

# WLIHA Gender & Racial Equity Training

Lavender Rights Project / 2022



# About Us

Lavender Rights Project elevates the power, autonomy, and leadership of the Black intersex & gender diverse community through intersectional legal and social services. We utilize the law as an organizing principle to affirm our civil rights and self-determination.

[www.lavenderrightsproject.org](http://www.lavenderrightsproject.org)



# Hello!

## Meet our presenters!

**Ebo Barton** (He/They) is a Transgender and Non-Binary, Black and Filipino, Poet, Artist and Educator.

**Bryan Duncan** (He/They) is an administration & policy practice social worker.

**Ganesha Gold Buffalo** (Her/She) is a healer, educator, national organizer, and multidisciplinary performance artist.



# Community Safer Space Agreements

## Red

We reserve the right to call red (publicly or via private message) on any triggering language or topics. When we call red as presenters, the person talking will immediately stop.



## Respect

active listening • one mic • compassion •  
be mindful of privacy

*what's learned here leaves here, what's  
said here stays here*

## Openness

learning • participation • diversity of ideas

use “I” statements, avoid assumptions, there are  
no bad ideas



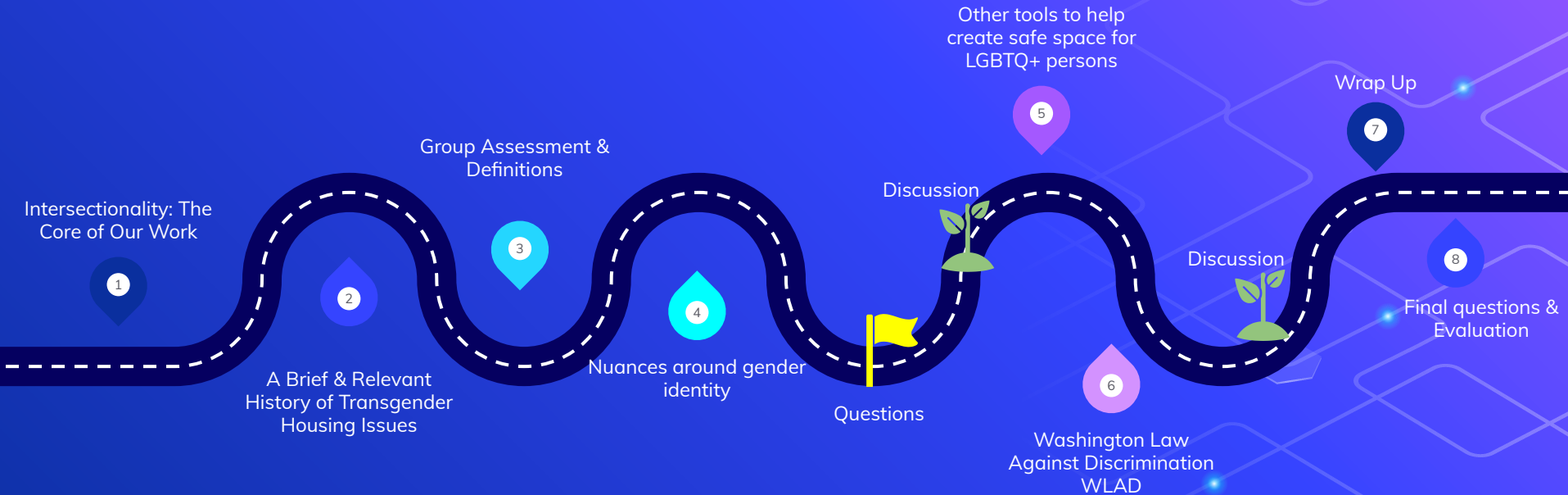
# Goal of the training session...

In this training, discussion topics include but are not limited to . . .

- Working with the LGBTQIA+/QT2BIPOC community and intersectional identities
- Confronting Anti-Black racism and how to support QT2BIPOC communities
- Washington State Law Against Discrimination
- Planning next steps towards trans-inclusion
- Small group discussions
- Barriers gender diverse individuals are facing within homeless systems



# Agenda



# Intersectionality

The Core of Our Work



# Intersectionality

*“It’s...a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other. We tend to talk about race inequality as separate from inequality based on gender, class, sexuality or immigrant status. What’s often missing is how some people are subject to all of these, and the experience is not just the sum of its parts.”*

*~Kimberlé Crenshaw, 2/20/2020, Time.com*



# The history of western charity is rooted in white supremacy

*“We understand white supremacy to mean... a political, economic and cultural system in which whites overwhelmingly control power and material resources, conscious and unconscious ideas of white superiority and entitlement are widespread, and relations of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings.” –Frances Lee Ansley*

*or*

*“that there is this myth that all other races revolve around a white center.” –Anne Hathaway*

# What Does This Have To Do With Housing?

The American welfare system adopted Elizabethan Poor Law ideals, such as receiving aid be based on a recipients' "worthiness"

- ⬡ This "worthiness" was/is typically based off of white, western, capitalist ideals
- ⬡ Transgender people are generally deemed "unworthy" under these ideals and have historically been denied aid because of this.

According to the Washington state report of the 2015 United States Transgender Survey

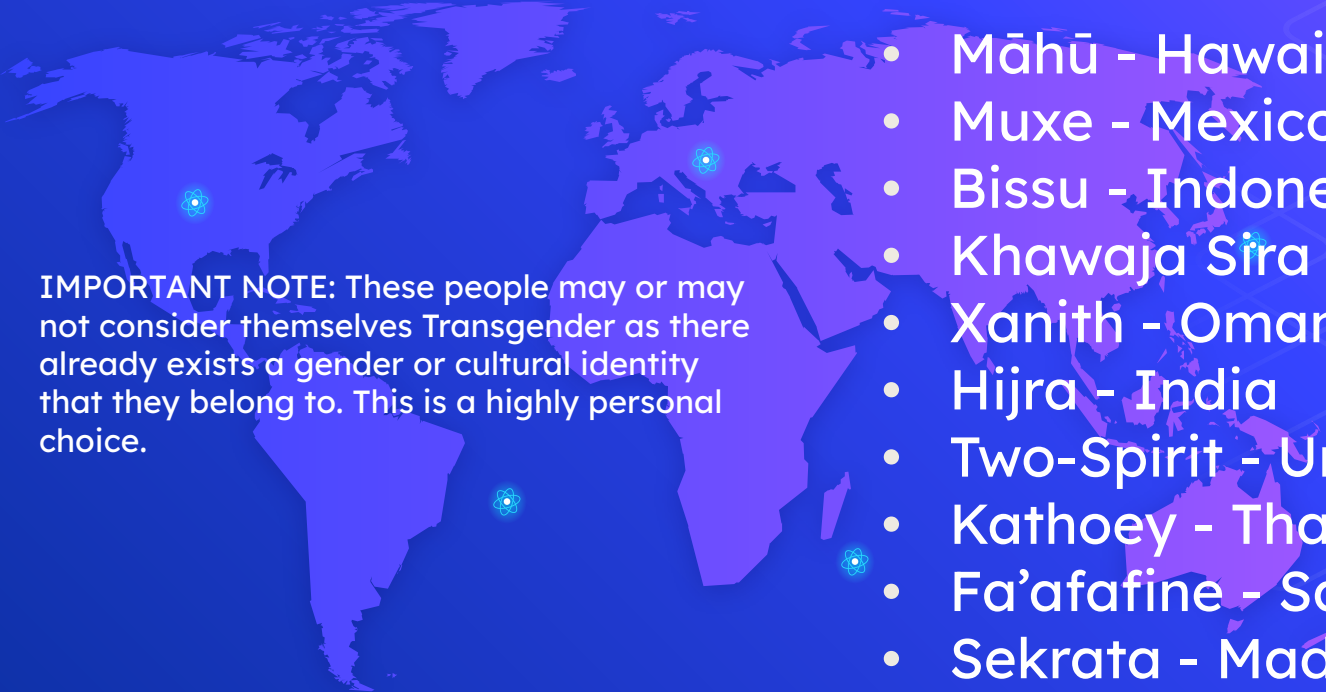
- ⬡ One in twelve (8%) respondents who were out to their immediate family were kicked out of the house, and one in ten (10%) ran away from home
- ⬡ 37% have experienced homelessness at some point in their lives.
- ⬡ 13% experienced homelessness in the past year because of being transgender.
- ⬡ LGBTQ+ youth make up an estimated 20-40% of the more than 1.6 million homeless youth

# Group Assessment & Definitions

- What is gender, what is sex? How are these identities different?
- Who are Two Spirit people?
- What is nonbinary?
- Who or what determines what pronouns someone uses?
- How would you rate your organization's inclusion of gender diversity?
- Why is it important to use the correct pronouns?
- How is your organization centering the voices and leadership of its Black and Indigenous employees?
- Are you a person that LGBTQ/Other LGBTQ persons can rely on for safety and self-disclosure?
- What're the defining differences between equality and equity? Impact and intention? Competency and humility?



# Gender Diversity has existed for as long as people have



IMPORTANT NOTE: These people may or may not consider themselves Transgender as there already exists a gender or cultural identity that they belong to. This is a highly personal choice.

- Māhū - Hawai'i
- Muxe - Mexico
- Bissu - Indonesia
- Khawaja Sira - Pakistan
- Xanith - Oman
- Hijra - India
- Two-Spirit - United States
- Kathoey - Thailand
- Fa'afafine - Samoa
- Sekrata - Madagascar

# Additional Considerations



## “Invisible labor clause”

labor marginalized groups are required to perform in navigating daily living within social, professional spaces

## “Inclusion tax”

Additional resources spent (time, money, emotional and cognitive energy) to adhere to norms in white spaces

**Both** contribute to the silencing of BIPOC in white institutional spaces

## Racism evasive rhetoric

Denies naming and addressing the significance and realities of racism

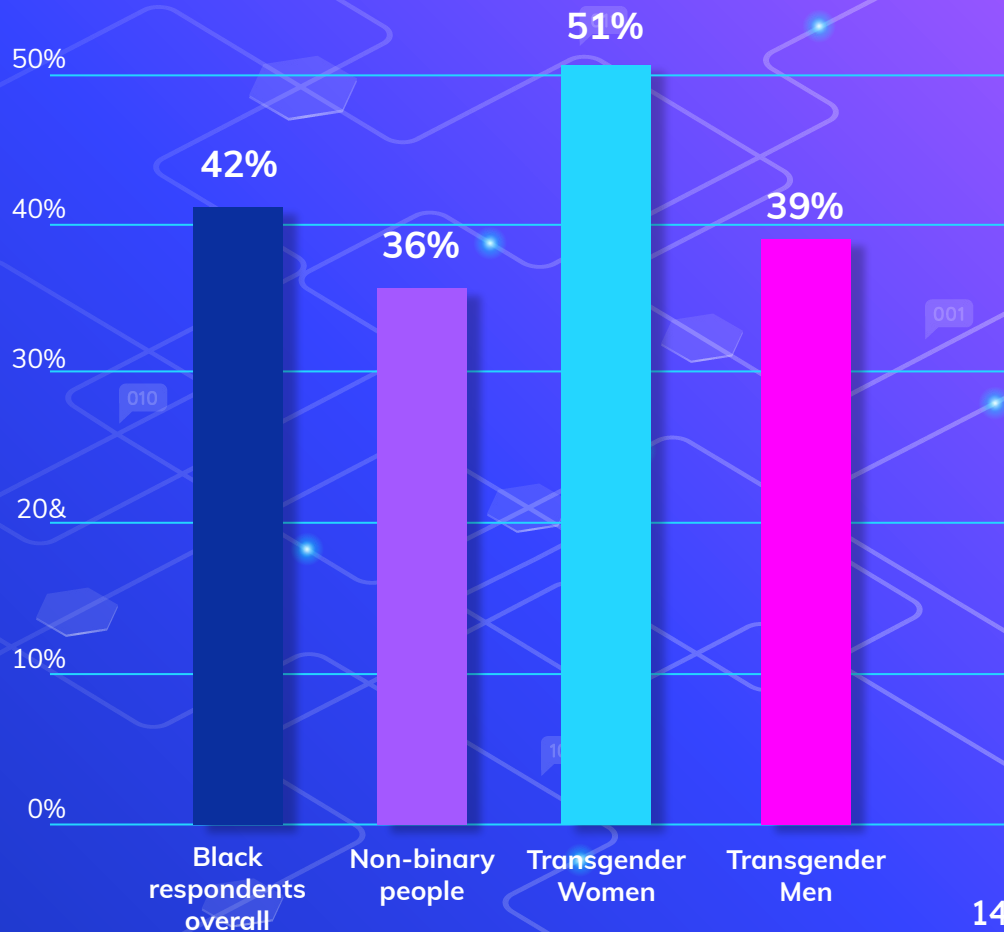
White people use this to avoid engaging issues that push Black voices from margin to center





**Forty-two percent (42%) of Black respondents have experienced homelessness at some point in their lives, compared to 30% in the USTS sample overall. Transgender women (51%) were most likely to have experienced homelessness in their lifetimes**

## Lifetime homelessness rate (by gender)



Source: USTS Black Respondents 2015

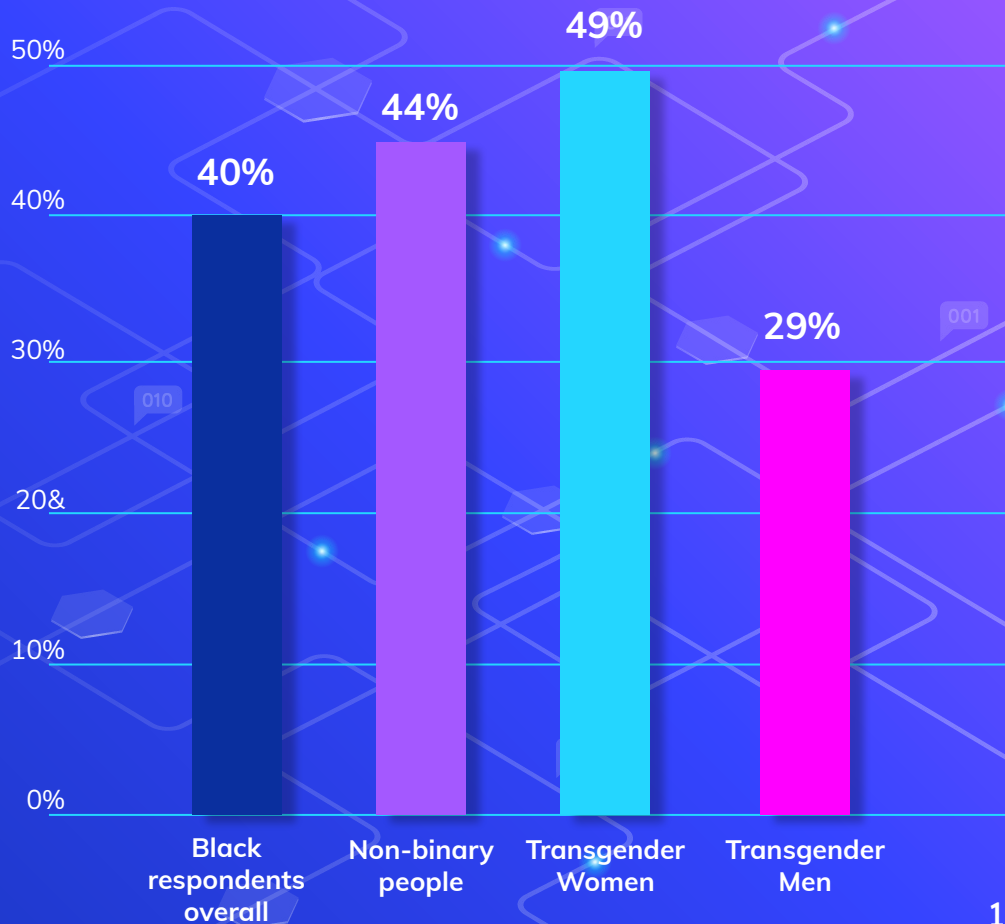


**40% of respondents experienced some form of housing discrimination or instability, such as being evicted from their home or denied a home or apartment because of being transgender.**

**Twenty-two percent (22%) experienced homelessness in the past year because of being transgender, 12% were denied a home or apartment, and 9% were evicted because of being transgender.**

**Transgender women (49%) were more likely to have experienced one or more of these forms of housing discrimination or instability.**

## Housing discrimination or instability in the past year due to being transgender (by gender)



# Before approaching multiply marginalized communities for labor, consider...

- ⬡ Not all marginalized peoples want to help fix institutional or social issues
- ⬡ Many are just getting by moment to moment
- ⬡ Make sure it is part of their job description and/or they are substantially compensated for their time
- ⬡ Center their leadership and feedback but put no one on display
- ⬡ Cast a wide net for labor and let them come to you
- ⬡ If approaching a marginalized person for labor make sure it's ever for tokenizing purposes (i.e. choosing someone for optics with no intention of shifting internal politics or policies to protect them)

# Washington Law Against Discrimination



# WLAD - Washington Law Against Discrimination

RCW 49.60 prohibits discrimination based on race, creed, color, national origin, citizenship or immigration status, sex, honorably discharged veteran or military status, sexual orientation, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability is recognized as and declared to be a civil right in employment and public accommodations among other areas.



# WLAD Protections

WLAD protects those who **have or are perceived as having** a:

- gender identity, self-image, appearance, behavior, and/or expression that is different from those traditionally associated with the sex assigned at birth, **whether or not that person identifies as transgender.**

WLAD also protects people with marginalized sexual orientations from discrimination **IF** the person in fact identifies with that marginalized orientation.

As of June 11, 2020 WLAD added:

- Citizenship and immigration status are protected characteristics
- The term “race” includes traits historically associated or perceived to be associated with race, including hair texture and protective hairstyles.
  - “Protective hairstyles” includes hairstyles such as afros, braids, locks, and twists.

# Let's review! (TLDR)

## INTERSECTIONALITY

A prism for seeing the way in which various forms of inequality often operate together and exacerbate each other.

## GENDER DIVERSITY

Gender on a spectra for Indigenous peoples far before colonialism, and expansive gender roles have always existed.

## HOUSING

The American welfare system adopted Elizabethan Poor Law ideals, such as receiving aid be based on a recipients' "worthiness".

## HOMELESSNESS

Trans Women are most likely to experience lifelong homeless, housing discrimination, instability, and inequities.

## DEFINITIONS

Remembering the differences between Equality/Equity, Competency/Humility, Impact/Intention.

## WLAD

Protects gender identity, self-image, appearance, behavior, and/or expression from discrimination regardless of self identification.



# Thank you!

[www.lavenderrightsproject.org](http://www.lavenderrightsproject.org)  
**@lavenderrightsproject**  
Facebook / Instagram

***Interested in volunteering?***  
<https://www.lavenderrightsproject.org/volunteer>