

# LIBRARIES AND THE LGBT+ EXPERIENCE

Presented by Jennifer Stickles and Tina Dalton



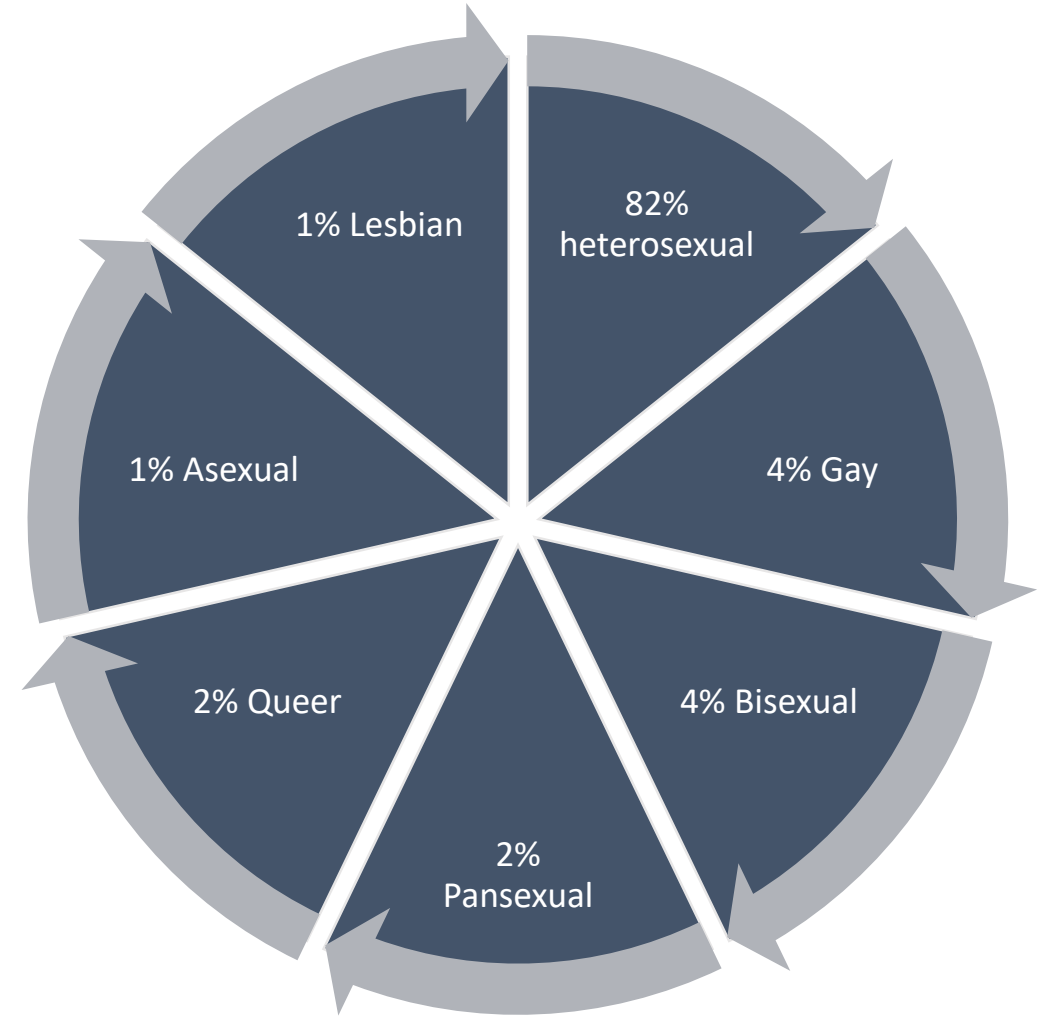
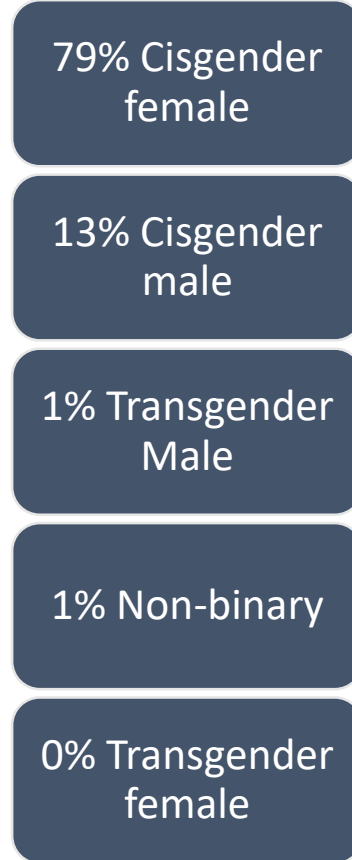
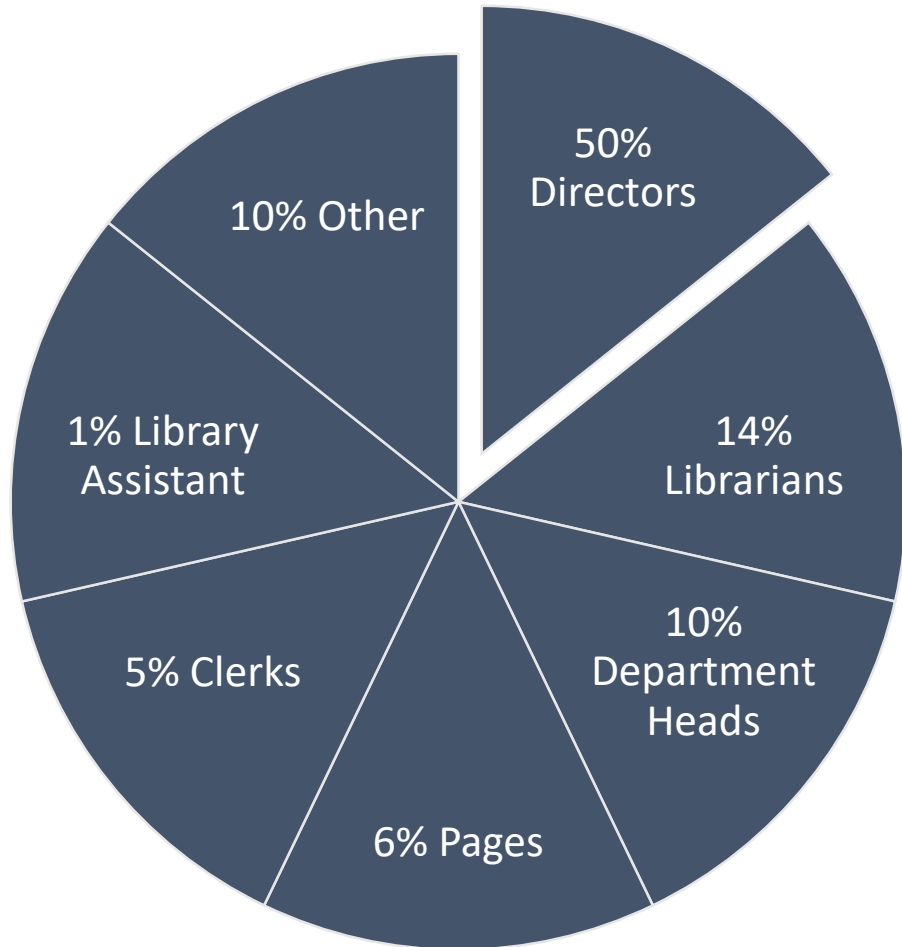


**On July 1st, 1970 the Task Force for Gay Liberation met for the first time at the ALA Annual Conference.**



# The Survey

## 74 Responses



## **Does your library offer any programming aimed specifically at the LGBTQIA community? If so what? If your library does not offer LGBT+ programming, why not?**

**66 respondents answered this question, 17 said yes their library has or does offer LGBT+ programming**

**"I suppose the lack of programming about this issue is much like our lack of programming about religion- it's personal, "we don't go there" neutral ground."**

**"We do not. As far as I know we don't have any LGBT+ staff members, so it's probably because there is no one pushing for it."**

**I have not offered LGBTQIA programming in our community because of the conservative bend in the community.**

**"No, my library does not offer any programming toward the LGBTQIA community, as we do not have any who identify as such in our community."**

**" I don't feel comfortable running a program about a topic I have never experienced or have any clue what they are going through. It would just feel fraudulent."**





"We do not have  
any who identify as  
such in our  
community"



## U.S. Adults Identifying as LGBT, 2012-2017

Do you, personally, identify as lesbian, gay, bisexual or transgender?

	2012	2013	2014	2015	2016	2017
	%	%	%	%	%	%
% LGBT	3.5	3.6	3.7	3.9	4.1	4.5

GALLUP DAILY TRACKING

**Cuba Library has a population of 4,500, with an estimated 202 LGBT+ patrons.**

**Olean NY has around 14,000 people with an estimated 630 LGBT+ patrons.**

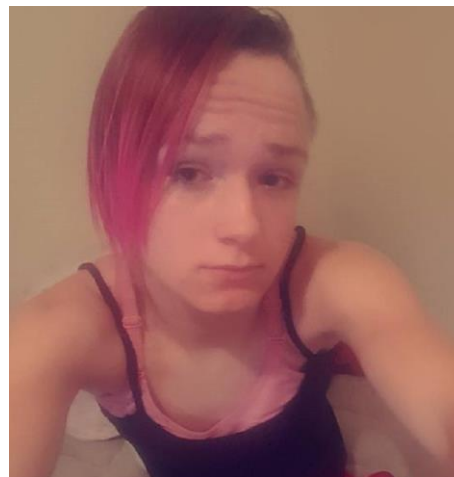
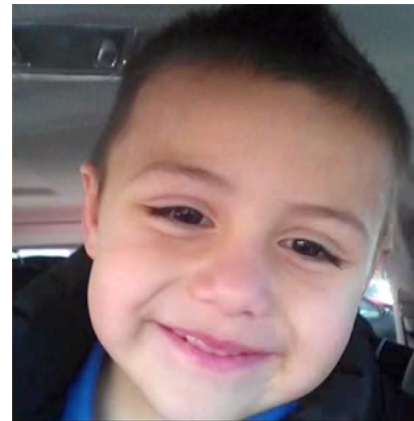
## **"No, My question is for you. Why?"**

- **42% of LGBT teens say that the community they live in is not accepting of LGBT people**
- **LGBT youth are twice as likely to be physically assaulted**
- **40% of gender expansive youth say they are frequently excluded by their peers**
- **51% of LGBT youth are verbally harassed**
- **63% of LGBT youth plan on moving out of their town to find acceptance**
- **LGB youth are almost five times as likely to have attempted suicide compared to heterosexual youth**
- **40% of transgender adults reported having made a suicide attempt. 92% of these individuals reported having attempted suicide before the age of 25.**

***Statistics from the Human Rights Campaign and Trevor Project***









## **What is your opinion of libraries offering programs geared specifically at the LGBTQIA community?**

**I think it is more important to provide a welcoming environment to everyone, programming that addresses broader community issues and needs, than to address any specific subgroup of our community.**

**If you have programming geared specifically toward the LGBTQIA then are you then going to have programming geared specifically toward Non-LGBTQIA? If we have programming for Wiccans then do we have programming for Fundamental Christians?**

**I believe that they sin because the bible says so.**

**I personally believe that it is a dangerous ground to walk on, similar to holiday programming, but we still have to serve our communities in a non-discriminative way.**

**Bravo! Libraries are for everyone and we need to make that message bold.**

**I think it is crucial to any community, but particularly so in a rural community, where it can be very lonely for those individuals who identify as LGBTQIA.**

**Sweet. Do it! Help me do it!**



TRAINING

**Your Staff**



Collaborate with  
other  
organizations in  
town for  
community-  
wide training

- LGBTQ Cultural Competency Trainings and presentations to businesses, academic organizations, government agencies, and organizations interested in having members of their staff trained on being sensitive to the thoughts, feelings, and experiences of their LGBT customers/clients/students and co-workers.



# KNOW YOUR TERMS

Lesbian

Transgender

Bisexual

Sex

Queer

Asexual

Non-binary

Gay

Gender

Pansexual

Cisgender

Intersex





# Terms and Phrases to Avoid

**Homosexual** Because of the clinical history of the word "homosexual," it is aggressively used by anti-gay extremists to suggest that gay people are somehow diseased or psychologically/emotionally disordered

**Sexual Preference** The term "sexual preference" is typically used to suggest that being lesbian, gay or bisexual is a choice and therefore can and should be "cured."

**"gay agenda" or "homosexual agenda"** Lesbian, gay, bisexual, and transgender people are motivated by the same hopes, concerns and desires as other everyday Americans.

**Deadnaming** when a person comes out or transitions, they often pick a new name that will better represent their new identity. Refusing to use their preferred name is considered hurtful and a form of aggression.

# When greeting others

Avoid:

**ladies gentlemen ma'am sir girls guys** etc.

Consider using instead:

“Thanks, **friends**.  
Have a great  
night.”

“Good morning,  
**folks!**”

“Hi, **everyone!**”

“And for **you?**”

“Can I get  
you **all**  
something?”

Why?

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

## Be mindful of language

# LGBT+ STAFF

Coming Out

Homophobia

Transphobia

Acceptance

Discrimination

Pride





Deciding to  
come out...



**Homophobia?**



**Now That's a Choice!**

**Homophobia,  
Microaggressions, and  
Harassment**

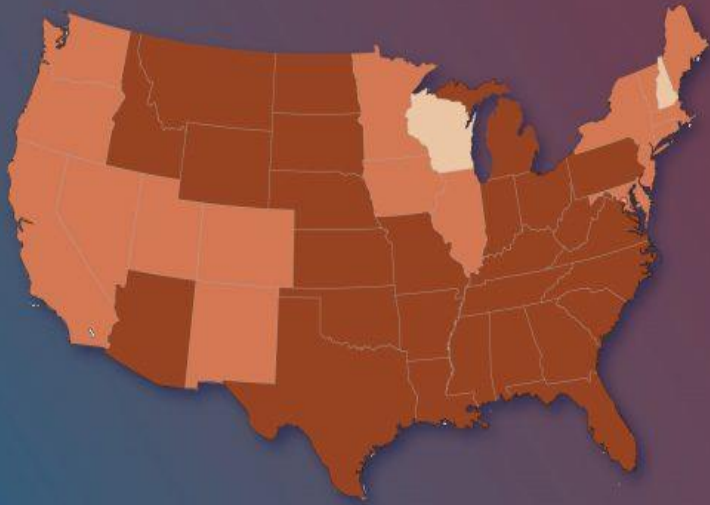




## **Reporting Homophobia in the Workplace**



**IN 28 STATES, YOU CAN BE FIRED  
FOR BEING LESBIAN, BISEXUAL,  
OR GAY.**



- SEXUAL ORIENTATION & GENDER IDENTITY NON-DISCRIMINATION LAWS
- SEXUAL ORIENTATION NON-DISCRIMINATION LAWS
- NO NON-DISCRIMINATION LAWS

**IN 30 STATES, YOU CAN BE FIRED  
FOR BEING TRANSGENDER.**

## 2017 Workplace Equality Fact Sheet – outandequal.org

- One in four LGBT employees report experiencing employment discrimination in the last five years.
- The Transgender unemployment rate is three times higher than the national average.
- Nearly one in 10 LGBT employees have left a job because the environment was unwelcoming.



# LGBT+ Collections





# LGBT+ ADULTS



AUG  
15

Stonewall Cafe

Public · Hosted by Olean Public Library



# LGBT+ Programming for Teens







PRISM @ Buffalo Pride  
Funded by STLS Mini Outreach Grant



# LGBT+ CHILDREN AND FAMILIES





# DRAG QUEEN STORY TIME



Like · Reply · 8h



~~Barbara Ann Boser-Gates~~ Maybe Olean Public Library needs their state funding cancelled until they clean house on their staff & governing board!



Like · Reply · 8h



~~Barbara Ann Boser-Gates~~ What's next for children's programs at the OPL? How to roll a better joint? Hydroponics for kids? Make after school money being a drug transporter? How to cut Cocaine with your school ID card? Beastiality ~your dog really IS your BEST FRIEND??? I am thoroughly DISGUSTED WITH THE THOUGHT THAT CHILDREN NEED TO LEARN ABOUT ABNORMAL SEXUAL RELATIONSHIPS WHEN THEY CANT EVEN DECIDE WHAT CLOTHES TO WEAR OR WHAT'S FOR LUNCH TODAY! Now they can learn how to tuck & tape their genitals, apply makeup, put on a dress & heels and prance around like a chicken pretending to think they are the other gender...WTF? I have a nagging hunch that someone on the library board is behind this 'Bird Cage' mentality...keep your 'freak' in the confines of your same sex marriage at home....not in the faces of innocent children!



Like · Reply · 8h



~~Barbara Ann Boser-Gates~~ Olean is becoming the new Sodom & Gomorrah...anything flies! 😞 Our religious leaders & Community leaders should be all putting their professional opinions in on this travesty to a once wonderful respite of learning, education & relaxation! Shake my head! Normal families try to protect their children from such nonsense!



## LGBT "Rights"

1995: We want tolerance

2005: We want equality

2015: Bake the f##### cake bigot

2016: Say my pronouns or go to jail

2018: Kiss the f##### tranny

2020: Let me f### your 8 yo kid, pedophobe







Daniel Burnside

Agreed, this needs to be recognized for what it really is CHILD ABUSE. I as the Region 2 Director for the NSM will be in attendance to protest this crap, all who feel the same feel free to message me and we will not welcome this in our area



I just wanted to message you, and say- Thank you.

What the library is doing this Wednesday is a beacon of light and hope for our area. YOU are a beacon of light and hope.

I know how remaining professional can be so difficult when you are being accused of horrible untrue things. You are much stronger than I... I and all of my family (blood and chosen) truly appreciate what you are doing. We are behind you.

From the insecure queer boy still hiding inside this grown man- thank you.

## Drag Queen Kids Party



~~Tom Andolor~~ <tomandolor@aol.com>

Wed 6/20, 7:25 AM

Michelle La Voie; Jennifer Stickles ▾

📧 Reply all ▾

Thank you for including this amazing program. Be strong. You have a lot of people behind you.

I am from Jamestown and live in NYC, and saw this post.

Good Luck! Don't back down!

Best,

~~Tom Andolor~~























# Some Libraries Are Facing Backlash Against LGBT Programs — And Holding Their Ground

Drag queen storytimes and other LGBT programs are meant to create safe spaces for the queer community. The librarians running them are getting death threats.



**Mitchell Kuga**  
BuzzFeed Contributor

Posted on November 15, 2018, at 2:51 p.m. ET

Nazi Daniel Bursick announced that the National Socialist Movement would be protesting the event. Stickles said that when she called the police department to organize security, they advised her to cancel the event.

The day before Drag Queen Kids' Party, a local reporter called Stickles to ask about the death threats issued against her — threats that she was unaware of. After hanging up the phone, she stood alone in her office overlooking the parking lot. "The walk between my office to my boss's office is the only time I thought for a split second like maybe I should reconsider," she said. After talking it over with the library director, Michelle La Voie, Stickles made her decision: "I have to. There's no way I'm calling it off."

After a night of tossing and turning — "I got an hour and a half of sleep. I was so nervous. It had just gotten to be too much," she said — Stickles pulled up to the library, bracing for a scene. What she encountered shocked her.

"Just rainbows everywhere," she recalled. Over 200 supporters flooded the front lawn of the library, many of whom arrived three hours before the event to deter protestors, including a group of drag queens who drove down from Buffalo. They waved pride flags and held signs advocating acceptance and diversity. Protestors, for their part, amounted

**When Stickles called the police to organize security, they advised her to cancel the event.**



**sdk**  
@sdk14754977

Follow

The librarians deserve death along with the drag queens. So do the relatives who are taking these innocent children to the slaughter. God help them.

**BuzzFeed News** @BuzzFeedNews

Drag queen storytimes and other LGBT programs are meant to create safe spaces for the queer community.

The librarians running them are getting death threats.

11:35 PM - 15 Nov 2018

2 Retweets 4 Likes



**sdk**  
@sdk14754977

Replying to @TheMissJennifer

In hell, there is no love, no beauty, no pleasure, no rest. Nothing exists in hell but the long stretch of eternity in ugliness, unendurable pain, hatred, foul stench...and the knowledge that you could have saved your soul so easily. I pity you and I will pray for you.



**ALA's GLBTRT**  
@GLBTRT

Replying to @TheMissJennifer

We recognize and appreciate the good work you are doing for your community, despite having to wade through the hate and vitriol.

<3

12/3/18, 1:02 PM





# Community Survey

**Have you experienced any positive changes/experiences as a result of these programs?**

- The chance to be in a social group helped me make friends and helped with my social anxiety
- New friends!
- Met new friends! And got information about different programs
- Have met new friends/allies
- Yes the community is becoming more educated and somewhat accepting!
- Met new people, networked, had fun

## **Do you think these programs have resulted in any changes in the community overall?**

- Definitely, the sense of community here has blossomed
- Yes it's provided education to those who need it and has brought groups together in our community
- Most definitely. Look at the result of the Drag Queen Story Time. Look at the outpouring of support in the counter protest. It also united LGBTQ in this area and we joined for a cause (re: title IX issue at the schools, the Pride Picnic that was held, etc).
- Yes! It gives people a safe space to connect with others.
- Yes, I believe that the programs at the library have shown that though there are some detractors, the community as a whole is quite supportive.
- Yes. More accepting atmosphere
- Brought the community members together. The teen group has helped kids that I know find support and feel less alone

# Questions?

