

Working with the LGBT Community



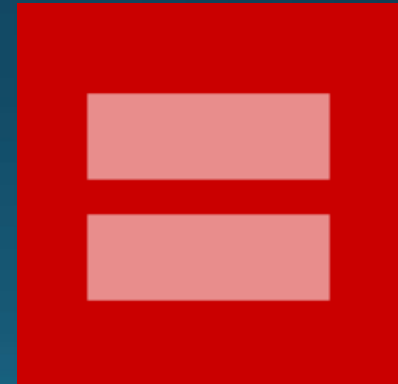
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The LGBT Community comprises the largest demographic of Americans to lack comprehensive legal protections that protect them from discrimination.

- According to the CDC, about 5.6% of adults in the US identify as LGBT (10-12 million)
- 1% identify as Transgender (700,000 individuals in the US)
- In Manhattan , that means approx. 2900 identify as LGB, 600 as Transgender

Human Rights Commission survey of LGBT Teens grades 7 to 12, compared to heterosexual youth:

- LGB teens are 2 times more likely to have attempted suicide
- Transgender youth report 45% have attempted or committed suicide
- 26% gay males thrown out of homes
- 3 times more likely to use drugs
- 6 times more likely to suffer severe depression
- Hear the most negative messages about LGBT at home



At school:

- 2/3 have been sexually harassed at school
- 61% more likely to feel unsafe at school
- 26% have missed school for fear of their safety

In their Communities:

- 80% report severe isolation
- Are more at risk for depression, substance abuse, STD's and HIV
- 47% feel they don't fit into their communities
- 45% report states and local governments don't accept them
- Feel they must leave their communities for a better future
- 92% are bombarded with negative messages about being LGBT
- 42% of Homeless youth are LGBT

Top 3 Most Important Problems Facing Teens

LGBT Teens:

- Non-accepting families
- Bullying
- Fear of being outed

Heterosexual Teens:

- College
- Career
- Finances

What would teens like to change?

LGBT Teens:

- Tolerance and understanding
- Family situation
- Where they live

Heterosexual teens:

- Money
- Appearance
- Improving mental health

2013 Pew Survey of LGBT Adults:

- 58% report discrimination
- 39% have been rejected by family or friends
- 30% have been physically threatened or attacked
- 29% have been made to feel unwelcome at a religious service
- 23% have received poor or no service at a business
- 21% have been treated unfairly by an employer
- 58% have been the target of slurs or jokes
- 54% say that the most important people in their lives are aware that they are LGBT

How does this affect libraries?

- Be welcoming
- Provide a safe, non-judgmental place to meet, study or work
- Don't make judgments or assumptions about marriage status



Gender and Gender Identity

- Gender spectrum
- Gender Identity
- Gender Dysphoria
- Gender Expression
- Sexual Orientation
- Transgender



Transgender

- Individuals who do not identify with their birth gender
- Align appearance with gender identity (transition): gender expression or medical treatments
- Children are transitioning earlier as more is being understood about gender identity and gender dysphoria
- USD 383 and KSU both have policies to protect LGBT students
- Transgender individuals have a much higher rate of suicide, depression and feelings of isolation than any other group in America

Facts about the Transgender Community:

- Transgender people are 4 times more likely to live in poverty
- They have twice the rate of unemployment as the rest of the population
- 90% of transgender people report experiencing harassment or discrimination on the job
- 22% of transgender people report harassment by police, and 46% are uncomfortable seeking assistance from police
- 41% report attempting suicide (In the general population, the rate is 1.6%)
- Transgender people, especially transgender women of color, face high rates of murder, homelessness and incarceration.
- Most states have no legal protections in housing, employment or public accommodation for people who experience discrimination based on gender identity.

How do libraries work with Transgender individuals?

- Use a chosen name if possible
- If unsure about pronouns to use (he or she) use the one that fits gender expression
- If possible, ask the patron
- Use correct terms: male to female is a transgender woman, female to male is a transgender man
- Avoid terms: transgenders, transgendered, sex-change, tranny, "he/she", transvestite
- When registering for a card, allow them to use a preferred name, and add a legal name on their record

“Gender identity and sexual orientation are some of the most fundamental influences on our lives, and those who exist outside of the very narrow and rigid norms of our cultural definitions of gender face many challenges, including discrimination in housing, employment and public accommodation.”

Libraries must serve these patrons,
as with racially and religiously diverse patrons, without discrimination.



Sources and for more information:

CDC: www.cdc.gov/lgbthealth/youth.htm

Human Rights Campaign: www.hrc.org

Gender Spectrum: www.genderspectrum.org

GLAAD: www.glaad.org

PLAG: www.pflag.org

Pew Survey: <http://www.pewsocialtrends.org/2013/06/13/a-survey-of-lgbt-americans/>

For copies of “Understanding the Transgender Community” or a list of definitions from the LGBT community please email your request.

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