

Creating “Brave Spaces” for LGBT-identified Youth with Disabilities

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Grant Heffelfinger



Independence*First*

The Resource For People With Disabilities

Creating “Brave Spaces” for LGBT-identified Youth with Disabilities

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Objective:

- Differentiate between sex, gender identity, gender expression, and attraction.
- To assist Staff at CILs with the tools/resources for creating an inviting space for LGBT-identified youth with disabilities.

Disability

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Cognitive
Physical
Intellectual
Developmental
Psychiatric
Mental Health

What is LGBTQ+?

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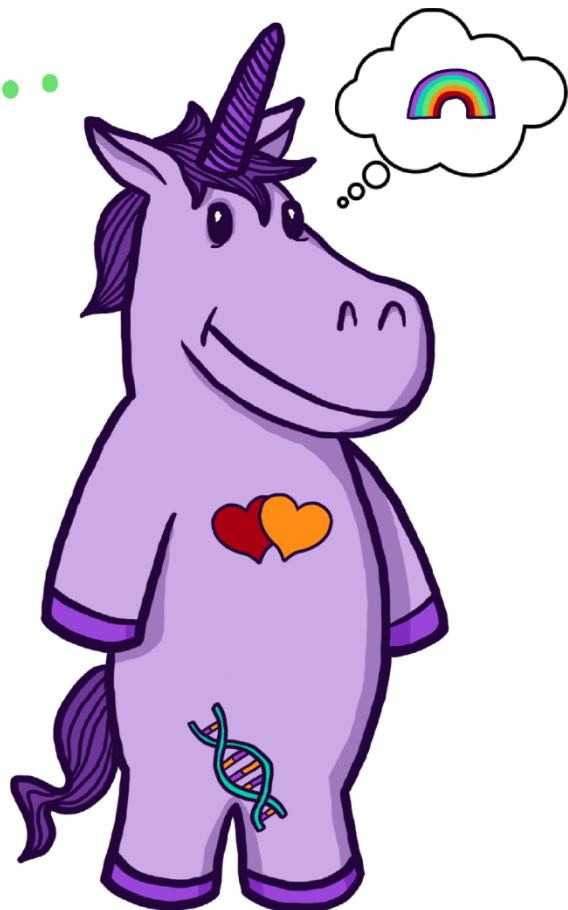
Stands for: **L**esbian, **G**ay, **B**isexual, **T**ransgender, **Q**ueer

“Gender identity, gender expression, biological sex, and sexual orientation are independent of one another (i.e., they are not connected).”

–Sam Killermann, Co-Creator of TheSafeZoneProject.com

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Female/Woman/Girl

Male/Man/Boy

Other Gender(s)



Gender Expression



Feminine

Masculine

Other



Sex Assigned at Birth

Female

Male

Other/Intersex



Physically Attracted to



Women

Men

Other Gender(s)



Emotionally Attracted to



Women

Men

Other Gender(s)

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

Design by Landyn Pan and Anna Moore

What is Intersectionality?

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The interconnected nature of social categorizations such as **race**, **class**, and **gender** as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage: ‘through an awareness of intersectionality, we can better acknowledge and ground the differences among us.’

-Oxford Dictionary Online

Intersecting Identities

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- Having an intersectional identity often generates a feeling that someone does not completely belong in one group or another.
- Resulting in feelings of isolation, depression and other mental health issues.

Intersecting Identity

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- Example: a disabled lesbian Muslim will have to deal with ableism, homophobia, Islamophobia, racism and sexism. She might find physical barriers to accessing LGBT venues, but even when she can get into the building she might still face racism and Islamophobia from the white LGBT community.

Brave Space Guidelines

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1. Controversy with civility
2. Own your intentions & impacts.
3. Choose to challenge yourself & take learning risks.
4. Respect others as they wish to be respected.
5. No ad hominem attacks.
6. Use the “Bike Rack” for questions and ideas that are off topic or for future learning.

Controversy with Civility

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- Challenging “Agree to Disagree”
- Conflict is natural.
- Conflict as a tool.
- Result: Strengthen the community/group.

Own Your Intentions and Impact

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- “Don’t take things personally” is harmful.
- Inevitability of missteps.
- Less Fear, More Honesty
- Increased awareness of harmful statements.
- How and Why

Choose to Challenge Yourself

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- Learning risks are healthy.
- Don't Force It.
- Encourage engagement to spur the conversation.
- Motive to challenge → Privilege in conversation.

The Golden Rule(ish)

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- Respect others as they wish to be respected.
- Teachers and pros have been drilling us with this FOREVER.
- How does someone demonstrate respect for you?

NO ad hominem Attacks

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- 'ad hominem' = directed against a person rather than the position they are maintaining.
- Clarify conversations.

Now You Try!

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- Activity Time!
 - ▣ Working in small groups.
 - ▣ Consider one of the Brave Space Guidelines
 - ▣ Create a roleplay that shows how this guideline can be applied to a peer support group or workshop that we already facilitate.
 - ▣ Be sure to include everyone in your group and win a prize from Grant! 😊

How We Can Improve

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What is 1 or 2 professional or personal goals you have for increasing LGBT inclusion in disability services in your community?

For each goal, what can you do to accomplish this in the next...

- 4 minutes
- 4 days
- 4 weeks
- 4 months

Awareness & Visibility

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- **LGBTQ Disability Day** (June 27)
- **Disability After Dark podcast: Sex & Disability** by Andrew Gurza
- **Out to Access** : Scottish project that focuses on the intersections of disability with gender identity and sexual orientation.

Resources/Videos

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- [White House Forum On LGBT and Disability Issues](#): June 2016
- [Trans Student Educational Resources](#):
Creators of Gender Unicorn
- [FLASH Curriculum](#): Sexuality Education for
Special Education
- Jay Botsford- jcbotsford@gmail.com

Contact Information

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