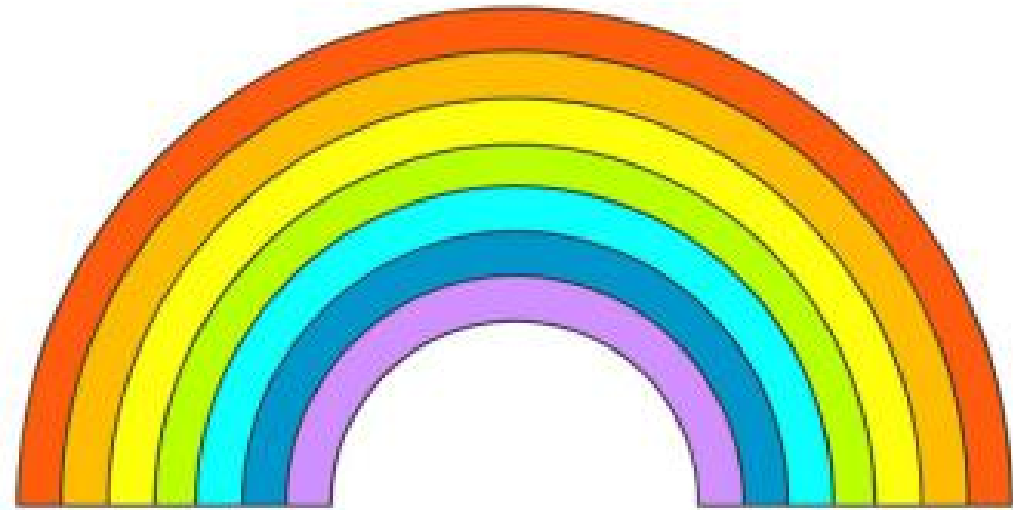


Promoting LGBTQ+ Inclusivity in the IPM Field: Perspectives from IPM Professionals



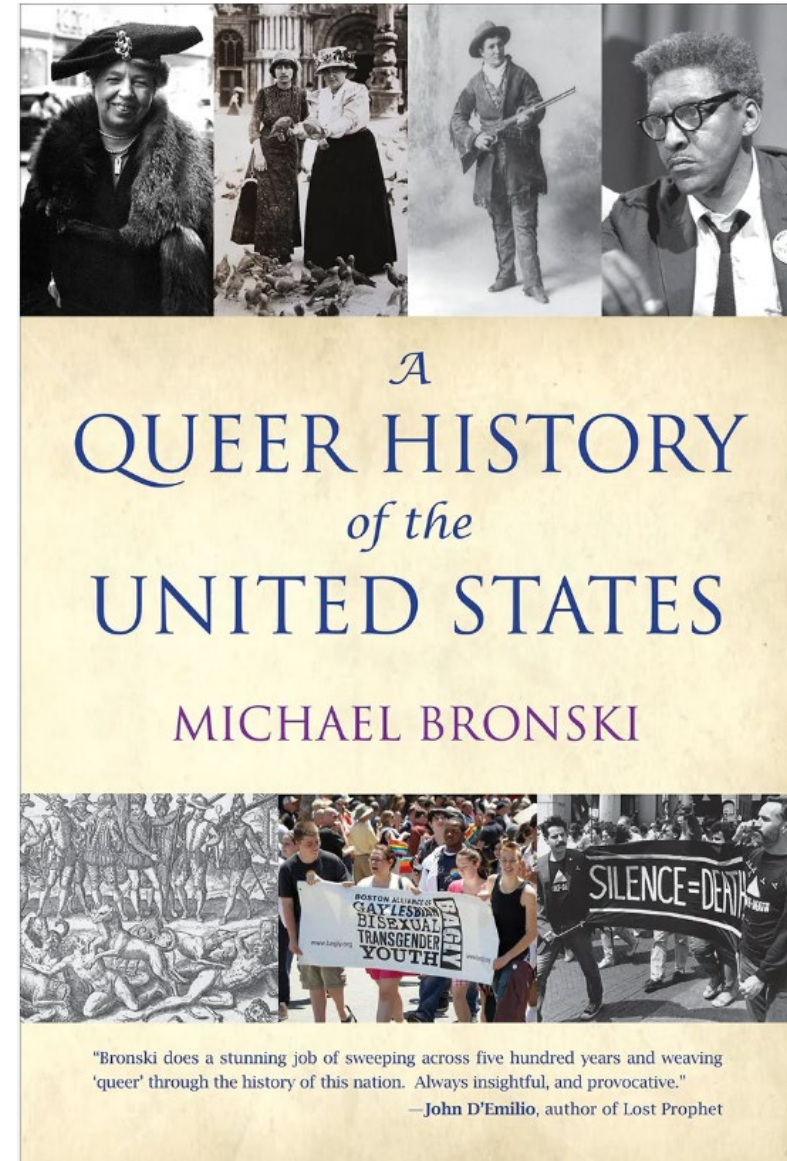
Why Is LGBTQ+ Inclusion Important for IPM Professionals?

- **IPM Involves:** Supporting people to manage pests while reducing risk
- **IPM Requires:** A holistic understanding of complex, inter-related systems that may not fit into the rigid structures we impose on them



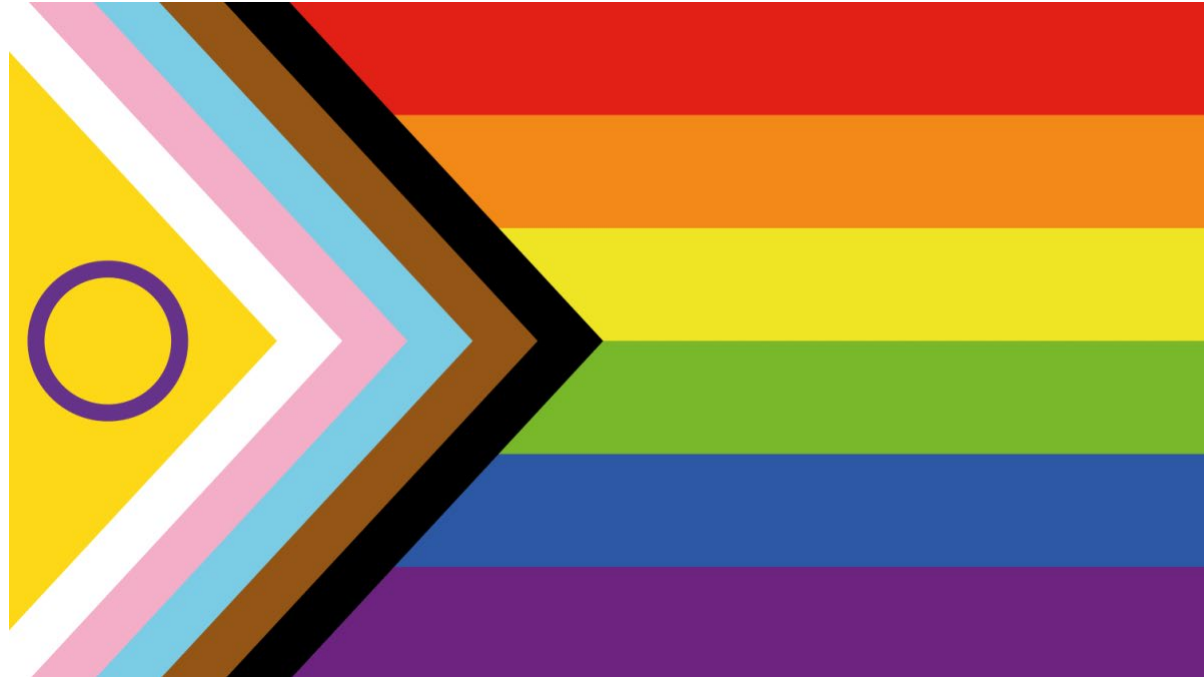
Who Are We?

- LGBTQ+ folks have always existed
- We span class, culture, nationality, race



2SLGBTQ/A+

- 2S - two-spirit
- L - lesbian
- G - gay
- B - bisexual
- T - transgender
- Q - queer
- Q - questioning
- *I - intersex*
- *A – asexual*



- *Today I will use **LGBTQ+** to abbreviate*
- ***Queer** is also often used as an umbrella term by the LGBTQ+ community*
 - *Caution – this is a reclaimed word!*

Why Care About LGBTQ+ Inclusion?

- **Rights infringed in US:**
- 474 anti-LGBTQ+ bills in the US
 - Schools and education
 - Free speech and expression
 - Health care
 - Civil rights
- **Discrimination in US:**
- 42-68% percent of LGBTQ+ individuals report experiencing employment discrimination
- 19% transgender people reported being refused a home/apartment & 11% reported eviction due to their ID
- **Mental & Emotional Health:**
- 45% LGBTQ+ youth seriously considered suicide in 2021

(Badgett, Durso, & Schneebaum, 2013; Badgett, 2012; Durso & Gates, 2012; Grant et al., 2011; Grant, Mottet, & Tanis, 2011; Gattis, 2009; Wells, 2009; Fassinger, 2007; Trevor Project National Survey on LGBTQ Youth, 2022)

Be an Ally

- Educate yourself
- Speak up at injustice
- Be honest and open
- Support equality
- Listen with respect
- Honor others' experiences
- Ask questions instead of making assumptions
- Never ask or assume someone's gender, sexuality, identity, orientation
- *Do* ask for gender pronouns
 - Use they/them until specified
- *Do* ask for names and use the name that person prefers
- When you make mistakes or are corrected, use grace



LGBTQ+ Joy

- Self-love and pride
- Community, chosen family
- Freedom to flourish outside of harmful societal constructs
- As allies make room for LGBTQ+ joy



Shared Conversation Norms

- **Listen** with curiosity, openness, and without interrupting.
- Share and explain only *your own* ideas and perspectives.
- Respect confidentiality & privacy: share lessons, careful with specifics and details.
- Respect one another's ideas, even if they are different.
- Be open to feedback and encourage reflection.
- Assume good intentions.
- Acknowledge when something harmful is said & allow others to apologize.