

The Health and Wellness of Maine's
LGBTQ+
Community
Presented by
EqualityMaine

TODAY'S AGENDA

SUBJECTS

- Introduction to EqualityMaine
- LGBTQ+ Competency
- PART II: BEST PRACTICES
- PART III: DATA & POLICIES
- EXTRA RESOURCES



EQUALITYMAINE

Founded in 1984, EqualityMaine's Mission is to protect and advance full equality for all lesbian, gay, bisexual, transgender, and queer Mainers by creating an inclusive and intersectional movement through political action, community building, education, engagement and collaboration.

ADVOCACY



EDUCATION



COMMUNITY



NETWORK FOR OLDER ADULTS

NOA is a statewide program that seeks to support, connect, and advocate with LGBTQ+ older adults in Maine. The Network for Older Adults provides free monthly meals in seven different locations across the state, statewide online social hours, guest speaker series, movie screenings, nature events, and opportunities for political advocacy.



NEW LEADERS PROJECT

The New Leaders Project is EqualityMaine's **LGBTQ+ youth focused programs**, designed to empower the next generation of LGBTQ+ leaders and allies. This dynamic youth leadership initiative helps create a safer, more inclusive environment for LGBTQ+ young people across the state. There are three youth camps during the year, youth drop-ins, support for parents and educators, youth focused social events, and a youth lobby day.



YEARS

EQUALITYMAINE

ABOUT YOUR FACILITATOR

GIA DREW (SHE/HER)

- Executive Director, EqualityMaine
- White, Queer, Trans Woman
- Board Chair, Equality Federation, Trustee, Maine Health Access Foundation, Board member, MaineCare Advisory Committee
- Former board member, US Commission on Civil Rights, former board president, MaineTransNet, former member Oxford Co. Domestic Violence Task Force, former board member, GLSEN Southern Maine.
- Nature lover, Aging Athlete, and Cook
- High School Teacher and Coach for 20 years
- An auntie to 26 family members.



THE LGBTQ+ COMMUNITY IS

...





Small Group Discussion:

In small groups, define what identity term each letter of the acronym stands for. Then, discuss common or acceptable definitions for what each term means.

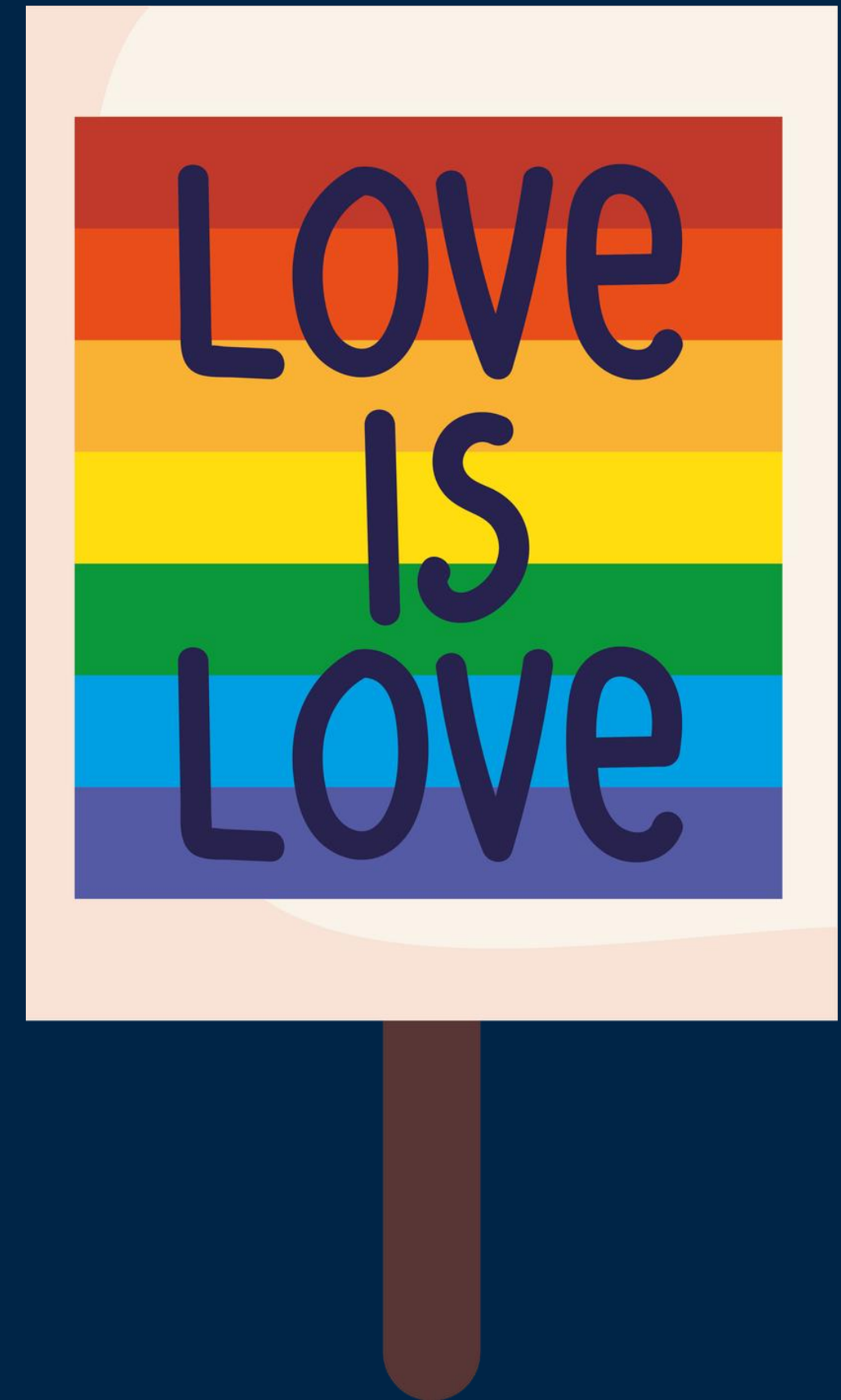
Extended Question: *Have any of these letters changed over time? What kind of stigma do various letters carry?*



Language Evolution & Mirroring

Sexual Orientation

Physical and/or emotional, romantic attraction to another person. Every person has a sexual orientation.



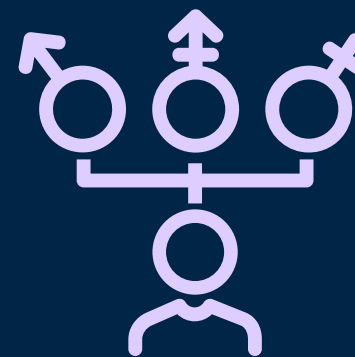


Gender

Gender describes the set of societal ideas about what it means to be a boy, girl, man, woman, neither, both, or something else. Gender is different from assigned sex at birth. It is mostly socially constructed, varies from culture to culture, and changes over time.

vs.

Gender Identity



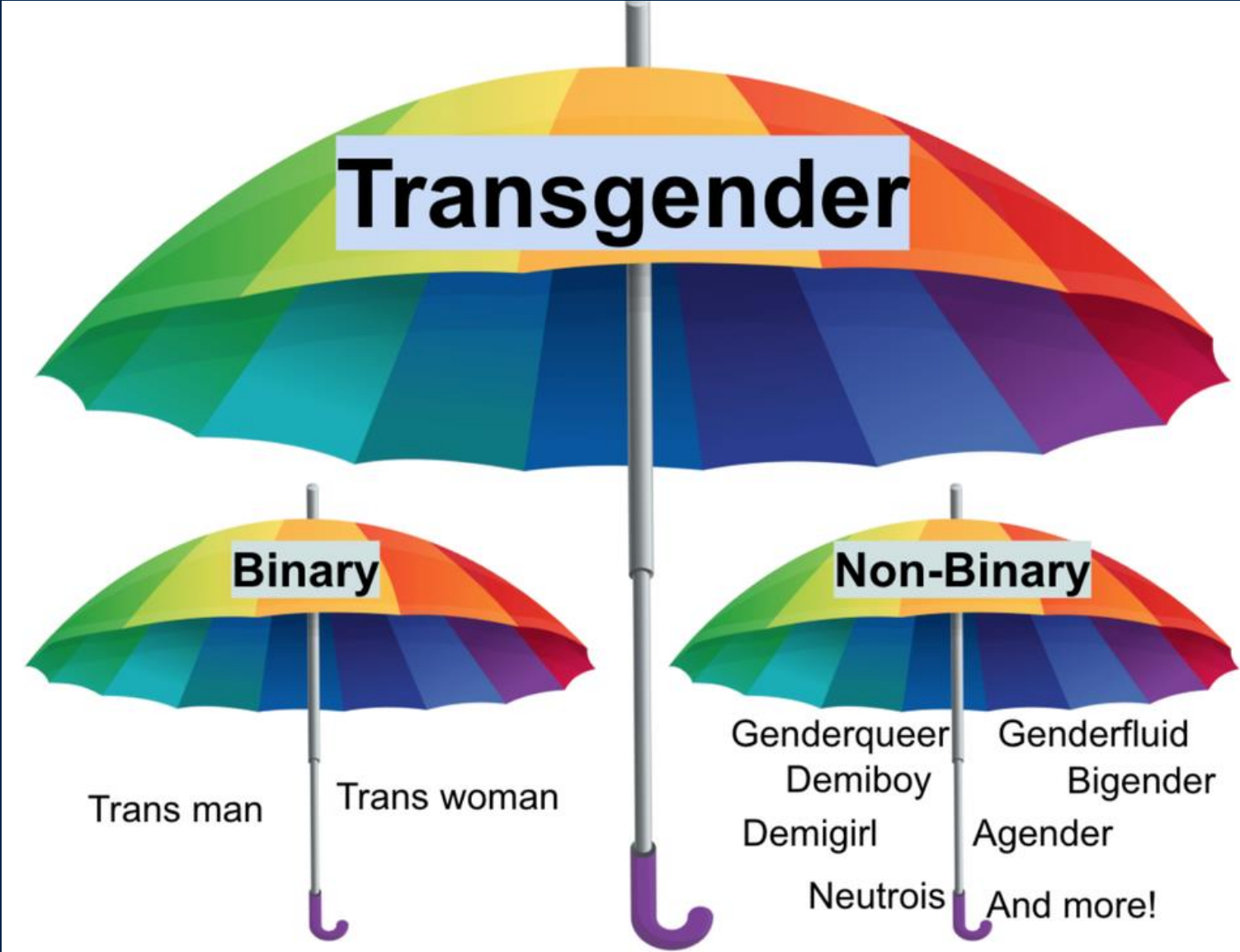
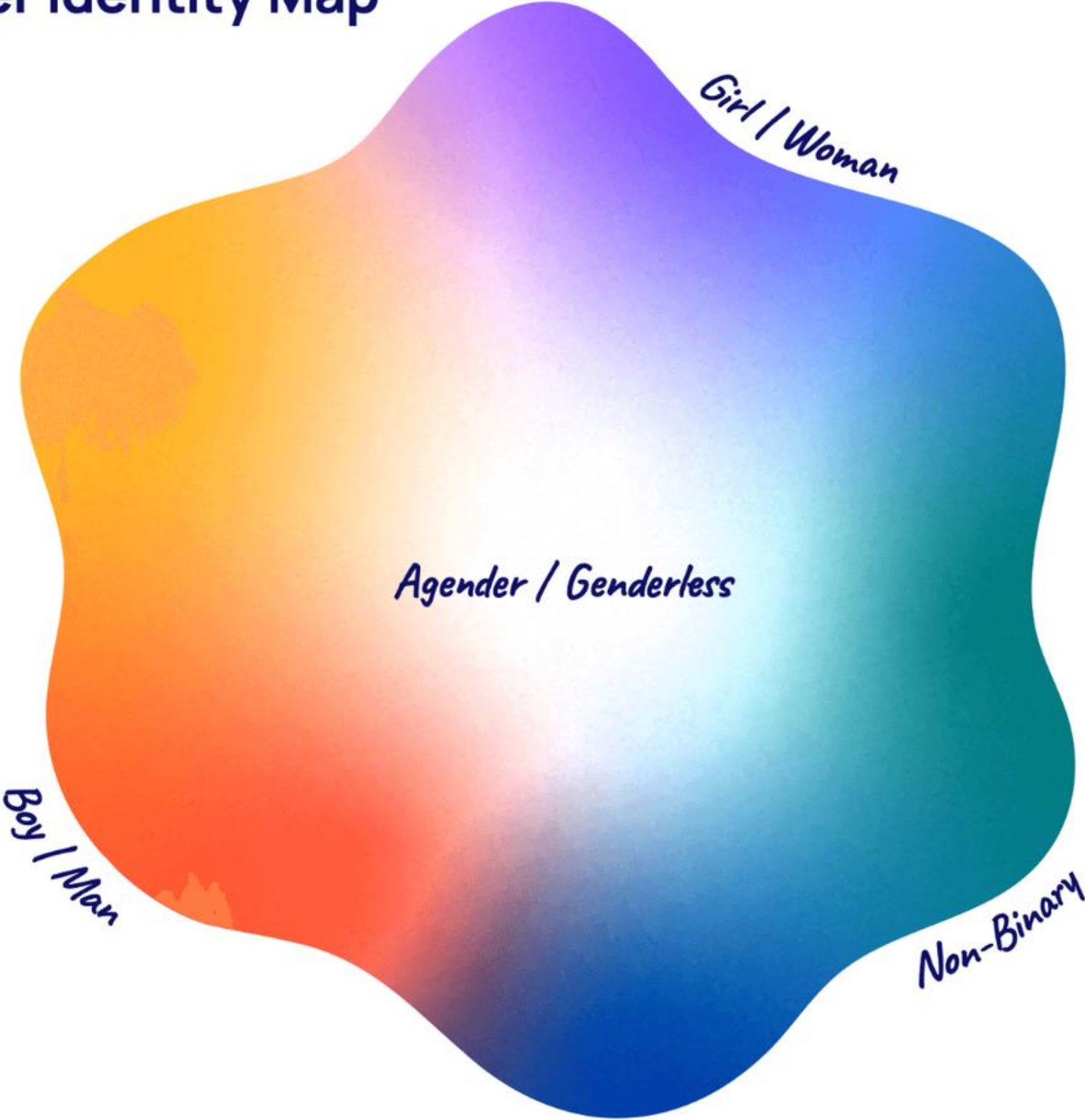
vs.

Assigned Sex at Birth

Male, female, or intersex, are terms are usually assigned based on visible anatomy.



Gender Identity Map

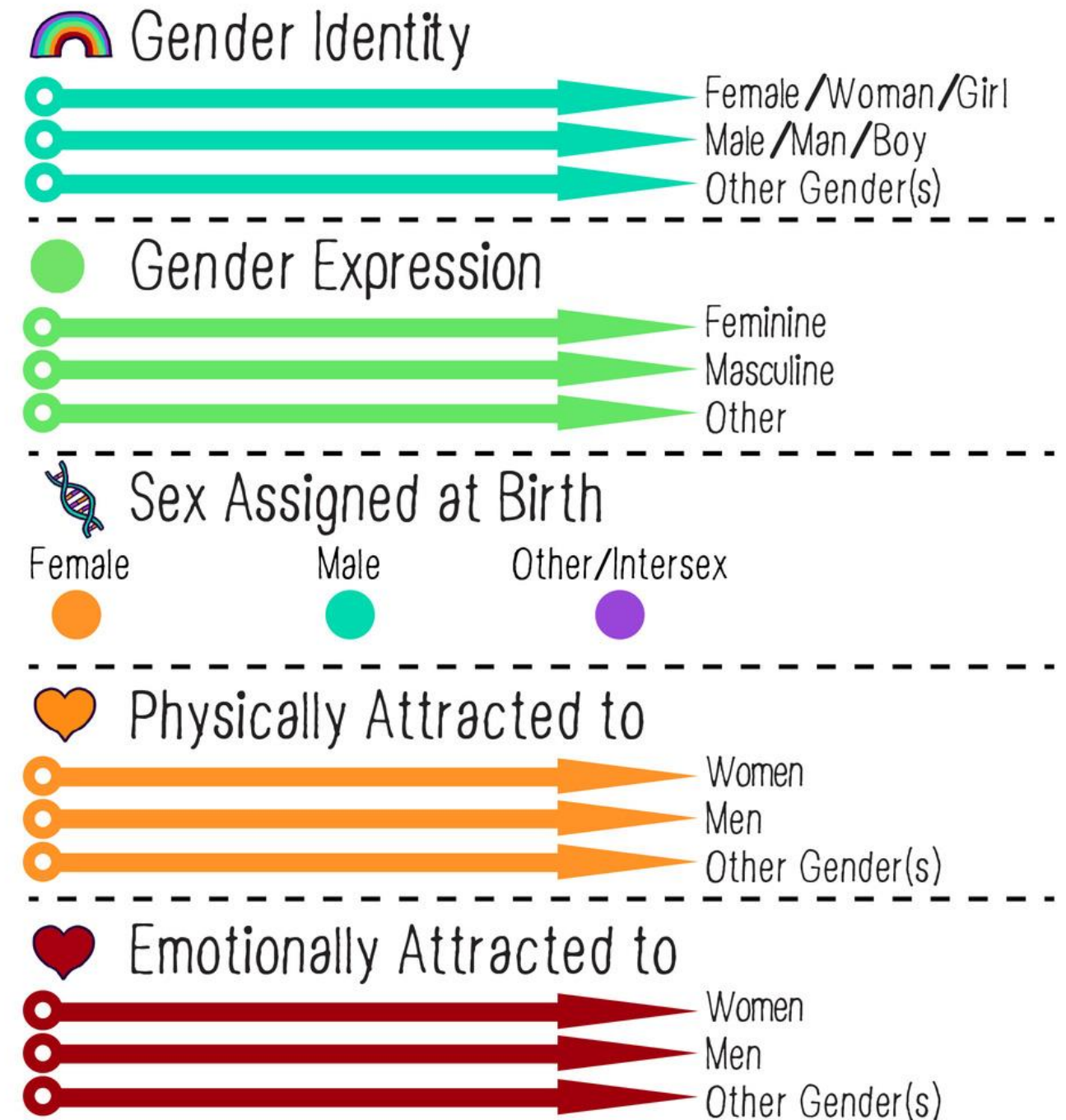
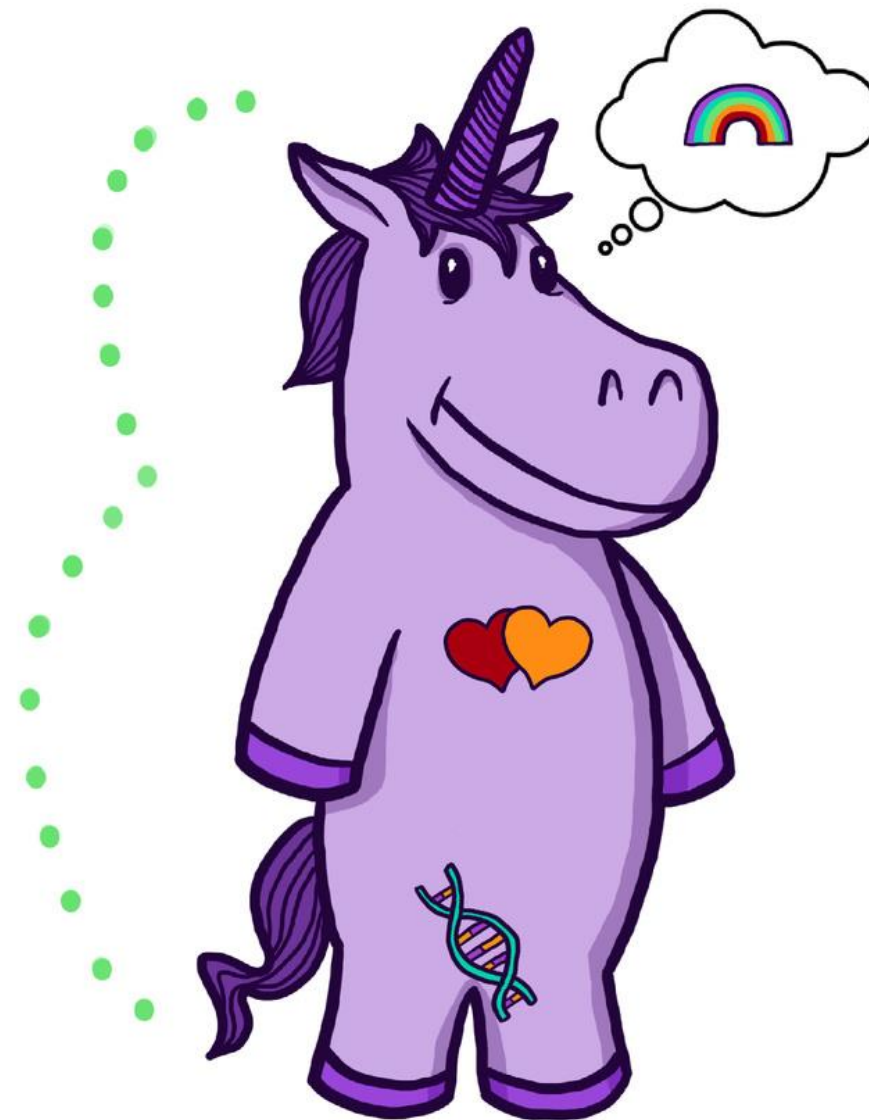


Source: Trevor
Project

Think:
What feels easy for
you to describe about
yourself? What feels
more challenging?
Why?

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Common Pronouns

She	He	They
Her	Him	Them
Hers	His	Theirs

Additional Pronouns



ze/zir

xe/xem

ze/hir

ey/em/ei

They/She

They/He

They/It

Fae/Faer/Faers

She/They

They/Them Pronouns

3 a → used with a singular indefinite pronoun antecedent

No one has to go if *they* don't want to.

Everyone knew where *they* stood ...

— E. L. Doctorow

b → used with a singular antecedent to refer to an unknown or unspecified person

An employee with a grievance can file a complaint if *they* need to.

The person who answered the phone said *they* didn't know where she was.

c → used to refer to a single person whose gender is intentionally not revealed

A student was found with a knife and a BB gun in their backpack Monday, district spokeswoman Renee Murphy confirmed. The student, whose name has not been released, will be disciplined according to district policies, Murphy said. *They* also face charges from outside law enforcement, she said.

— Olivia Krauth

d → used to refer to a single person whose [gender identity](#) is nonbinary (see [NONBINARY sense c](#))

Best Practices - Inclusive Language



Instead of This....

Boys and Girls

Ladies and Gentlemen

Lady, Woman, Man, Guy,
Mom, Dad, Sister, Brother,
Wife, Husband

Try

This...

Friends, Everyone, Folks,
Students

Folks, Attendees, Visitors, Scholars

This Person, This Visitor, This Parent,
This Patient, This Spouse*

**Mrs., Ms., Mr., Mx., M. - use M. or Mx. for a non-binary person honorific - but not as a gender neutral daily swap.*

Language Matters



Incorrect or Outdated Words/Terminology

Affirming Words/Terminology

Lifestyle or Preference,
Preferred
Hermaphrodite

Transgendered

Sex Change, Sex Reassignment

Homosexua

|

Orientation, Identity, Pronouns

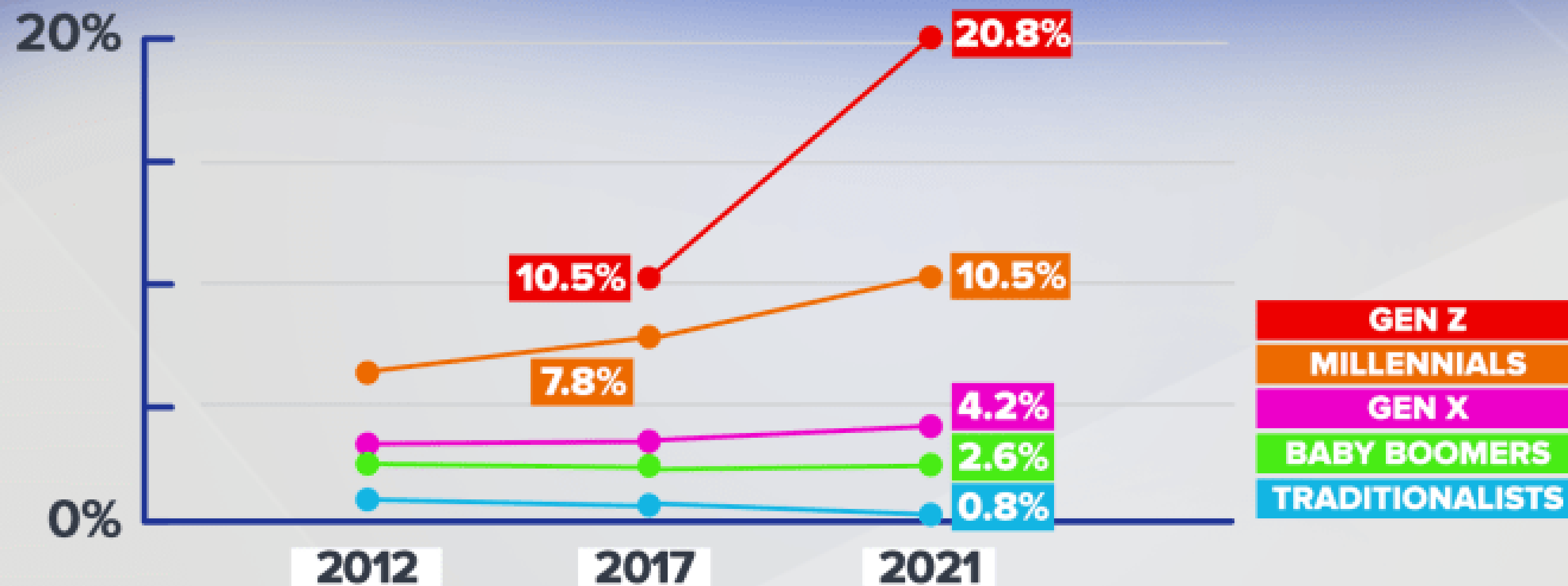
Intersex

Trans or Transgender

Gender Affirming Care, Transition Care

Gay / Lesbian / Other Identities

LGBTQ IDENTIFICATION BY GENERATION



DATA
DOWNLOAD

GALLUP

The Importance of Affirmative and Inclusive Healthcare for LGBTQ+ People

Visiting a healthcare facility can make people anxious for many reasons

- Some people may be uncomfortable revealing sensitive yet pertinent information to healthcare professionals, especially with people they do not have a relationship with.
- Due to histories of discrimination, stigma, and fear of substandard care, LGBTQ+ may be hesitant to seek care and/or share information about themselves.
- Many health professionals lack training in LGBTQ+ health, leading to inadequate care, uncomfortable interactions, or inappropriate, heteronormative, or cisnormative assumptions.
- When people have bad experiences with in healthcare, they may hide important information about themselves – or worse, they may not return for needed and/or urgent health care.



What are some ways to create a more welcoming environment for LGBTQ+ patients and staff



- Take the time to learn about the terminology and current challenges of being part of the LGBTQ+ community.
- Welcome LGBTQ+ patients with visual cues in waiting rooms and exam spaces
- Rethink office forms and processes, that includes space for chosen name vs legal name or health insurance name.
- Use LGBTQ+ inclusive language, such as: partner or spouse instead of wife or husband, or child /kiddo instead of daughter or son, for example.
- Have all-gender and/or gender neutral restrooms clearly marked
- Insure privacy and confidentiality
- Be sure all staff and volunteers have been trained to be culturally competent on a regular basis.

LGBTQ+ Rights and the law

- Despite recent EOs from the President of the US regarding healthcare, Federal Law and Maine Law have not changed dramatically.
- Maine law protects against discrimination in Public Accommodations (that means hospitals can not discriminate against patients because of actual or perceived sexual orientation and/or gender identity)
- Maine law protects against discrimination in Employment
- Maine law ensures MaineCare covers gender affirming care.
- Maine law protects against discrimination in Health Insurance Policies
- People in Maine have a legal right to gender-affirming health care services and reproductive health care services.
- Maine law prohibits discrimination related to health coverage related to being transgender



LGBTQ+ STATE/REGIONAL RESOURCES

EqualityMaine

THE EQUALITY COMMUNITY CENTER

MaineTransNet

PFLAG

Portland OUTRight

New Beginnings

OUT Maine

MABLE WADSWORTH

GLADLaw

Frannie Peabody Center

Planned Parenthood

Maine Family Planning

ACLU Maine

PineTree Legal

Gender Clinic - Maine Health

Fenway Health

GREATER PORTLAND HEALTH





CONTACT INFO

GIA DREW (SHE/HER)

EXECUTIVE DIRECTOR

Physical address

15 Casco St.
Portland, ME 04101

Mailing address

EqualityMaine
PO Box 1951
Portland, ME 04104

Email addresses

gdrew@equalitymaine.org

Phone number

207-761-3732



thank
YOU!!