



PrideAbility.org

Connecting the LGBTQIA+ Community

Presented by:

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Agenda



- Why we're here
- Growing through the pandemic
- Our online resources and future goals
- Where to go from here and how you can join the movement



PrideAbility Mission Statement

- “PrideAbility is a movement that promotes ongoing education, understanding, and respect through a network of connections and advocacy that provides support and friendship for citizens with intellectual and developmental disabilities who identify as LGBTQIA.”



PRIDEABILITY

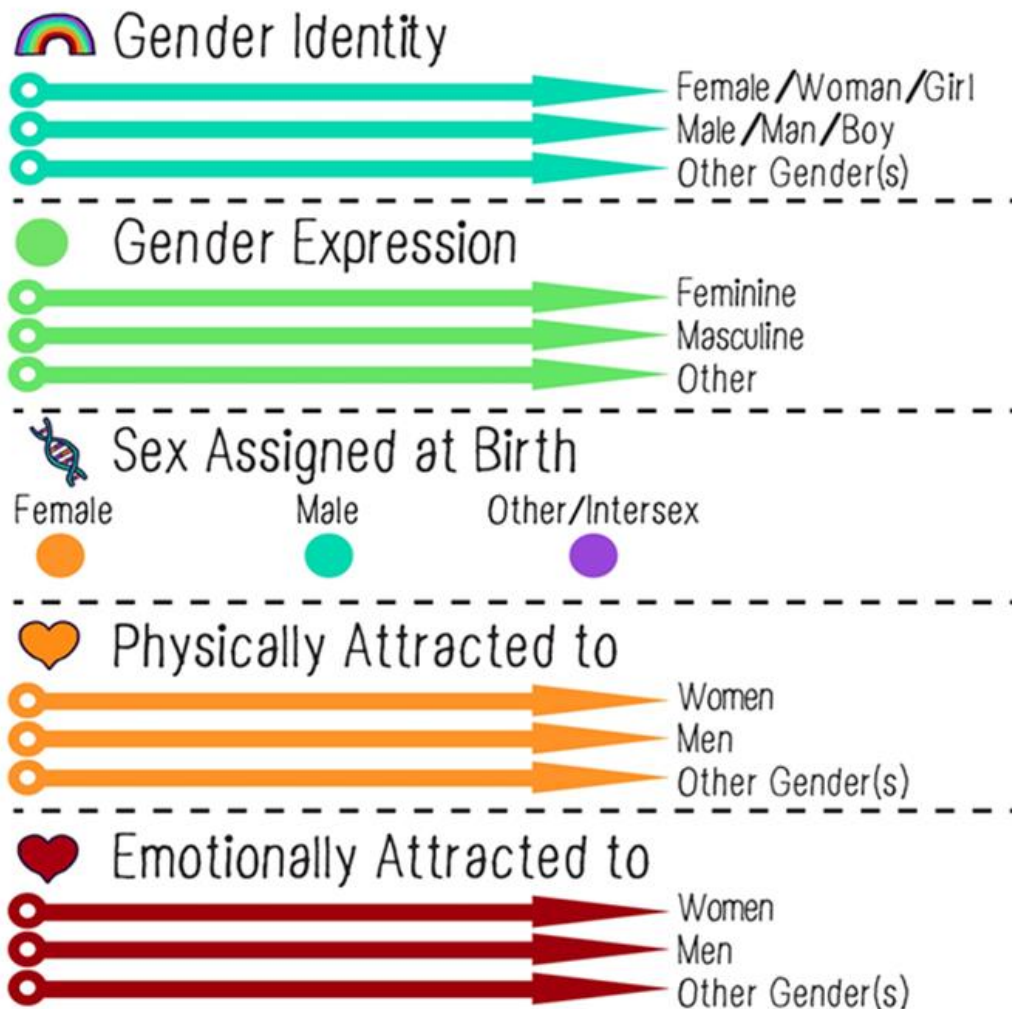
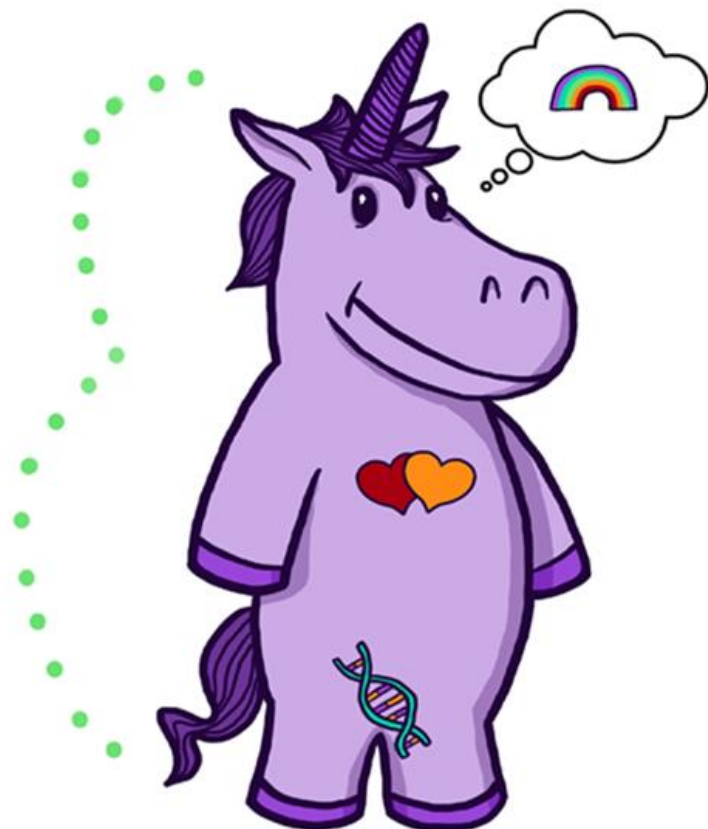


Many identities, one community



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



Pronouns



Pronouns

Most common member-defined pronouns on LinkedIn

The most frequent pronouns used by LinkedIn members, after “she/her,” “he/him,” and “they/them”

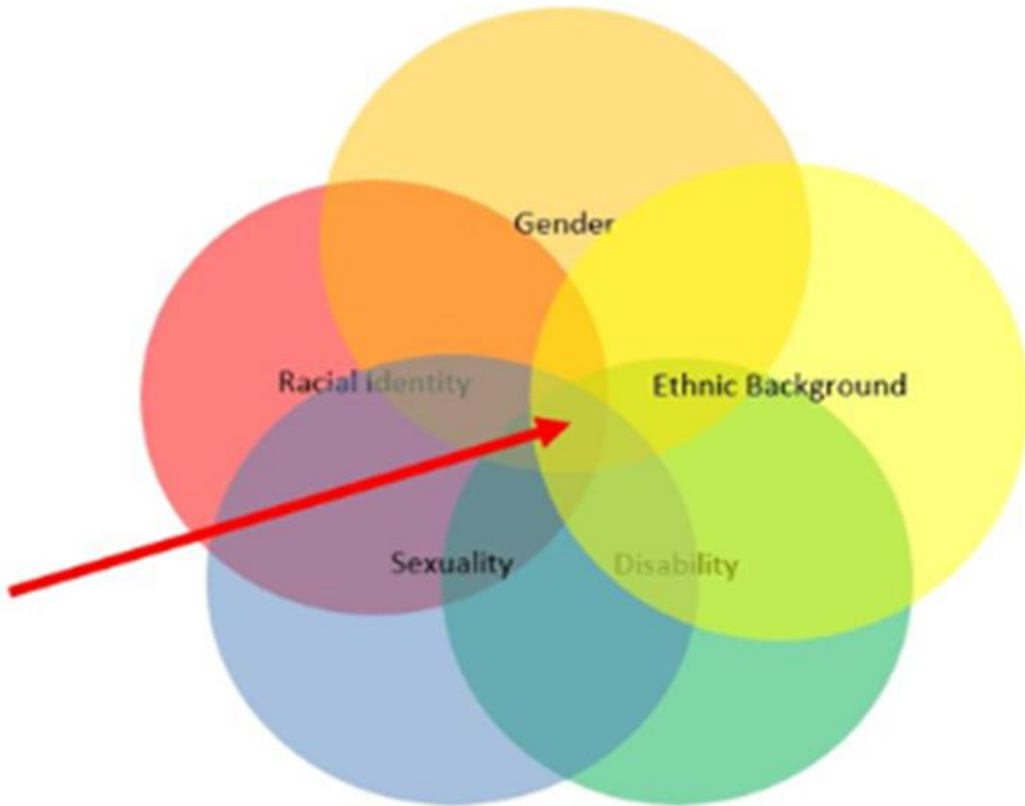
1. “she/they”
2. “he/they”
3. “they/she” *
4. “they/he”
5. “any pronouns” **



* Since the order of pronouns may reflect a preference, pronoun sets such as “she/they” and “they/she” are counted separately.

** This reflects members who wrote “any” or “any pronouns.”

Why this matters: Intersectionality



- People can face discrimination from outside their community, but also from those who are inside their community.
- For example, people may struggle to fit in with the LGBTQ+ community because they have a disability. They may feel like it's hard to relate to others with a disability, because they are LGBTQ+



5 Trauma Informed Care Guiding Principles

1. Safety- Physical and emotional safety
2. Trustworthiness and Transparency- Meaningful sharing of power and decision-making
3. Choice- Voice and Choice
4. Collaboration and Mutuality- Partnership, leveling of power differences
5. Empowerment- A person's strengths are recognized, built on and validated.



Adapting and Growing through the pandemic

- Moving to virtual meetings changed the nature of our groups and meetings.
- The pain and pleasure of Zoom: It was easy to learn for some, and represented challenges for others.
- Our regions banded together and began monthly statewide meetings.



Monthly meetings and Committees

- The NY statewide PrideAbility group meets the fourth Tuesday of every month on zoom, from 7pm-8pm.
- 3 Ad hoc Committees:
 - Marketing
 - Social
 - Membership and Hospitality



Ground Rules- maintaining a safe space

Ground Rules for Host:

1. Be prepared: review/share agenda and presentation.
2. Respect meeting start and end times.
3. Make time for brief casual conversation before and/or after the meeting establishing rapport and sharing positive energy.
4. Encourage attendees to briefly introduce themselves, often prompted with an icebreaker, i.e. "what have you done for fun this past month?"



Ground Rules- maintaining a safe space

Ground Rules for Participants:

1. Be attentive and be present - don't stare at your phone, answer emails/texts, or multi-task.
2. Turn off your phone and all notifications on your devices.
3. Do not chat with Everyone, only chat Privately, and make sure your microphone is muted when you're posting a message in the chat.
4. If you don't want to be seen, turn off your camera.
5. Rename yourself so we can address you by name.



Ground Rules- maintaining a safe space

6. Be courteous. Do not interrupt or speak over other people.
7. Raise your hand when you want to speak, either physically or by using the "raise hand" feature.
8. Keep your sharing brief so everyone has the opportunity to speak, if they choose to.
9. Mute yourself when you're not talking. Sit in a quiet area if you can.
10. Be yourself and have fun!



Our Website and Online Presence

- Divas with Disabilities and the Urgent Action Fund generously provided us with funding for our website, Prideability.org.
- This will connect our groups, and also offer resources that you can use when supporting this population.
- Like us on Facebook: search “PrideAbility”, or email us at prideabilitynys@gmail.com





PrideAbility
@prideability · 5 (5 reviews) · Community

Use app
surveymonkey.com

Home About Events Photos More ▾

Liked Message

About See all

PrideAbility is an exciting growing initiative, whose mission it is to expand LGBTQIA Advocacy across New York State, for people with intellectual and... See more

563 people like this including 18 of your friends

606 people follow this

Typically replies within a day
Send message

prideabilitysys@gmail.com

Community

Photos See all

Create post

Photo/video Check in Tag friends

PrideAbility
March 22 · 🌐

<https://www.yai.org/.../double-outsiders-unpacks-unique-...>

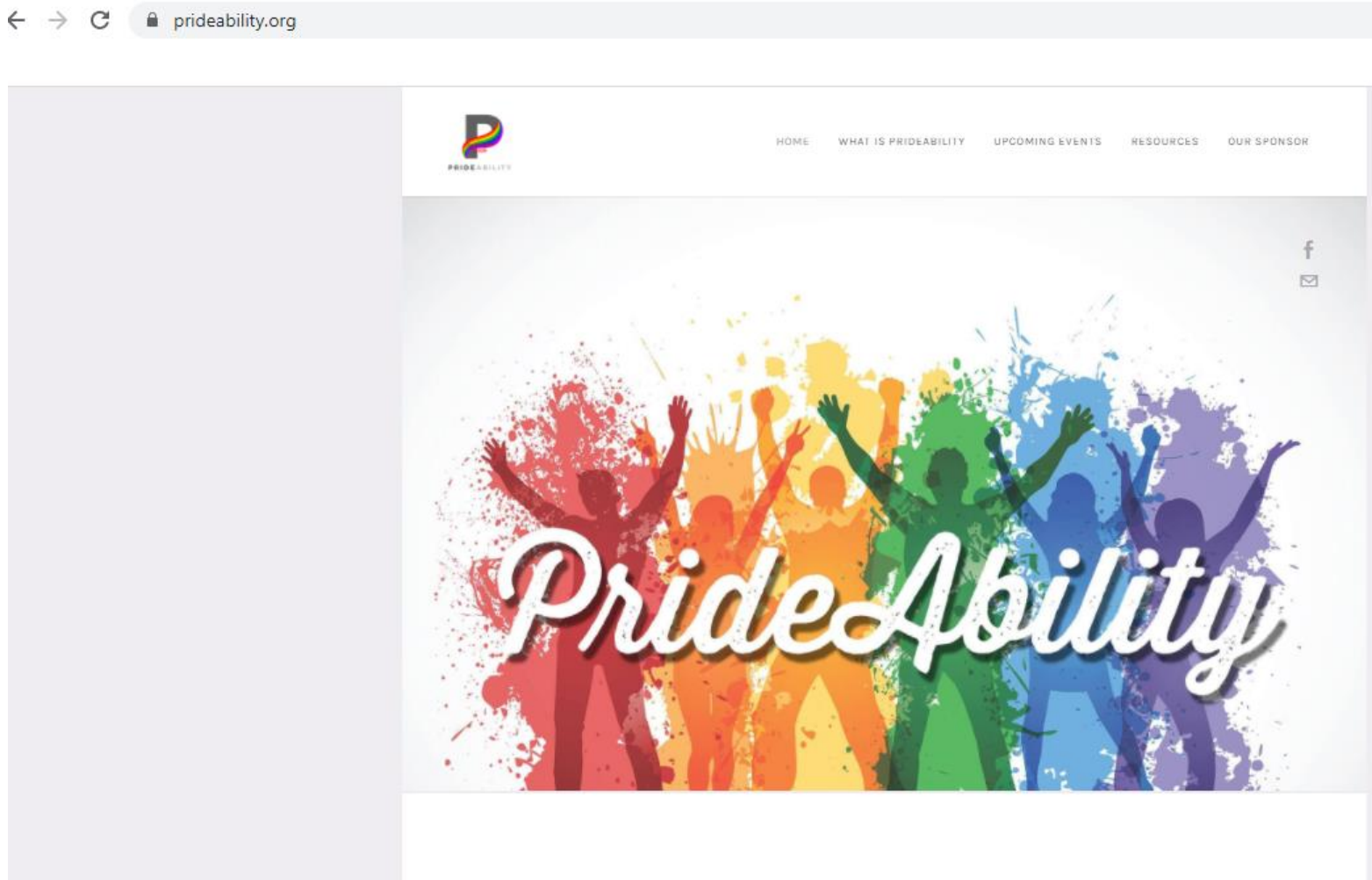
WI.ORG
"Double Outsiders" Unpacks Unique Experience of LGBTQ People With I/DD

You, Claire Miller, Pam Boyle and 1 other 2 Shares

Sponsored by



Our Website



Looking ahead

Our Goals:

- Return to in-person/hybrid meetings
- Statewide conference
- Increase numbers of regional groups to facilitate access
- Continue to enhance website
- Increase outreach via Facebook page
- Continued outreach to CCOs and provider agencies statewide
- Seek grant funding to underwrite PrideAbility activities regionally and throughout the state.



Tips and Hints for Starting your own groups

- Interagency collaboration and sharing of resources
- Be as accessible as possible when it comes to time and location
- Identify a co-leader, someone who is part of the group to serve alongside the facilitator.



Tips and Hints for Starting your own groups

- Each person in the LGBTQ+ community has unique experiences.
- Find similarities and commonalities among the diverse group.
- People may be coming in with negative perceptions about their sexuality.
- The wisdom is in the room: creating peer support groups gives members an opportunity to learn from each other
- People can be in different phases of coming out.
- People may be going home to staff or families who don't want to talk about this topic. This may be one of their only opportunities to express themselves. Leave some room and flexibility for people as they navigate those dynamics.



Tips and Hints for Starting your own groups

- Don't give up. Even the smallest group can make a large impact on those who are part of it.
- Good things take time.
- Reach out to one of the PrideAbility regional facilitators



Thank you!

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Partners



Questions

