EXHIBIT L

Cleveland Division of Police
1.25 Hour CIT Curriculum
LGBT 101 Lesson Plan

Title of Lesson: LGBT+ 101 Inclusion and Sensitivity Seminar

Assigned Course Number: TBD

Author: John Licatatiso

Date Written 11/2018

Approving Authority: PENDING

Course Overview:

Cultural competency, as defined by the National Center for Cultural Competence, "is having the capacity to value diversity, conduct self-assessment, manage the dynamics of difference, acquire and institutionalize cultural knowledge, and adapt to diversity and the cultural contexts of communities they serve."

Course Objectives(s):

The LGBT 101: Cultural Competency training is designed to provide a fundamental understanding of the Lesbian Gay Bisexual Transgender community. Part of this understanding is also raising awareness of the issues that affect those that identify as part of the larger LGBT community. This awareness should translate into increasing sensitivity and efficacy in working with a vulnerable population. The aim of the program is to accomplish the following three objectives;

1. *Increase knowledge*
2. *Raise Awareness*
3. *Build Resources*

Course Impact(s):

Participation in a LGBT 101: Inclusion and Sensitivity seminar should lay a foundation of knowledge surrounding the Lesbian Gay Bisexual Transgender community that may be built upon through further information seeking. This would include an understanding of common language, concepts, and risk factors that affect the greater LGBT community.

Fact: 80% of gay and lesbian youth report severe social isolation.

Raise Awareness: In order to effectively implement change, participants should self-reflect on their own pre-existing knowledge, experiences, and biases. This primarily should center on the pertinent risk factors of working with a vulnerable population and how that may guide their own actions, as well as how they view the individuals they interact with.

Fact: Up to 68% of LGBT individuals report experiencing employment discrimination.

Cleveland Division of Police
1.25 Hour CIT Curriculum
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The LGBT 101: Cultural Competence training is not exhaustive of all information regarding the LGBT community. This training will work to set a baseline of understanding, while providing additional resources to enact larger change within groups and organizations.

> *Fact: 92% of LGBT adults said they believe society has become more accepting of them in the past 10 years.*

Methodology:

Participants will be taught by a cultural competency instructor: a Sensitivity Training Coordinator from the LGBT Community Center of Greater Cleveland. A power point presentation will serve as an instructional aid and will include LGBT terminology as well as key facts and statistics. The instructor will also encourage questions to increase participant interest and involvement.

Target Audience:

Cleveland Division of Police Officers selected to serve as a Specialized CIT Officer

Class Size:
TBD

Evaluation Process:

Participants will complete a pre and post-test and post evaluation which will examine acquisition of key points and usefulness if information. The exam will focus on the application of key knowledge relevant to the officer's duties when interacting with people in the LGBT Community and responding to a crisis events.

Logistical Information:

Site: TBD

Training Equipment:

- Computer, projectors, screen and speakers
- Power point presentation (electronic)
- Supplemental materials (handout)
- Pre/Post-test and Post-evaluation (handouts)

Training Summary:

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All assigned participants will arrive at the designated time and go to the designated facility. Participants will receive an overview of the training, performance and learning objectives, and an introduction to the material.

Training Presentation:

Time	Slide#	Activity
13:00-13:05	1-2	Introduction and welcome slide
		Presenter contact information
		Goals and Objections
13:05-13:10	3-4	Learning objective 1: Understanding the spectrum of orientation and identity
13:10-13:20	5-6	LGBT terms and definitions
		Sexual orientations vs Gender identity
	7-12	Understanding language usage
13:20-13:25	13	The Gender unicorn
13:25-13:35	14-17	Thinking outside the Binary
		Use of Gender Pronouns
		Intersectionality
		Language recap
13:35-13:40	18-19	Ohio laws and protections
13:40-13:45	20-21	Serving LGBT people
		LGBT in CIT
13:45-14:00	22-26	Learning objective 2: Understanding crisis elements
		Encounters
		Family Rejection and Health Risks
		LGBT Youth Homelessness
		Statistics
14:00-14:10	27-31	Learning objective 3: Becoming an Ally
		Basics of being an Ally
		Take-aways
		Missteps
		Becoming an Ally
14:10-14:15	32-37	Resources
		LGBT Community Center
		Future of the LGBT Community Center
		References
		Questions
		Thank You

Slide 1 – Title

- LGBT 101 CIT Training

Slide 2 – Your Presenter

John Licatatiso
Training Coordinator
(He/Him/His)
jlicatatiso@lgbtcleveland.org
216-651-5428 x 106

Slide 3 – Goals & Objectives

- Understanding the **spectrum** of sexual orientations and gender identities.
- Understand **crisis elements** of the LBGT+ community which may lead to law enforcement encounters. A look at suicide rates, homelessness and other disparities among LBGT+ youth.
- Understand an effective way to **incorporate** the LBGT+ topic successfully into **CIT** by way of Allyship.

Slide 4 – Learning Objective 1

- Understanding the **spectrum related to sexual orientation and gender identity.**
    - Gender and Sexuality are two different aspects of an individual's identity
    - How people describe themselves is important
    - Vocabulary is important for showing respect and gaining trust (review vocabulary)

Slide 5 – LGBT Term & Definitions

- Abbreviation for "Lesbian, Gay, Bisexual, Transgender"
- Umbrella term describing a diverse group of people
- You may see variation in the designation
    - LGBTQ, LGBTQI, etc.
- **Sexual orientation** versus **gender identity**

Slide 6 – Sexual Orientation vs. Gender

- Sexual Orientation
    - Describes the genders of **the people to whom you're attracted**
    - Lesbian, gay, bisexual, heterosexual, etc.

- Gender Identity
    - Describes one's **self-perception** as a man, woman, or something else
    - Man, woman, genderqueer, non-binary, etc.
    - **Transgender** (trans)
    - **Cisgender** (cis)

Slide 7 – What Language are you accustomed to?

- Sex assigned at birth
- Gender Identity
- Sexual Orientation
- Gender Expression

Slide 8 – What language are you accustomed to?

- Sex assigned at birth
- Describes a person's biological and physiological characteristics as manifested at birth (or earlier)

    Male
    Female
    Intersex

Slide 9 – What language are you accustomed to?

- Gender Identity
- An individuals' self-perception as a man, woman, or something else; one's relation to cultural constructions of gender
    - (Trans/Cis) Man
    - (Trans/Cis) Female
    - Questioning
    - Genderqueer
    - Genderfluid
    - Agender
    - Non-binary

Slide 10 – What language are you accustomed to?

- Sexual Orientation
- Describes one's pattern of romantic, physical, and/or spiritual attraction towards people of various genders
    - Gay
    - Straight

- Bisexual
- Lesbian
- Queer
- Questioning
- Asexual
- Pansexual

Slide 11 – What language are you accustomed to?

- Gender Expression
- The way one presents their gender to others through dress, grooming practices, mannerisms, voice inflection, etc.
- Be mindful of stereotypes
    - Masculine
    - Feminine
    - Androgynous
    - Gender-neutral
    - Queer
    - Cross-Dressing
    - Gender nonconforming
    - Drag

Slide 12 – What language are you accustomed to?

- Sex Assigned at birth
    - Describes a person's biological and physiological characteristics as manifested at birth (or earlier)
- Gender Identity
    - An individuals' self-perception as a man, woman, or something else; one's relation to cultural constructions of gender
- Sexual Orientation
    - Describes one's pattern of romantic, physical, and/or spiritual attraction towards people of various genders
- Gender Expression
    - The way one presents their gender to others through dress, grooming practices, mannerisms, voice inflection, etc.

Slide 13 – The Gender Unicorn

Slide 14 – Thinking outside the binary

- What you see is not necessarily what you get

- Rigid binary constructs common in our culture lead to discrimination
- We have all been taught to think in the binary so we need to practice being more flexible in our understanding of sexual orientation (SO) and gender identity and expression (GIE)

Slide 15 – Gender Pronouns

- Importance of allowing individuals to self-identify
- If all else fails, ask!
    - Be mindful that some people don't want to openly identify as LGBT at school
    - Gender expression does not necessarily indicate the pronouns a person uses

Slide 16 – Intersectionality

- Intersectionality refers to the intersection of forms (or systems) of oppression and discrimination. (Crenshaw 1989)
    - This type of exclusion is particularly difficult because they often support and reinforce one another.

Slide 17 – Be mindful of language

- LGBT identities are adjectives
    - i.e. LGBT people, not "the LGBT's"
- Outdated terminology can have negative connotations
    - Transsexuality, homosexuality, etc.
- Avoid coded language (ex. "alternative lifestyle," "preference")
- No slurs or pejoratives
    - F*ggot, d*ke, tr*nny, pansy, fairy, he-she, "it"
- Use people's chosen names and pronouns

Slide 18 – True or False: Ohio Edition

- **You can be fired in Ohio for being gay or transgender.**
    - True. There are no state-wide protections for LGBT individuals.
- **Sexual orientation and gender identity are protected state-wide in housing discrimination.**
    - False. Neither sexual orientation not gender identity are protected at the state level.
- **Gender markers can be changes in drivers' licenses.**
    - True. Transgender persons are able to change their gender marker in their license, but not on their birth certificate.
- **Non-discrimination in the area of public accommodations protects LGBT folks in the state of Ohio.**

- False. Cleveland and other cities have passed legislation, however it is not uniform in the state of Ohio.

Slide 19 –True or False: Ohio Edition continued

- **The recent legislative changes have mandated recognizing same-sex marriages performed out of state.**
  - True. Thanks to a sweeping ruling by SCOTUS in June 2015, all 50 states are mandated to recognize same-sex marriages.
- **Same sex couple are able to adopt in Ohio.**
  - Pending, mostly true. Married couples are able to petition the courts for joint adoption.
- **Neither sexual orientation nor gender identity are protected in hate crime legislation.**
  - True and False. At the state level, LGBT people are not enumerated as a protected class.
- **Reparative and/or Conversion Therapy have been outlawed in the state of Ohio.**
  - False. There is no state-wide or nation-wide law to ban this harmful practice.

Slide 20 – Serving LGBT People

Slide 21 – Why LGBT in CIT?

- Depi Police have gone from "NIGHT WATCHMEN" to high-level judgment and decision-making representatives of our local, state, and government law enforcement agencies. Police encounter members of the LGBT+ community in 9-1-1 calls, encounters with the homeless, work peers, providing protection for First Amendment demonstrations, and personal or family lives.
  - Education on this topic is timely, important, and critical to maintaining a CIT program adequately adapting to change.

Slide 22 Video: Learning Objection 2

- Understand **crisis elements** of the LBGT+ community which may lead to law enforcement encounters. A look at suicide rates, and other disparities among LBGT+ youth.

Slides 23 Encounters

- Check on the Well-being
- Family domestics
  - Coming Out
  - Crisis
  - Anxiety
  - Rejection may equal rage/violence

Slide 24 – Family Rejection and Health Risks

- LGBT young adults who reported high levels of family rejection during adolescence were:
  - **8.4 times more likely to report having attempted suicide**
  - **5.9 times more likely to report high levels of depression**
  - **3.4 times more likely to use illegal drugs**
  - **3.4 times more likely to report having engaged in unprotected sexual intercourse**
    – compared with peers from families that reported no or low levels of family rejection

Slide 25 – LGBT+ Youth Homelessness

- Difficulty of finding housing
  - Minors cannot enter contracts without guardians co-signing or emancipation
  - Housing discrimination
- Difficulty of finding a job
  - Age, low educational achievement
  - Employment discrimination
- Lack of family support
- Discrimination in homeless shelters and other services

Slide 26– Statistics

- **26%** of LGBT+ youth in care were forced to leave their homes as a result of revealing their sexuality.
- **National Statistic:**
- 78% of LGBT+ youth were removed or ran away from foster placements as a result of hostility toward their sexual orientation or gender identity.
- On a national average, up to **40%** of homeless youth identify as lesbian, gay, bisexual, queer or questioning.
- **50%** of transgender youth have seriously contemplated suicide, and **1 in 4** have reported having made an attempt.
- Negative outcomes for many LGBT+ youth, can be prevented or reduced if parents, families, and caregivers can turn to a knowledgeable source for guidance, accurate information, and support.

Slide 27 – Learning Objective 3

- Creating an effective way to incorporate the LGBT+ topic successfully into CIT by way of Allyship

- Regardless of personal beliefs, employees and contractors of public systems of care are legally and ethically required to treat LGBT+ and gender non-conforming people equitably and respectfully

Slide 28 – The Basics of being an Ally

- Work towards understanding your privilege – and recognize when it's appropriate to use it to support your LGBT+ community and friends
- Realize that being an ally is 24/7
- LGBT individuals are multifaceted
    - No universal experience
    - Be careful not to reduce people to their LGBT+ status
- Actively combat interpersonal and systemic discrimination
- 'Speak up, not over'
- Continue your self-education

Slide 29 – Key Take-Aways

- Listen to LGBT individuals' wants and needs
- Be mindful of stereotypes and insensitive/outdated language
- Create opportunities for conversation
- Sit in your discomfort
- Pronouns, pronouns, pronouns!
- Know your resources

Slide 30 – Missteps

- It's Okay
    - Recognize it
    - Own it
    - Change it
    - Grow
- Intention vs. Impact

Slide 31 – Becoming an Ally

Four levels of acceptance:

- **Repugnancy** – Openly hostile, outright rejection of LGBT people in general
- **Tolerance** – "Not in my backyard" mentality; it's okay, as long as "it's not in our face;" Separate but equal

- **Acceptance** – Open to LGBT people, believe in rights for all, against discrimination
- **Affirmation** – Welcoming LGBT people into your life, recognize the importance of cultural difference, actively combatting discrimination

Slide 32 – Regional & State-wide Resources

- The Center
- GLSEN
- Lambda Legal
- Human Rights Campaign
- PFLAG
- Equality
- ACLU
- BRAVO
- TransFamily
- MtroHealth Pride Clinic

Slide 33 – LGBT Community Center

- Community programs
- Discussion Support Groups
- Advocacy and Social Justice
- Social Events
- Education and Awareness Training
- Internship Program
- Volunteer Program

Slide 34 – Focusing in the Future

Thanks to an anonymous donation and an endowment fund,
The Center will be constructing a new building!
Learn more and donate at bit.ly/UpAndOutCLE

Slide 35 – References

*Department of Justice (DOJ) video recommendation:
https://www.justice.gov/crs/video/law-enforcement-and-transgender-community-crs-roll-call-training-video
(video is 12:48)

Ryan, C., Russell, S. T., Huebner, D., Diaz, R. and Sanchez, J. (2010), Family Acceptance in Adolescence and the Health of LGBT Young Adults. Journal of Child and Adolescent Psychiatric Nursing, 23: 205–213. doi:10.1111/j.1744-6171.2010.00246.x

Needham, B. L., & Austin, E. L. (2010). Sexual orientation, parental support, and health during the transition to young adulthood. Journal of Youth and Adolescence, 39, 1189–1198.

Slide 36 – Questions?

The LGBT Community Center
of Greater Cleveland
6600 Detroit Avenue
Cleveland, OH 44102
216-651-5428
www.lgbtcleveland.org

Slide 37 – Thank You

LGBT 101

CIT Training

LGBT COMMUNITY CENTER
GREATER CLEVELAND

Your Presenter

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Goals & Objectives

- Understanding the **spectrum** of sexual orientations and gender identities.
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Learning Objective 1

- Understanding the **spectrum related to sexual orientation and gender identity.**
  - Gender and Sexuality are two different aspects of an individual's identity
  - How people describe themselves is important
  - Vocabulary is important for showing respect and gaining trust (review vocabulary)

LGBT Terms & Definitions

- Abbreviation for "Lesbian, Gay, Bisexual, Transgender"
- Umbrella term describing a diverse group of people
- You may see variation in the designation
  - LGBTQ, LGBTQI, etc.
- **Sexual orientation** versus **gender identity**

Sexual Orientation vs. Gender

Sexual Orientation

Describes the genders of **the people to whom you're attracted**

Lesbian, gay, bisexual, heterosexual, etc.

Gender Identity

Describes one's **self-perception** as a man, woman, or something else

Man, woman, genderqueer, non-binary, etc.

Transgender (trans)

Cisgender (cis)

What language are you accustomed to?

Sex Assigned at Birth

Gender Identity

Sexual Orientation

Gender Expression

What language are you accustomed to?

Sex Assigned at Birth

Describes a person's biological and physiological characteristics as manifested at birth (or earlier)

- **Male**
- **Female**
- **Intersex**

What language are you accustomed to?

Gender Identity

An individuals' self-perception as a man, woman, or something else; one's relation to cultural constructions of gender

Transgender

All non-cisgender identities

- **(Trans/Cis) Man**
- **(Trans/Cis) Woman**
- **Questioning**
- **Genderqueer**
- **Genderfluid**
- **Agender**
- **Non-binary**

What language are you accustomed to?

Sexual Orientation

Describes one's pattern of romantic, physical, and/or spiritual attraction towards people of various genders

- **Gay**
- **Straight**
- **Bisexual**
- **Lesbian**
- **Queer**
- **Questioning**
- **Asexual**
- **Pansexual**

What language are you accustomed to?

Be mindful of stereotypes!

Gender Expression

The way one presents their gender to others through dress, grooming practices, mannerisms, voice inflection, etc.

- **Masculine**
- **Feminine**
- **Androgynous**
- **Gender-neutral**
- **Queer**
- **Cross-Dressing**
- **Gender nonconforming**
- **Drag***

What language are you accustomed to?

Sex Assigned at Birth	Describes a person's biological and physiological characteristics as manifested at birth (or earlier)	
Gender Identity	An individuals' self-perception as a man, woman, or something else; one's relation to cultural constructions of gender	
Sexual Orientation	Describes one's pattern of romantic, physical, and/or spiritual attraction towards people of various genders	
Gender Expression	The way one presents their gender to others through dress, grooming practices, mannerisms, voice inflection, etc.	

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

Gender Identity

- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression/Presentation

- Feminine
- Masculine
- Other

Sex Assigned at Birth

Female · Male · Other/Intersex

Sexually Attracted To

- Women
- Men
- Other Gender(s)

Romantically/Emotionally Attracted To

- Women
- Men
- Other Gender(s)

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

Design by Landyn Pan

Thinking outside the Binary

- What you see is not necessarily what you get
- Rigid binary constructs common in our culture lead to discrimination
- We have all been taught to think in the binary so we need to practice being more flexible in our understanding of sexual orientation (SO) and gender identity and expression (GIE)

Gender Pronouns

- Importance of allowing individuals to self-identify
- If all else fails, ask!
  - Be mindful that some people don't want to openly identify as LGBT at school
  - Gender expression does not necessarily indicate the pronouns a person uses

Intersectionality

- Intersectionality refers to the intersection of forms (or systems) of oppression and discrimination. (Crenshaw 1989)
  - This type of exclusion is particularly difficult because they often support and reinforce one another.

Be Mindful of Language

- LGBT identities are adjectives
  - i.e. LGBT people, not "the LGBT's"
- Outdated terminology can have negative connotations
  - Transsexuality, homosexuality, etc.
- Avoid coded language (ex. "alternative lifestyle," "preference")
- No slurs or pejoratives
  - F*ggot, d*ke, tr*nny, pansy, fairy, he-she, "it"
- Use people's chosen names and pronouns

True or False: Ohio Edition

1. You can be fired in Ohio for being gay or transgender.

True. There are no state-wide protections for LGBT individuals.*

2. Sexual orientation and gender identity are protected state-wide in housing discrimination.

False. Neither sexual orientation nor gender identity are protected at the state level.

3. Gender markers can be changed on drivers' licenses.

True. Transgender person are able to change their gender marker on their license, but not their birth certificate.

4. Non-discrimination in the area of public accommodations protects LGBT folks in the state of Ohio.

False. Cleveland and other cities have passed legislation, however it is not uniform in the state of Ohio.

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True or False: Ohio Edition

5. The recent legislative changes have mandated recognizing same-sex marriages performed out of state.

True! Thanks a sweeping ruling by SCOTUS in June 2015, all 50 states are mandated to recognize same-sex marriages.

6. Same sex couples are able to adopt in Ohio.

Pending, mostly true! Married couples are able to petition the courts for joint adoption.

7. Neither sexual orientation nor gender identity are protected in hate crime legislation.

True & False. At the state level, LGBT people are not enumerated as a protected class.*

8. Reparative and/or Conversion Therapy have been outlawed in the state of Ohio.

False. There is no state-wide or nation-wide law to ban this harmful practice.

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Serving LGBT People

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Why LGBT in CIT?

- Police have gone from "NIGHT WATCHMEN" to high-level judgment and decision-making representatives of our local, state, and government law enforcement agencies. Police encounter members of the LGBT+ community in 9-1-1 calls, encounters with the homeless, work peers, providing protection for First Amendment demonstrations, and personal or family lives.
  - Education on this topic is timely, important, and critical to maintaining a CIT program adequately adapting to change.

Learning Objective 2

- Understand **crisis elements** of the LBGT+ community which may lead to law enforcement encounters. A look at suicide rates, and other disparities among LBGT+ youth.

Encounters

- Check on the Well-being
- Family domestics
  - Coming out
  - Crisis
  - Anxiety
  - Rejection may equal rage/violence

Family Rejection and Health Risks

- LGBT young adults who reported high levels of family rejection during adolescence were:
  (Ryan et al., 2010)
- 8.4 times more likely to report having attempted suicide
- 5.9 times more likely to report high levels of depression
- 3.4 times more likely to use illegal drugs
- 3.4 times more likely to report having engaged in unprotected sexual intercourse
  – compared with peers from families that reported no or low levels of family rejection

"When I put my head on the pillow at night, I think about my daughter and just hope she's safe. I don't know where she is. I haven't heard from her since I threw her out of the house when she told me she was lesbian. I didn't know what to do. I wish I had acted differently. I would give anything to be able to change that now."
-Monica, mother of 16-year old lesbian youth

LGBT+ Youth Homelessness

- Difficulty of finding housing
  - Minors cannot enter contracts without guardians co-signing or emancipation
  - Housing discrimination
- Difficulty of finding a job
  - Age, low educational achievement
  - Employment discrimination
- Lack of family support
- Discrimination in homeless shelters and other services

Statistics

- **26%** of LGBT+ youth in care were forced to leave their homes as a result of revealing their sexuality.
- **National Statistic:**
  - 78% of LGBT+ youth were removed or ran away from foster placements as a result of hostility toward their sexual orientation or gender identity.
- On a national average, up to **40%** of homeless youth identify as lesbian, gay, bisexual, queer or questioning.
- **50%** of transgender youth have seriously contemplated suicide, and **1 in 4** have reported having made an attempt.
- Negative outcomes for many LGBT+ youth, can be prevented or reduced if parents, families, and caregivers can turn to a knowledgeable source for guidance, accurate information, and support.

Learning Objective 3

- Creating an effective way to incorporate the LGBT+ topic successfully into CIT by way of Allyship
- Regardless of personal beliefs, employees and contractors of public systems of care are legally and ethically required to treat LGBT+ and gender non-conforming people equitably and respectfully

The Basics of being an Ally

- Work towards understanding your privilege – and recognize when it's appropriate to use it to support your LGBT+ community and friends
- **Realize that being an ally is 24/7**
- LGBT individuals are multifaceted
  - No universal experience
  - Be careful not to reduce people to their LGBT+ status
- Actively combat interpersonal and systemic discrimination
- 'Speak up, not over'
- Continue your self-education

Key Take-Aways

1. Listen to LGBT individuals' wants and needs
2. Be mindful of stereotypes and insensitive/outdated language
3. Create opportunities for conversation
4. Sit in your discomfort
5. Pronouns, pronouns, pronouns!
6. Know your resources

Missteps

- It's okay!
  - Recognize it
  - Own it
  - Change it (?)
  - Grow!
- Intention vs. Impact

Becoming an Ally

Four levels of acceptance:

- **Repugnancy** – Openly hostile, outright rejection of LGBT people in general
- **Tolerance** – "Not in my backyard" mentality; it's okay, as long as "it's not in our face;" Separate but equal
- **Acceptance** – Open to LGBT people, believe in rights for all, against discrimination
- **Affirmation** – Welcoming LGBT people into your life, recognize the importance of cultural difference, actively combatting discrimination

Regional & State-wide Resources

lgbtcleveland.org/lgbtq-resources.html

- The Center
- GLSEN (Gay, Lesbian & Straight Education Network)
- Lambda Legal
- Human Rights Campaign
- PFLAG (Parents & Friends of Lesbians and Gays)
- Equality Ohio
- ACLU (American Civil Liberties Union)
- BRAVO (Buckeye Region Anti-Violence Organization)
- TransFamily
- MetroHealth Pride Clinic

LGBT Community Center Services

- Community programs
- Discussion Support Groups
- Advocacy and Social Justice
- Social Events
- Education and Awareness Training
- Internship Program
- Volunteer Program

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Focusing in the Future

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References

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THANK YOU!

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