#SupportTheBabies
ALL of them!
As long as there have been Black people, there have been Black LGBTQ/SGL people.
Inter-Cultural Competence – Level Setting

Lesbian  A woman who is emotionally, romantically or sexually attracted to other women.

Gay    A person who is emotionally, romantically or sexually attracted to members of the same gender.

Bisexual  A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.

Queer  A term people often use to express fluid identities and orientations. Often used interchangeably with “LGBTQ.”
Inter-Cultural Competence – Level Setting

Cisgender
When your gender identity (how you feel) is the same as what doctors/midwives assigned to you when you were born (girl/boy or sex assigned at birth)

Sexual Orientation
An inherent or immutable enduring emotional, romantic or sexual attraction to other people.
<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transgender</td>
<td>A socially constructed term for people whose gender identity and/or expression is different from cultural/social expectations based on the sex they were assigned at birth. Transgender people may identify as straight, gay, lesbian, bisexual, etc.</td>
</tr>
<tr>
<td>Same Gender Loving</td>
<td>A term coined for Cleo Manago to describe Black people who are equally proud of being both Black and attracted to the same sex or bisexual. It emerged in the early 1990s as a culturally-affirming African American homosexual identity.</td>
</tr>
</tbody>
</table>
Inter-Cultural Competence – Level Setting

**Intersex**
An umbrella term used to describe a wide range of natural bodily variations. In some cases, these traits are visible at birth, and in others, they are not apparent until puberty. Some chromosomal variations of this type may not be physically apparent at all.

**Asexual**
The lack of a sexual attraction or desire for other people.

**Pansexual**
Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree.
## Inter-Cultural Competence – Level Setting

<table>
<thead>
<tr>
<th>Gender identity</th>
<th>One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. Can be the same or different from their sex assigned at birth.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender expression</td>
<td>External appearance of one's gender identity, typically expressed through behavior, clothing, hair or voice (read: socially defined behaviors and characteristics associated with being either “masculine” or “feminine.”)</td>
</tr>
<tr>
<td>Gender Binary</td>
<td>A way of seeing gender as two distinct and opposite groups—girl and boy. This idea doesn’t include all the ways we can have a gender identity and express our gender.</td>
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</tbody>
</table>
Schools & Communities Are Toxic Spaces

- Too many policies and attitudes communicate the following messages to Black LGBTQ/SGL students (and adults): “WE DO NOT WANT YOU. YOU DO NOT BELONG.”

- These messages have deep meaning for young people especially and can negatively impact their mental health.

- Students who do not feel safe and affirmed cannot be expected to demonstrate what they know and learn. Adults who do not feel safe and affirmed are constrained and forced to expend additional effort to thrive.
Baltimore teacher caught on video using 'N' word as she berates black students

Ohio Teacher Fired for Dragging Preschooler Down Hallway

Black Malden charter students punished for braided hair extensions

Extensive Data Shows Punishing Reach of Racism for Black Boys
Sixty percent of black girls have experienced sexual abuse at the hands of black men before reaching the age of 18, according to an ongoing study conducted by Black Women’s Blueprint.

**Toxic stress of poverty, violence, pain alters kids' brains**

**Racial Disparities Seen for Black Children Age 5-12 in Youth Suicide**

**Why We Need to Pay More Attention to the Sexual Abuse of Black Boys**

The longer we’re silent on this issue, the more likely it is to keep happening.

**Suicide Rates Are Rising for a Huge Group of American Youths**

This trend hasn’t been examined before.
Less Than 50% of Teens Identify as Straight, Says New Study

9-year-old boy commits suicide after coming out to classmates, says mother

The next generation is much more queer and much less defined by gender than millennials.

LGBQ teens face serious suicide risk, research finds

School discipline is racist enough for black students like me. Arming teachers will make it worse.

Tomorrow’s Test

For the first time, there are more students of color than white students in our public schools. How we confront this change will determine the fate of this generation—and the country.
According to the Human Rights Campaign nearly 80% of LGBTQ/SGL teens report feeling depressed.

Data suggests that LGBTQ/SGL youth experience violence and bullying nearly twice as much as children who are or are presumed to be heterosexual.

74% of LGBTQ/SGL students report feeling unsafe, bullied, and harassed in schools throughout the country according to GLSEN. LGBTQ/SGL students are five times more likely to attempt suicide compared to their heterosexual peers.
Mental Health & Wellness

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Juvenile Justice

- LGBTQ/SGL youth are overrepresented in the juvenile justice system.
- In 2016, according to the U.S. Department of Justice, 856,130 youth were arrested and 45,567 were held in 1,772 residential juvenile facilities across the country.
- Up to 20% of them identify as LGBTQ/SGL, even though LGBTQ/SGL youth make up just 7 to 8% of the general population.
- Black youth are five to 10 times as likely as white youth to be incarcerated.
- Eighty-five percent of justice-involved youth are males.
LGBT youth represent at least 13% of the total detained population in the juvenile justice system.

Some LGBT youth become involved in the system for violating laws unrelated to their sexual orientation or gender identity/expression. Others may become involved through pathways associated with their sexual orientation or gender identity/expression, such as:

- family rejection and subsequent homelessness, either because youth run away or are forced to leave their homes;
- detention for consensual, age-appropriate, same-sex behavior; or
- nonviolent survival acts while homeless.
Juvenile Justice

• Regarding the system: policies to prevent discrimination, bias, and harassment of LGBTQ/SGL youth are limited, and staff are often not trained to create a safe environment for LGBTQ/SGL youth. As a result, many of these youth experience a juvenile justice system that is biased and abusive.

• LGBTQ/SGL youth in juvenile justice settings may experience high levels of verbal, physical, or sexual abuse and humiliation from peers and adults.

• It’s important to note that, LGBTQ/SGL youth may also be labeled as sex offenders despite no such history.
Recommendations

• Culturally responsive, inclusive competence training for e service providers (educators, SRSO’s; community members, advocates and judges);

• Policies that provide clear and consistent protections for juveniles on the basis of sexual identity, gender identity, and gender expression;

• The Prison Rape Elimination Act (PREA) requires correctional agencies to safely screen, classify, and house individuals who are LGBTQ or have intersex conditions; and

• Teaching LGBTQ+ history in schools and increasing competence regarding diversity, including through the media and throughout the law.