

## Affirming LGBTQ+ Identities - FCH/SNAP-Ed

Presented by Linse Sullivan (they/them), [Oregon Parenting Education Collaborative](https://www.oregonparentingeducationcollaborative.org/)  
Linse.Sullivan@oregonstate.edu

Resources: <https://beav.es/5W3>



### Key Principles - not just for LGBTQ+ people!

1. People have the right to self-actualize. People are who and what they say they are.
2. People change, and have the right to have their changes honored.
3. People have the right to privacy and have the right to share, or not share.
4. You absolutely have strengths and skills to offer!

[Continuum on Becoming an Anti-Racist Multicultural Organization; A Multicultural Organization](#) by Bailey Jackson, Ed.D. and Rita Hardiman, Ed.D

### Self Assessment

- |                                                                                                                                     |                                                                                                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> I can talk about my own identities such as my race, gender, gender expression, and sexuality.              | <input type="checkbox"/> If I am planning an event/class, I know how to prepare the space to make the event welcoming and inclusive.                        |
| <input type="checkbox"/> I know what the different letters in the LGBTQIA2S+ acronym stand for.                                     | <input type="checkbox"/> I know about recent events and laws that impact the LGBTQ+ community, and make personal decisions based on that information.       |
| <input type="checkbox"/> When I meet new people, I share my name and pronouns.                                                      | <input type="checkbox"/> I shop at different queer-owned businesses and/or enjoy art, music, comedy, etc. by queer and trans people.                        |
| <input type="checkbox"/> I generally use gender neutral language in my day-to-day conversations.                                    | <input type="checkbox"/> I know what actions I would take if a job, event, or organization harms or discriminates against someone from the LGBTQ+ community |
| <input type="checkbox"/> When I hear a biased comment at work or when I am with family/friends, I feel confident in how to respond. |                                                                                                                                                             |
| <input type="checkbox"/> When I have questions about something related to the LGBTQ+ community, I know how to get input.            |                                                                                                                                                             |

### Things that Affirm

- Self Introductions
- Self Corrections - Pause & Restate
- Addressing harmful comments in the moment
  - Script: "I feel \_\_\_\_\_ (troubled/concerned/confused) by that comment. Let's get back to it and check in after."
  - What else would work in my setting?
- Policy & Practice - Are you craving a sandwich now?
  - [OSU Extension policies](#)
  - OSU Extension practice examples
    - [Discrimination reporting](#)
    - [4H Example 1, Example 2](#)
    - [Accessible events, Accessible documents](#)
  - [SNAP-Ed Plan Guidance and Policy](#)

Last updated 07/2023

Learn more about OPEC at [health.oregonstate.edu/opec](https://health.oregonstate.edu/opec)