

PRIDE 



Allstate

Out & Equal Workplace Summit 2018

Meet the Presenters



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Ground Rules



- Safe space to speak, but also a safe space to experience
- Listen first, speak second
- Assume positive intent



Brief History



Compton Cafeteria Riots: San Francisco, 1966

- Began due to police harassment
- After constantly being thrown in jail for cross-dressing or living as trans*, the "screaming queens" began an uproar in Compton's Cafeteria

Stonewall Riots: New York, 1969

- Raid on a gay night club incites violent riots
- Followed by several days of demonstration and leading to the formation of the Gay Liberation Front
- Known as the birth of Pride

Brief History



Marsha P. Johnson

- Prominent figure of the Stonewall Riots
- American drag queen and gay liberation activist
- Founded STAR with Sylvia Rivera, dedicated to helping homeless young drag queens and trans* women of color.

Source: marshap.org




Sylvia Rivera

- Threw the first bottle of the Stonewall Riots
- Advocate for all those marginalized as the “gay rights movement” began
- Became an activist specifically to work to decriminalize the homosexual and trans* communities

Source: srlp.org

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Intercultural Awareness of Self



Social Similarity Chart

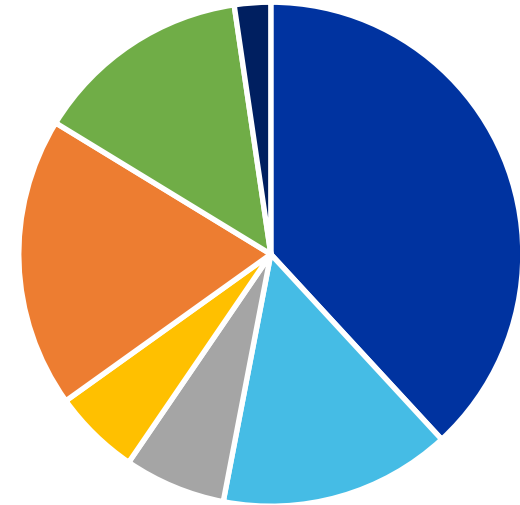
Name

- Sexuality
- Ability
- Class
- Age
- Religion
- Gender
- Race

Identity Prioritization: Definition and Impact



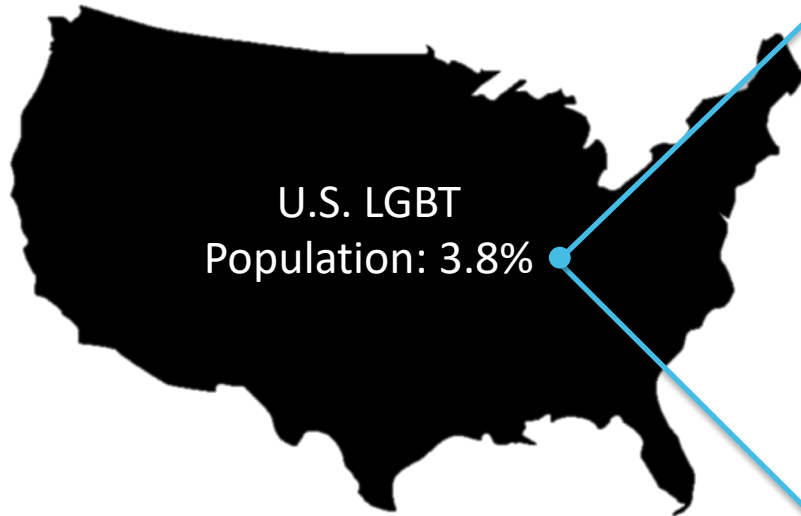
- What is it?
- How does this show up every day?
- How does this specifically show up in ERGs/BRGs?
- Why does this matter?
- How do we combat this?



Those Who Marriage Equality Left Behind



LGBT identity by the numbers



54%

Female

15%

Latinx

11%

African American

2%

Asian

Important issues affecting LGBTQ communities



	Unemployed	Have health insurance	Have a college education	Have income <\$24K
White	10%	90%	38%	18%
Latinx	11%	69%	19%	42%
African American	12%	84%	28%	37%
Asian	7%	89%	69%	16%

Important issues affecting LGBTQ communities



Latinx

African
American

Asian

- Economic Insecurity
- Violence & Harassment
- Criminal Injustice

- Immigration
- HIV & Health Inequality
- Stigma and Persecution

Ally: A verb



“No overt effort is being made, but the conveyor belt moves the bystanders along to the same destination as those who are actively walking.”

- Beverly Daniel Tatum



How to be an Ally



An ally is someone who listens and learns in order to better advocate for others. An ally never stops working for change.





1. Start with a targeted initiative
2. Reinforce the intersectional identities of ERG/BRG members
3. Tie success to the collective, not the individual ERG



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