



Training to Serve

Foster a welcoming environment for the LGBTQ Community. Elders, Families, and Co-Workers

Presented by:
Paul R. Blom, Owner/CEO
Right at Home Twin Cities & South Suburbs



HOMEIMPROVEMENT

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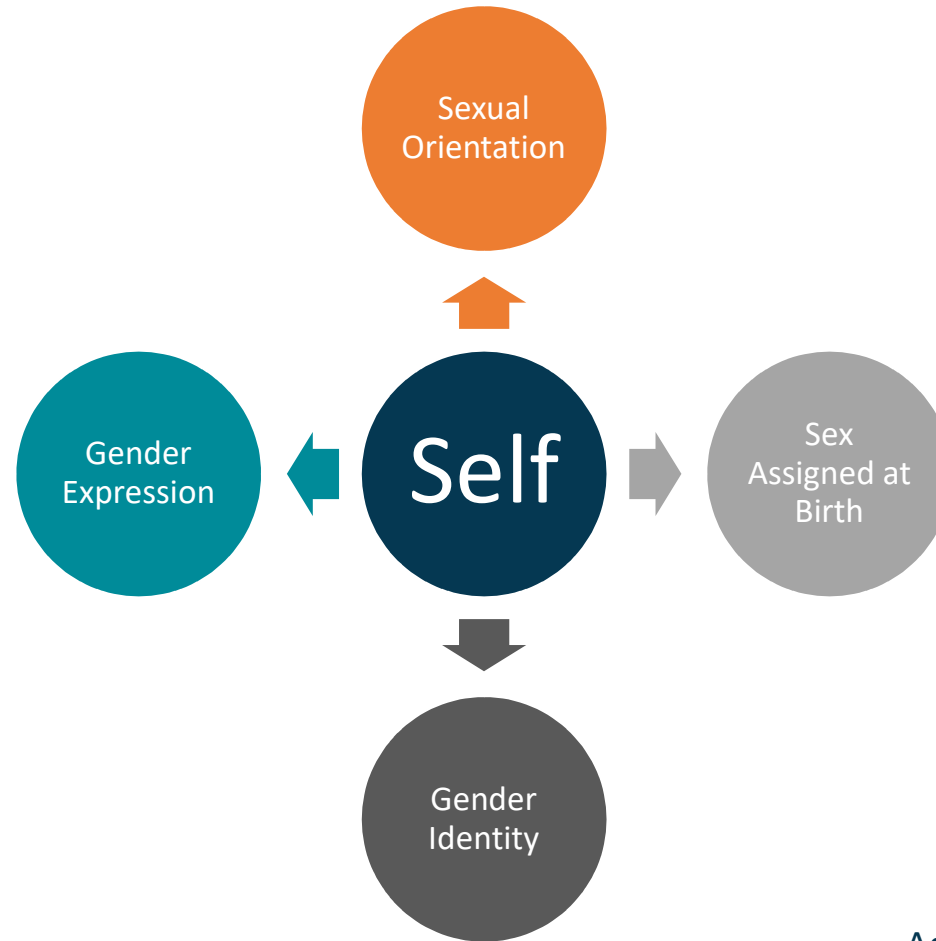
You Will Be Able To:

Distinguish between Sexual Orientation and Gender Identity

Understand the Gender Identity and Gender Expression

Distinguish between terminology for older adults vs younger adults

Understand opportunities for creating a more welcoming environment for all.



Adapted from:
www.ItsPronouncedMetrosexual.com

Sexual Orientation

Who you are physically, spiritually and emotionally attracted to based on their sex/gender in relation to your own.



Sex Assigned at Birth

Objectively measureable organs, hormones and chromosomes.



Gender Identity

How you, in your head, think about yourself. It's the chemistry that composes you and how you interpret what that means.



Transgender

People whose gender identity differs from the gender assigned at birth.

Cisgender

Transwoman
Born Male,
Live as
Female

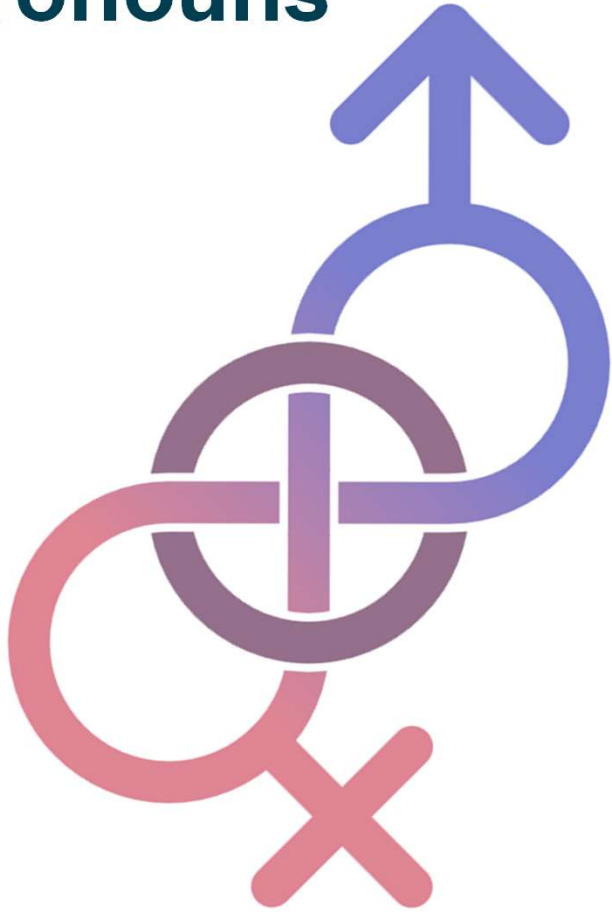
Transman
Born Female
Live as Male

Gender Expression

How you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Pronouns



Female:

She, Her, Hers

Genderqueer/Nonbinary/Nonconforming:

Ze, Hir, Hirs

Ze, Zir, Zirs

They, Them, Theirs

Male:

He, Him, His

Paul R. Blom

he/him/his

Right at Home, Owner & CEO

2626 East 82nd Street, Suite 150 | Bloomington, MN 55425

Direct: 952-767-6626

Mobil: 952-292-5300

P: 952.854.6122 | F: 952.854.6162

Website: RAH-tc.net



Paul Blom

Paul Blom (he/him/his)

Account No. 130255204

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History: Events that led to the breaking point & ultimately the Stonewall Riots



1924 Henry Gerber forms first gay group; arrested, loses job, group dissolves.

1935 “Successful” electric shock therapy of homosexuality reported.

1943 U.S. military bans gays and lesbians from serving in the Armed Forces.

1952 APA includes homosexuality in first list of psychological disorders | Gay and lesbian immigrants banned from the U.S.

1954 Gay men and lesbians banned from federal employment.

1920-1970–Raids, Arrests: Routine raids of public gatherings of LGBT people; arrests, including for dressing in the attire of the “other” gender.

1920-mid-1970–Discrimination: Discrimination is legal in every part of the U.S. against LGBT people, including jobs, housing, and public accommodations.

History after Stonewall: 1970-1987, **HI** TWENTY TWENTY **TWO** **ONE** BRAND PURPOSE MISSION

1975 End of ban on federal employment of gay men and lesbians. | First application for marriage license at UMN denied.

1978 Openly gay politician Harvey Milk assassinated.

1979 First gay and lesbian March on Washington, 100,000+ participants.

1981 Disease later named AIDS is first reported.

1982 Wisconsin becomes first state to pass gay rights law.

1986 Reagan administration declares AIDS care & treatment is not a federal concern. | Supreme Court upholds state sodomy laws.

1987 March on Washington. First year to include bisexual people. 100, 000 participants.

History after Stonewall: 1990s, still a mixed bag...



- 1990** Hate Crimes Act passes, includes crimes based on victim's sexual orientation.
- 1992** World Health Organization removes homosexuality from classification of illnesses
- 1993** Military personal shouldn't be asked their sexual orientation; known as Don't Ask Don't Tell | Minnesota passes first trans-inclusive anti-discrimination law.
- 1994** The AMA removes sexual orientation and related disorders from its official list of disorders.
- 1996** Defense of Marriage Act (DOMA) denies relationship recognition to same-sex couples.
- 1998** Matthew Shepard beaten, tortured and left to die.
- 1999** Texas court rules woman who had gender confirmation surgery is legally male, thus not her husband's legal widow.

History after Stonewall: 2000s, finally lots of progress...



2002 Vermont first state to recognize civil unions between two people of the same sex.

2003 Sodomy laws struck down as unconstitutional.

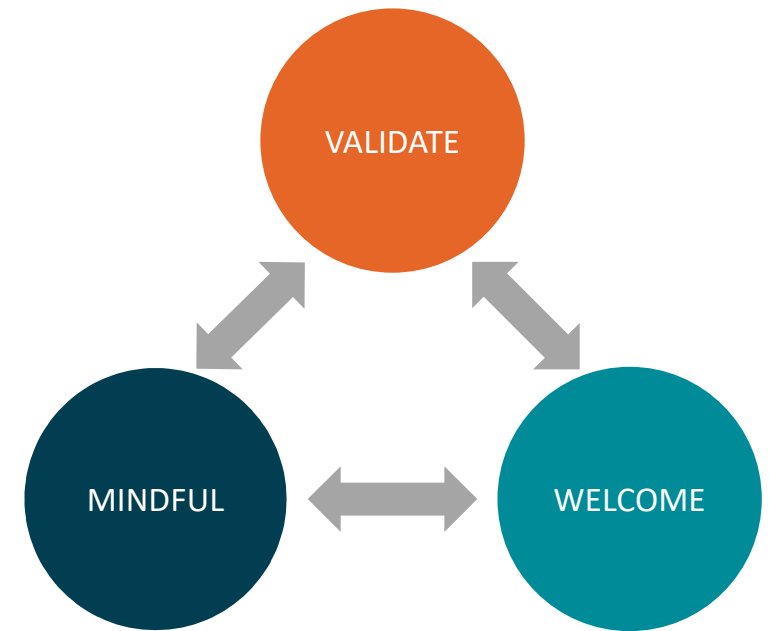
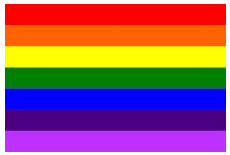
2011 Repeal of Don't Ask Don't Tell.

2012 Minnesota Marriage Amendment defeated.

2013 Minnesota legalizes same-sex marriage.

2015 SCOTUS declares 14th Amendment requires a State to license a marriage between two people of the same sex.

What Can I Do?



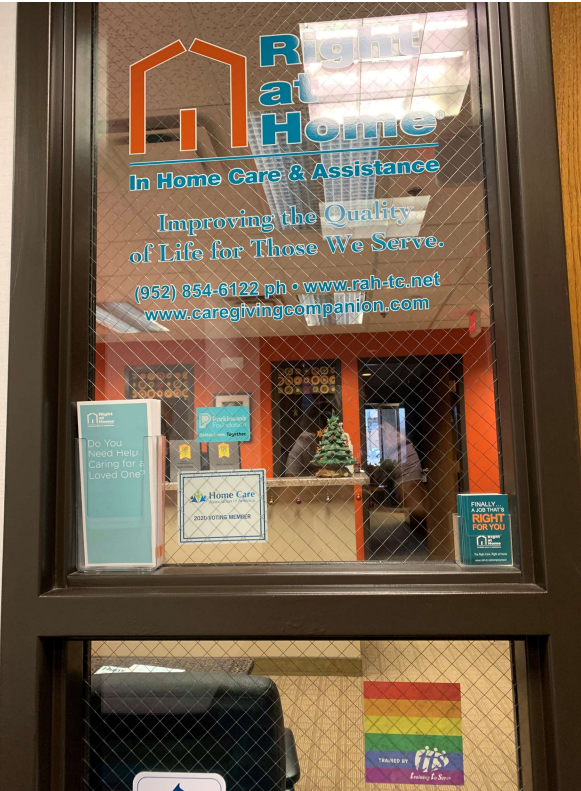
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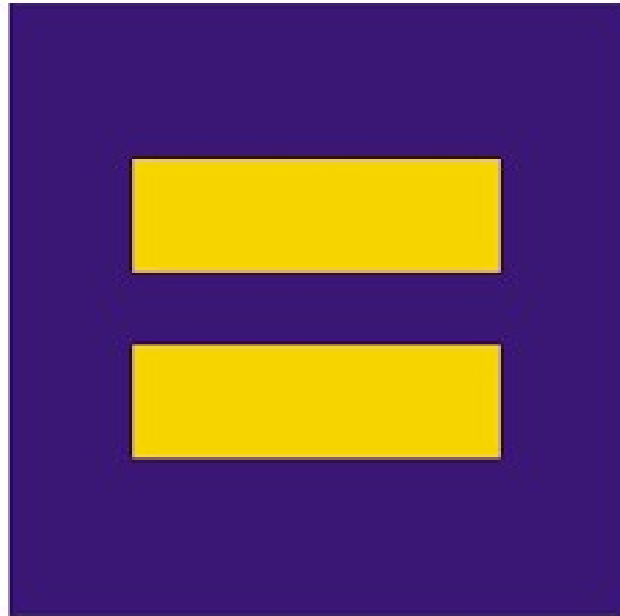
Meet 2018
Teacher Of The Year
**KELLY
HOLSTINE**

PLUS
**PRIDE What
To Do Guide**

Pride Weekend

Shining A Light On The **DEAF QUEER COMMUNITY**
Reaching Out To **GAY HOMELESS VETERANS**





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