LGBTQ+ Equity

Campus Conversation Series
October 29, 2020
Welcome

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Assistant Professor of Nursing;
Co-chair, UMMS Committee on Equal Opportunity and Diversity (CEOD)

Phil Berry (They/Them/Theirs)
Co-chair, UMMS LGBT Sub委员会 CEOD
Why are we here?
Intersectionality

Kimberlé W. Crenshaw
Distinguished Professor of Law
B.A. Cornell, 1981
J.D. Harvard, 1984
LL.M. University of Wisconsin, 1985
UCLA Faculty since 1986

Intersectionality is a way of understanding and analyzing the complexity in the world, people and in human experiences.
Intersectionality as an analytic tool

• Helps us to examine how power relations are intertwined yet mutually constructing
  • Race, class, gender, sexuality, dis/ability, ethnicity, nation, religion, and age
    • All gain meaning from power relations of
      • Racism, sexism, heterosexism and class exploitation
    • Four distinctive and interconnected domains of power
      • Interpersonal, disciplinary, cultural and structural
So what’s in it for us?

- Why do we care about race/ethnicity/gender/sex/socioeconomic differences in life chances?
- What is it that truly accounts for the inequalities in health care?
- How does oppression get into the body?
- How does health care delivery perpetuate inequalities/racism/oppression?
- What are we going to do about it?
My name is Kenneth Peterson…

And I am a Faggot…

I have lived my life as a faggot….it is part of me….it is in my heart, my mind and my soul…

And I have come to understand why I identify as me…

…I am WE….and WE created me…and WE frightened me….and WE threatened me….and we abused me…and WE marginalized me…WE oppressed me…

And yet…WE… challenged me…

I am WE….and I am responsible for me…

and WE are WE…and WE…are responsible for ME…and WE are responsible for WE…
Phil Berry
(Pronouns: They/ Them)
Co-Chair LGBTA Subcommittee of the CEOD
Rush Frazier
PRONOUNS: They/Them
Amora Andino

PRONOUNS: She/Her/Hers
LOVE YOUR LABELS

Joshua Croke

PRONOUNS: They/Them
Kelly Balcourt

PRONOUNS: She/Hers
Poem by Jacoby Collins (New York Times)