



EMBRACE: JUNE PARTICIPANT GUIDE

DESCRIPTION

Welcome! As you begin your summer, we want to ensure that you are continuing to immerse yourself in diversity, equity, inclusion and belonging work. We acknowledge that due to the summer, your chapter may not meet; however, we will continue to provide resources and articles focused on different areas for you. Your chapter will have the option to host a virtual conversation to discuss the resources in this guide, or you can immerse yourself in one on one learning. The resources provided over the summer are only a starting point on these important topics, as the school year continues we will continue many of these conversations. If your chapter chooses to host a conversation, use the resources in this guide to create additional questions and start a dialogue.

For the month of June, our conversation will focus on lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual/aromatic/agender/ally, pansexual (LGBTQIAP+)**, specifically on celebrating Pride Month - also known as Gay Pride, LGBT Pride or LGBTQ Pride - amplifying LGBTQIAP+ voices, remember LGBTQIAP+ history, support LGBTQIAP+ rights, and honor LGBTQIAP+ culture.

Alpha Epsilon Phi wants to continue to provide education and resources to be a more inclusive and equitable organization. The purpose of this month's program is to provide further education, resources, and facilitator questions to be more inclusive and educated allies of the LGBTQIAP+ community.

***This acronym is used to include those who fall out of the traditional gender or sexuality norm.*

Throughout the facilitator guide, there are guided conversations and links to other resources you may view on your own or have a discussion with other chapter members. Please note you do not have to do everything in this guide, these are suggested activities and resources to aid in your knowledge and to open up dialogue amongst members.

This programming is meant to be open to all members of Alpha Epsilon Phi. These resources will allow your chapter to have open and honest conversations, while continuing to build upon the trust shared between you. We encourage you to share these resources with the entire chapter so that others may also participate. The purpose of the activities included in our monthly programming are to reinforce the information covered while engaging in an activity that allows for open communication, reinforcement of the educational materials, and an opportunity to work with your sisters.

If you have any questions or concerns, please reach out to your programming specialist as they will be able to provide additional assistance and answer your questions.

We encourage you to engage with one another in honest dialogue, enriching your sisterhood, while continually exemplifying the high ideals and moral character that make you uniquely members of Alpha Epsilon Phi.

LEARNING OBJECTIVES

Participants will...

- Define different terminology used by the LGBTQIAP+ Community

- Receive a timeline surrounding the LGBTQIAP+ Civil rights movement
- Identify ways to be an ally
- Discuss Dr. Lisa Diamond's TEDx Talk

RESOURCES

- **Introduction to LGBTQIAP+ Civil Rights Movement and Pride**
 - [LGBTQ Rights Milestones Fast Facts](#)
 - [Human Rights Campaign](#)
 - [The Diversity Movement Pride Month Program Guide](#)
 - [It's Time Black and Brown People Be Included in the Pride Flag](#)
- **TedEd Talk and Questions to Think About**
 - [Why the "Born This Way" argument doesn't advance LGBT equality](#)
 - Questions to think about **in the guide below*

PREPARATION

- If the chapter wishes to hold a Zoom meeting over the summer, please schedule a time to discuss the June EMBRACE programming
 - Read through the participant guide in advance.
 - Send an agenda to the members prior letting them know what you are going to discuss as a group.
- Email the participant guide to the entire chapter regardless of if you will host a chapter discussion.

ADDITIONAL RESOURCES

- [Activity: LGBTQ History Timeline Lesson](#)
- [Stonewall Inn: Through the Years](#)
- [The Trevor Project — Saving Young LGBTQ Lives](#)
- [It Gets Better – The It Gets Better Project exists to uplift, empower, and connect LGBTQ+ youth around the globe.](#)
- [About | Lesbian, Gay, Bisexual, Transgender and Queer Pride Month](#)
- [LGBTQ Identification Rises to 5.6% in Latest U.S. Estimate](#)

FACILITATORS

- Any of the following officers/chairs can facilitate this programming:
 - VP-Programming
 - DEI Chair
 - Jewish Heritage Chair
 - Additional officers or chapter members – provide opportunities to keep members engaged
 - Self-lead

HOW TO USE THIS FACILITATOR GUIDE

- Text formatted in standard font is identified as a “talking point” and is intended to be read aloud by the facilitator.
- Text formatted in *italics* is intended as a note for the facilitator; italicized text is not meant to be read aloud.
- Text formatted in **bold** denotes a series of questions to engage participants in a dialogue.

INTRODUCTION TO LGBTQIAP+ CIVIL RIGHT MOVEMENT & PRIDE

PARTICIPANT GUIDE

- Many people refrain from talking about sexual orientation and gender identity or expression because it feels taboo, or because they’re afraid of saying the wrong thing. [Here is a glossary of terms](#) that was written to help give people the words and meanings to help make conversations easier and more comfortable. LGBTQIAP+ people use a variety of terms to identify themselves, not all of which are included in this glossary provided by the Human Rights Campaign. Remember to listen to each other and respect a person’s self identified terminology.
- **What do you think of when you hear the word pride?**
 - *Allow for members to answer, there are no right or wrong answers.*
- Many people think of pride parades, art exhibits, marches, concerts, picnics. These celebrations for pride are seen as bold, exuberant, and joyful, offering all people an opportunity to participate by dressing up, throwing glitter, flying flags, and more.
- While Pride month is month of celebration, we must take some time to acknowledge that discrimination continues to exist against members of the LGBTQ community.
- Historically, anyone who strayed from the traditional gender roles assigned at birth were often characterized as mentally defective or psychopaths.
- Treatments for individuals exhibiting these traits varied from sterilization and castration to lobotomies and conversion therapy.
- In addition to the risk of being subjected to these traumatic therapies, societal expectations led many to adjust their behaviors and appearances to pass as straight. These pressures could lead to suicide, drug abuse, and homelessness.
- While significant progress has been made in civil rights, the work must continue.
- Did you know it was not until 1973 when the American Psychiatric Association - the largest psychiatric organization in the world - removed the diagnosis of homosexuality from their definition of mental illnesses or sickness.
- The resolution stated, “We will no longer insist on a label of sickness for individuals who insist that they are well and demonstrate no generalized impairment in social effectiveness.” The statement continued to say the APA supports “civil rights legislation at local, state, and Federal levels that would insure homosexual citizens the same protections now guaranteed to others.”
- For more information on the timeline of the LGBTQIAP+ civil rights movement, [CNN has provided a milestone fast facts list.](#)
- While we often think of the jubilant celebrations of Pride, the reason that

Pride is celebrated in June is to commemorate the Stonewall riots of June 28, 1969, which is commonly considered a watershed moment in LGBTQIAP+ history and civil rights.

- **How many of you are familiar with the Stonewall riot?**

- *Allow for members to share answers.*

- The Stonewall Inn is a gay bar, restaurant, and nightclub in New York City; a haven for LGBTQIAP+ folks. Throughout the 60s, when belonging to the LGBTQIAP+ community was largely seen as immoral and illegal, the Stonewall Inn was regularly raided by the Public Morals Division of the Police Department who would arrest and sometimes forcibly hospitalize gay people.

- The Stonewall Inn experienced many frequent raids, the events on June 28th could have been unremarkable.

- However on this night, things did not go as planned, and Stonewall's patrons decided to fight back, with hundreds of protesters from nearby bars and neighborhoods joining them.

- The protesters returned every night for 6 days, forcing gay rights and anti-gay systems to the forefront of American cultural conversations and pressing for change.

- **Does this sound familiar? Have you seen any similar protests in the past few years?**

- *Allow for members to answer, help connect this protest to the Black Lives Matter movement and George Floyd.*

- The black civil rights and gay civil rights movements are intricately intertwined, with leaders and activists often working fluidly between both causes with the shared goal of equal rights for all.

- This has been never been more apparent than in the summer of 2020, when George Floyd's murder sparked a renewed fight for justice just weeks before Pride would normally take place.

- Protests for racial equality ran parallel to and intertwined with protests and parades for LGBTQIAP+ rights, drawing attention to the intersectionality of individual identity, the complex and overlapping impacts of marginalization and discrimination, and the benefits of true inclusion and equity.

- This strong connection between movement for racial equity and those for gay liberation is evident in the new Progress Pride Flag: a revamp on the iconic rainbow flag that seeks to honor Black and Brown communities and their contributions to gay liberation.

- This [new flag](#) adds a 5-colored chevron to the left side of the classic 6-stripe rainbow flag. This chevron includes black and brown stripes to represent communities of color, along with the colors pink, light blue, and white, pulled from the Transgender Pride Flag.

- [The Diversity Movement created a programming guide](#) with additional resources including Books, Podcasts, Movies, and TV Series. Their guide is a great resource leveraging Pride Month to build understanding and awareness about LGBTQIAP+ identities, struggles, accomplishments, and experiences offers an invaluable opportunity for organizations like Alpha Epsilon Phi to cultivate inclusion and belonging.

- They also have gathered resources to help honor the spirit of Pride Month by strengthening your allyship and learning ways you can use your privilege to benefit others and actionable insights to counteract bias while promoting inclusion and equity.

TEDX TALK: Dr. Lisa Diamond - WHY THE “BORN THIS WAY” ARGUMENT DOESN’T ADVANCE LGBT EQUALITY

FACILITATOR TALKING POINTS

- [*View the TEDx talk on your own.*](#)
 - What was something that surprised you about the TED Talk?
 - What were the three problems she identified with the “Born This Way” argument?
 - What were the key points she shared for each three problems with the argument “Born This Way”?
 - Why is she passionate about this subject?
 - What did women share with her?
 - What are some key takeaways from this TEDx talk?
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