



Sample of SIIC, July 15, 2017

G. From Confusion to Inclusion: Understanding the LGBTIQ Community

Events in the past 18 months have put the LGBTIQ community on the front pages of news organizations all over the world. Whether celebrating the courts validating same-sex marriage, or recoiling from a mass murder in a gay bar, we now know we have to learn more about what it means to be a member of the LGBTIQ community. Often, even the most seasoned trainers appreciate an in-depth review of this rapidly changing arena. We will clarify the current terminology, explore inclusion issues, and examine meaningful approaches to these issues.

- On June 26, 2015, the US Supreme Court ruled that the US Constitution guarantees a right to same-sex marriage, sparking both celebration in the LGBTIQ community as well as efforts to undermine the decision in defense of “traditional marriage.”
- In March of last year, N. Carolina passed a law that bars people from using restrooms that don’t match the gender on their birth certificates.
- In June 2016, a lone gunman killed 49 people and wounded scores of others at a gay bar in Orlando.

The rights and safety of members of the LGBTIQ community have been debated for a very long time, and the Southern Poverty Law Center reports that a higher percentage of hate crimes are perpetrated on this community than any other in the U.S.



Carol French of Figure 8 Consulting, LLC, has a background in education, as a counselor, teacher, curriculum developer, and cultural trainer. Her interactive style was refined in classrooms and on ropes courses where she operates with humor, guided by the philosophy that learning is best when it is experiential.

April Lewis, also of Figure 8 Consulting, LLC, has more than 20 year of experience in cultural agility, equity, inclusion, and intercultural organizational development. In her own dynamic style, she inspires learners with her knowledge, experience, and passion for creating cultural connections by combining humor and learning.

Figure 8 Consulting was founded on the principle that cultural humility is the key to cultural proficiency, and that the best intercultural work comes from the connections between the head, the heart, and the hand: what we know, how we feel, and what we do. The Figure 8 knot is a metaphor for one of our foundational principles: by creating connections with others, we are able to do together what we could not do alone.