

IDHE Pride & Allies ERG Celebrates Pride Month 2021

The IDHE Pride & Allies Employee Resource Group (ERG) is committed to promoting a positive environment that supports patients, families and employees that identify as LGBTQ+ and allies by providing the Stanford Medicine community with educational resources, professional and clinical consultations, and advocacy.

Pride Month is celebrated in June to honor the 1969 Stonewall Uprising in Manhattan, which was a tipping point for the Gay Liberation Movement in the United States. This month is an opportunity to recognize the achievements and impact of LGBTQ+ individuals and to remember and mourn the members of the community who have been lost to hate crimes and HIV/AIDS. Pride has been celebrated for over 50 years, and the Pride ERG invites the entire SHC community to join in celebrating with us this June.

Weekly Events

Each week for the month of June, a special event will take place to celebrate Pride.

Week	Date	Time	Topic
1.	Wednesday, June 16	10:00am – 11:25pm	Virtual All Hands Meeting – You’re Here, You’re Queer (Allies), Get Curious!”
2.	Thursday, June 24	2:00pm – 4:00pm	Ice Cream Social
3.	Wednesday, June 30	5:30pm – 6:30pm	Virtual Happy Hour

Virtual All Hands Meeting – “You’re Here, You’re Queer (Allies), Get Curious!”

Join the Pride ERG leaders and their friends for a game of “You’re here, You’re Queer (Allies), Get Curious!”. – A conversational event where Queer allies of our ERG panelists can ask their LGBTQ+ friends and colleagues about aspects of queer life they always wanted to ask but were afraid to!

Date: Wednesday, 6/16/2021

Time: 10:00am-11:25am

Location: Zoom

Register [here](#) or use QR below. Zoom information will be available upon registration.



New Pride Zoom Backgrounds Available



Want to show your support? The Pride ERG has developed a collection of Stanford Medicine Pride backgrounds for Zoom and other video conferencing platforms.

The Pride background collection will be automatically available to all user with a Stanford Health Care Zoom account starting mid-May 2021.

Using Pride Zoom Backgrounds

Before joining a Zoom meeting, ensure you are logged in to your SHC Zoom account. Then, follow the below steps:

1. Click on your profile picture in Zoom
2. Click "Settings"
3. Select "Virtual Background"
4. Select your favorite background and join the meeting!

Don't have an SHC Zoom account, or want to use these backgrounds in another virtual meeting platform such as WebEx or Teams? Click [\[here\]](#) to download the Pride background collection!

Campus Decorations



Keep an eye out for decorations in and around Stanford Health Care during the month of June. Grab a selfie with a Pride decoration and send them to pride@stanfordhealthcare.org to be added to the Pride photo gallery.

Pride History

Straightwashing

Straightwashing is a term to define how historians often remove a person's sexual or romantic identity from history books by downplaying the relationships they had with same sex partners or simply choosing to ignore their romantic or sexual lives. This is a way to reinforce heteronormativity and the unfortunate consequence is that many LGBTQ+ individuals are deprived of the ability to look up to and resonate with historical figures in the same way a straight person might. In modern years many scholars have tried to undo these false narratives and shed light on how common LGBTQ+ identities truly were throughout history. Prolific examples of LGBTQ+ individuals in history who were straightwashed include but are not limited to: Alexander the great, Langston Hughes, Eleanor Roosevelt, Virginia Woolf, Oscar Wilde, Billy Holiday, and while there is still debate it is possible that Malcolm X and even Shakespeare may be among them.

To read more about the phenomenon of straightwashing, told primarily through the eyes of popular entertainment, check out the following link:

<https://www.pinknews.co.uk/2018/04/20/what-is-straightwashing-gay-characters-hollywood-films/>

Marsha P Johnson

Marsha "Pay it No Mind" Johnson (1945-1992) was a pivotal person when it came to transgender rights. In June of 1969 when Stonewall was raided, Marsha was a 23 year old drag performer living in New York. She quickly became a key figure that stood up to the police in the ensuing protests. She helped to lead additional protests demanding rights for LGBTQ+ individuals. She established the Street Transvestite Action Revolutionaries (STAR) in 1970, an organization offering housing to homeless and transgender youth. She established STAR with Sylvia Rivera, another important trans rights activist at the time. As an early pioneer for the rights of individuals who are only just recently gaining visibility it is unfortunate that much of understanding of this beautiful and important figure comes through the accounts of people who neither resembled her nor came from the same place as she did. Today, her important work continues through the Marsha P Johnson Institute which can be accessed at the following link: <https://marshap.org/>

Read more on her history here:

<https://www.cnn.com/2019/06/26/us/marsha-p-johnson-biography/index.html>

Origins of pride

The origins of pride month can be traced back to a confrontation with police at the Stonewall Inn in June, 1969. The Stonewall Inn catered to some of the most marginalized people in the gay community. At the time, homophobic laws allowed cops to arrest and harass individuals who participated in drag or wore too little clothing. On that fateful night the patrons of stonewall had enough, and they fought back, forcing the homophobic cops to retreat. Protests continued the following evening and village residents rallied to establish places for LGBTQ+ individuals to be open about their identity without fear of arrest. Within months several activist organizations and newspapers were established to promote gay rights. The following year on the confrontations anniversary, the first pride month was held in New York, Los Angeles, and San Francisco. Pride was presented in direct opposition to the shame they were bombarded with by society for simply existing.

For a more detailed history of pride month and stonewall, please check out the following article:
<https://www.them.us/story/the-complete-history-of-pride>

Pride Knowledge

Equality Act

The equality act is a bill first proposed in 1974 which sought to amend the Civil Rights Act of 1964 - the amendments included prohibition of discrimination on the basis of sex, sexual orientation, and marital status. This applied to federally assisted programs such as rentals, credit, brokerage, financing, jury selection, and house sales. It did not proceed to a vote in the house of representatives. In the years since its original introduction and the other versions of this bill that have attempted to be passed, the supreme court has ruled on several civil rights act issues which has helped to set case law and precedence for protecting sexual orientation and gender identity, but it has not forced the administration to interpret these findings to all areas of federal employment. There are also areas of the civil rights law that haven't been interpreted to include prohibitions for sex and gender discrimination which are federally funded or public spaces and services. The equality act has recently passed in the house of representatives with a vote of 224-206 and is up for consideration in the senate.

To read more about the equality act, click the following link:

<https://www.hrc.org/resources/the-equality-act>

A-spec Identities

Asexual and aromantic are two identities that historically have not been discussed at much length during pride month. These two identities among others that define the scope of sexual or romantic attraction are commonly grouped together as "a-spec" identities. Other a-spec identities include but are not limited to demisexual/romantic, aceflux/aroflux, reciprosexual/romantic and akoisexual/romantic. Much like other LGBTQ+ terms, these labels do not define a single person but rather an area in which many diverse people exist. While some may believe that a-spec individuals do not experience bigotry to the same extent as other queer identities, this is a false narrative. A-spec individuals often talk about the

difficulty with which it can be to have meaningful connections with others when sex or romance are restricted in ways which others are not used to. They may feel pressured (or be forced) into participating in relationships in ways which they do not wish. They often struggle with impostor syndrome and feel like they are intruding upon queer spaces, despite belonging just as much. They may struggle identifying themselves due to the lack of narratives which highlight and celebrate their identity. They may also worry that they have passing privilege because their identity is not so easily seen in who they date or the assumptions that others hold. Make no mistake, however, that a-spec individuals belong under and are a celebrated part of the LGBTQ+ community.

Read more about a-spec identities here:

<https://www.glaad.org/amp/ace-guide-finding-your-community>

What are pronouns?

Pronouns are used in daily speech in place of a person's name. Substituting pronouns is often done subconsciously in response to how someone presents their gender identity to the world. Most of the time pronouns are gendered in English, although not always. Using someone's correct pronouns is a simple way to show a person that you respect their identity.

The following is a table of some of the most common pronouns used in the English language as well as how to conjugate them.

Subject	Object	Possessive	Possessive Pronoun	Reflexive
He	Him	His	His	Himself
She	Her	Her	Hers	Herself
They	Them	Their	Theirs	Themselves
Ze/Zie	Hir	Hir	Hirs	Hirself
E/Ey	Em	Eir	Eirs	Eirself



Pronoun Guide.docx

See the full guide here (link or attach PDF)