



LGBTQ+ Rights, Identity & Inclusion

MODULE 1

Youth Renewed Policy Agenda on promoting LGBTQ+ Rights and Participatory Inclusion

2024-2-MT01-KA154-YOU-000258395



Erasmus+
Enriching lives, opening minds.

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Ground Rules & Safety



Creating a container of trust. To explore deep and personal topics, we first align on how we will show up and interact with one another today.

Safe Space Agreement

Mutual Respect & Dignity

Honor everyone's lived experiences and stories. Avoid minimizing or judging others.

Strict Confidentiality

What is said in this room stays in this room. Lessons can leave, but personal stories must not.

Active, Empathetic Listening

Listen to understand, not to respond. Suspend judgment and make room for diverse viewpoints.

Oops, Ouch, & Growth

Give grace for honest mistakes, acknowledge impact over intent, and embrace active learning.

Gender, Sex, & Orientation

The Biological vs. Internal

Assigned Sex: Biological classification based on anatomy, chromosomes, and hormones determined at birth.

Gender Identity: A person's deep-seated, internal sense of being male, female, both, or neither, which may or may not align with assigned sex.

Expression vs. Attraction

Gender Expression: External demonstration of gender (clothing, behavior, voice) categorized by societal expectations.

Sexual Orientation: A person's enduring physical, romantic, and/or emotional attraction to other individuals.

Activity: The Identity Wheel



Mapping Our Intersecting Selves

We will map our personal identity vectors: gender identity, biological sex, age, race, class, and ability.

Reflective Questions: Which parts of your identity do you think about most often? Which parts have the largest impact on your daily navigation of society?

Recognizing how our identity vectors intersect is the first step toward understanding personal privilege and empathy.

The Power of Inclusive Language



Pronouns Matter

Sharing pronouns (e.g., they/them, she/her, he/him) normalizes gender diversity and prevents misgendering in professional environments.



Avoid Gendered Tropes

Shift from binary terms like "husbands & wives" or "ladies & gentlemen" to inclusive options like "partners", "spouses", or "everyone".



Acknowledge & Correct

If you misgender someone, apologize briefly, correct your pronoun choice, and move on. Prioritize comfort and respect.

Understanding Intersectionality

Overlapping Systems of Power

Coined by scholar Kimberlé Crenshaw, **intersectionality** is a lens for seeing how various forms of inequality often operate together and exacerbate each other.

- ✦ An LGBTQ+ person's lived experience is fundamentally shaped by race, class, disability, and immigration status.
- ✦ We cannot address gender identity in a vacuum; our inclusion efforts must account for all intersecting disparities.



Activity: The Privilege Walk

15+

Lived Experience Benchmarks

Visualizing Systemic Disparities

In this exercise, we take steps forward or backward based on structural privileges or disadvantages built into societal frameworks.

Prompt: "If you can show public affection with your partner without fear of violence, step forward. If you have ever been called names due to your identity, step backward."

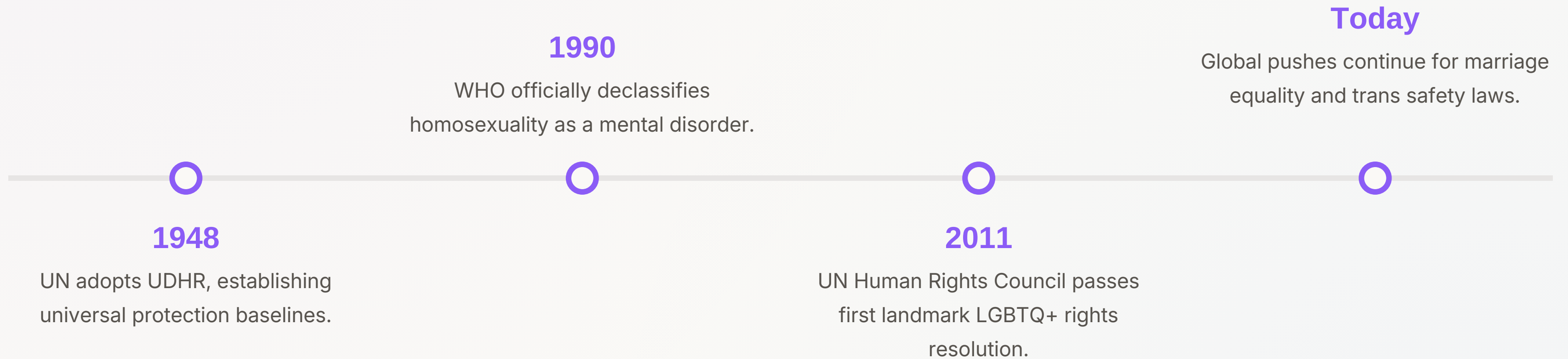
This reveals how societal systems create vastly different baselines for individuals regardless of their personal merit.

Human Rights & Barriers



Examining global protection frameworks, legal milestones, and the ongoing social and psychological barriers faced by LGBTQ+ communities.

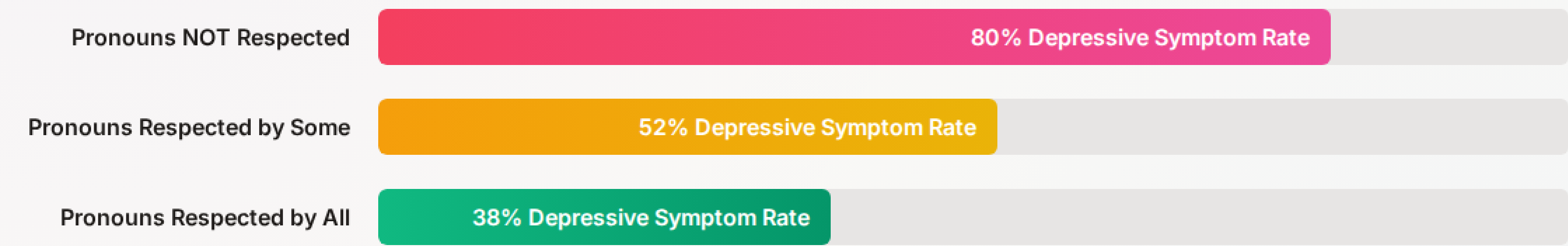
Human Rights Milestones



Discrimination & Social Barriers

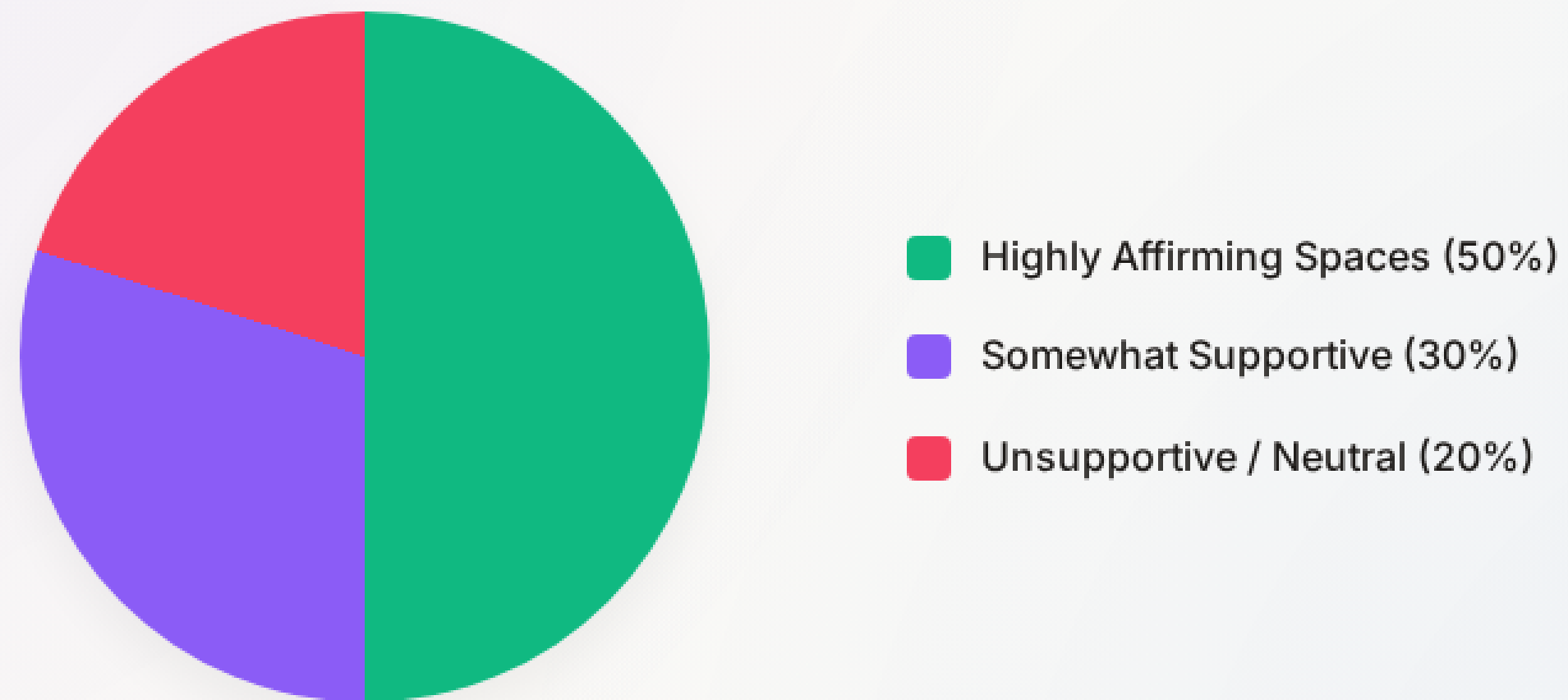
Barrier Type	Societal Manifestation	Impact on Well-being
Legal Gaps	Lack of explicit anti-discrimination housing and employment protections.	Socioeconomic instability and chronic stress.
Social Bias	Microaggressions, stereotyping, and exclusionary social practices.	Imposter syndrome, low self-esteem, and alienation.
Healthcare Bias	Medical staff lacking training on LGBTQ+ health requirements.	Avoidance of essential preventative medical care.

Mental Health Disparities



Respecting transgender and nonbinary youth's correct pronouns directly correlates with a reduction in depressive symptoms and suicide risk.

Affirmed Environments



Fostering spaces where people can be authentic increases psychological safety and productivity across organizational networks.

Activity: Case-Study Analysis

The Scenarios

Scenario A (Workplace): A transgender team member is repeatedly misgendered during high-stakes client calls, but chooses to stay quiet.

Scenario B (Social): An LGBTQ+ coworker is left out of key off-hours networks where core strategic decisions are informally discussed.

Discussion Prompts

1. What is the subtle impact of these microaggressions on long-term retention and trust?
2. How can peer allies step in constructively without disempowering the individual?

Active Allyship in Practice



Continuous Education

Proactively research and learn LGBTQ+ terminology. Do not depend on marginalized colleagues to educate you on basic concepts.



Active Intervention

Speak up and challenge discriminatory jokes or microaggressions, even when LGBTQ+ individuals are not present in the room.



Structural Advocacy

Lobby for inclusive healthcare benefits, gender-neutral facilities, and equitable hiring practices inside your institution.

Deliverables

1. Safe Space Charter

Collaborative Framework: A living, shared charter co-authored by all participants during the live session.

Key Components: Core communication agreements, feedback protocols, and accountability channels.

Objective: Establishes clear pathways to actively protect and sustain physical and psychological safety throughout the learning journey.

2. Inclusion Reflection Journal

Introspective Integration: A personal self-reflective tool containing guided prompts distributed after Module 1.

Key Components: Identity wheel processing, privilege walk tracking, and custom daily inclusion action plans.

Objective: Unpacks unconscious biases privately while converting inclusion concepts into sustained daily behaviors.

Defining Inclusion

“Inclusion is not bringing people into what already exists;
it is making a new space together.”

— Alok Vaid-Menon

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Questions & Reflections

Thank you for your active participation and dedication to inclusion.



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