

LGBTQ+ Equity & Awareness

1



These Are Professional Best Practices with suggestions on language and actions to use and not to use - in order to...

AVOID BARRIERS to communication And help you do your job effectively

(based on years of PROFESSIONAL ▽ experience - training 300+ orgs, 17k people) ▽ Say this, don't say this...

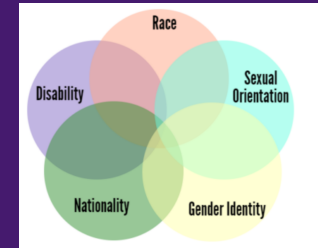
Liz Bradbury (she/her)
Director of the Training Institute of the
Bradbury-Sullivan
LGBT Community Center,
in Allentown, PA



1

Intersectionality

...the interconnected nature of social categorizations such as race, class, economic status, SOGI, and gender, that creates overlapping systems of discrimination or disadvantage.



2

There is no such thing as a single-issue struggle because we do not live single-issue lives.

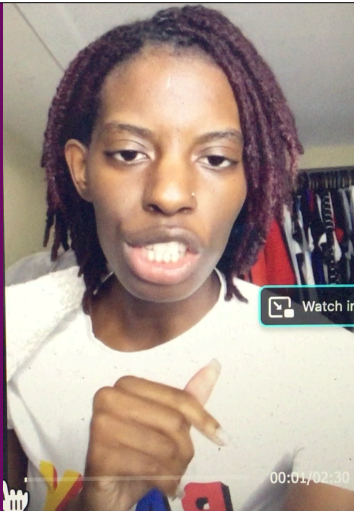
Audre Lorde



"...Visibility - which makes us most vulnerable, is that which also is the source of our greatest strength."



2



Chrys the Author

<https://www.tiktok.com/@chrystheauthor?lang=en>



3

The Inclusive Alphabet.

LGBTQ+ is considered by most to be the preferred acronym.

But the most accurate is **LGBTIQQPO 2S A A A A NB GNC SGL D + - Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Questioning, Pansexual, Omnisexual, Two Spirit, Asexual, Allies, Aromantic, Agender, Non Binary, Gender Non-Conforming, Same Gender Loving, Demisexual, etc**

LGBT(Q+) is considered fully inclusive in most situations.



Practice saying
LGBT - LGBTQ+



4

Gender Identity: **Nonbinary (NB)**

5

Those not identifying exclusively as a man or a woman - often a mix or no gender

1 in 4 LGBT Youth in GenZ Identify as Non Binary



Non Binary people may or may not change their appearance or body to affirm their gender identity.

*Kosciw, J. G., Clark, C. M., Truong, N. L., & Zongrone, A. D. (2020). The 2019 National School Climate Survey: The experiences of lesbian, gay, bisexual, transgender, and queer youth in our nation's schools. New York: GLSEN.



5

Gender Identity: **Gender Neutral** (They / Theirs) pronouns

6

Adjective meaning not identified as male or female -



Singular pronoun, accepted by the Chicago Style Manual

theirs	zim	their	
her	ze	she	his
xe	they	them	xim
hers	xey	him	he

1 in 4 LGBT Youth in GenZ Identify as Non-Binary, 98% use They

Both GLSEN and BSC studies have shown that 85% of GenZ Transgender and NB youth were assigned female at birth. The BSC Study shows that of people over 55 identifying as other than cisgender, 75% were assigned male at birth.

Some people will use both they & a gender pronoun.

Some people may use he or she, but still identify as Non-Binary

Ask politely — use that pronoun

It's fine to use these words in a respectful way.

*Kosciw, J. G., Clark, C. M., Truong, N. L., & Zongrone, A. D. (2020). The 2019 National School Climate Survey: The experiences of lesbian, gay, bisexual, transgender, and queer youth in our nation's schools. New York: GLSEN.



6

Think of "They" as a plural pronoun that can also be used as a singular pronoun... What's another pronoun that is both singular and plural?

7

"You" in english, as both a singular and plural pronoun

Do you have a pen and an evaluation form?

Do you have pens and evaluation forms?

Even when "you" is singular you say - "you are"

What's the old-time singular of "you"????

Romeo, Romeo wherefore art ____?

Language Changes!



7

Definitions and Appropriate Terms: **Transgender....**

8

Cisgender: What does this mean?

A person comfortable with the gender they were assigned at birth. "Cisgender" indicates a person who is **not Transgender**.

Gender Dysphoria -

Conflict and distress felt when someone's assigned gender and physical attributes do not match the gender they know themselves to be. May be exacerbated by lack of societal support, and/or awareness of physical incongruities.

Insurance may require a diagnosis.

Some feel it inappropriately implies being Trans is an illness, it is not an illness or disorder, it is simply a condition related to sexual health (World Health Organization).

Some Trans people do not experience Gender Dysphoria.



8



Definitions and Appropriate Terms:

9

Gender Transition: Affirming or changing one's gender expression from one's birth assigned gender to one's gender identity.

May include but does not have to include:

Social Transition: May include changing one's gender expression (i.e. clothing, hair), coming out to family/friends/coworkers, name and pronoun changes.

Legal Affirmation: legally changing name, changing documents.

Boerner, H. (2022, May 12). *What the science on gender-affirming care for transgender kids really shows*. Scientific American. Retrieved December 7, 2022, from <https://www.scientificamerican.com/article/what-the-science-on-gender-affirming-care-for-transgender-kids-really-shows/>
Tanner, L. (2022, June 15). *Trans kids' treatment can start younger, new guidelines say*. AP NEWS. Retrieved December 7, 2022, from <https://apnews.com/article/gender-transition-treatment-guidelines-9d8e54670a3a0f5f2831c2bf149b6b>



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9



Definitions and Appropriate Terms:

10

Medical Transition: May include hormone replacement therapy, hormone suppressants (puberty aged children), progesterone. Many Trans/NB people do not choose to have HRT, but many do.

Surgical Affirmation: Genital surgeries, facial reconstruction, breast implants or removal, Adam's apple minimization, vocal cord surgery. Genital surgery is never best practices for anyone under 17 - 18 (usually delayed).

Remember that genital surgery doesn't change gender - it changes genitalia. Also, while people may choose to have affirming surgery, folks don't have to choose to do anything to be Transgender or Non-Binary.

Some Nonbinary & some binary Transgender folks may not physically transition.

Boerner, H. (2022, May 12). *What the science on gender-affirming care for transgender kids really shows*. Scientific American. Retrieved December 7, 2022, from <https://www.scientificamerican.com/article/what-the-science-on-gender-affirming-care-for-transgender-kids-really-shows/>
Tanner, L. (2022, June 15). *Trans kids' treatment can start younger, new guidelines say*. AP NEWS. Retrieved December 7, 2022, from <https://apnews.com/article/gender-transition-treatment-guidelines-9d8e54670a3a0f5f2831c2bf149b6b>



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10

Remember that Hormone Replacement Therapy (HRT, T)...

11

May often be an essential part of a Transgender or Nonbinary person's transition.

It is a continuing prescription therapy that may be pills or shots, that a Trans or NB person often takes for the rest of their lives.

Without HRT, a Trans/NB person will experience body changes and possibly dysphoria.

Blocking a doctor's help could mean a person may seek hormones from unsafe sources.

Tanner, L. (2022, June 15). *Trans kids' treatment can start younger, new guidelines say*. AP NEWS. Retrieved December 7, 2022, from <https://apnews.com/article/gender-transition-treatment-guidelines-9d8e54670a3a0f5f2831c2bf149b6b>



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11



Question: Based on state and federal law, in most states is it legal to fire someone for being LGBT?

12

The SCOTUS decision in June 2020 found that SOGI employment discrimination is discrimination based on sex). **Bostock!**

Yes or No?

In January 2021, Pres Biden's Executive orders interpret Bostock to mean LGBTQ people are also protected in the areas of healthcare, housing, public accommodation, credit lending, & education.

The Equality Act would extend all federal civil rights laws to LGBTQ people through legislation rather than relying on the courts.

Bostock v. Clayton County, Georgia, the U.S. Supreme Court ("Court") held that an employer who fires an individual merely for being gay or transgender violates Title VII of the 1964 Civil Rights Act ("Title VII")



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12

Pennsylvania Human Relations Commission SOGI Discrimination Guidance



PHRC - where sex is a class protected from discrimination, it includes sexual orientation, transgender identity, gender transition, gender identity and gender expression. 2022 PA Government Guidance has strongly affirmed that SOGI discrimination is sex discrimination.

Applicable to schools, employers, all public accommodations, education, and housing

Sexual harassment - regardless if it is opposite-sex or same-sex - is always illegal

"PA Human Relations Commission Details." Pennsylvania Pressroom. Accessed March 26, 2019. <https://www.media.pa.gov/Pages/PA-Human-Relations-Commission-Details.aspx?newsid=74>.

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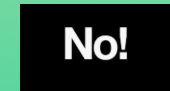


Further: The Federal Courts Have Found...

"Employers and businesses do not get a free pass to discriminate simply by asserting a religious objection to the existence of Gay or Transgender people." (Neither do employees)



**What you can't do:
You cannot require your employees to change their religious beliefs, or even state that they respect a minority group that their religion has told them not to.**



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Employers can require employees to learn more about LGBTQ people in order to avoid barriers to communication.

Employers can require employees to treat LGBT people (students, coworkers, clients) in a respectful way. (Including using appropriate pronouns and chosen name.)

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United States v. Windsor, 570 U.S. 744 (2013) Whitewood v. Wolfe (2104)

As of May 20th, 2014 Pennsylvania and the federal government fully recognized all same-gender marriages. This major civil rights change in PA, affected every LGBT person, profoundly. As of June 26th, 2015, all U.S. States Affirmed Marriage Equality.



Same-sex Couples From the PDN Photo Project

Obergefell v. Hodges (2015)

Legal Marriage Grants Over 1138 Federal Rights, 600 PA State Rights and it is also understood by society. Marriage equality has been reaffirmed into federal law in 2022.

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**1 in 3
Lesbian
Couples
and
1 in 5
Gay Males
Couples
are
raising
children.**



Overall, it is estimated that 29% of all LGBTQ adults are raising a child who is under 18.

Gay and Lesbian couples who are both AFAB or both AMAB never have children by mistake

If you ask a parent to prove they are a legal guardian, you must be asking every parent to do that...

Gates, G. The Williams Institute. (2013). Research data of LGBT parenting in the United States. LGBT Parenting in the United States.

LGBT Demographic Data, 2019; Press Release 2019; Gates, Marriage and Family 2019



3.03 to 6.36

times more likely to have autism compared with cisgender adults

2021 Study: 5% of 641,860 cisgender people have autism, whereas (895), 24% of the gender-diverse people do.

Gender diverse people are 3 to 6 times as likely to be a person with autism as cisgender people are. GD people are also more likely to report autism traits and to suspect undiagnosed autism.

Autistic people more likely to identify as LGBTQ. SPARK for Autism. (2022, January 18). Retrieved August 18, 2022, from https://sparkforautism.org/discover_article/autism-lgbtq-identity/



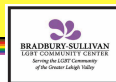
Each episode of LGBT physical or verbal harassment or abuse...

...increases the likelihood of self-harming behavior by 2.5 times on average.



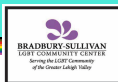
IMPACT. (2010). Mental health disorders, psychological distress, and suicidality in a diverse sample of lesbian, gay, bisexual, and transgender youths. American Journal of Public Health, 100(12), 2426-32.

2022 national survey on LGBTQ Youth Mental Health. The Trevor Project. (n.d.). Retrieved August 16, 2022, from <https://www.thetrevorproject.org/survey-2022/>



What do we do about this?

Why can't we just treat everyone the same?



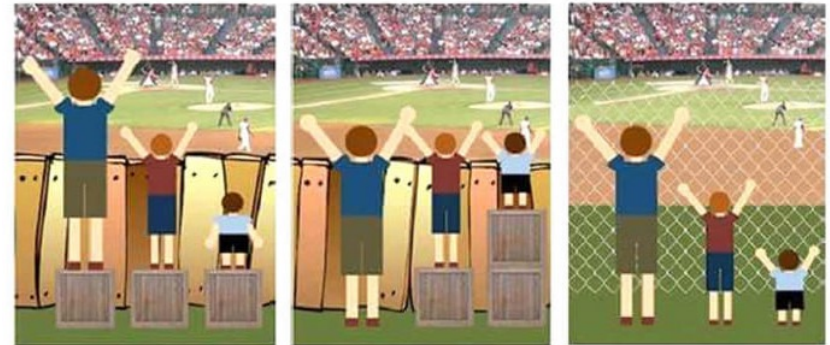
Understand that:

Disparity is not corrected by treating a disenfranchised group exactly the same as the majority.



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EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

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Why Support for Trans* Youth Matters

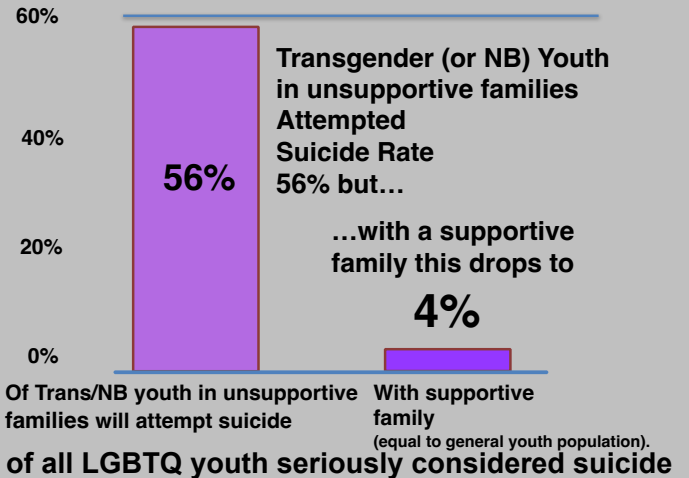
Based on a 2012 study of 433 individuals

Trans* Youth with Supportive Parents	Trans* Youth with Unsupportive Parents
Reported Life Satisfaction 72%	33%
Reported High Self-Esteem	64%
13%	Faced Housing Problems 55%
Described Mental Health As "Very Good" or "Excellent" 70%	15%
Suffered Depression 23%	75%
Attempted Suicide 4%	57%

For more information, go to transstudent.org/graphics

TSER
Trans Student Equity Resource

Infographic Design by Landyn Pan Illustrations by Ethan Lopez



2022 national survey on LGBTQ Youth Mental Health. The Trevor Project. (n.d.). Retrieved August 16, 2022, from <https://www.thetrevorproject.org/survey-2022>
Papadimitriou M. (2012). Percentage comparison between attempted suicide rates in trans youth with and without supportive families. Impacts of Strong Parental Support for Trans Youth. A Report Prepared for Children's Aid Society of Toronto and Delisle Youth Services. 2 October, 2012.

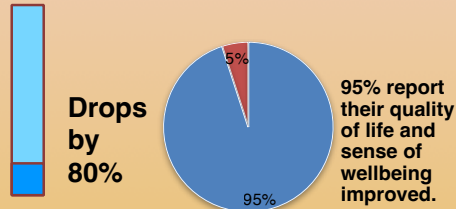
Also cited in AAP guidelines of 2018

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“Supportive” means supporting LGBTQ peoples’ Civil Rights & their lives... including a Trans/NB Person’s Transition

Study: Of adult at-risk Trans people, self-reported suicide attempts dropped 80+% with access to transition-related treatment.



Grant, J., Mottet, J. D., Taniguchi, J. National Center for Transgender Equality & National Gay and Lesbian Task Force. (2016). National survey that recorded the percentage of transgender people and their experiences with health care. National Transgender Discrimination Survey Report on Health and Health Care.

Supportive Families = Zero Homelessness

Dhejne, C., Lichtenstein, P., Boman, M., Johansson, A. L. V., Långström, N., Landén, M. (2011). Study of 324 transgender people on Sweden who all has sex-affirming surgery and their overall quality of life has changed because of the surgery. Long-Term Follow-Up of Transsexual Persons Undergoing Sex Reassignment Surgery: Cohort Study in Sweden.

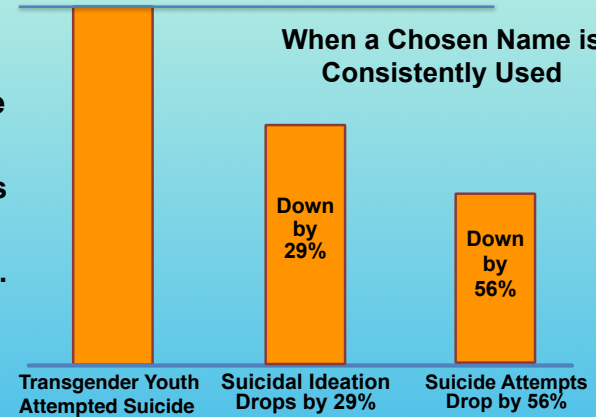
The Trevor Project. (2020). 2020 National Survey on LGBTQ Youth Mental Health. New York, New York: The Trevor Project. For additional information please contact: Research@TheTrevorProject.org



A 2018 Study of Transgender Youth Shows:

I get infoline calls from Parents of Trans youth...

When a Chosen Name is Consistently Used



2022: Fewer than 1 in 3 found their home gender affirming

2022 national survey on LGBTQ Youth Mental Health. The Trevor Project. (n.d.). Retrieved August 16, 2022, from <https://www.thetrevorproject.org/survey-2022/>

Russell, S. T., Pollitt, A. M., Li, G., & Grossman, A. H. (2018). Chosen Name Use Is Linked to Reduced Depressive Symptoms, Suicidal Ideation, and Suicidal Behavior Among Transgender Youth. The Journal of adolescent health : official publication of the Society for Adolescent Medicine, 63(4), 503-505. <https://doi.org/10.1016/j.jadohealth.2018.02.001>



One of many reasons we must help families be supportive!

“50% of all teens get a negative reaction from their parents when they come out to them (as LGBT),” and more than 1 in 4 are forced to leave their homes.

91% of homeless youth are approached by sex traffickers with (scam) promises of high pay that sound like it could resolve their problems.

36% of homeless youth lured to Domestic Minor Sex Trafficking (DMST) are LGBT.



“Labor and Sex Trafficking among Homeless Youth.” Accessed January 15, 2022. <https://oag.ca.gov/sites/all/files/agweb/pdfs/ht/murphy-labor-sex-trafficking-homeless-youth.pdf>.
“The Cost of Coming Out: LGBT Youth Homelessness.” The Cost of Coming Out: LGBT Youth Homelessness | Lesley University. Accessed January 15, 2022. <https://lesley.edu/article/the-cost-of-coming-out-lgbt-youth-homelessness>.

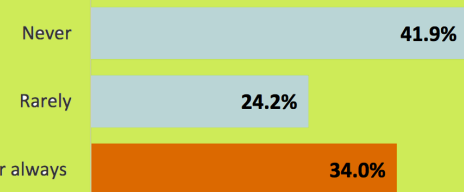


Based on the Bradbury-Sullivan Center Health Survey

One in three respondents **fear seeking health care services because of past or potential negative reactions** from health care providers. (N=5,842)

1 in 3 fear seeking health services due to past anti-LGBTQ+ actions.

Sometimes, often, or always

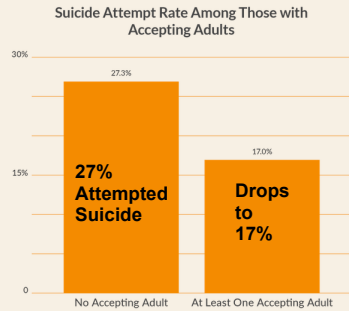


Bradbury-Sullivan LGBT Community Center. Coulter, R. University of Pittsburgh. Scout, Ph.D. LGBT Healthlink. (2016). Data that indicates that there are serious health disparities for the LGBT community in the Lehigh Valley. LGBT Wellness Needs Assessment.



LGBTQ youth are less likely to attempt suicide when there is any adult who supports them, rather than no one.

Results



For all LGBTQ+ Youth

Clear data shows **you** can be the one who makes a difference!

"Research Brief: Accepting Adults Reduce Suicide Attempts Among LGBTQ Youth." The Trevor Project, June 27, 2019. <https://www.thetrevorproject.org/2019/06/27/research-brief-accepting-adults-reduce-suicide-attempts-among-lgbtq-youth/>.

Tell your children you will support them & their LGBTQ friends



Definitions, Appropriate Terms - Review:

Transsexual & Transvestite are old-fashioned (barrier) words, use the word **Transgender**. (Transgender People)

A person is not "transgendered" Barrier Word

Don't say Transgenders - or a Transgender, or a Gay or a Bisexual Barrier Word

Don't use the word "tranny". Barrier Word

Say Gender **Affirming** Surgery rather than Gender or Sex Reassignment Surgery. Barrier Words

Do not say a Trans or Nonbinary person was born male or born female and then changed.



When Speaking With a Transgender Person

- * Use the person's chosen name and appropriate pronoun. If you aren't sure what pronoun to use, ask politely and remember it. Stating your own pronouns helps. When unsure, us "they". **FORMS SHOULD HAVE SPACE FOR PRONOUNS.**
- * Remember that some people are Nonbinary and use They/Theirs as their singular pronouns.
- * Keep good records, so people don't have to come out in every encounter. Coming out can be dangerous. Records should have Legal & Chosen name.
- Do not say a Trans or Nonbinary person was born male or born female and then changed.
- * Don't talk about what a Trans person "used to be".
- * Avoid "dead naming". Do not misgender. If you misgender - apologize.



(More) When Speaking With a Transgender Person

- * Don't talk about a Transgender person based on how well they "pass".
- * Don't force people to out themselves in a group.
- Don't tell your Trans or Nonbinary children that you are mourning the loss of their birth assigned gender.
- * Skip the word preference. Sexual Orientation - not Sexual Preference; Say appropriate pronouns - not preferred pronouns; Say chosen name or just name - not preferred name.
- * Use the current pronoun when speaking about a Transperson's or Nonbinary person's past.
- * Don't ask about their genitals, and they won't ask about yours.



Speaking With or About LGBT People

33

- * Don't say, "That's so gay!", don't use terms for the LGBT community in a demeaning way. Call out those who do!
- * Don't tolerate or minimize Hate Language (including jokes) or Hate Crime, have a policy against hate language. It is not the same as rudeness or vandalism.
- * Don't assume all Bisexual people are in same-gender relationships.
- * Don't lead with religion.
- * Don't insist someone shouldn't be offended when you offend them. You have 2 choices when someone has been offended by something you say... (misunderstanding?)
- * Listen ...rather than justifying your actions.



33

More Speaking With or About LGBT People

34

- * Don't say, "I love the sinner, but hate the sin," to someone about their family.
- * Don't say, "Of course it's not a choice, who would choose to be LGBT?" It's not a choice but, so what if it was?
- * "Because we have always done it this way," is not a reason to deny LGBTQ+ people equity.
- * Don't expect an LGBTQ+ person to overlook your support of people, orgs, or businesses that work against LGBTQ+ civil rights. (lunch)



34

Anyone may use a Gender Neutral Restroom or Locker Room: They may make a Trans person more comfortable. However do not force a Transgender person to use gender neutral facilities or those not appropriate for their gender identity, just as you would not force any other minority members to use segregated restrooms or locker rooms. It's the law.

35

People who are uncomfortable with minorities can use Gender Neutral Restrooms or Locker Rooms



All Gender Restroom



35

Prohibitive Bathroom Laws only discriminate against the LGBTQ population

36

- They do not "protect" anyone.
- Prohibitive bathroom laws merely humiliate Trans people and put gender variant people at risk.
- Laws allowing people to use restrooms appropriate for their gender identity do not allow or encourage cisgender men to assault women in restrooms, and they have never done so. (SOGI Inclusive laws have been around for nearly 50 years. No one has been harmed by them.)



36

Remember — Even if a Transgender person themselves does not fully understand that they do not have to change their name, or their legal papers, or have operations to be Transgender...

...the law still recognizes that harassment or denial of fair treatment based on the gender identity... is still discrimination and is illegal.

Trans people cannot be barred from housing or shelter or denied services unless it is the expressed mission of the organization and that org is not getting government money.



...First Impressions:
Is there anything in your office or lobby, or that is specifically said by your staff, that indicates to an LGBTQ+ person that they do not have to worry that they will have a negative experience because they are LGBTQ?

Without them having to ask?



We do not discriminate against those we serve or people we employ on the basis of race, religion, age, gender, sexual orientation, gender identity, national origin, disability, color, marital status, veteran status, genetic characteristics, or any other characteristic protected by federal, state or local law.



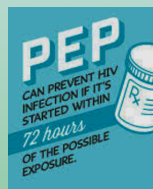
HIV is a weak virus... Pre-Exposure and Post-Exposure Prophylaxis

PrEP: PrEP is an HIV prevention strategy that currently involves taking a once-daily pill to reduce the chance of acquiring HIV. Right now, Truvada is the only FDA approved pill for PrEP. PrEP does not protect against other STIs or pregnancy.



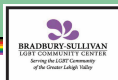
More than 20% of our Gay Cis Male Respondents take PrEP (21.1%).

PEP: PEP is an HIV prevention strategy that currently involves taking HIV medication immediately (28 pills) after a single high-risk event, such as unprotected receptive anal sex with a person whose HIV status one does not know. PEP does not protect against other STIs.



AND this just in...

From: Safer Sex For Trans Bodies developed by Whitman-Walker Health and Human Rights Campaign Foundation
The content of this guide was developed by Bianca Palismo of Intimate Health Consulting.



**Dec 21, 2021 — FDA Approves:
Apretude**, a shot to be given to patients every two months. It's the 1st long-acting injectable medication (rather than a daily pill) for use as pre-exposure prevention against HIV.



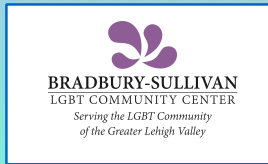
Free Resources: Bradbury-Sullivan LGBT Community Center ⁴¹

Project SILK - for LGBTQA Youth - 14 to 21 years old

Supportive Services (see www.bradburysullivancenter.org)

The Bereavement Group	Parents of Trans Kids	Prism: LGBTQ+	FREE LEGAL CLINIC
Transfeminine Group	Shadez Support Group	Neurodivergent	HIV and Hep C testing
Transmasculine Group	A Space for Aces	Community Group	COVID Testing
Lehigh Valley Lesbians	Bi and Pan support group	Breathe Spirituality	Flu Shots

Virtual Arts & Culture Programs: Memoir Reading Group; Poetry Reading Group; Art History from a Queer Perspective; Art Galleries, Author Readings
LGBTQ Library with over 2500 Books LGBTQ Community Archives — on line



Constantly updated COVID-19 infopage for the Pennsylvania LGBTQ community at: www.bradburysullivancenter.org/coronavirus

LGBTQ Training Institute

And Facebook, Twitter, Instagram, and other social media

Read more at: www.bradburysullivancenter.org



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