

## Pronouns, Allyship, and the LGBTQIA+ Community

Resource Sheet, March 2024

### Presenting Organizations

#### **The LOFT LGBTQ+ Community Center**

**Presenter:** Judy Troilo, Chief Executive Officer

Phone: (914) 948-2932 | Helpline: (914) 948-2932 x13

Email: [info@loftgaycenter.org](mailto:info@loftgaycenter.org)

Website: [www.loftgaycenter.org](http://www.loftgaycenter.org)

*Please contact The LOFT for additional LGBTQ+ trainings and information on LGBTQ+ events, programs and services*

#### **Westchester County Human Rights Commission**

**Presenters:** Tejash Sanchala, Executive Director, and Shepard Verbas, Fair Housing Education & Outreach Coordinator ([shve@WestchesterCountyNY.Gov](mailto:shve@WestchesterCountyNY.Gov))

Phone: (914) 995-9500

Email: [HumanRights@WestchesterCountyNY.Gov](mailto:HumanRights@WestchesterCountyNY.Gov)

Website: [www.humanrights.westchestergov.com](http://www.humanrights.westchestergov.com)

**Report a hate incident anonymously at:** [www.WestchesterGov.Com/BiasReporting](http://www.WestchesterGov.Com/BiasReporting)

*Please contact the Human Rights Commission for trainings on Human Rights and Fair Housing Laws, or for information on filing a complaint of discrimination in housing, employment or public accommodations within Westchester County*

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### Terms in Presentation

- **Gender Identity** - Your deeply-held inner feelings of whether you're female or male, both, or neither. Gender identity may be the same as the sex you were assigned at birth (cisgender) or not (transgender).
- **Gender Expression** - How you express your gender identity to others – visible cues, gender roles, and language use (names and pronouns).
- **Cisgender** - A person whose gender identity aligns with what is typically associated with the sex assigned to them at birth.
- **Transgender** - An umbrella term that refers to a range of identities within the gender identity spectrum; used to describe people whose gender identity differs from what is typically associated with the sex they were assigned at birth.
- **Non-Binary** - An umbrella term that is used by many people who have a gender that falls outside of the binary categories of man and woman.

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### Best Practices

- Use affirmed name and pronouns regardless of “legal” name and/or assigned sex at birth
- If you don’t know what pronouns to use, ask politely and respectfully
- Admit when you don’t know something and don’t be afraid to apologize. Then move on.
- Pay attention to confidentiality and privacy about a person’s gender identity.
- Don’t make assumptions about a trans person sexual orientation. Or a cisgender person’s either!
- Consider including pronouns in email signatures, but best not to make it mandatory.

## **Pronouns, Allyship, and the LGBTQIA+ Community**

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### **Examples of Possible Discrimination**

#### **Employment**

- Fired for not having the “right look”
- Hostile work environment (e.g. deadnaming and misgendering someone)

#### **Housing**

- Differential treatment based on gender identity, expression or sexual orientation.
- Landlord threatens to out someone and harasses them.

#### **Public Accommodations**

- Restaurant refuses to provide services because of gender identity, expression or sexual orientation.
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### **Discrimination in Educational Settings: Resources**

- **NY State Education Department: Dignity for All Students Act (NYS Education Law)**  
<https://www.p12.nysed.gov/dignityact/>
  - **U.S. Department of Education Office for Civil Rights: Federal civil rights laws prohibiting, e.g., gender, disability, race and national origin discrimination.**  
<https://www2.ed.gov/about/offices/list/ocr/index.html>
  - **NY State Division of Human Rights: NYS Human Rights Law**  
<https://dhr.ny.gov/system/files/documents/2022/05/nysdhr-education-discrimination.pdf>
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### **New York State Department of Labor Transgender, Gender Non-Conforming, Non-Binary (TGNCNB) Employment Report**

- **2023 TGNCNB Employment Report** (released on 1/4/24)
  - <https://dol.ny.gov/system/files/documents/2024/01/tgncnb-report-pdf-version-1.pdf>