

LGBTQ+ Equity

Campus Conversation Series

October 29, 2020



Welcome

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

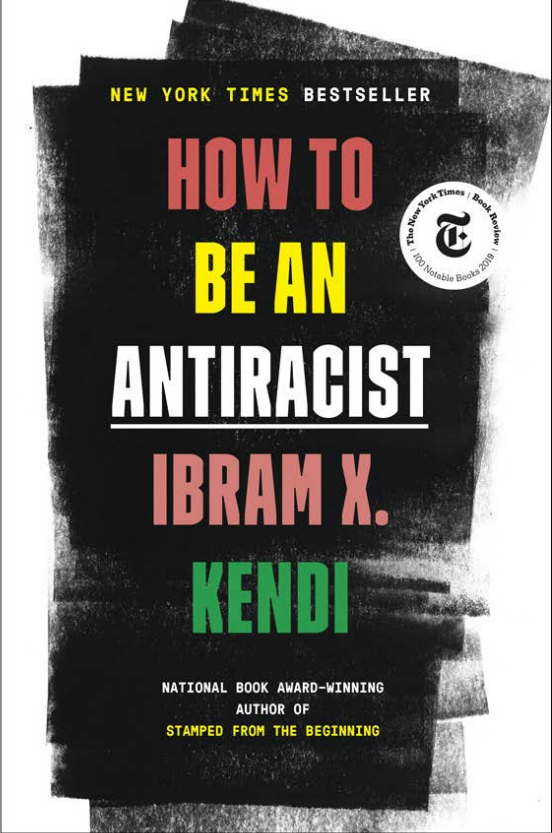
Assistant Professor of Nursing;

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

Phil Berry (They/Them/Theirs)

Co-chair, UMMS LGBTQA Subcommittee CEOD

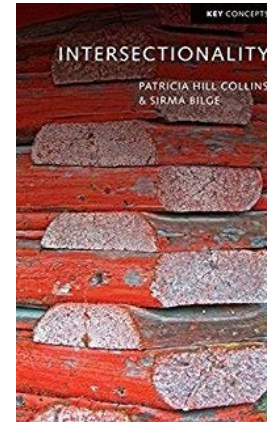
Why are we here?



Intersectionality



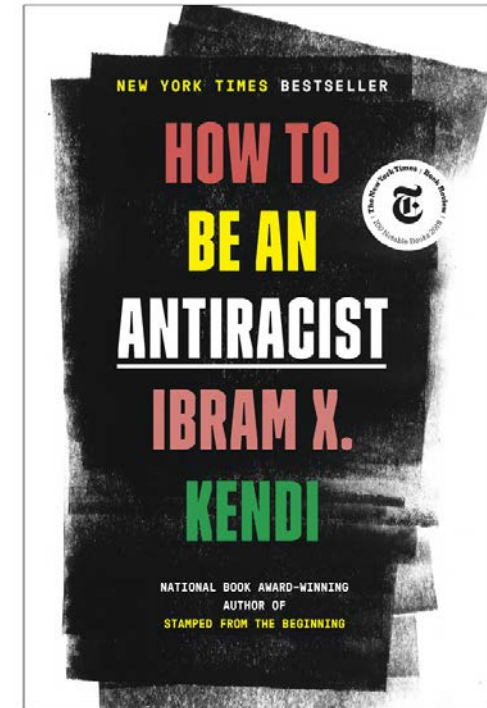
Kimberlé W. Crenshaw
Distinguished Professor of
Law
B.A. Cornell, 1981
J.D. Harvard, 1984
LL.M. University of
Wisconsin, 1985
UCLA Faculty since 1986



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 LGBTQA Subcommittee of the

CEOD



POWER
TO
THE
QUEER
KIDS



WORCESTER

Rush Frazier

PRONOUNS: They/Them



SLICK AF

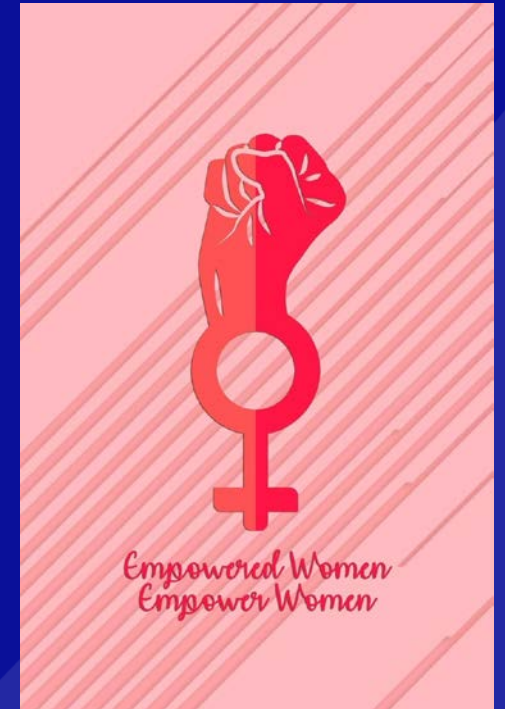


SLICK AF



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)