

# LGBTQ+ Equity

Campus Conversation Series

October 29, 2020



# Welcome

**Kenneth Peterson, PhD, FNP-BC (He/Him/His)**

Assistant Professor of Nursing;

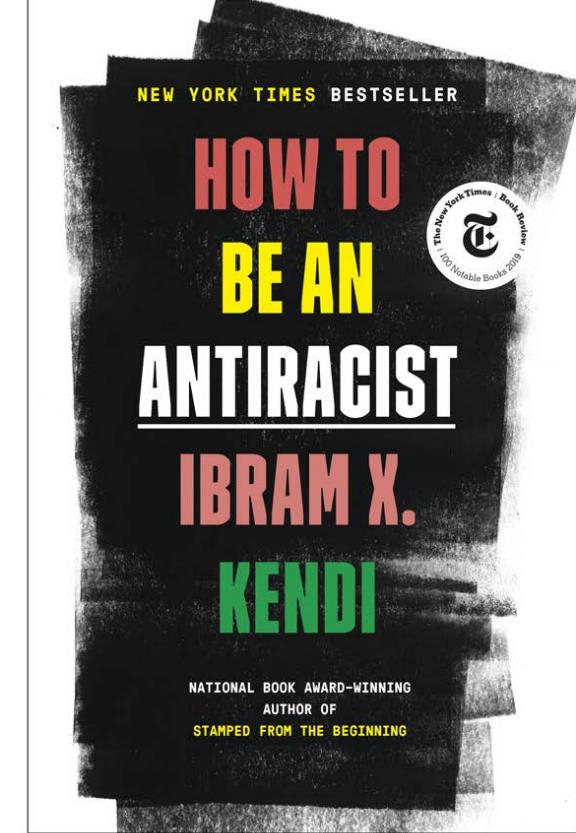
Co-chair, UMMS Committee on Equal Opportunity and Diversity (CEOD)

**Phil Berry (They/Them/Theirs)**

Co-chair, UMMS LGBTA Subcommittee CEOD



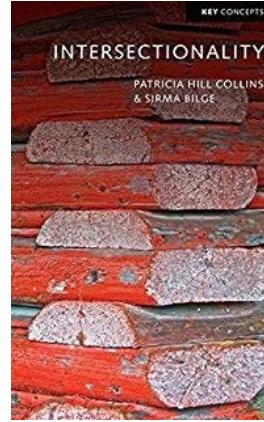
# Why are we here?



# Intersectionality



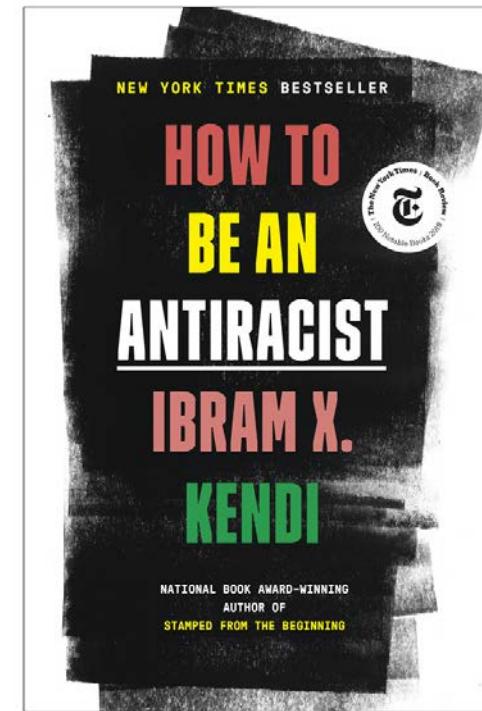
Kimberlé W. Crenshaw  
Distinguished Professor of  
Law  
B.A. Cornell, 1981  
J.D. Harvard, 1984  
LL.M. University of  
Wisconsin, 1985  
UCLA Faculty since 1986



**Intersectionality** is a way of  
understanding and analyzing the  
complexity in the world, people and in  
human experiences.

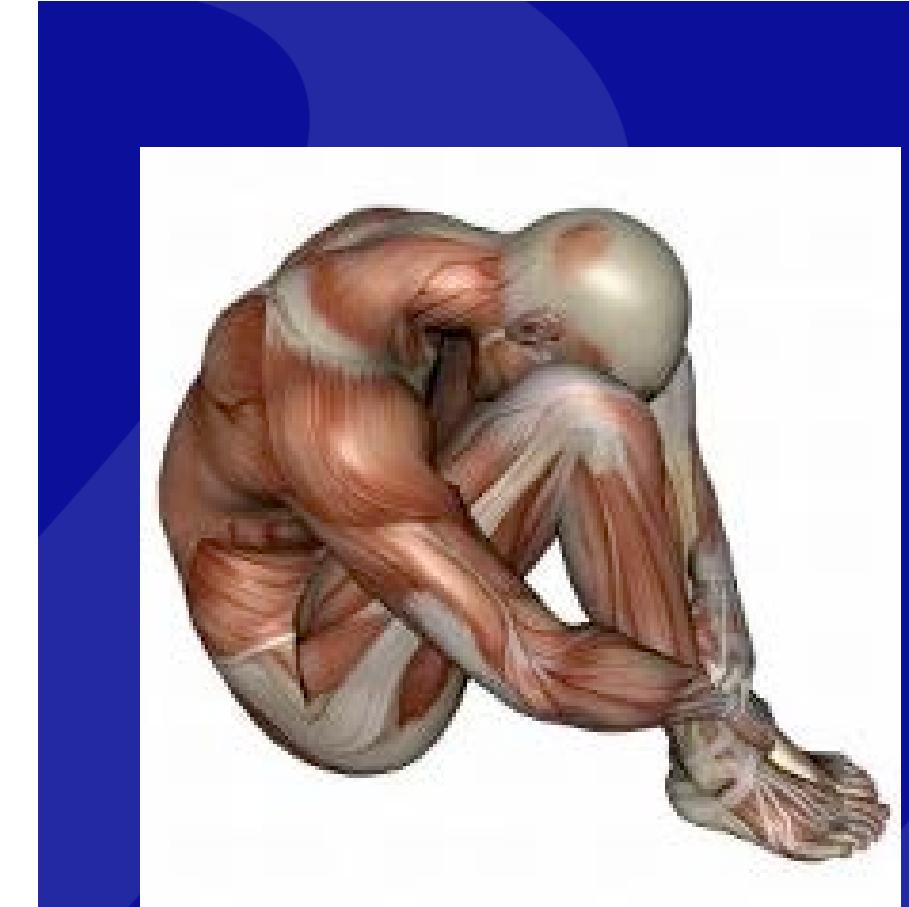
# Intersectionality as an analytic tool

- 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...**

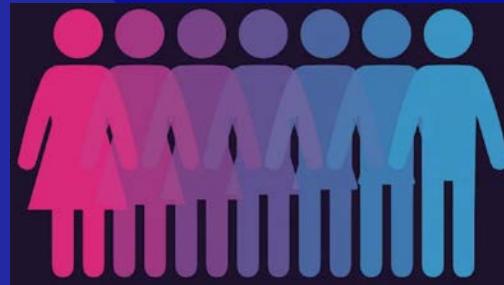
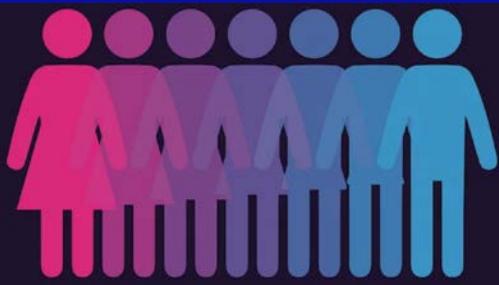
**And I have come to understand why I identify as me...**

**...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





WORCESTER

# Rush Frazier

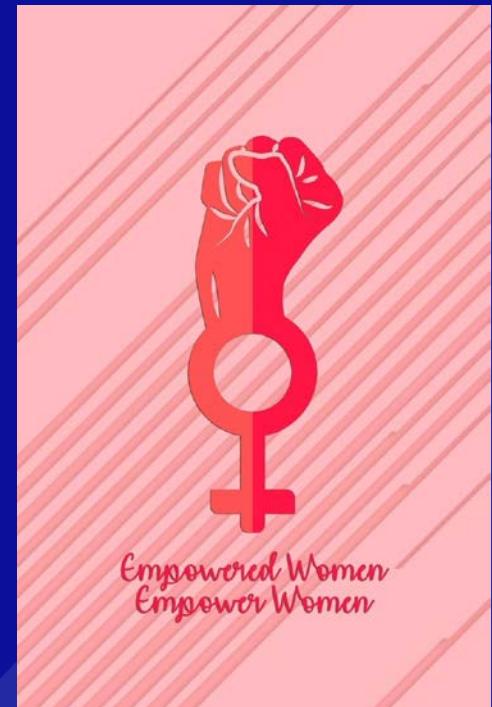
**PRONOUNS:** They/Them





# 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)

