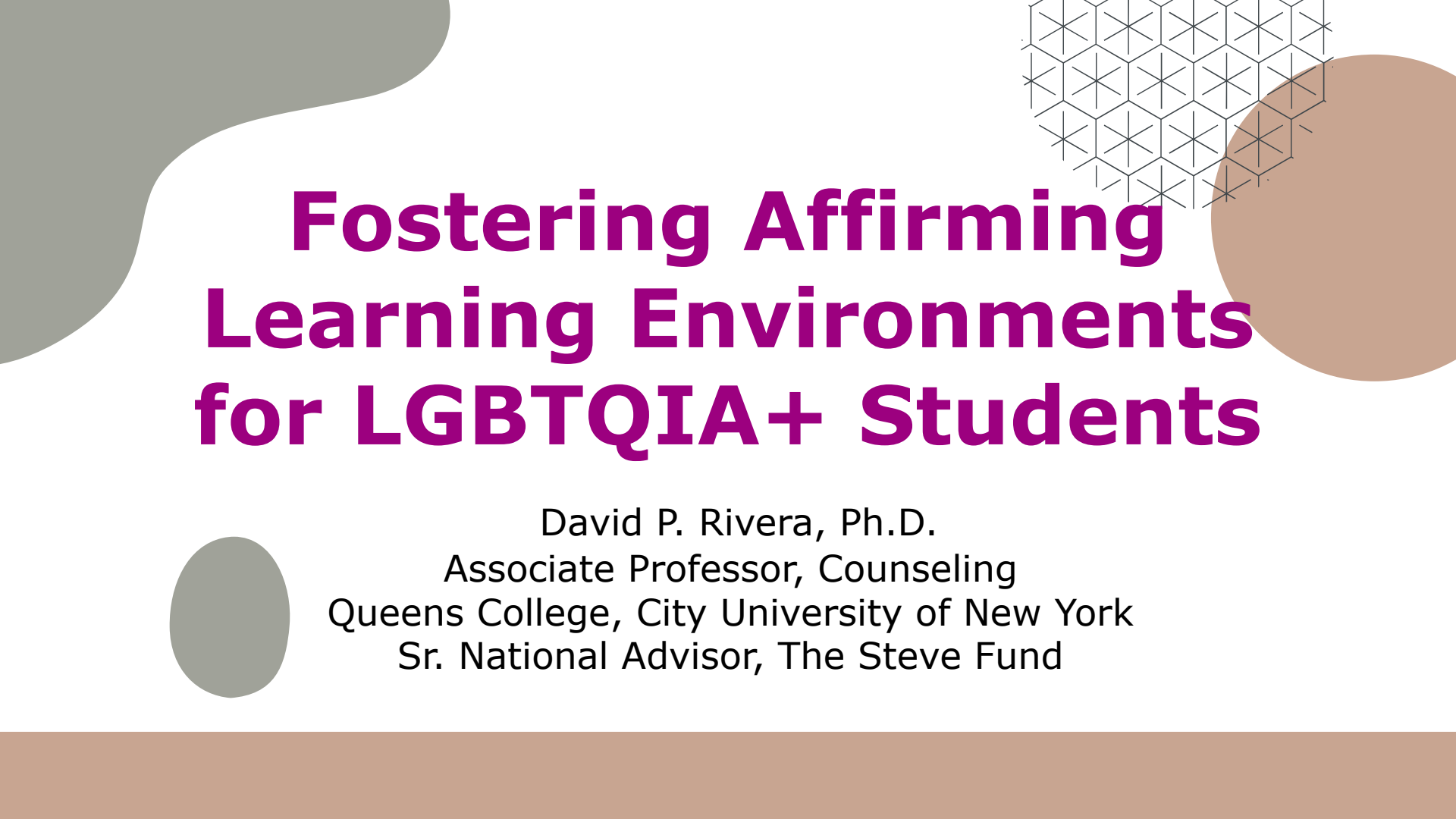


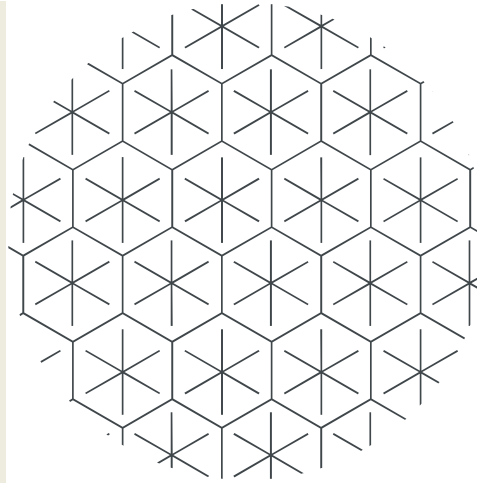


Fostering Affirming Learning Environments for LGBTQIA+ Students

David P. Rivera, Ph.D.
Associate Professor, Counseling
Queens College, City University of New York
Sr. National Advisor, The Steve Fund

Community Check-In

- How are you today?
- Menti.com: 5563 2996



Agenda

01

**Grounding & Why
are we here?**

03

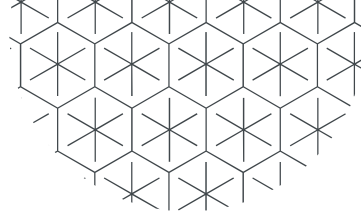
**Trauma-Informed
Leadership**

02

**Worldview: Looking
Within at our
sexuality & gender**

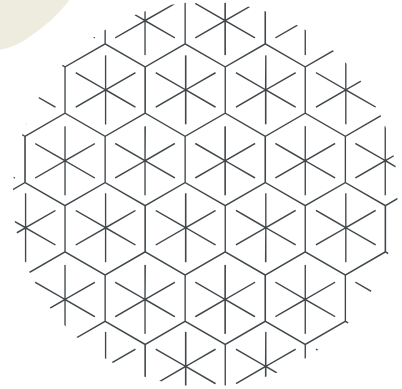
04

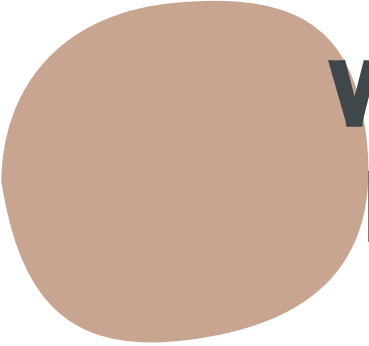
Closing



Mindfulness Moment

- SOBER Breathing
 - Stop
 - Observe
 - Breathe
 - Expand
 - Respond





**What questions do you
have coming into this
session?**



Critical Consciousness



Dialogue

Change occurs
through active
dialogue



Awareness

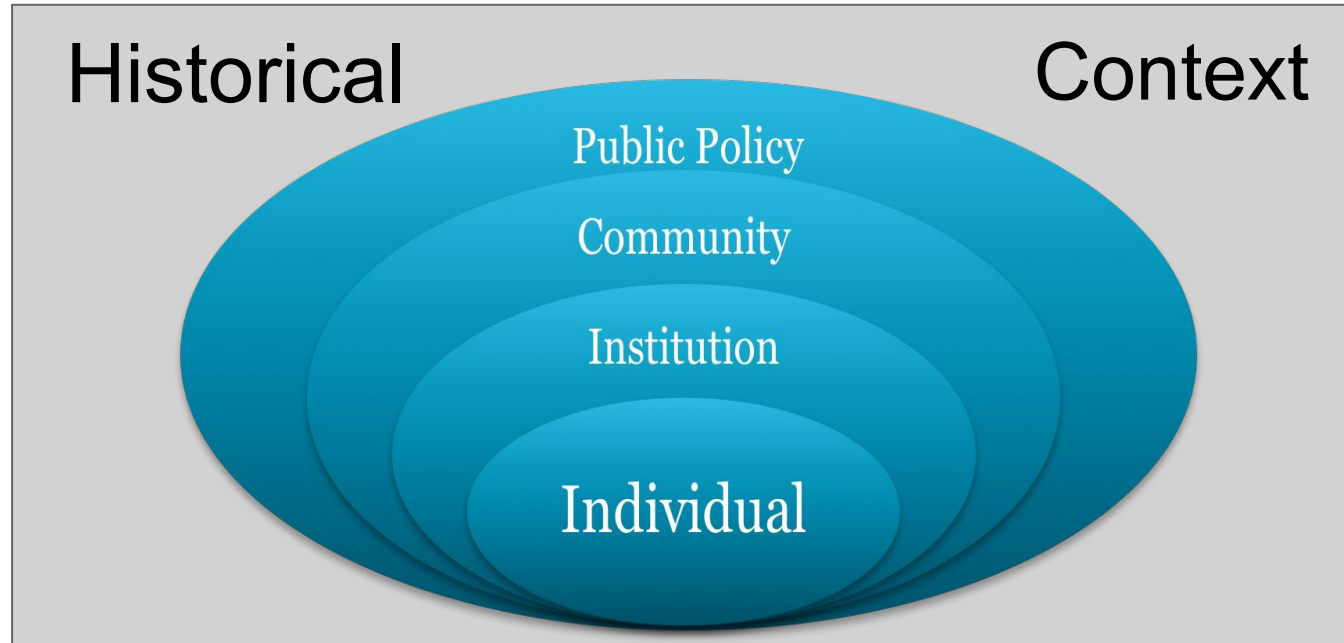
Becoming aware of
systemic
oppression and the
possibility of
change



Action

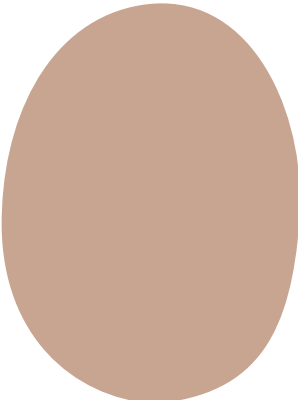
Actively shapes
own identity and
role in the social
context

Social Ecology Perspective





Looking Within



Understanding your worldview of
gender identity and sexual orientation

Gender Identity



1. How do you label your gender?
2. What does it mean to be your gender identity? What does it mean to you?



Gender Identity

Gender Identity – a person's own view of themselves as a gendered being (internal)

Gender Expression – behavior, presentation, ways of dressing (external)

Gender Attribution – the gender other people think you are, and address you as

Learn More:

<https://www.thetrevorproject.org/resources/category/gender-identity/>

Sexual Orientation



1. How do you label your sexual orientation?
2. What does it mean to be your sexual orientation? What does it mean to you?



Sexual Orientation

Refers to one's experience of attraction (romantic, sexual, emotional) to others.

Also can be said to be made up of 3 parts:

- Feelings
- Behaviors
- Identities

Learn More:

<https://www.thetrevorproject.org/resources/category/sexual-orientation/>

The background features several large, organic, watercolor-like shapes in muted colors: a large brownish-tan shape on the left, a large greyish-blue shape on the right, and a smaller grey oval at the bottom right. A thin black line drawing of a plant with long, narrow leaves is positioned at the top center, partially overlapping the text.

Affirming Students by Attending to Trauma

Collective Trauma in Organizations in Recent Years

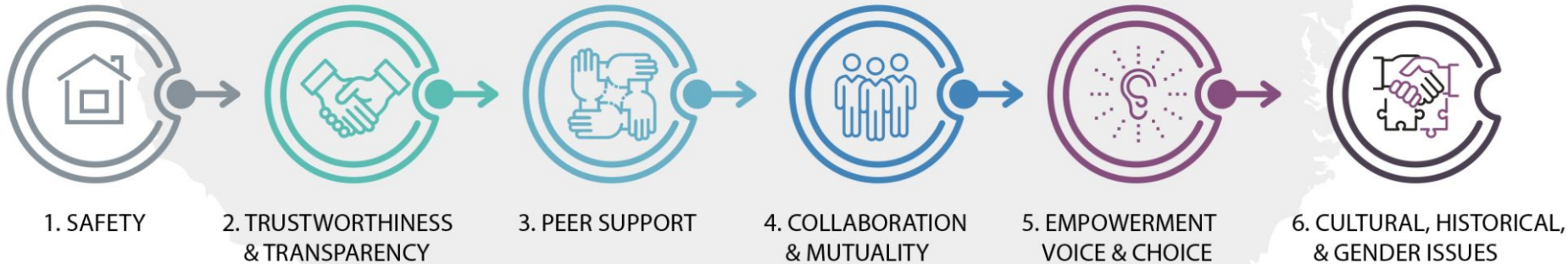
- Collective trauma refers to the impact of a traumatic experience that affects and involves entire groups of people, communities, or societies.
- Collective trauma is extraordinary in terms of the distress and negative consequences impacting individuals but also the because of the far-reaching impact and change on the entire fabric of a community
- Collective trauma can impact relationships, alter policies and governmental processes, alter the way the society functions, and even change its social norms
- The intensity, duration, depth and breadth of the collective trauma of COVID and Racial Trauma and gun violence has been devastating with the collateral damage still unfolding

Source: <https://www.psychologytoday.com/us/blog/lifting-the-veil-trauma/202005/what-is-collective-trauma>

6 GUIDING PRINCIPLES TO A TRAUMA-INFORMED APPROACH

The CDC's [Center for Preparedness and Response \(CPR\)](#), in collaboration with SAMHSA's [National Center for Trauma-Informed Care \(NCTIC\)](#), developed and led a new training for CPR employees about the role of trauma-informed care during public health emergencies. The training aimed to increase responder awareness of the impact that trauma can have in the communities where they work.

Participants learned SAMHSA'S six principles that guide a trauma-informed approach, including:



Source: www.cdc.gov/cpr/infographics/6_principles_trauma_info.htm

6 Guiding Principles to a Trauma-Informed Approach

- **Safety:** Members of the community feel psychologically and physically safe, as defined by the community.
- **Trustworthiness & Transparency:** Organizational activities are operated transparently with the goal of increasing trust.
- **Peer Support:** Community members with existing trauma need support from the organization.

6 Guiding Principles to a Trauma-Informed Approach

- **Collaboration & Mutuality:** Prioritizes partnering and leveling of power differentials across the community.
- **Empowerment, Voice, and Choice:** Recognizes strengths of community members, actively engages all voices, and promotes choice.
- **Cultural, Historical, & Gender Issues:** Addresses cultural biases, leverages the healing power of cultural connections, incorporates culturally-relevant policies and procedures.

Applying Trauma-Informed Principles to Your Work



- How can you apply the Safety Principle to your work?
- **Safety:** Members of the community feel psychologically and physically safe, as defined by the community.



Applying Trauma-Informed Principles to Your Work



- How can you apply the Empowerment, Voice, and Choice Principle to your work?
- **Empowerment, Voice, and Choice:** Recognizes strengths of community members, actively engages all voices, and promotes choice.





Liberation psychology promotes empowerment and resistance.

Liberation psychology encourages us to shift from socially normed practices towards practices that include the community and promote systemic change.





“The master’s tools will never dismantle the master’s house.”

How can we approach our work differently?

How can we approach leadership in ways that address the holistic needs of all involved?



Audre Lorde

The background features several abstract, organic shapes in muted colors: a large brownish-tan shape on the left, a large light beige shape in the center, and a large greyish-brown shape on the right. A small, stylized black line drawing of a leafy branch is positioned at the top center. The text is centered within the beige shape.

Thank You & Be Well
riveradavidp@gmail.co
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