



GETTING SMARTER: The Importance of Learning and Sharing Inclusive LGBTQ+ History

with Blair Imani

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About the Series

Increasingly, Out & Equal's member companies recognize that, while necessary, standard DEI efforts fall short in addressing the most vital component of retention and growth: feeling like you belong. Developing an organizational culture of belonging is hard – especially right now. COVID realities, Gen Z and Y redefining the workplace, and increased racially charged bias and violence all are driving the urgency and importance of establishing cultures of belonging now. *Practitioners for Change* brings critical conversations about racial equity and mental health and wellness to the forefront of DEI praxis.

Powered by [Capital One](#), the series is designed to help sustain practitioners both as professionals, and as people by weaving together critical conversations about racial equity, mental health, and well-being.

[Visit our website to learn more about the series and to access other sessions.](#)



About the Session

Pride month is a time to reflect and celebrate our LGBTQ+ community's past and future. It's a time to experience joy and advocate for our community's well-being while honoring the past.

Join Out & Equal in welcoming Blair Imani, historian, author, educator, and influencer for an engaging and informative lesson on the history of the LGBTQ+ movement that centers Black and Brown people of color, women, and nonbinary people. As a self-proclaimed 'herstorian,' Imani is dedicated to making DEI education accessible and fun. Imani has quickly become a leading voice in intersectional LGBTQ+ advocacy.

We encourage you to host internal viewings and discussion of Blair Imani's talk using the recording and discussion questions outlined in this resource.

Blair Imani



Blair Imani (she/her) is the LA Times Bestselling author of [Read This to Get Smarter](#). She is an award-winning educator, historian and influencer. She is also the author of *Making Our Way Home*, and *Modern HERstory*. Her scholarship spans the subjects of intersectionality, gender studies, race and racism, sociology, and United States history.

Imani is a Black bisexual Muslim woman who was born and raised in Los Angeles, California. Imani graduated with a degree in history from Louisiana State University where, in 2014, she founded Equality for HER, a (now closed) non-profit organization that provided resources and a forum for women and nonbinary people to feel empowered. In 2016, Imani's dedication to community took her to the front lines of a Black Lives Matter protest and following her arrest at the protests of Alton Sterling's murder in Baton Rouge, Imani began building a platform and social media presence to organize and create awareness about injustices in her communities.

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Key Terms: Identity

Personal Identity: The way a person perceives themselves

Social Identity: The way others perceive us

Even though these identities are connected and influence each other, it is up to each person to define their personal identity.

Social identity may not always fully match our personal identity since others may understand us differently than we understand ourselves. ¹

“One way to understand identity is as a flower with many petals. Picture a favorite flower and imagine that the components that comprise “you” - are the petals on that flower... These petals can shed, grow, and change as we go through life, and we are allowed to have as many or as few as we decide” ¹

¹ Blaire Imani, *Read This to Get Smarter*, (2021).

Discussion Questions

1. How does your social identity shift in different settings such as home, work, or social media? How do those identities intersect, if at all?
2. How can we create systems of liberation inside and outside of the workplace?
3. How do assigned gender roles impact all of us? What are some ways that we can work away from the binary system of gender?
4. How can we be better allies to ourself? When we choose to live vulnerably, what do we give up and what do we gain?



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