



The Changing View of LGBTQ

Virginia Library Association Annual
Conference, 2015

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Ashburn Library

Loudoun County Public Library



Agenda

- LGBTQ members of your community.
- Importance of beginning or improving services and collections that serve LGBTQ individuals.
- Resources and tips to ensure your collections and programs are inclusive:
 - Suggested titles for certain audiences.
 - Review and recommendation resources.
 - Accurate subject headings.
 - Programming ideas.
 - Outreach and partnership opportunities.
- Tools to engage and encourage the conversation.



LGBTQ Community

- 65% of Americans report having a close friend or family member who is gay or lesbian.¹
- 3.5% of adults in the US identify as lesbian, gay, or bisexual and an estimated 0.3% of adults are transgender.²
- 2010 US Census indicated that one quarter of gay couples are raising children.³
- 4.5% of youth identify as LGBT in high school and an additional 4.5% identify as Questioning.⁴

¹ "Survey: A Shifting Landscape: A Decade of Change in American Attitudes about Same-Sex Marriage and LGBT Issues." *Major Special Topics Surveys*. Public Religion Research Institute, 26, Feb. 2014. Web. 14 Oct. 2015.

² Gates, Gary J. "How many people are lesbian, gay, bisexual, and transgender?" *The Williams Institute*. UCLA School Of Law Williams Institute, April, 2011. Web. 14 Oct. 2015.

³ James, Susan Donaldson. "Census 2010: One-Quarter of Gay Couples Raising Children." *ABC News*. ABC News, Inc. 23, June 2011. Web. 14 Oct. 2015.

⁴ "Lesbian, Gay, Bisexual, Transgender Youth FAQ." *LGBTQ Youth FAQ*. Youth Suicide Prevention Program. Web. 14 Oct. 2015.

Changing Social Views



IMAGE: Barnes, Evert. "02a.SupremeCourt.WDC.25June2015 (19133148436).jpg." Wikimedia Commons. 12, March 2015. Web. 14 Oct. 2015.

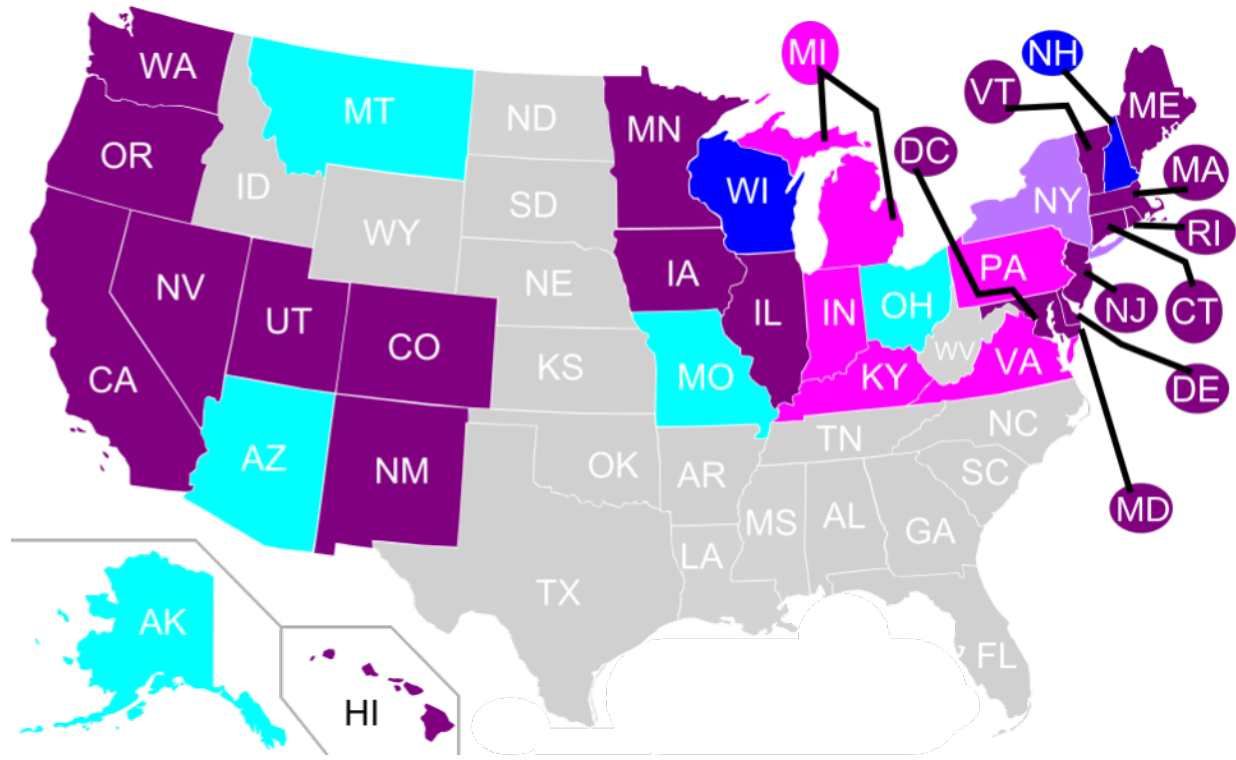


IMAGE: FighHIVinDC. "World AIDS Day White House Protest." Flickr. 6, Dec. 2006. Web. 14 Oct. 2015.

- Support for same-sex marriage has doubled since early 2000s.
- 63% of the public support adoption rights for same-sex couples.
- 72% of the public supports laws protecting homosexuals from job discrimination.¹

¹ Flores, Andrew R. "National Trends in Public Opinion on LGBT Rights in the United States." *The Williams Institute*. UCLA School Of Law Williams Institute, April, 2011. Web. 14 Oct. 2015.

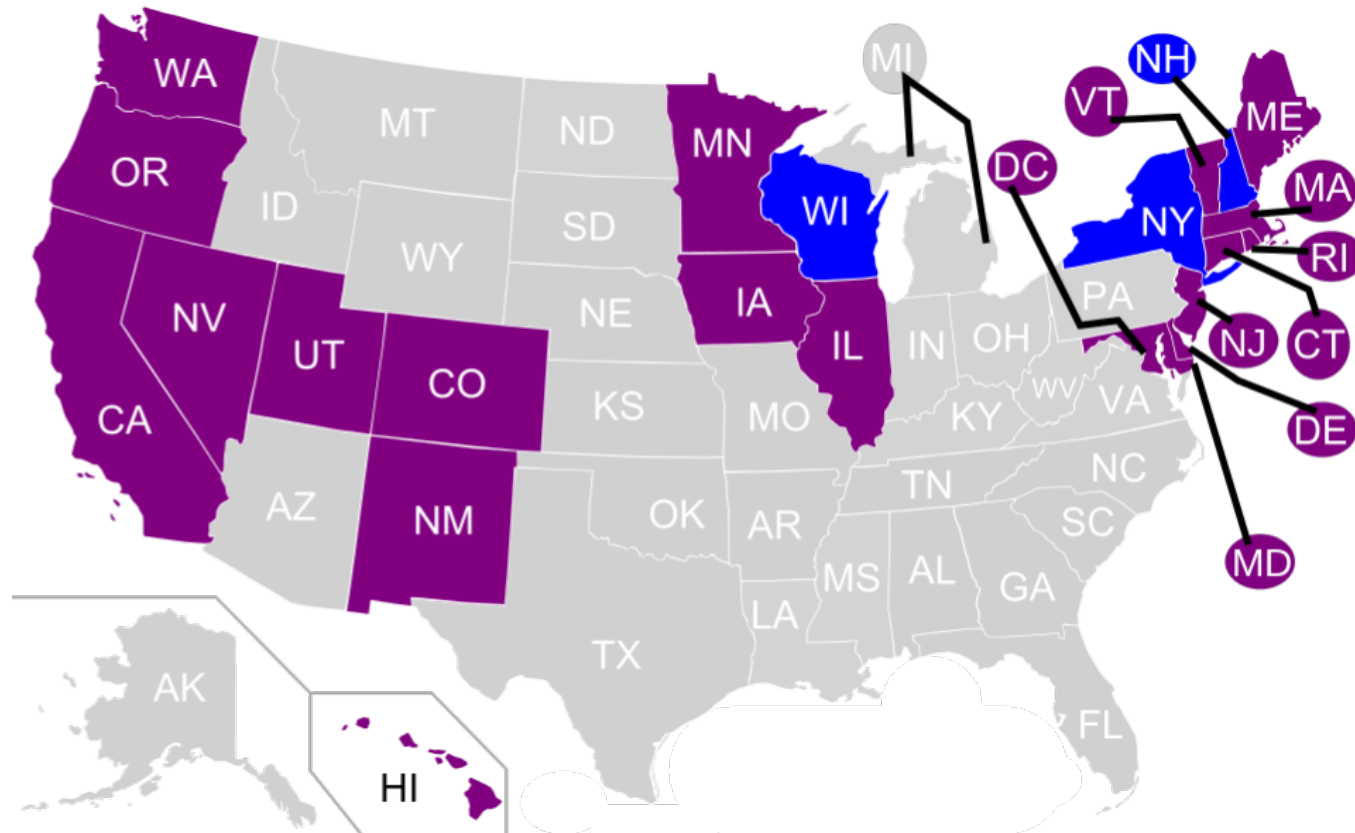
Employment Discrimination



- LGBT discrimination laws for all employment
- Sexual orientation discrimination laws for all employment
- No state-level laws for LGBT employees
- Sexual orientation discrimination laws for all employment; gender identity laws only in state employment
- LGBT discrimination laws for state employment
- Sexual orientation discrimination laws for state employment

IMAGE: User: AHC300. "LGBT Housing Discrimination.svg." Wikimedia Commons. 12, March 2015. Web. 14 Oct. 2015.

Housing Discrimination



Prohibits housing discrimination based on sexual orientation, gender identity

Prohibits housing discrimination based on sexual orientation only

Does not factor sexual orientation or gender identity



LGBTQ Youth & Teens

- LGB youth are 4 times more likely to attempt suicide; questioning youth are 3 times more likely to attempt suicide.¹
- Nearly half of young transgender people have seriously thought about taking their lives, and one quarter report having made a suicide attempt.²
- LGB youth who come from highly rejecting families are 8.4 times as likely to have attempted suicide.³
- About 40% of homeless youth are LGBT.⁴

¹ CDC. (2011). Sexual Identity, Sex of Sexual Contacts, and Health-Risk Behaviors Among Students in Grades 9-12: Youth Risk Behavior Surveillance. Atlanta, GA: U.S. Department of Health and Human Services.







² Grossman, A.H. & D'Augelli, A.R. (2007). Transgender Youth and Life-Threatening Behaviors. *Suicide and Life-Threatening Behaviors*.37(5), 527-37.

³ Family Acceptance Project™. (2009). Family rejection as a predictor of negative health outcomes in white and Latino lesbian, gay, and bisexual young adults. *Pediatrics*. 123(1), 346-52.

⁴ "America's Shame: 40% of Homeless Youth Are LGBT Kids." *San Diego Gay and Lesbian News*. UCLA School Of Law Williams Institute, 13, July, 2012. Web. 14 Oct. 2015.




Libraries and LGBTQ Individuals


- 
- Virginia Library Association's Diversity and Inclusion Forum
- 
- Society of American Archivists Lesbian and Gay Archives Roundtable
- 
- American Library Association's Gay, Lesbian, Bisexual, and Transgender Roundtable
- 
- ALA policy and statement on diversity explicitly notes LGBT individuals and their unique needs
- 
- 




ALA Policy and Statement on Diversity




“...promotes equal access to information for all persons and recognizes the ongoing need to increase awareness of and responsiveness to the diversity of the communities we serve. ALA recognizes the critical need for access to library and information resources, services, and technologies by all people, especially those




who may experience...cultural or social isolation; physical or attitudinal barriers; discrimination on the basis of...sexual




orientation, gender identity, gender expression; or barriers to equal



education, employment, and housing...Libraries can and should



play a crucial role in empowering diverse populations for full



participation in a democratic society. In order to accomplish this, however, libraries must utilize multivariate resources and strategies.”



Resources and Tips for Inclusive Collections and Programs



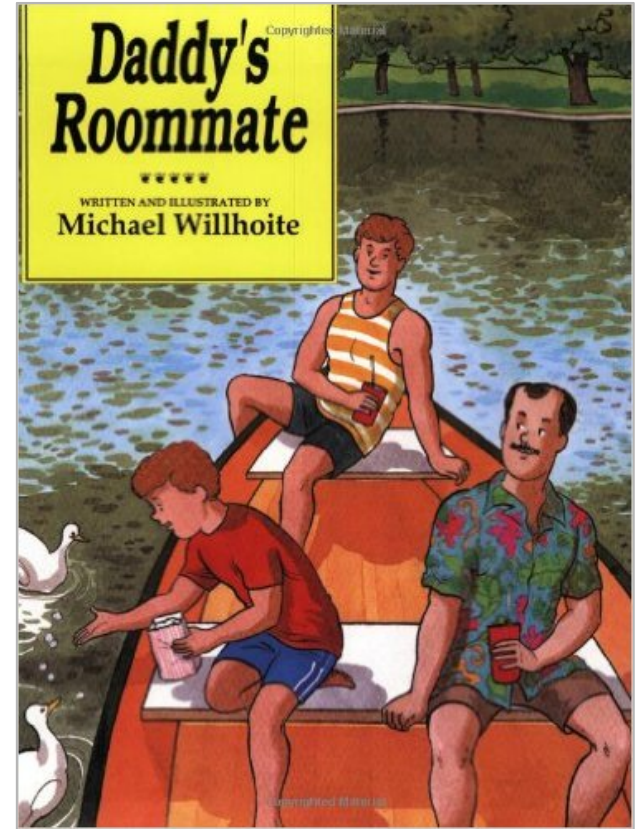
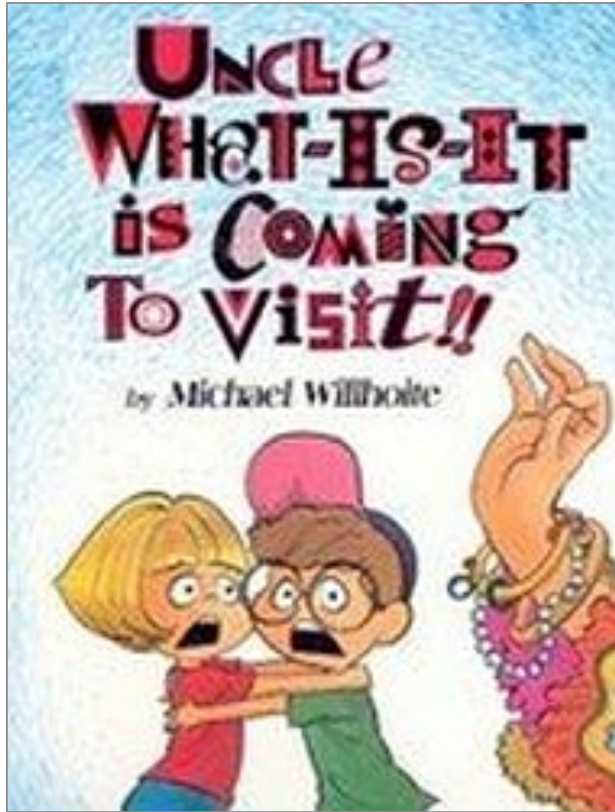


IMAGE: "Uncle What-Is-It is Coming to Visit!" Books. Amazon. Web. 14 Oct. 2015.

IMAGE: "Daddy's Roommate." Books. Amazon. Web. 14 Oct. 2015.

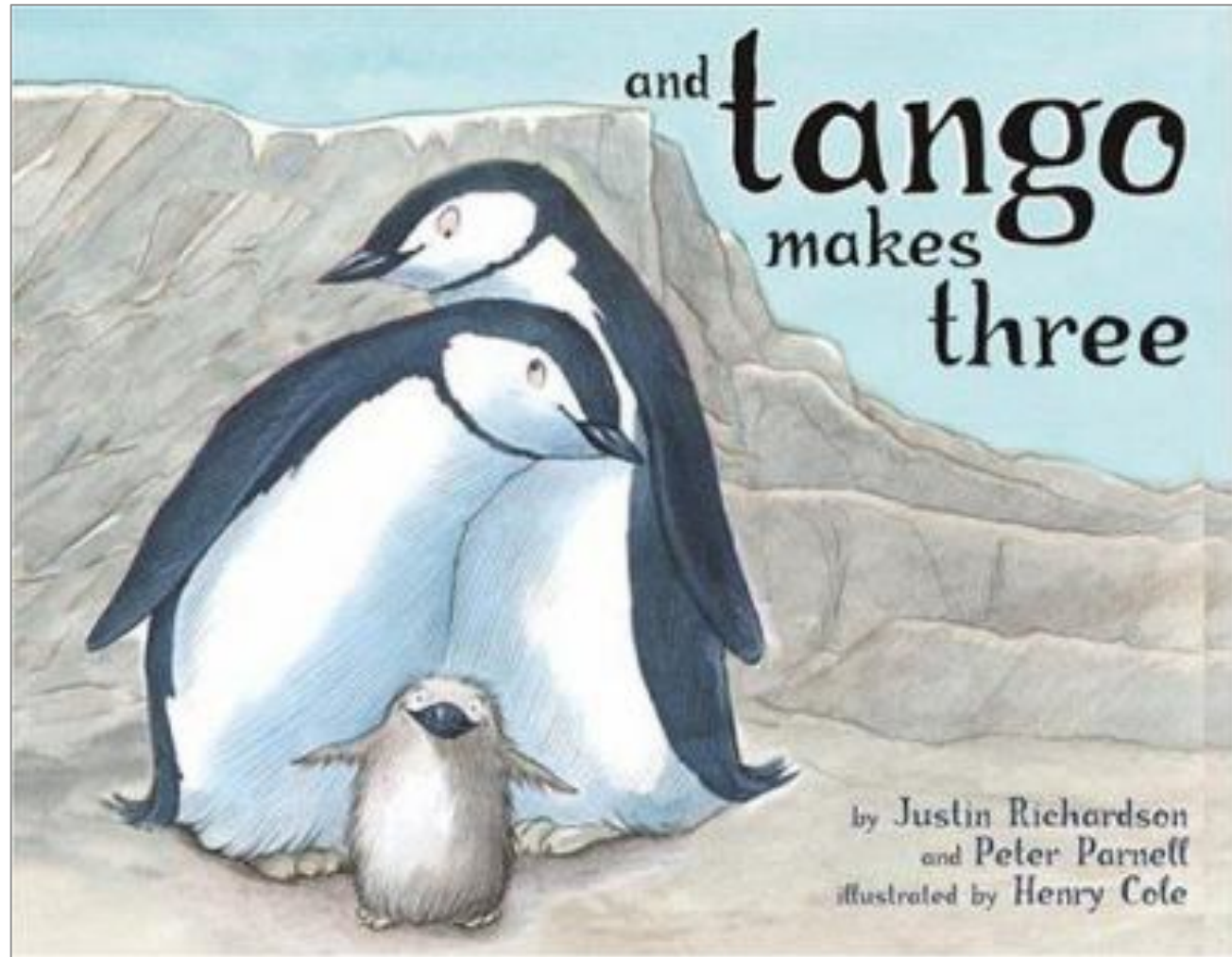


IMAGE: "And Tango Makes Three." Loudoun County Public Library IPAC.
Web. 14 Oct. 2015.



Suggested Titles for Children

Suggested Titles for Children

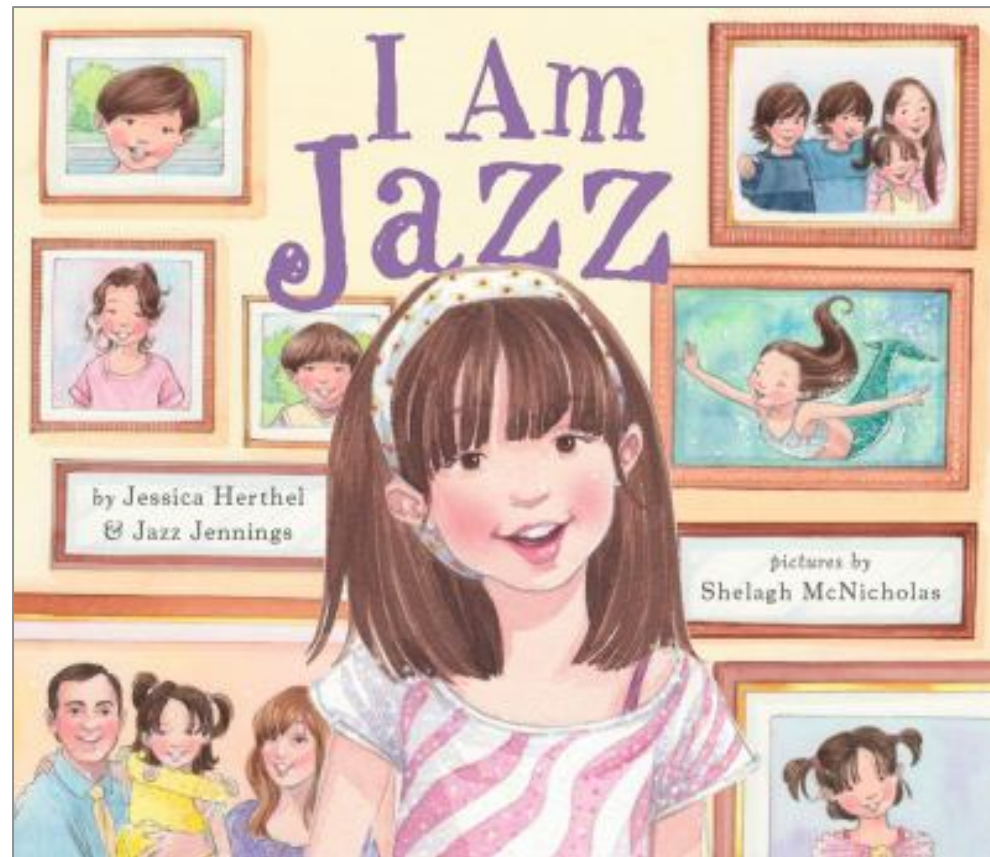


IMAGE: "I Am Jazz." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

Suggested Titles for Children

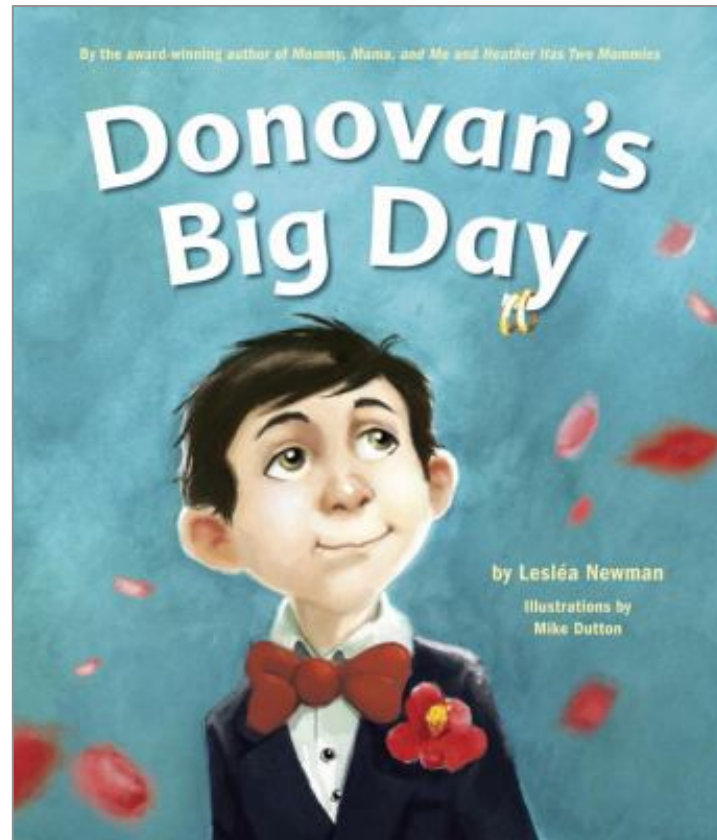


IMAGE: "Donovan's Big Day." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

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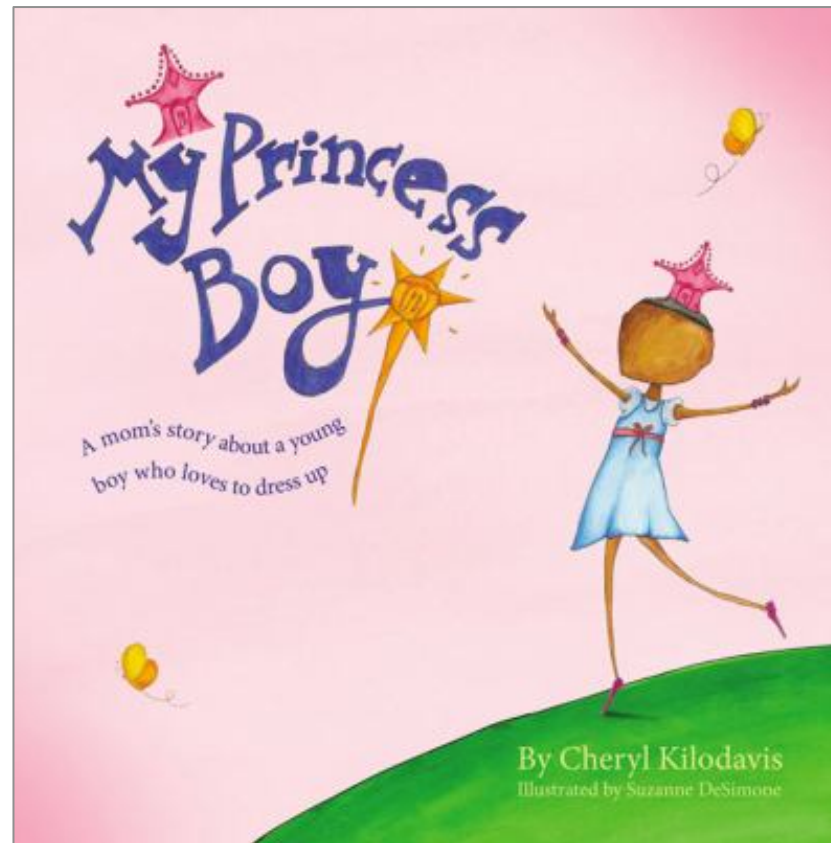


IMAGE: "My Princess Boy". Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

Suggested Titles for Children

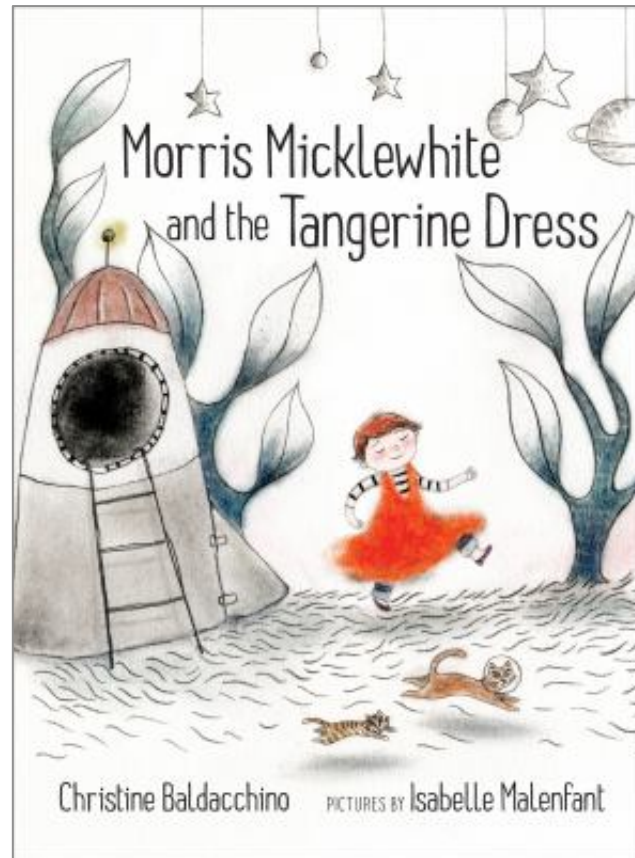


IMAGE: "Morris Micklewhite and the Tangerine Dress." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

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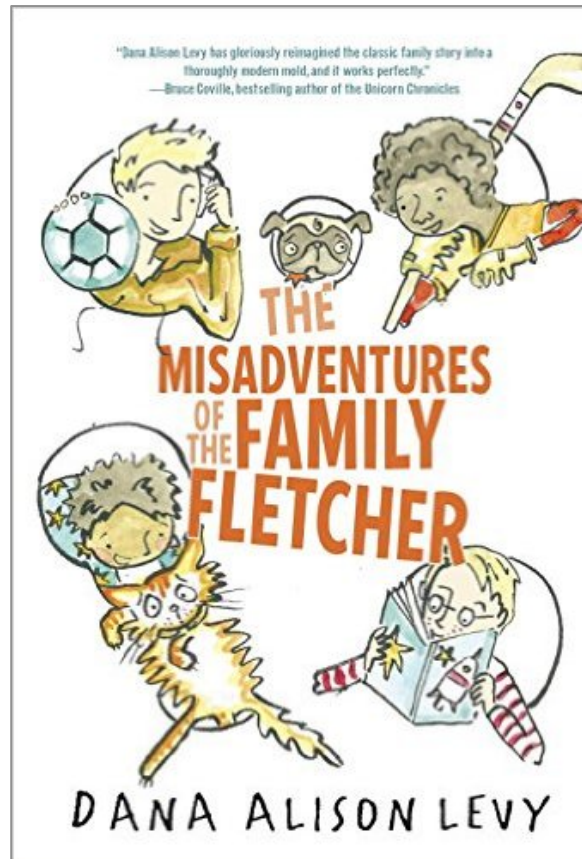


IMAGE: "The Misadventures of the Family Fletcher." *Books*. Amazon. Web. 14 Oct. 2015.

Suggested Titles for Children



IMAGE: "My Mixed-Up, Berry Blue Summer." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

Suggested Titles for Children

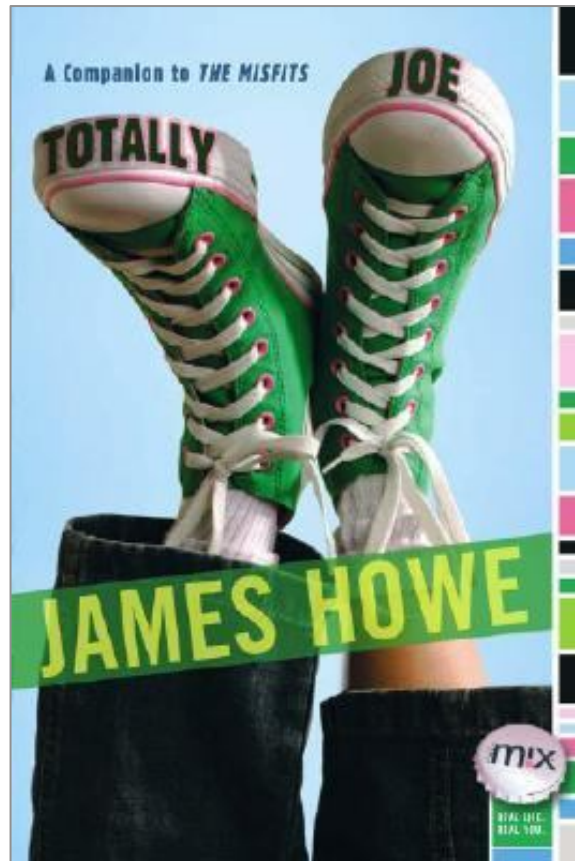


IMAGE: "Totally Joe." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

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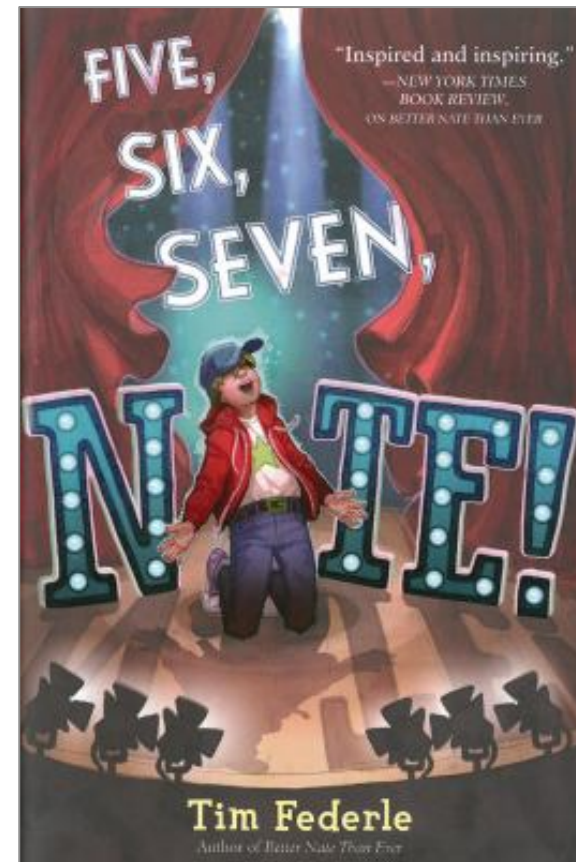
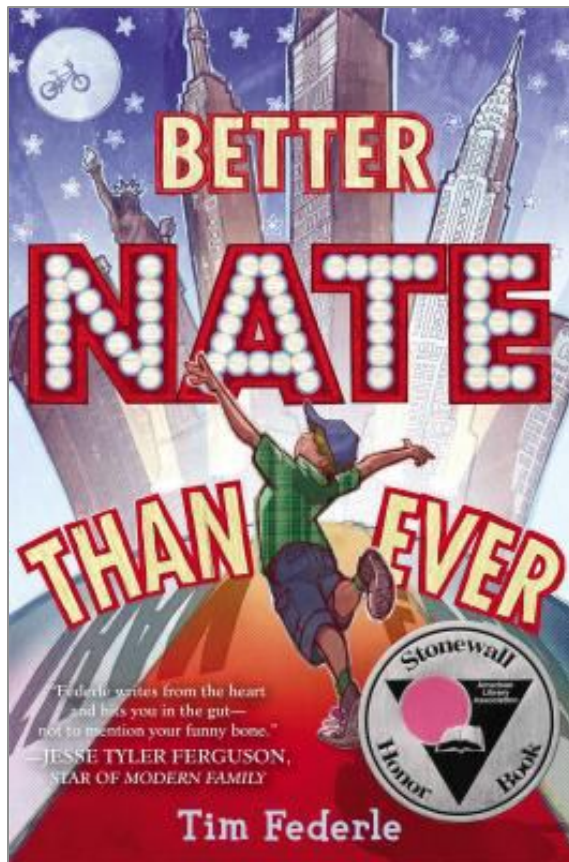


IMAGE: "Better Nate Than Ever." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

IMAGE: "Five, Six, Seven, Nate!" Loudoun County Public Library IPAC. Web. 14 Oct. 2015.



Suggested Titles for Teens

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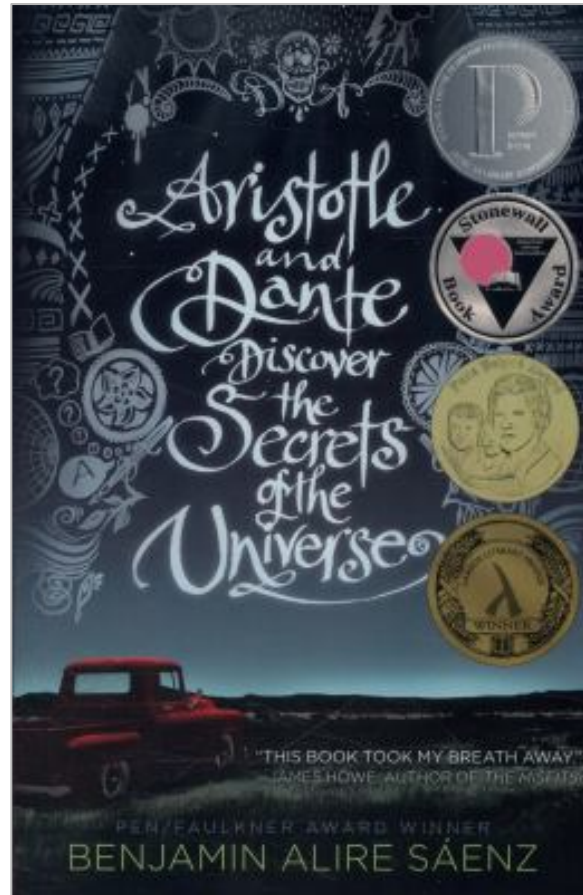


IMAGE: "Aristotle and Dante Discover the Secrets of the Universe." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

Suggested Titles for Teens

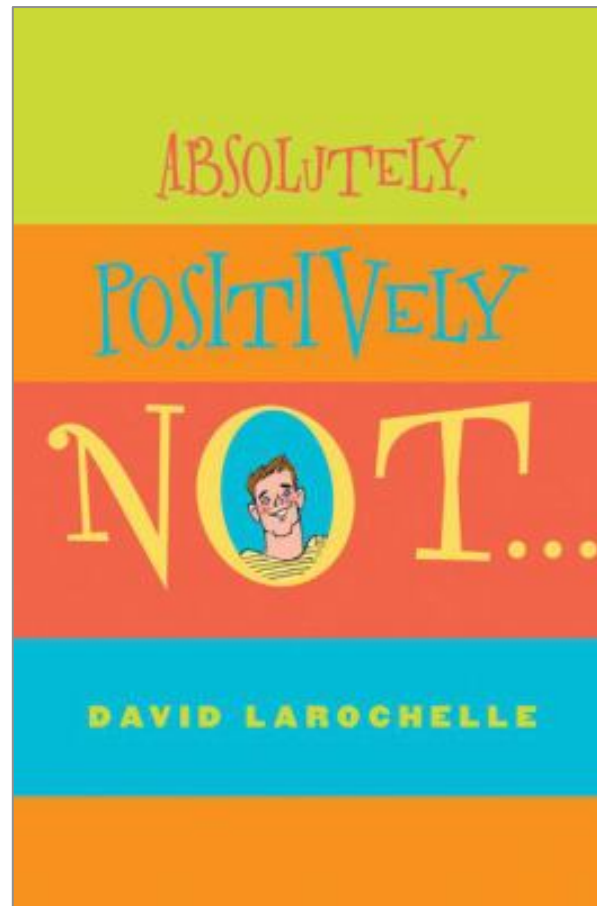


IMAGE: "Absolutely, Positively Not..." Loudoun County Public Library IPAC.
Web. 14 Oct. 2015.

Suggested Titles for Teens



IMAGE: "Boy Meets Boy." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

Suggested Titles for Teens

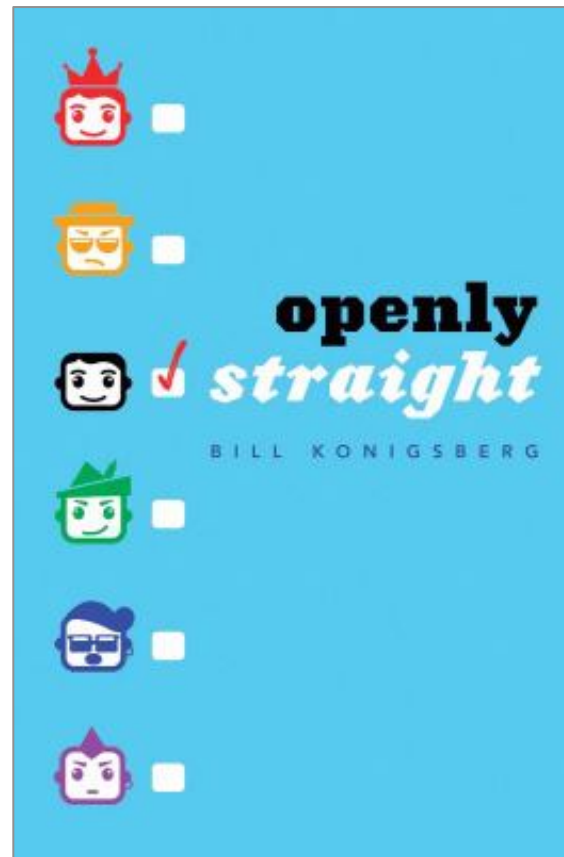


IMAGE: "Openly Straight." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

Suggested Titles for Teens

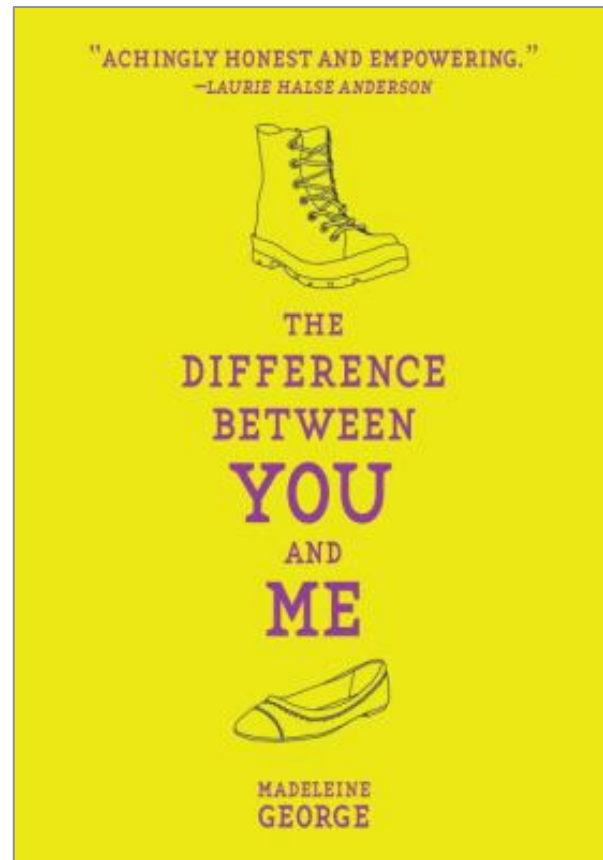


IMAGE: "The Difference Between You and Me." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.



Suggested Titles for Adults

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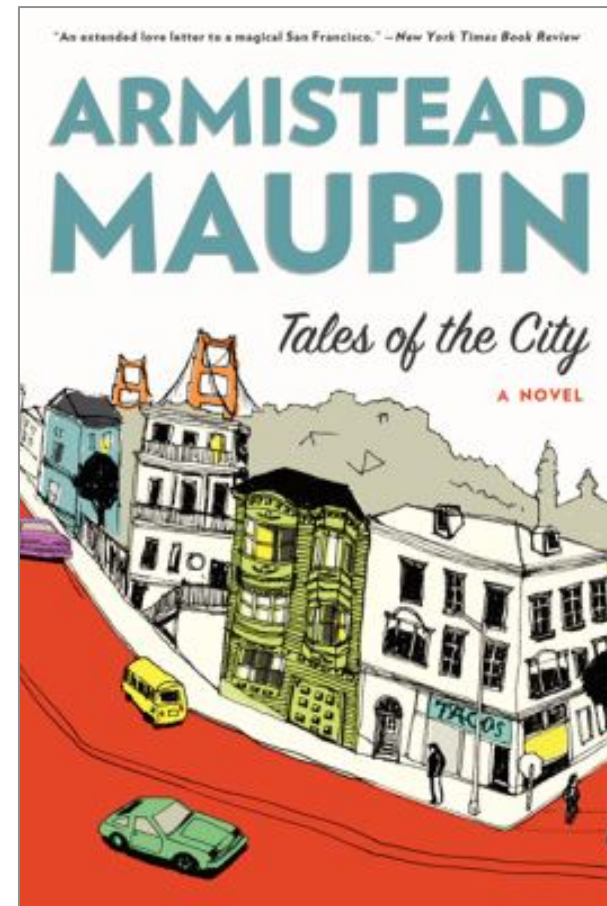
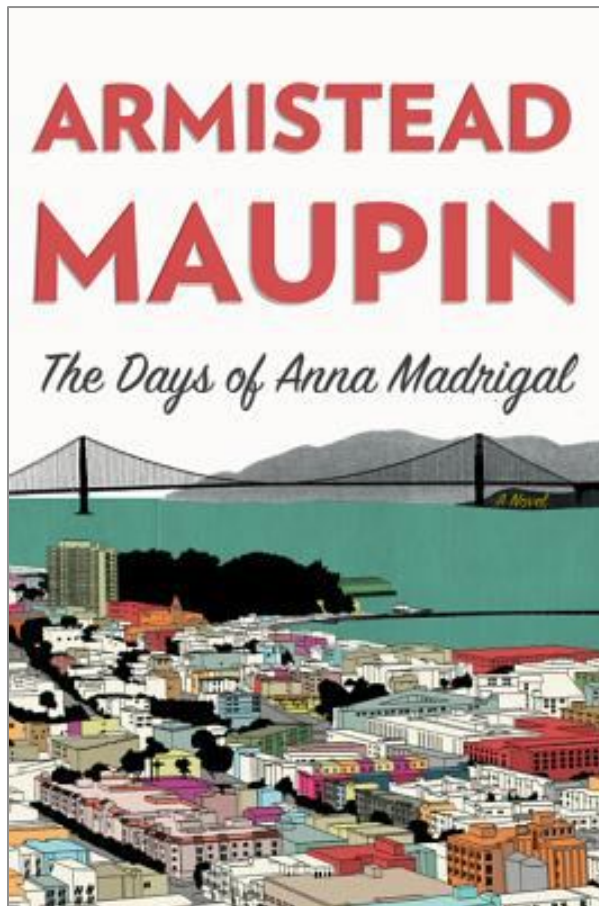


IMAGE: "The Days of Anna Madrigal." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

IMAGE: "Tales of the City." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

Suggested Titles for Adults

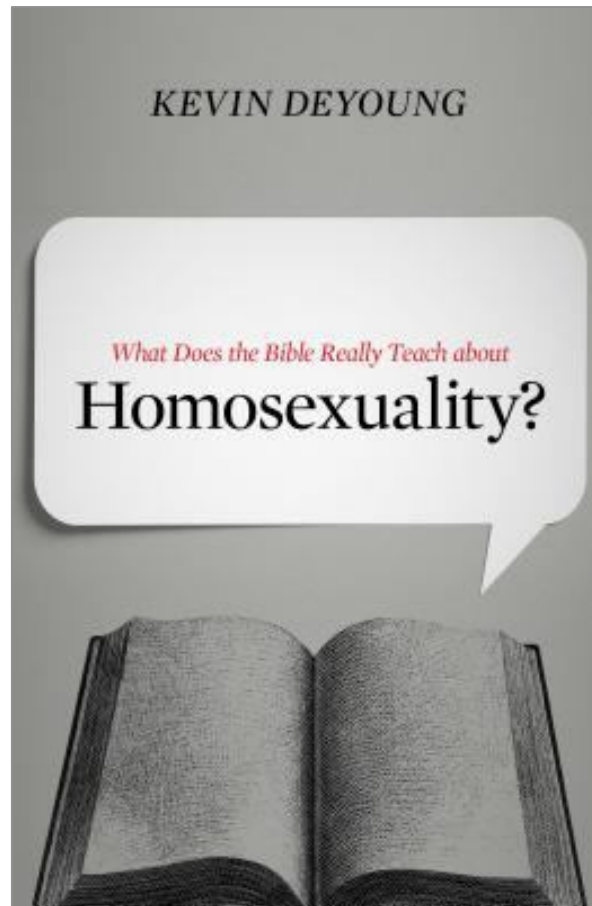


IMAGE: "What Does the Bible Really Teach About Homosexuality?"
Loudoun County Public Library IPAC. Web. 14 Oct. 2015.

Suggested Titles for Adults

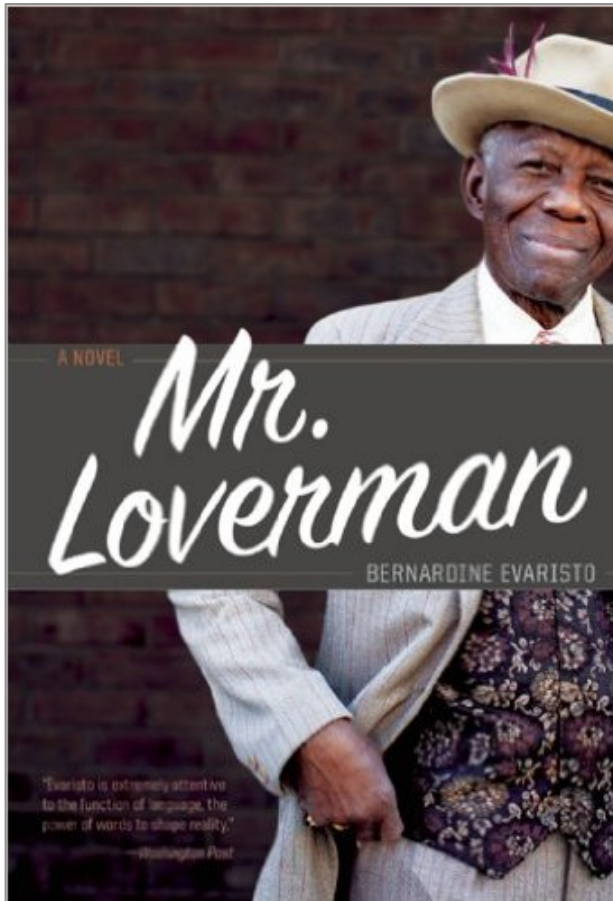


IMAGE: "Mr. Loverman." Books. Amazon. Web. 14 Oct. 2015.

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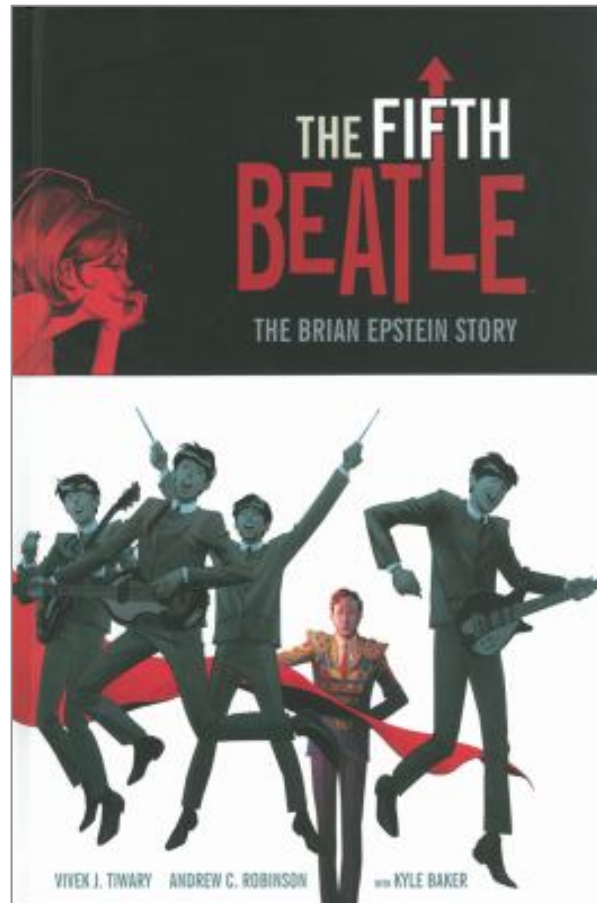


IMAGE: "The Fifth Beatle: The Brian Epstein Story." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.



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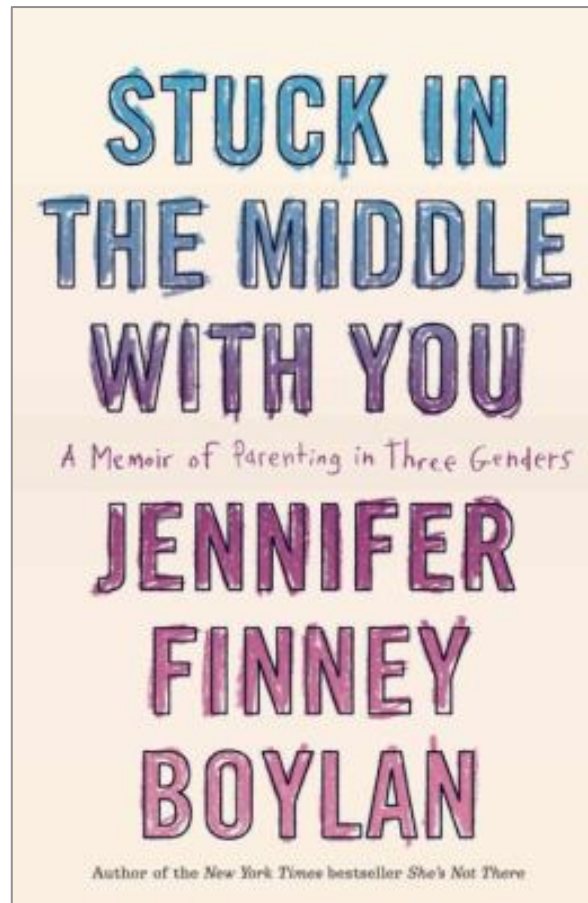


IMAGE: "Stuck in the Middle With You." Loudoun County Public Library
IPAC. Web. 14 Oct. 2015.

Suggested Titles for Adults

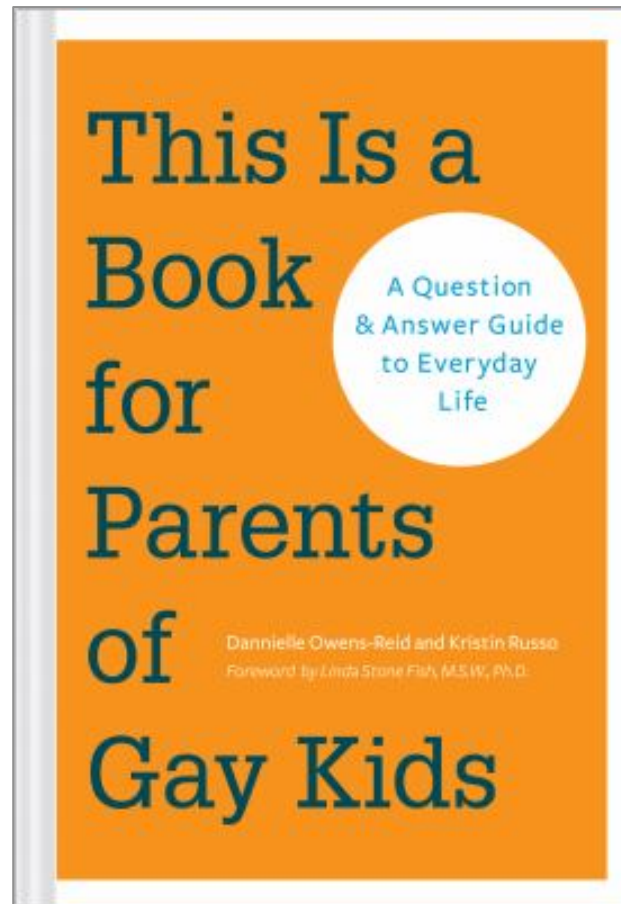


IMAGE: "This is a Book for Parents of Gay Kids." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.



Suggested Titles for Adults

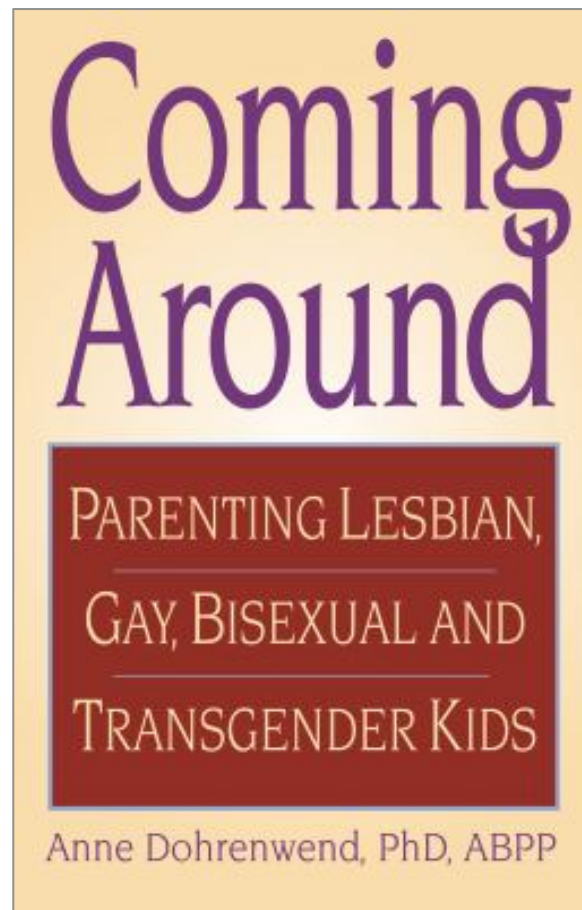


IMAGE: "Coming Around: Parenting Lesbian, Gay, Bisexual and Transgender Kids." Loudoun County Public Library IPAC. Web. 14 Oct. 2015.




Reviews & Recommendations for LGBTQ Materials



ALA Gay, Lesbian, Bisexual, Transgender Round Table

Children's Book Council Diversity Committee



Lambda Literary

The Lesbrary



Oak Park Library Transgender Resource Collection



Out In Print: Queer Book Reviews



and more!



LGBTQ Inclusive Subject Headings

- Accurate subject headings allow for easier searching by patrons and staff alike.
- Resources for guidance include the Library of Congress and the ALA.
- Subject headings to consider:
 - Gender identity
 - Transgender
 - Bisexuality
 - Homosexuality
 - Lesbians
 - Gays
 - Diversity




LGBTQ Programming & Outreach

LGBT Celebrations

- 
- May 22: Harvey Milk Day
 - June: Pride Month
 - October: LGBT History Month
 - October 11: National Coming Out Day
 - December 1: World AIDS Day
 - December 10: Human Rights Day
- 
-
- 
-
- 
-
- 

Opportunities to Educate

- January: No Name Calling Week
- April: Day of Silence
- October: Ally Week

Revamp Existing Programs

- Relevant book displays
- Bring in authors, panels and/or organizations
- Book discussions
- Storytimes



LGBTQ Programming & Outreach

Regional LGBTQ Organizations






- Virginia Pride
- Equality Virginia
- Gay Straight Alliance groups at local high schools
- People of Faith for Equality in Virginia

Regional Publications

- Lamda Gazette
- Metro Weekly
- Washington Blade
- Gay RVA
- AltDaily



Prepare to Engage the Conversation

- 
- Circulate talking points to staff before programming and displays.
- 
- Role play possible customer reactions and responses.
- 
- Get comfortable with the vocabulary.
 - Diversity training for staff.
- 
- Know the library policies and mission.
 - Consider having liaisons from your LGBTQ community groups or organizations.
- 
- Identify staff members who are comfortable with and familiar with this group's unique needs.
- 