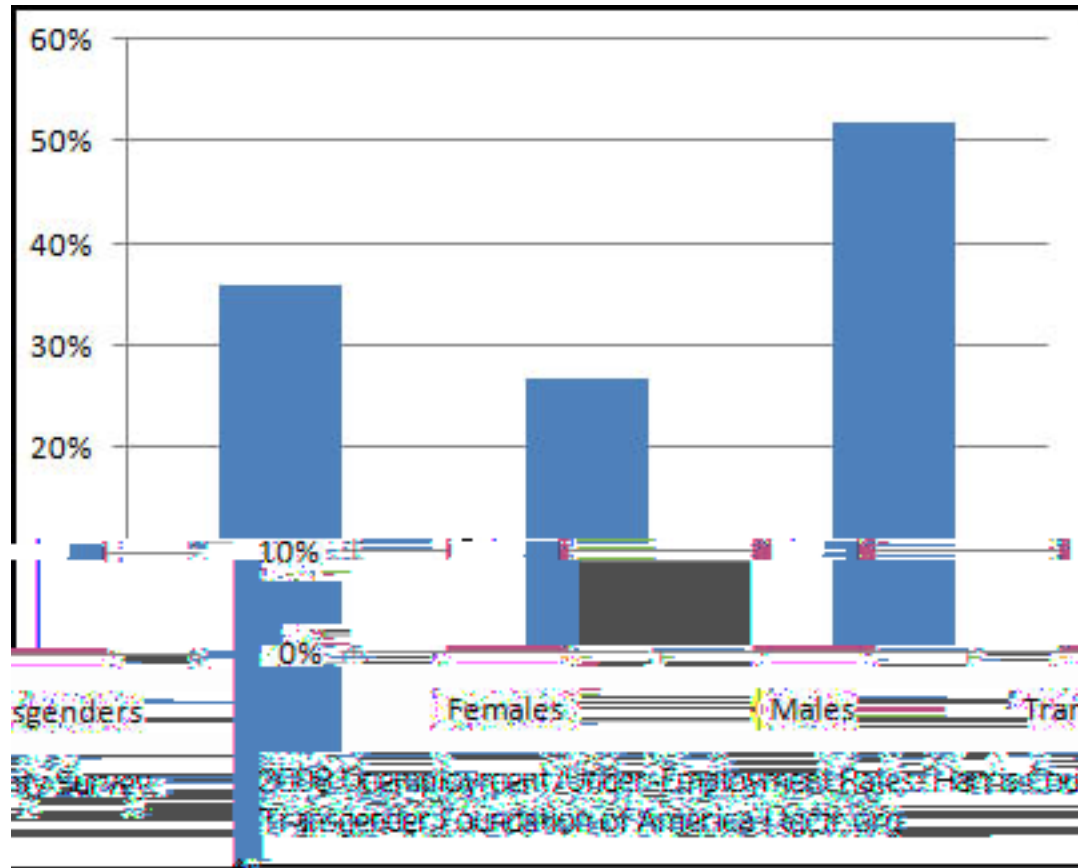




# GENDER MATTERS



# GENDER - UNEMPLOYMENT & HOMELESSNESS

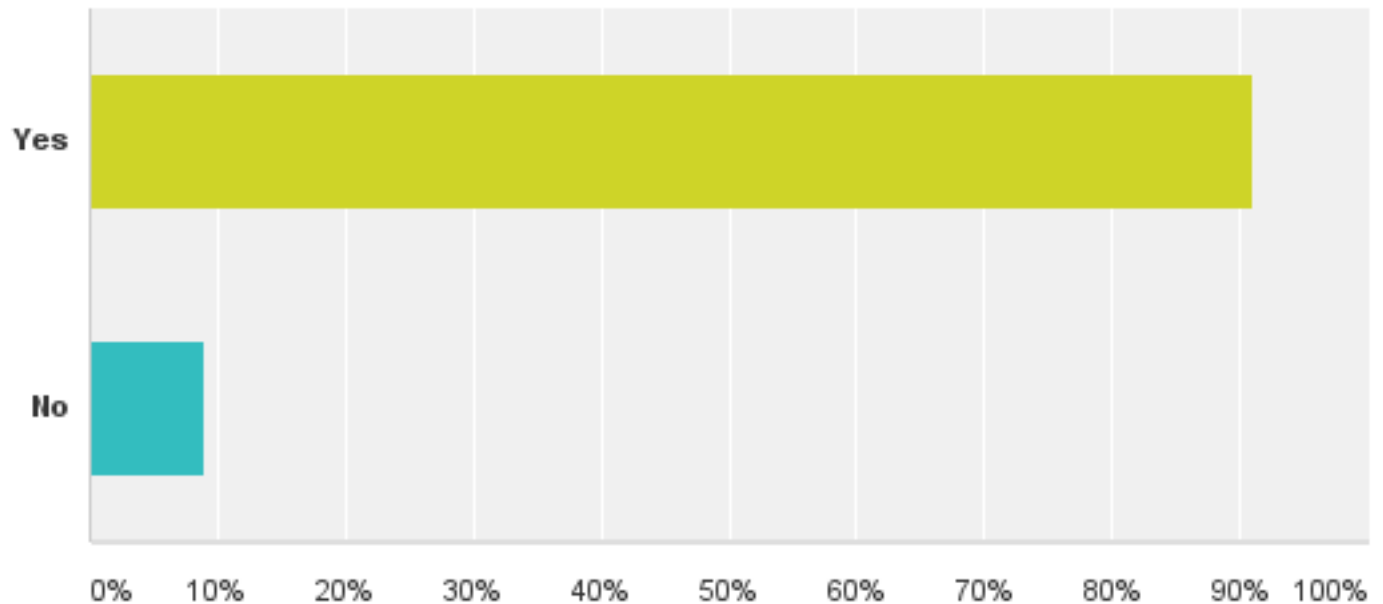




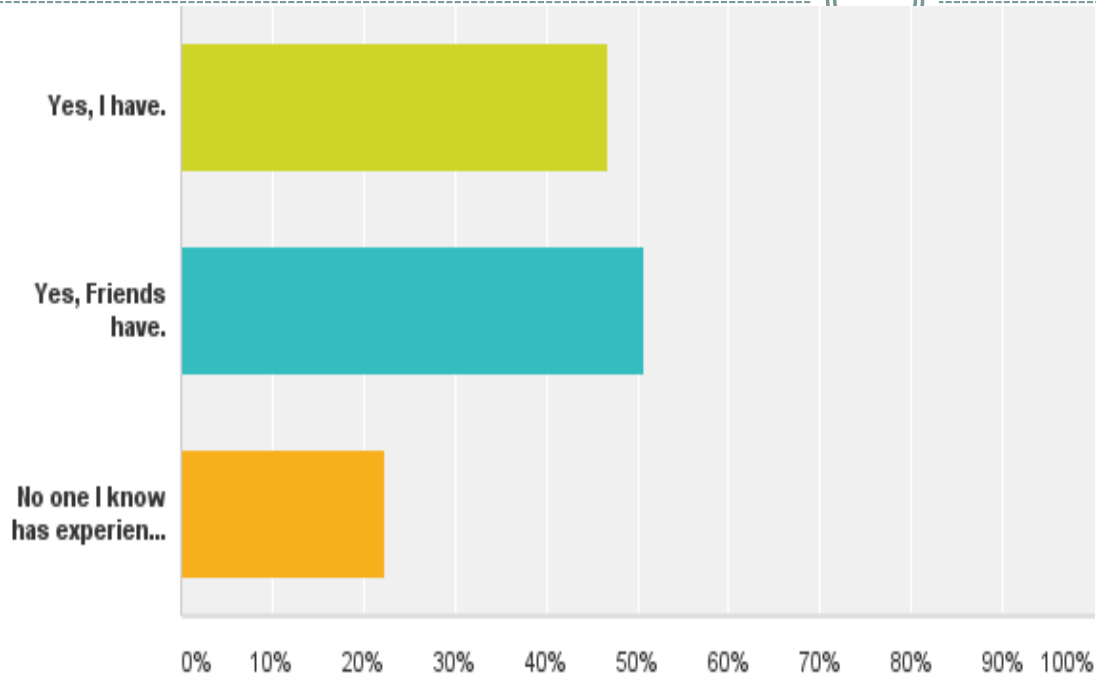
- Came out in a different era
  - Stonewall Cohort
- Mostly single (vs. 1/3 of heterosexuals)
- 75% live alone
- Rely less on children, family
- Depend mostly on family of choice
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**Q21 Would you be more inclined to use existing senior services if you knew the staff members received LGBT sensitivity training?**

Answered: 423 Skipped: 9



# Q34: Have you or a friend experienced harassment, abuse, or violence because of your sexual orientation?

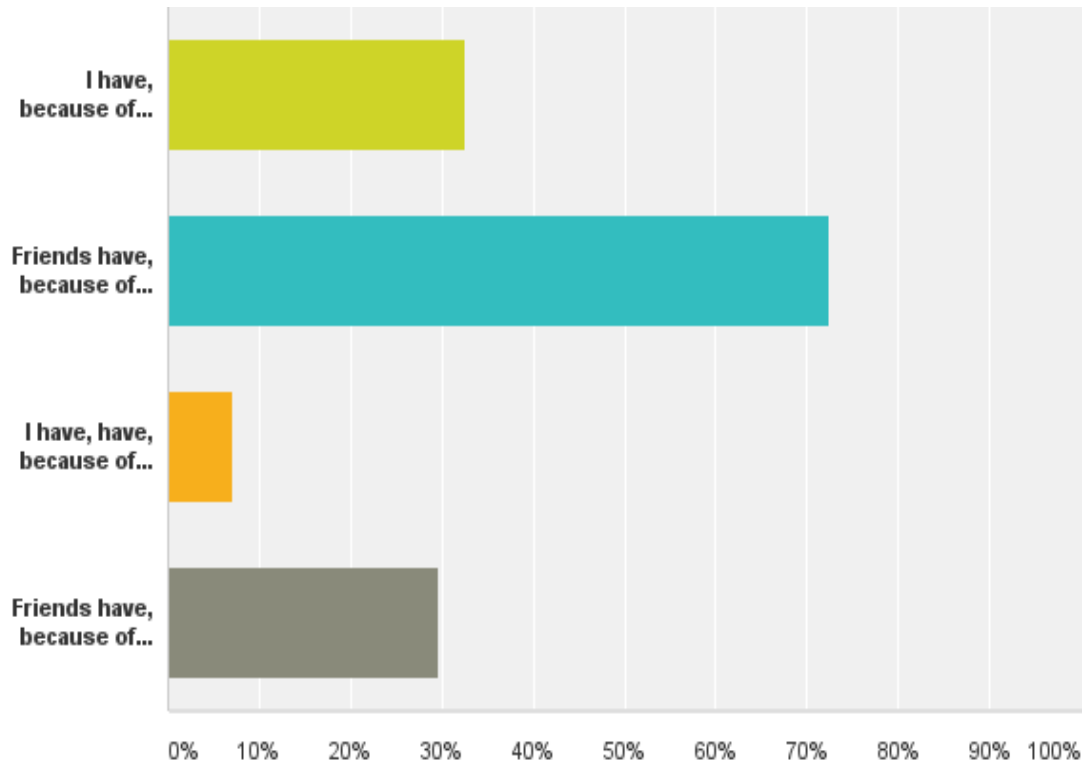


Answer Choices	Responses
Yes, I have.	46.83% 192
Yes, Friends have.	50.73% 208
No one I know has experienced harassment, abuse, or violence because of sexual orientation.	22.44% 92
<b>Total Respondents: 410</b>	

Q33: Have you or a friend experienced discrimination due to sexual orientation or gender identity when accessing senior services or senior housing?



## ● Discrimination





# Golden Rule vs. Platinum Rule



Well meaning people often think that the most respectful and welcoming treatment is what they would like to receive themselves.

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Treat other people they way **THEY** want to be treated.





- - say, “... your partner, he or she...”
  - mirror the language people use for themselves, their partners and their lives
  
- - wear a rainbow pin or an LGBT sticker
  - assure confidentiality to make coming out safe
  - have LGBT publications in your workplace
  
- - read more about the LGBT community
  - learn about LGBT families



“

”

- “Are you in a relationship?”
- “Are you seeing anyone right now?”
- “Do you have a significant other?”
- “Your partner, he or she....”

“

”

- “Who are his parents?”
- “What name would you prefer I call you?”
- “What pronouns do you prefer, if any?”

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- There are LGBT persons in every community
- It is not always obvious who is LGBT
- It is OK to ask and it is OK to be awkward at first.

# So, what's the law say?



- The federal Fair Housing Act prohibits housing discrimination based on race, color, national origin, religion, sex, disability, and familial status.
- However, the Fair Housing Act does not specifically include sexual orientation and gender identity as prohibited bases.
- Housing providers that receive HUD funding, have loans insured by the Federal Housing Administration (FHA), as well as lenders insured by FHA, may be subject to HUD program regulations intended to ensure equal access of LGBT persons.

# So, what's the law say?



- , including Iowa, specifically ban sexual orientation AND gender identity/expression housing discrimination.
- ban only sexual orientation housing discrimination.
- *If you have general questions about LGBT fair housing issues or need information about HUD regulations intended to ensure equal access of LGBT persons, email **LGBTFairHousing@HUD.gov**.*







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