

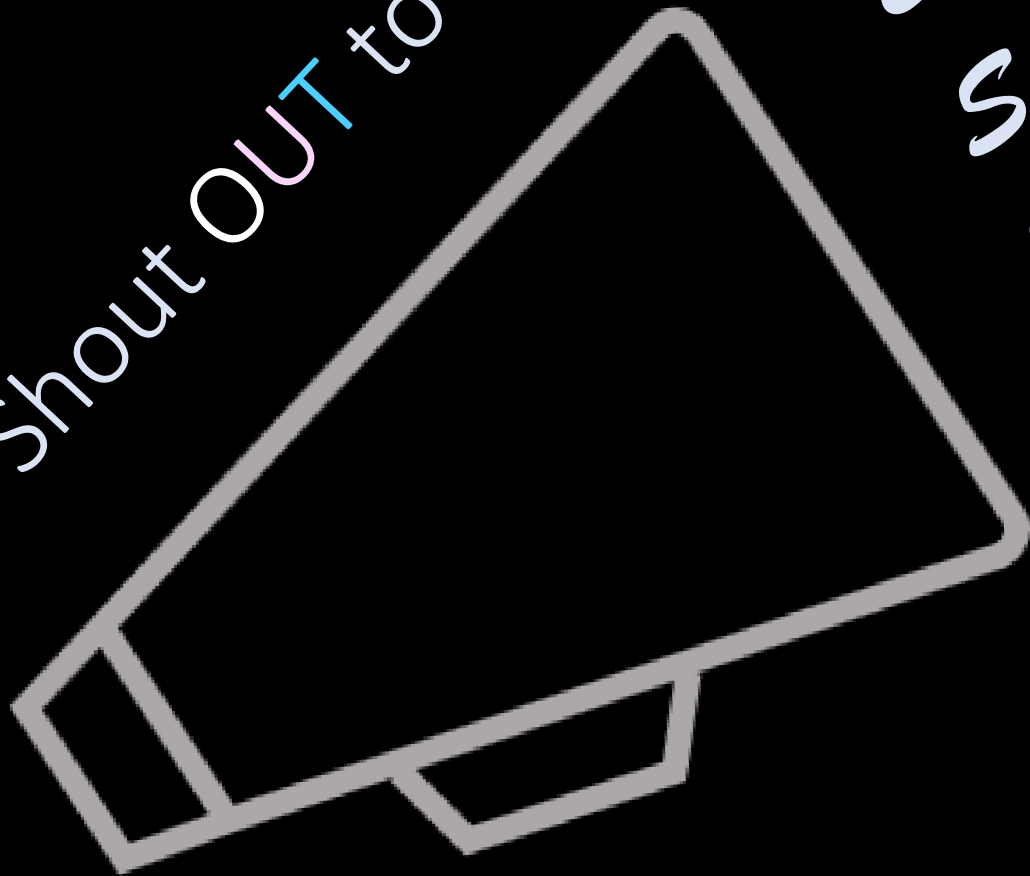


THANK U
FOR COMING
OUT!

A stylized graphic with the text "THANK U FOR COMING OUT!" in a bold, black, sans-serif font. The text is arranged in three lines. The word "THANK" is on the first line, "U" is on the second line, "FOR" is on the third line, "COMING" is on the fourth line, and "OUT!" is on the fifth line. The letters are decorated with various colors: a red heart in the 'A' of "THANK", an orange triangle in the 'N', a blue and pink horizontal bar in the 'U', a yellow circle in the 'O' of "FOR", a green triangle in the 'R', a brown rectangle in the 'I' of "COMING", a purple circle in the 'O' of "COM", and a purple circle in the 'O' of "OUT!".

Engaging **LGBTQ+** communities
in creative primary violence
prevention projects

Shout OUT to



Counselors
Educators

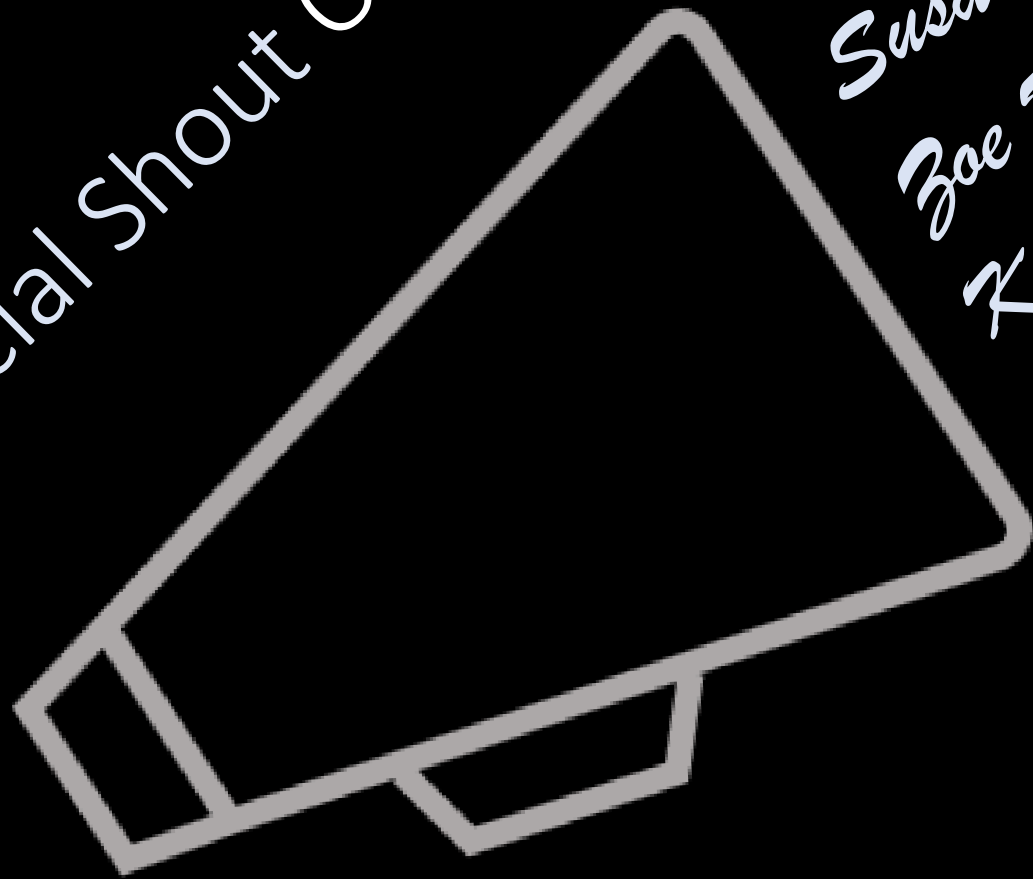
SADV Specialists

Therapists

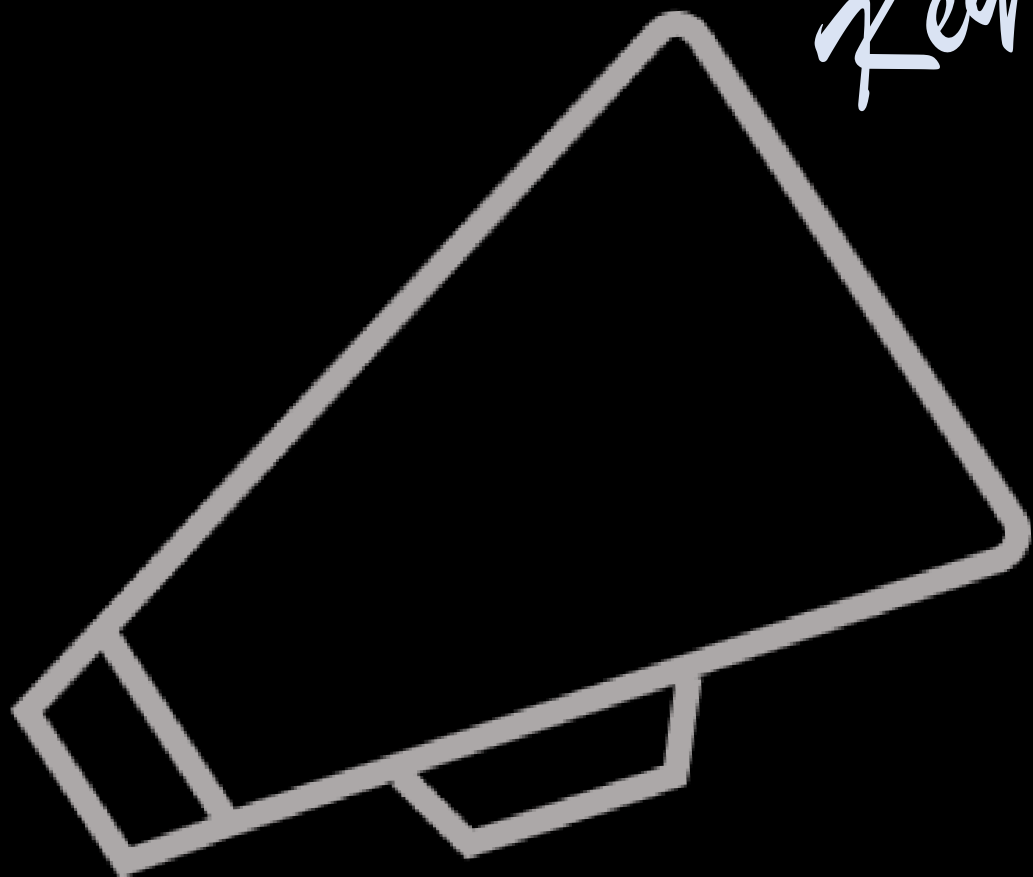
Grant Writers

Program Coordinators

Special Shout OUT to



*Susan Marks
Zoe Flowers
Kat Monusky*



Keynote Address
By
Geoff Peckman





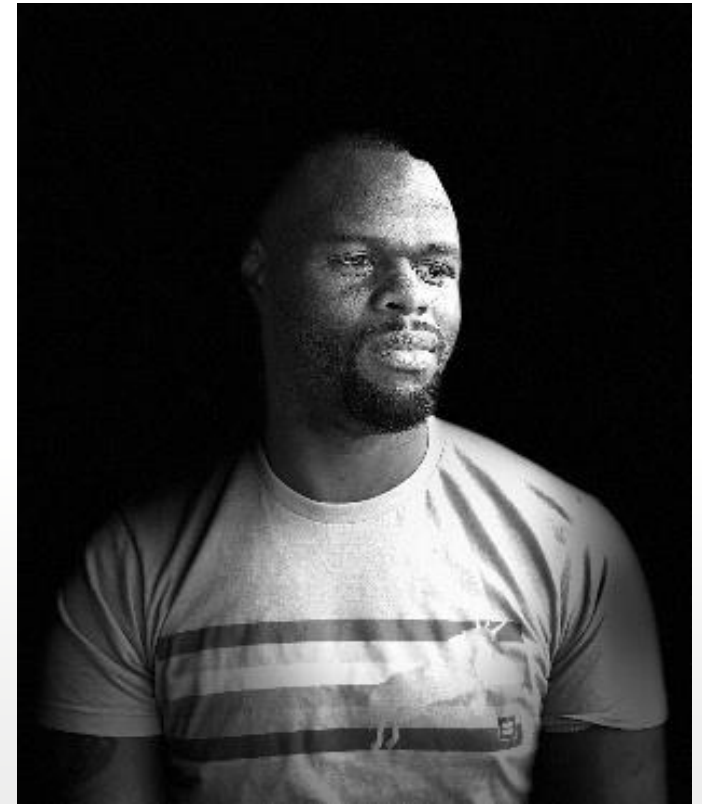
Geoff Peckman He/Him
geoff@queery.us

Art Director at Queery.us



James Young, He/They
james@queery.us
@profjamesyoung on IG

Social Sciences Professor,
Monroe College
Program Director at Queery.us



Blair Perryman, He/They
blair@queery.us
@queerypronounchallenge on IG

Program Coordinator at Queery.us

Startling Statistics

- About **1 in 8** lesbians experience rape in their lifetime
- Nearly **50%** of bisexual women are raped as well
- **2 out of 5** gay men have experienced some form of sexual violence other than rape
- Nearly **50%** of bisexual men have experienced some form of sexual violence other than rape
- **64%** of transgender folx have experienced sexual assault in their lifetime
- **LGBTQ+ college students** have **higher rates of sexual victimization** than their heterosexual peers. They are also **less likely to report an incident.**

Why Sexual Assault Goes Unreported

Not being taken seriously or having their experience minimized

Not having their experience considered sexual assault or rape (i.e., a woman can't rape another woman)

Explaining their experience in more detail than one would ask a heterosexual survivor

Needing to educate those they reach out to for help

Mistakenly being seen as the perpetrator

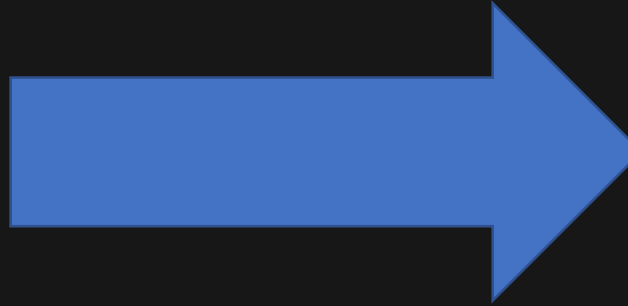
Being treated in a homophobic, bi-phobic, transphobic manner by those who are supposed to help (i.e.: police, hospital staff, rape crisis workers, counselors, etc.)

Being “outed” (having their sexual orientation or identity revealed without their consent) in the process of getting help

Connect



Coming Out



Making “Queer Theory”
Accessible and Fun

Introductions:



- Name and Pronouns
 - They/Them, She/Her, He/Him
- Location, Indigenous Stewardship
- What do you hope to get out of this conference?
- Slido

THANKS FOR
SHARING YOUR
PRONOUNS

Tech Time 1



Type in:

Slido.com

Enter code:

#324629



S



How was using **Slido** for you?

Do see yourself using **Slido** in the future?

Agenda

- Informative Session:
 - Maslow's Hierarchy of Needs In LGBTQ+ Communities
 - SOGI Stress
 - History of Queer Theory
 - Queery
 - The Intersectional Riddle Scale
- Tech Time 2: Kahoot Review
- ORID
- Tech Time 3: Jamboard
- Dr. B. D. Tatum's Walkway Theory
- Personal Take Away





Self-actualization

Esteem

Love and belonging

Safety needs

Physiological needs

The Best Possible
Version of Oneself

Respect, Recognition,
and Pride

Friendships, Family
and/or Family of Choice

Gender Expression
Non Discrimination Act

Gender Neutral
Bathrooms



Self-actualization



Esteem



Love and belonging



Safety needs



Physiological needs

SOGI

Sexual Orientation & Gender Identify



What is SOGI Stress?

Any stress dealing
with one's
Sexual Orientation
and Gender Identity

Types of SOGI Stress

Interpersonal Stress:

Difficult situations dealing with other people that become a stressor.

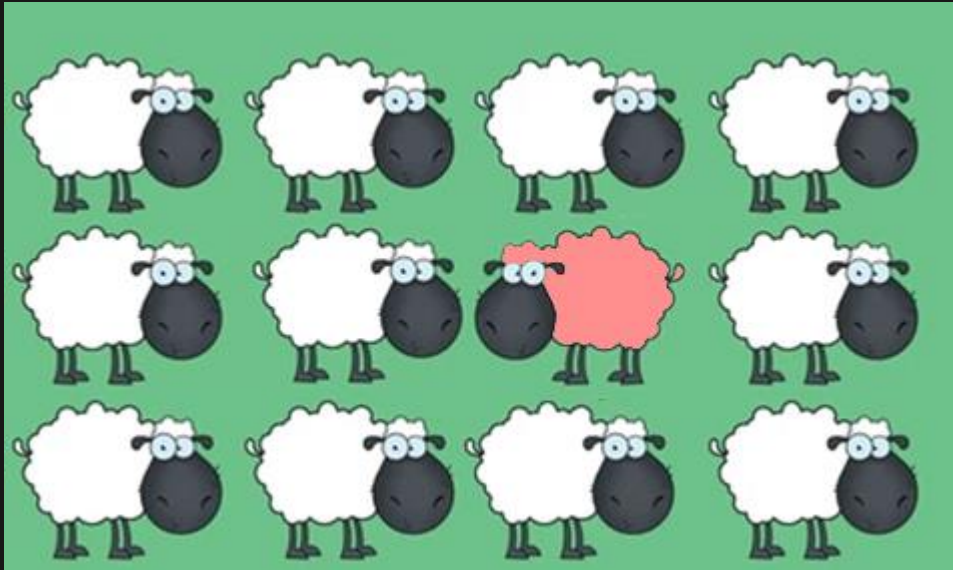


Intrapersonal Stress:

Occur within a person. For example, the person's thoughts, emotions and feelings



Effects of Interpersonal Stress



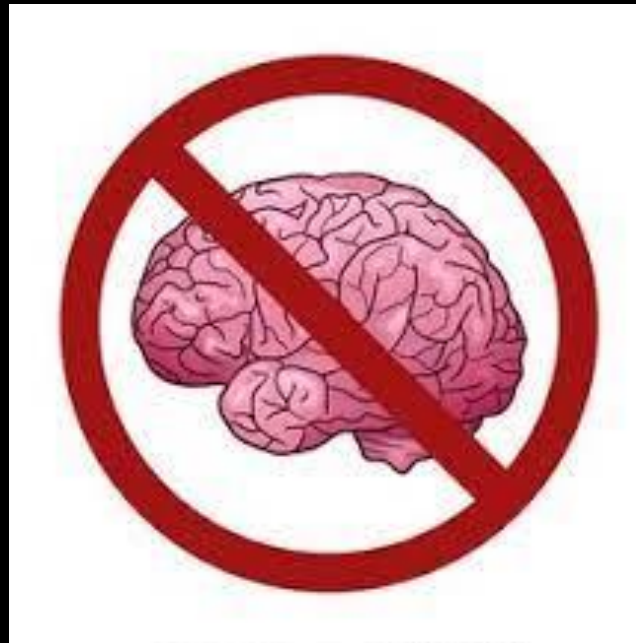
...may lead to

- Poor Self Image
- Unhealthy Relationships
- Increased Isolation

Effects of Intrapersonal Stress

...may lead to

- Expectation of Rejection
- Internalizing the thought of “I can't talk to counselors or SA/DV Educators.”



Lasting Effects of Interpersonal & Intrapersonal Stress and How to Alleviate It

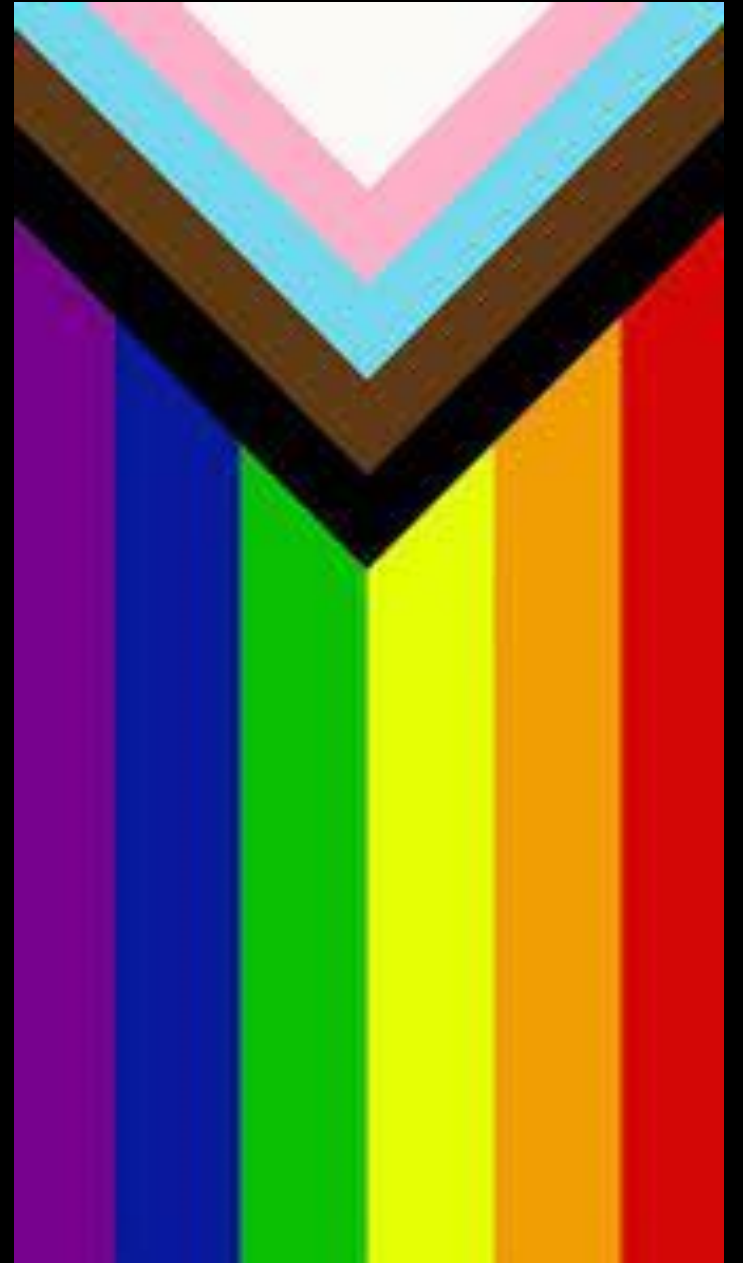


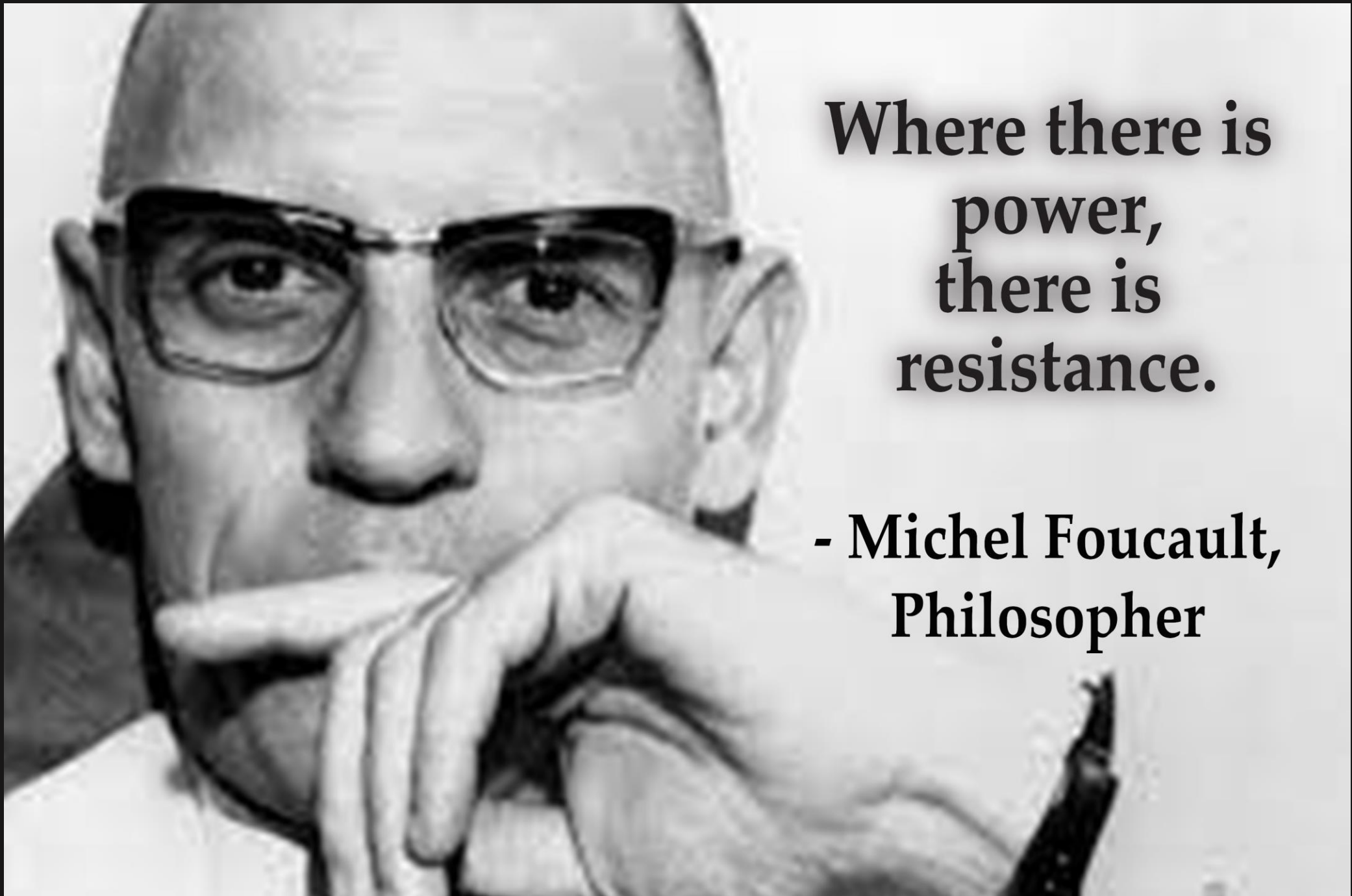
When people are marginalized the default thought process for those individuals are “I don’t belong.”

That is why it is important to specifically invite and create a warm, welcoming environment for a marginalized person or people.

Queer Theory

An approach to literary and cultural study
that rejects traditional categories of
gender and sexuality





**Where there is
power,
there is
resistance.**

**- Michel Foucault,
Philosopher**

Our categories are important. We cannot organize a social life, a political movement, or our individual identities and desires without them. The fact that categories...can never contain all the relevant “existing things” does not render them useless, only limited.



- Gayle Rubin, Cultural Anthropologist

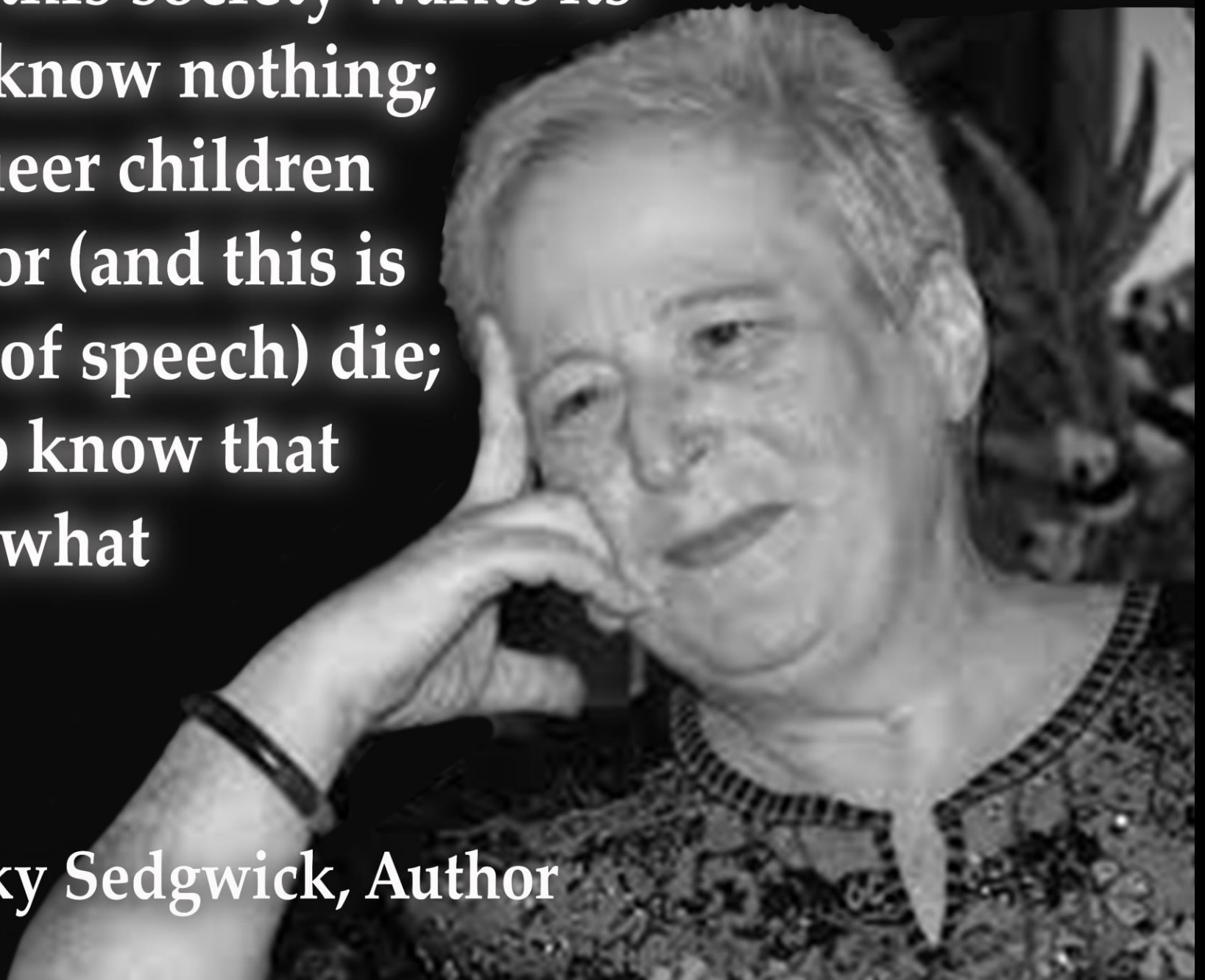



**Masculine and feminine
roles are not
biologically fixed
but socially constructed.**

**- Judith Butler
Philosopher**

Seemingly, this society wants its children to know nothing; wants its queer children to conform or (and this is not a figure of speech) die; wants not to know that it is getting what it wants.

- Eve Kosofsky Sedgwick, Author



A black and white photograph of Teresa de Lauretis, an older woman with short, curly hair and glasses, speaking into a microphone. She is wearing a dark jacket. The background is a plain, light color.

**The state of the world,
of course,
is constantly changing,
and so is theory.**

- Teresa de Lauretis, Author

One is not
born a woman,
but becomes one.

- Simone de Beauvoir,
Philosopher



Making “Queer Theory”
Accessible and Fun

Art-Based Primary Violence
Prevention, Education &
Organization Programs

Through asking questions
we can find our most
authentic selves.



Sticks & Stones: Reclaiming Names that Were Used to Hurt Us



This art project takes a closer look at the impact of various derogatory terms used within and against LGBTQ communities to stimulate discussion about the dangers of cishet values.

October is Domestic Violence Awareness Month

STICKS & STONES MAY BREAK YOUR BONES...



...BUT WORDS CAN HURT TOO!

© 2019 BY
QUEERY
www.queery.us
IN PARTNERSHIP WITH
NYSCADV
NEW YORK STATE COALITION
AGAINST DOMESTIC VIOLENCE

DATING AND DOMESTIC VIOLENCE IN LGBTQ+ COMMUNITIES IT'S WORTH TALKING ABOUT

New York State
Domestic Violence Hotline:
1-800-942-6906

Anti-Violence Project Hotline
for LGBTQ+ and HIV+ Survivors:
212-714-1141

This poster was designed to highlight two points.

1. Verbal Abuse is also Abuse
2. Dating and Domestic Violence also happens in LGBTQ+ Communities

Queer Zen Meditation

Queer Zen



Take a breath...
then take another

[www.queery.us/
queerzenmeditation](http://www.queery.us/queerzenmeditation)

Queer Zen Meditation

- Free Virtual Nontraditional Meditation

- **Thursdays – 5:30 -6:30 PM**

- Co-sponsored with The LOFT LGBT Center on Zoom. Register with The Loft for Zoom ID and Password

- **Saturday Morning Seven Minute Sit**

9:30 – 9:40 AM


- Live on IG @queerzenmeditation



Int'l Non-Binary People's Day July 14th #QueeryPronounChallenge

- Add your pronouns to:
 - Social Media
 - Zoom Account
 - Email Signatures
- Tag: #queerypronounchallenge
- Tag others to challenge them
- Learn more about pronouns



 **A QUEERY** guide to **Navigating Pronouns**

Feeling lost in a sea of pronouns? This simple guide can help.

OFFER your pronouns
"Hi, my name is Frankie and my pronouns are she, her, and hers."

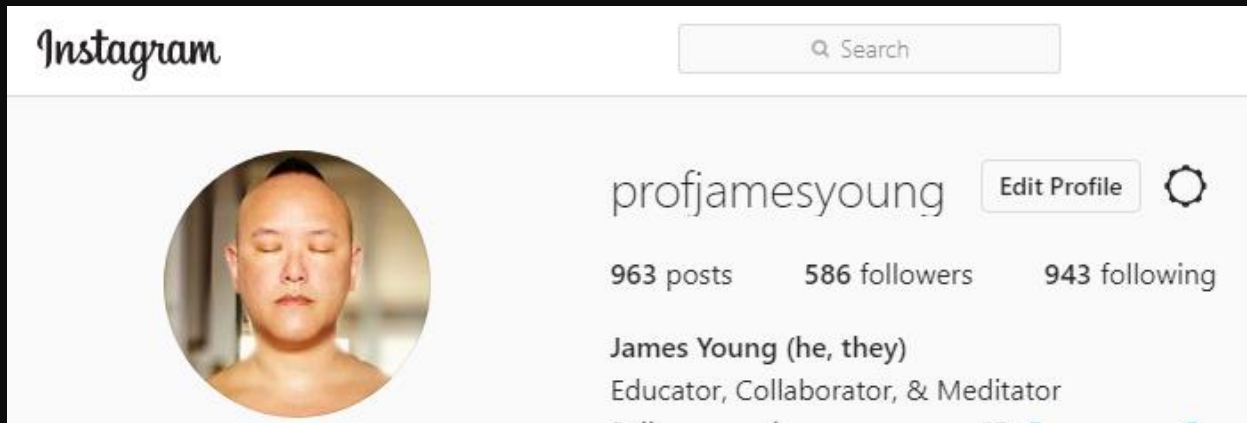
ASK for their pronouns
"What's your name and pronouns."
"I'm Dana. I use they, them, their pronouns."

RESPECT their pronouns
"I just met Dana. They shared their pronouns with me."

Pro Tip: Having trouble remembering a person's pronoun? When in doubt, use the person's name.

Add your pronouns to your signature on email, social media and virtual meetings. #queerypronounchallenge

QUEERY
www.queery.us



Have a great day!

Regards,

JEANNETTE SLIM, M.B.A.

she/her/hers

Student Services Counselor/ Academic Advisor

MONROE COLLEGE

Adding Pronouns

Sincerely,

James Young
he/him/his/they/them/theirs ([Why do I share my pronouns?](#))
Social Sciences Professor
Monroe College
E: jyoung@monroecollege.edu
C: (914) 413-0726



Other Tips:

- Just “Pronouns”
 - Not PGP/Preferred Gender Pronouns
- Asking can be Awkward
 - Introduce Yourself with your pronouns and then ask them what’s your name and pronoun
- Sometimes we forget people's Names and Pronouns
 - In this case it is best to use gender neutral pronouns like They, Them or Theirs
- Also try using They/Them pronouns for yourself



Used to Create
Engagement With
the Community

Logo Contest

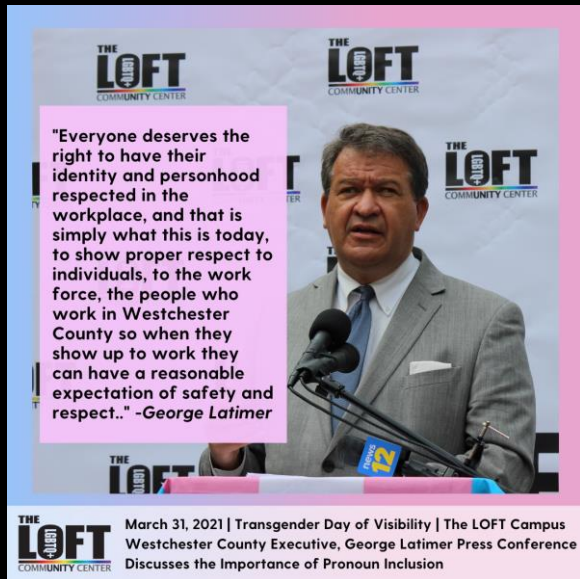


**Q
UE
ERY
PRO
NOUN
CHALLENGE**
HELPING YOU SEE PEOPLE FOR WHO THEY ARE

Systemic Change & TDoV

(Transgender Day of Visibility)

On March 31, 2021, two organizations decided to create and implement pronouns in their day to day process



They decided to do this based on Query's Pronoun Document.

It encouraged them to create their own document to insert in their email signatures.

Other Accomplishments and Statistics

- Currently we have over 300 participants
- Over 2/3 of our participants did not previously have their pronouns posted anywhere





Pride Zoom Backgrounds

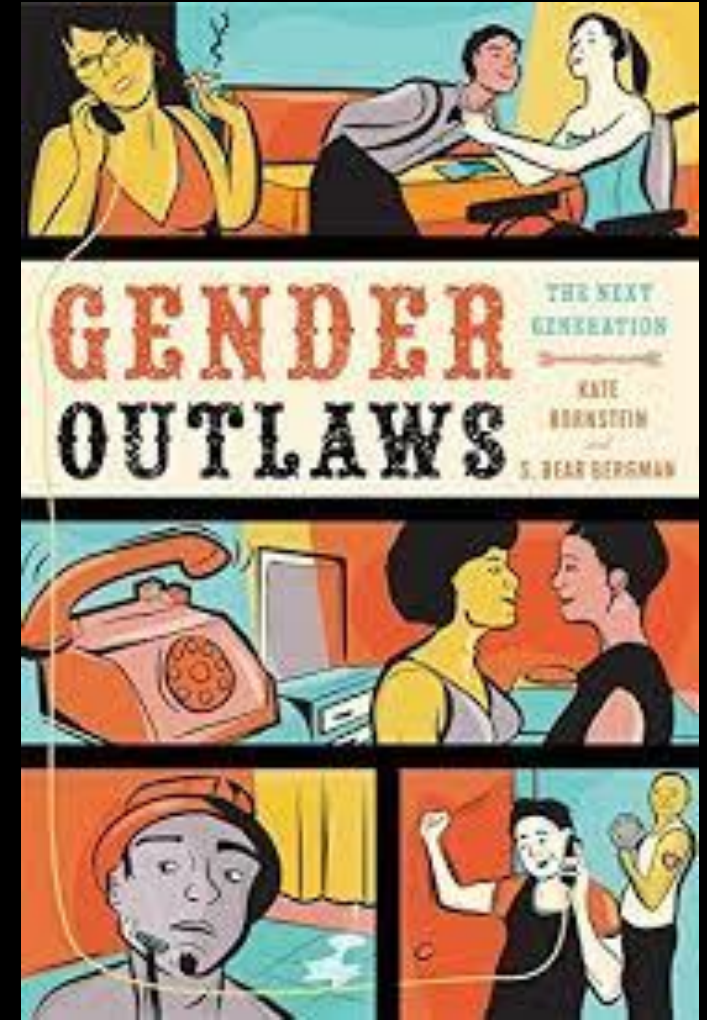
QCBC creates a
queer-centric space
where people can
connect with each
other using books by
LGBTQ+ authors.



QCBC is open to all readers at all reading levels.

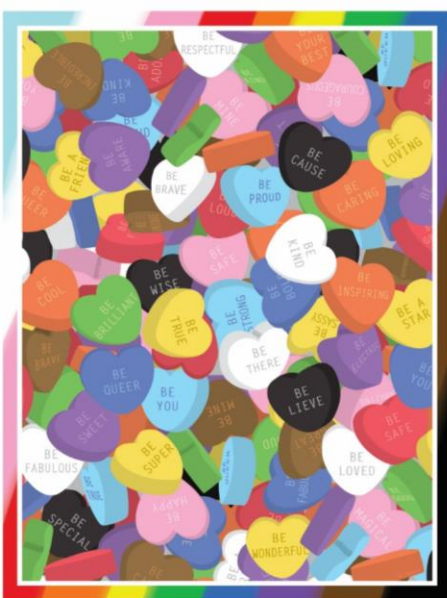
Our current Book: Gender Outlaws: The Next Generation – Kate Bornstein & S. Bear Bergman

- We meet on: ***Saturdays from 10-11 am EST***
- Pacific Daylight Time: ***Saturdays from 7-8 am***
- Via: Zoom
- How to join us: Register with The LOFT LGBTQ+ Community Center



THANK U
FOR COMING
COM OUT!

Happy LOVE
HOLIDAY
Cheer MERRY
FAMILY of choice
TOGETHERNESS
JOY sharing
PRIDE



This is your
GENERIC
holiday card

Queermark®

Celebrating Queerness
One Greeting Card at a Time

National Coming Out Day Project

Our 2020 National Coming Out Day Project focuses on those four positive levels of attitude where people can **support**, **admire**, **appreciate** and **nurture** LGBTQ+ and allied communities.

The project is called Queermark, a "queer-centric" greeting card project.

Launching on October 11th, National Coming Out Day, our first official Queermark card is the "Thank You for Coming Out!" card with our own famous "Sticks & Stones" font complete with the colors from the Progress Pride Flag.

Find these at www.queery.us/queermark



cards that celebrate queerness™

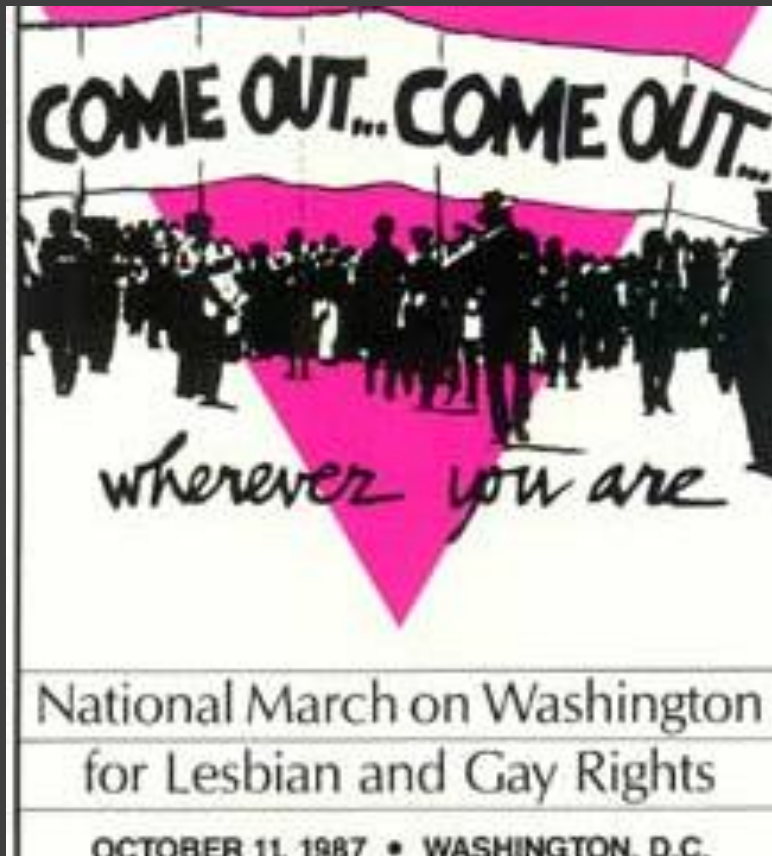
@queermarkcards on Instagram

A division of Queery • www.queery.us • @queery.us



What is National Coming Out Day?





1987 National March on Washington for Lesbian and Gay Rights



An estimate 300,000 people attended this march due anger related to the federal government's slow response to the AIDS pandemic and the 1986 Bowers v. Hardwick decision to uphold Georgia's sodomy law.

This was the first display of the NAMES Project AIDS Memorial Quilt. Over 800 people were arrested.

Then what?

Robert Eichberg and Jean O'Leary honored the anniversary of the March on Washington by creating National Coming Out Day.

The idea was if more LGBTQ folks came out, then no one could say they didn't know someone in the community

This marked October 11, 1988 NCOD.

Monday, October 11th will be the 33rd annual NCOD.

Jean O'Leary • Robert Eichberg





Dr. Dorothy Riddle

In the 1970's Dr. Dorothy Riddle was on the APA committee that removed homosexuality from the DSM stating that homosexuality is a normal sexuality.

Riddle also created a metric to measure homophobic and positive levels of attitude towards homosexuals. This metric is called the Riddle Scale.

Riddle Homophobia Scale

Taken from Wall, V. (1995). Beyond Tolerance: Gays, lesbians and bisexuals on campus. A handbook of structured experiences and exercises for training and development. American College Personnel Association.

Homophobia is defined as the irrational fear of homosexuals, homosexuality, or any behavior, belief, or others which does not conform to rigid sex role stereotypes. It is this fear that enforces sexism as well as heterosexism.

Homophobic Levels of Attitude

1. Repulsion

Homosexuality is seen as a crime against nature. Gays/lesbians are sick, crazy, immoral, sinful, wicked, etc. Anything is justified to change them: prison, hospitalization, negative behavior therapy, violence, etc.

2. Pity Heterosexual chauvinism.

Heterosexuality is more mature and certainly to be preferred. Any possibility of becoming "straight" should be reinforced, and those who seem to be born that way should be pitied.

3. Tolerance

Homosexuality is just a phase of adolescent development that many people go through and most people grow out of. Thus, gays/lesbians are less mature than heterosexuals and should be treated with the protectiveness and indulgence one uses with a child. Gays and lesbians should not be given positions of authority because they are still working through their adolescent behavior.

4. Acceptance

Still implies there is something to accept. Characterized by such statements as "you're not a lesbian, you're a person" or "what you do is your own business" or "it's fine with me, just don't flaunt it."

Positive Levels of Attitude

5. Support

Work to safeguard the rights of lesbians and gays. People at this level may be uncomfortable themselves but they are aware of the homophobic climate and irrational unfairness.

6. Admiration

Acknowledges that being gay/lesbian in our society takes strength. People at this level are willing to truly examine their homophobic attitudes, values, and behaviors.

7. Appreciation

Value the diversity of people and see gays/lesbians as a valid part of that diversity. These people are willing to combat homophobia in themselves and others.

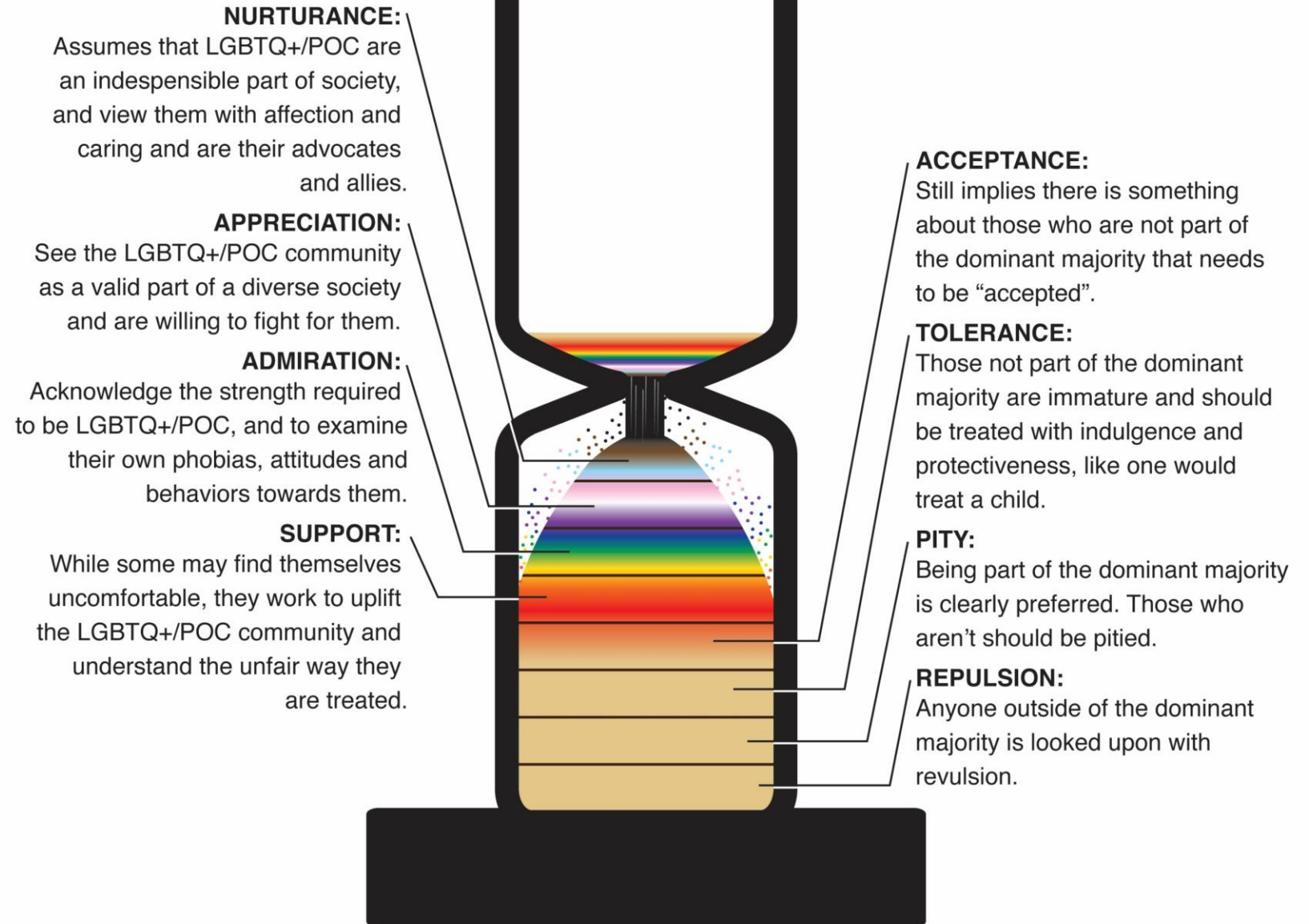
8. Nurturance

Assumes that gay/lesbian people are indispensable in our society. They view gays/lesbians with genuine affection and delight, and are willing to be allies and advocates.

A QUEERY GUIDE TO THE INTERSECTIONAL RIDDLE SCALE

This chart speaks to a variety of discriminatory perceptions which include homophobia, transphobia, lesbophobia, biphobia, racism, and heterosexism by indicating the 4 levels of negative feelings and the 4 levels of positive feelings towards people outside the dominant majority*.

*This refers to the preponderance of people in our society, such as those who are cis/het, wealthy, white, male, and without disabilities.



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Find these at www.gofundme.com/queermark



Queermark[®]

cards that celebrate queerness[™]

@queermarkcards on Instagram

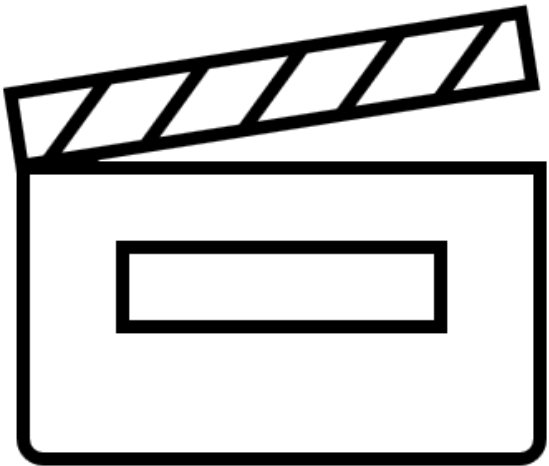
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Recap

Informative Session:

- Maslow's Hierarchy of Needs
In LGBTQ+ Communities
- SOGI Stress
- History of Queer Theory
- Queery
- The Intersectional Riddle Scale



Tech Time 2:



Type in:

Kahoot.it

Enter Game Pin:

Congratulations



To obtain your **PRIZE**, please send your mailing address
via direct message in the Chat feature

or

Email us at blair@queery.us



How was using **Kahoot** for you?

Do see yourself using **Kahoot** in the future?

O.R.I.D.

Using O.R.I.D. to Analyze Today's Presentation



A specific facilitation framework
that enables a focused conversation
with a group of people.

Objection

The facts that the group knows.

Reflective

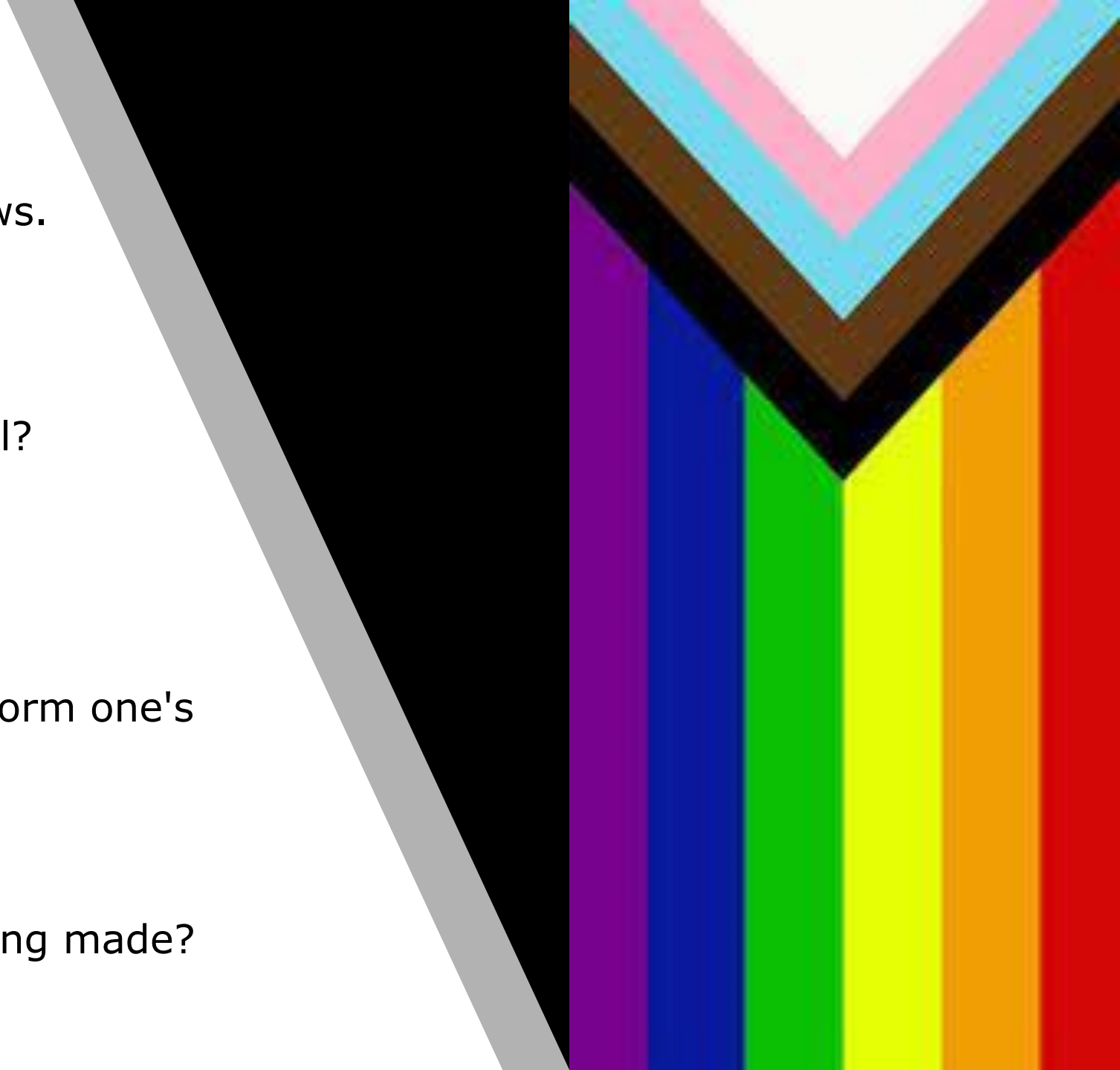
How does the information feel?
What they liked and disliked.

Interpretive

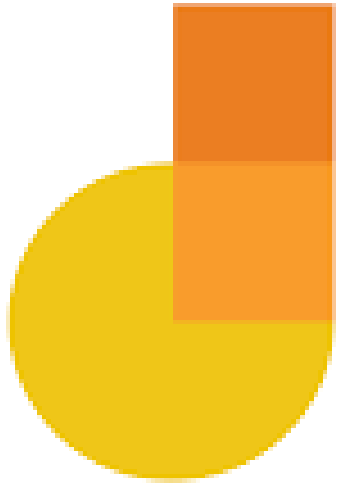
How does this information inform one's
thinking?

Decisional

What decisions can or are being made?



Tech Time 3:



Click the link in the
chat box.



How was using **Jamboard** for you?

Do you see yourself using **Jamboard** in the future?

Psychologist & Author of:

Dr. Beverly Daniel Tatum



NATIONAL BESTSELLER

"An unusually sensitive work about the racial barriers that still divide us in so many areas of life." —Jonathan Kozol

WHY ARE ALL THE BLACK KIDS SITTING TOGETHER IN THE CAFETERIA?

And Other
Conversations
About Race

Revised and Updated

TWENTIETH
ANNIVERSARY
EDITION

Beverly Daniel Tatum, PhD

Dr. B. D. Tatum



Oppression



Informative Session:

- Maslow's Hierarchy of Needs
In LGBTQ+ Communities
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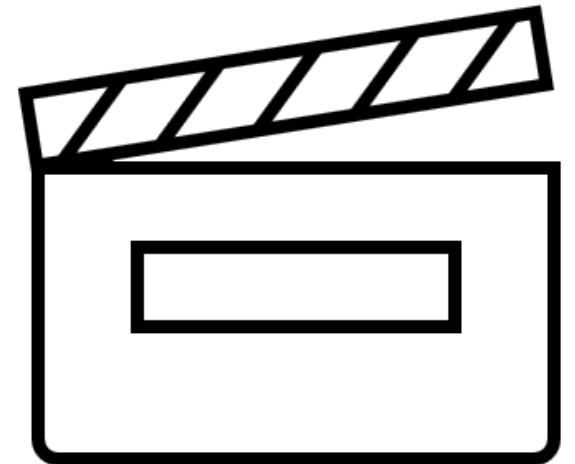
Tech Time 2: Kahoot Review

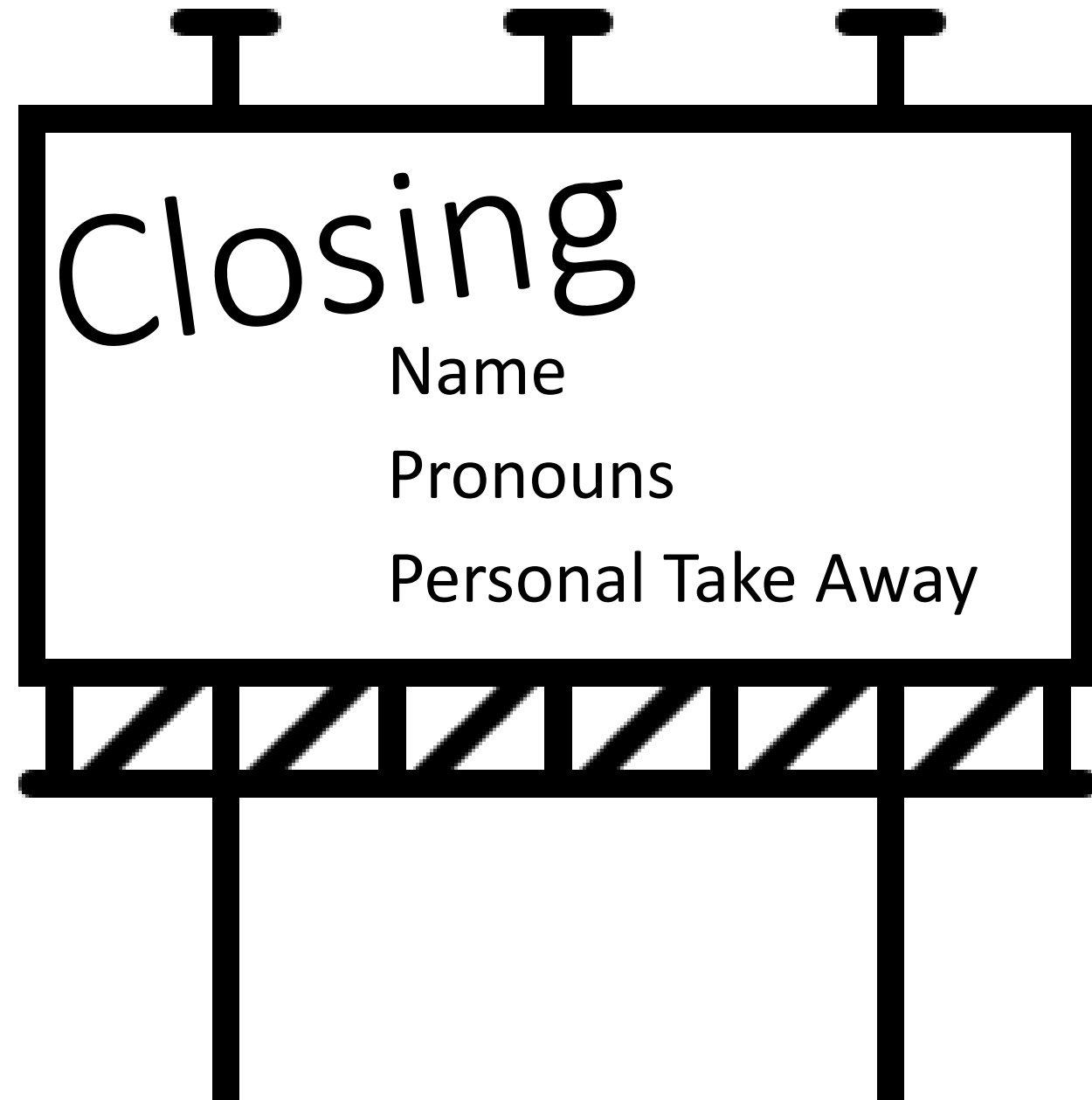
ORID to Analyze Today's Presentation

Tech Time 3: Jamboard

Dr. B. D. Tatum's Walkway Theory

Recap





Closing

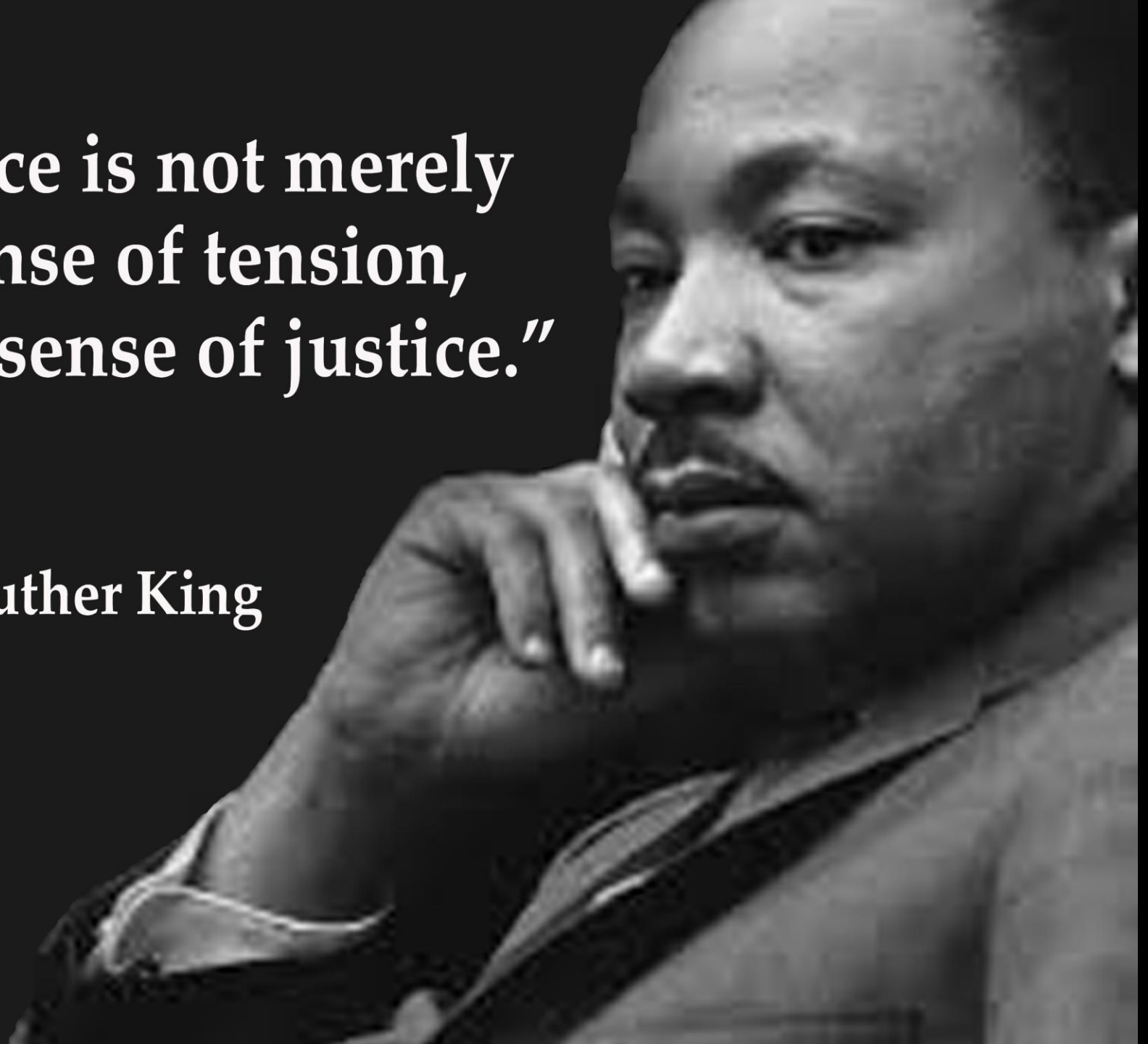
Name

Pronouns

Personal Take Away

**“True peace is not merely
the absense of tension,
it is the presense of justice.”**

- Dr. Martin Luther King



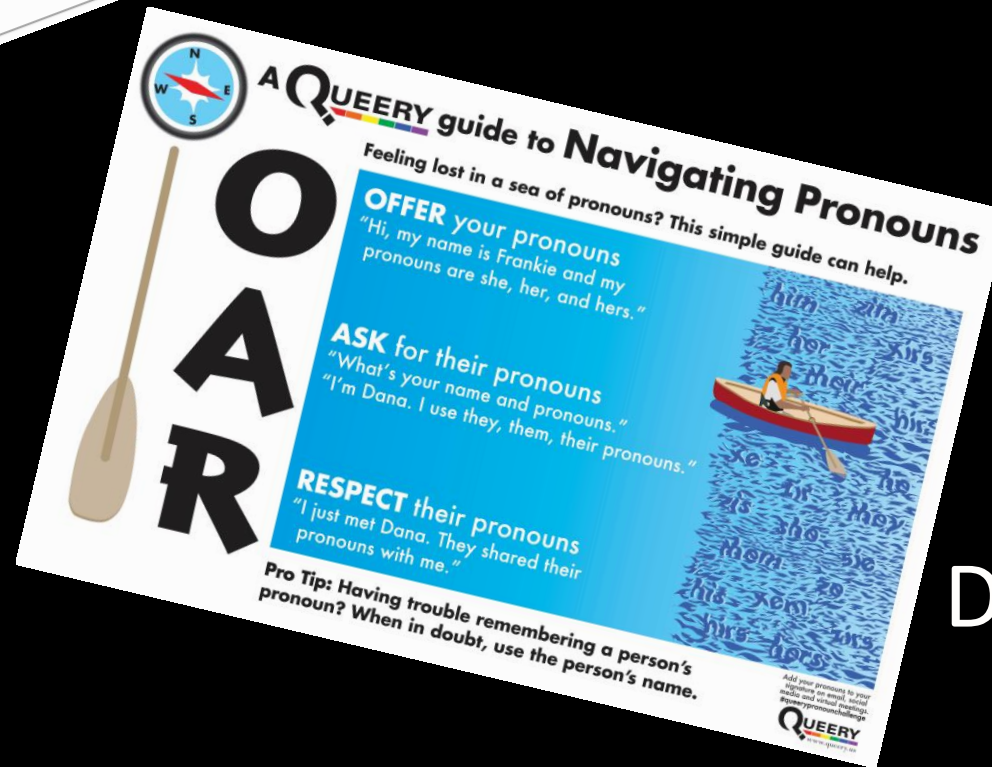
Thank U for Coming Out

Connect with us on IG:

- @queery.us
- @queerzenmeditation
- @queerypronounchallenge
- @queermarkcards
- @queercommunitybookclub



Queery Downloadable Content



Queery.us
Under Events
Downloadable Resources

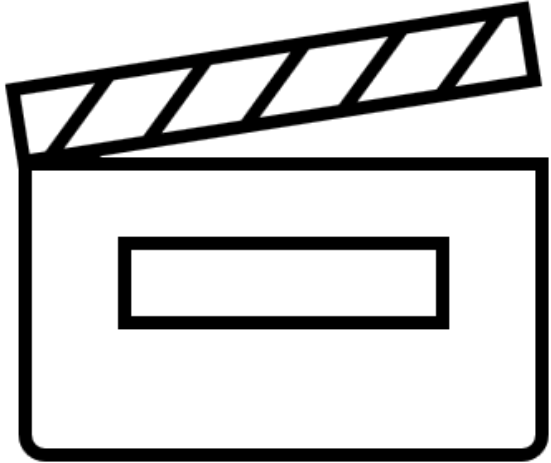


Engaging **LGBTQ+** communities
in creative primary violence
prevention projects

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[@queerypronounchallenge](#) on IG
Program Coordinator at Queery.us

James Young, He/They
james@queery.us
[@profjamesyoung](#) on IG
Social Sciences Professor,
Monroe College
Program Director at Queery.us



Stages of Coming Out

Stage 1 Identity Confusion

Question yourself, if you are LGBT. this stage you will first notice same-sex attraction.

When you come out to yourself and have not told anyone else.

Stage 2 Identity Comparision

Stage 3 Identity Tolerance

When you come out to members of the community but haven't shared your sexual identity with close friends, family, or the general public.

Start to come out to trusted friends and family whom you feel will be accepting of you.

Stage 4 Identity Acceptance

Stage 5 Identity Pride

Start to come out to anyone even if they might be hostile to you and your identity

You have integrated your sexual identity with other aspects of yourself

Stage 6 Identity Synthesis