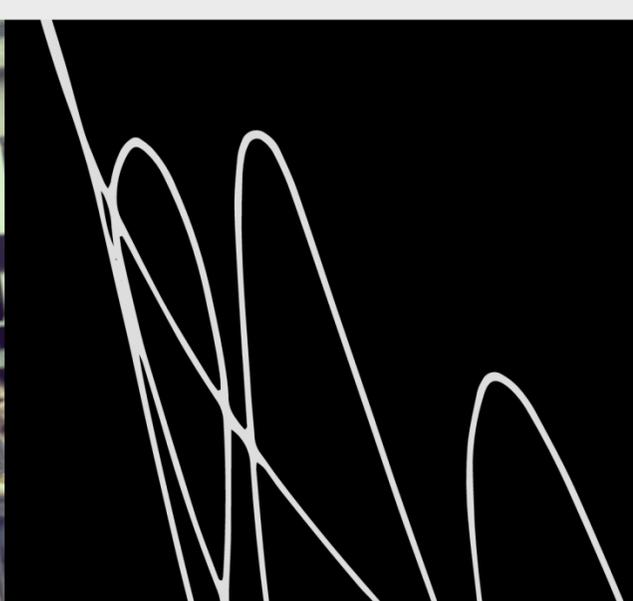


THE LGBTQ+ AGENDA

as told by Benjamin Snyder



WHO AM I?

Benjamin Snyder (he/him)

This is a peek inside my individual perspective and learned history.

42 years of being alive and gay in Indiana.

Married since 2014.

Dad since 2019.

15+ years of experience in nonprofit marketing & communications.

***I am not an elected representative of the LGBTQ+ community.**



AGENDA

TO THE AGENDA

defining LGBTQ+

a brief history

diversity within the
rainbow

allyship & advocacy

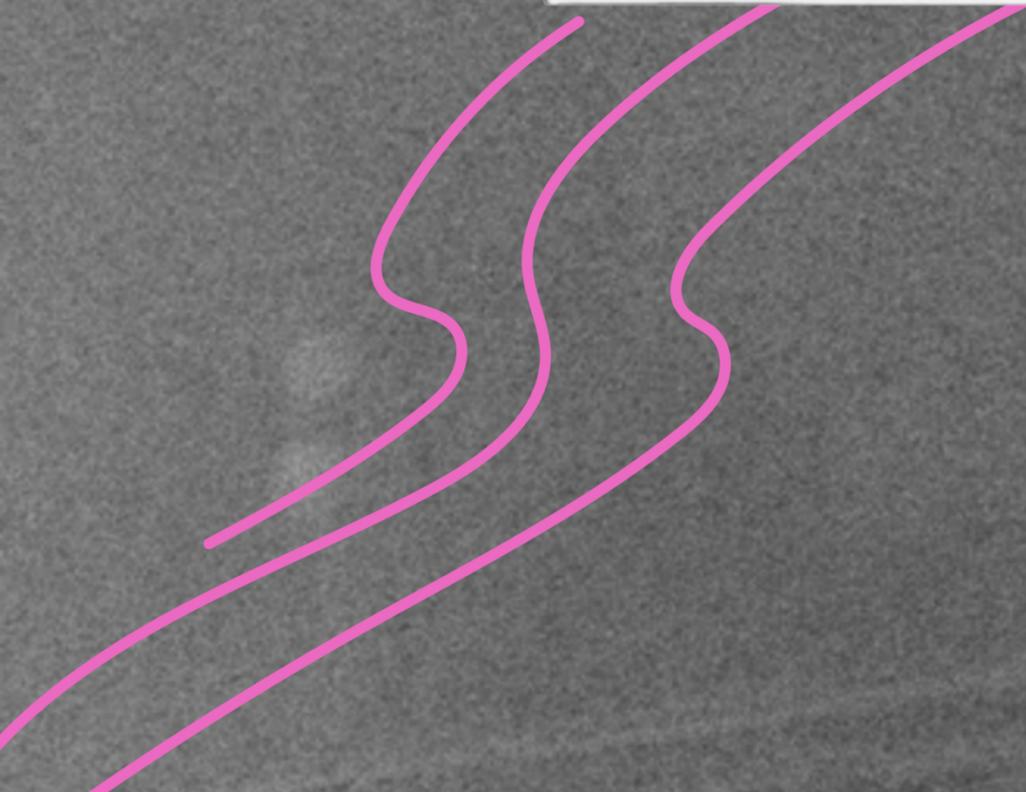
Q&A





THE ESSENTIALS

some key definitions & stats
before we dive in



ELEMENTS OF THE LGBTQ+ COMMUNITY

Sexual Orientation

romantic and/or sexual
attraction to others

Gender Identity

an individual's internal sense
of their own gender, which may
or may not align with their
assigned sex at birth





LGBTQ+

Lesbian

Gay

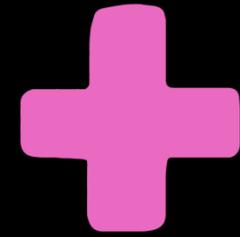
Bisexual

Transgender

Queer



WITHIN THE



Intersex

Asexual

Genderqueer / Non-Binary

(2S) Two Spirited

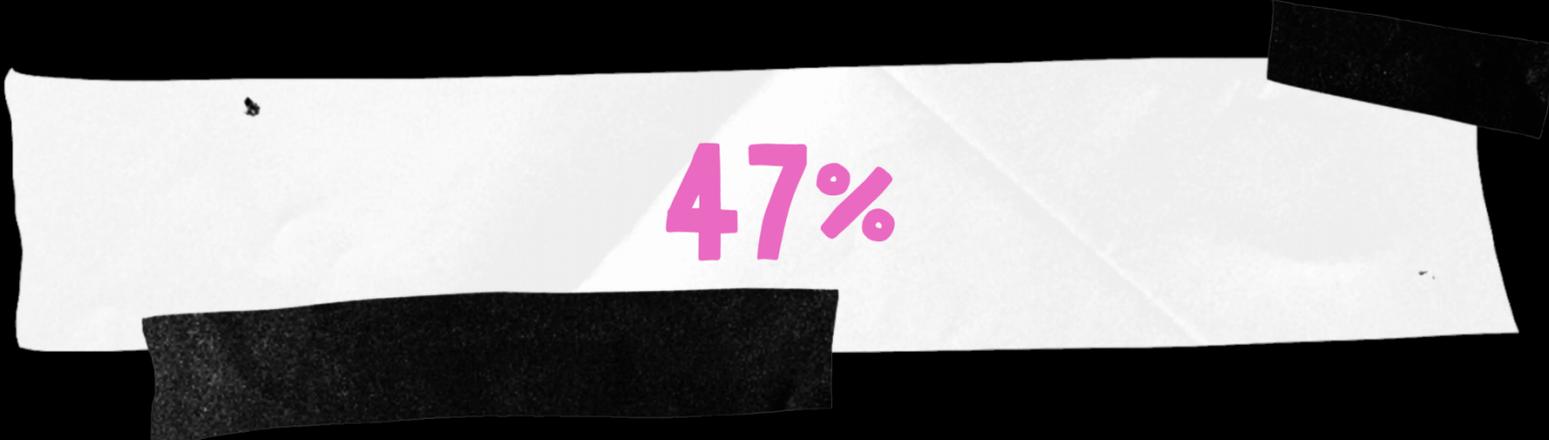




9.3%

US adults that identify as
LGBTQ+ as of 2025

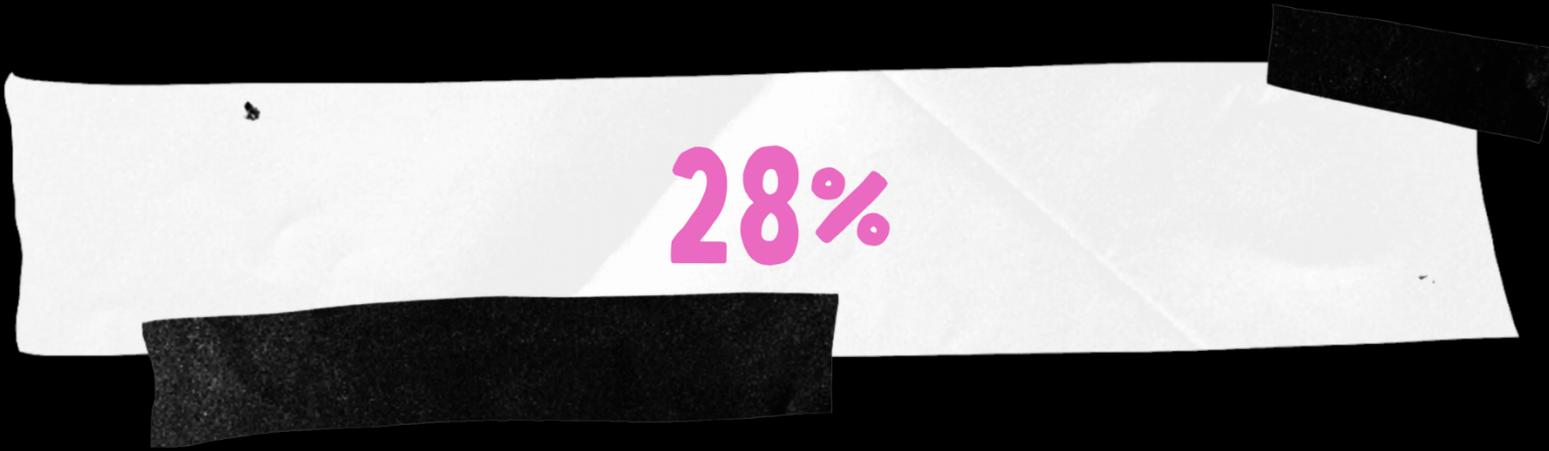
SOURCE: Gallup



47%

LGBTQ+ workers have
experienced workplace
discrimination or harassment

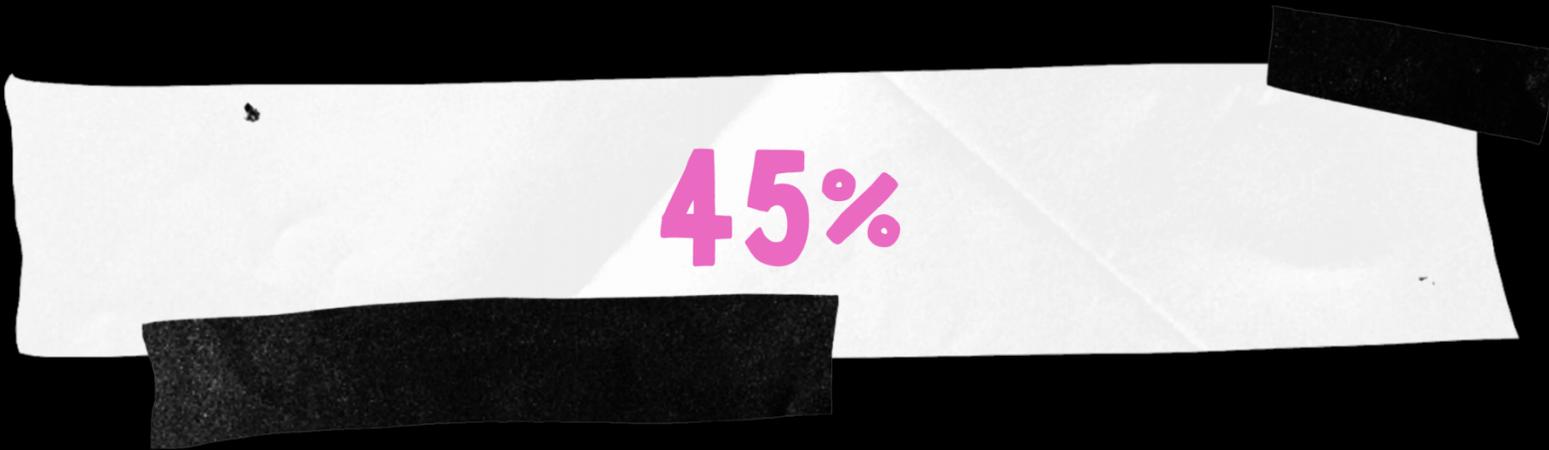
SOURCE: Williams Institute of UCLA



28%

LGBTQ youth experience
homelessness or housing
instability

SOURCE: Trevor Project



45%

LGBTQ youth seriously
considered attempting suicide
in the past year

SOURCE: Trevor Project



A BRIEF HISTORY

* we've been here
since forever

1924

**Society for
Human Rights**

Founded in Chicago.
First documented
gay rights
organization.

1930-1945

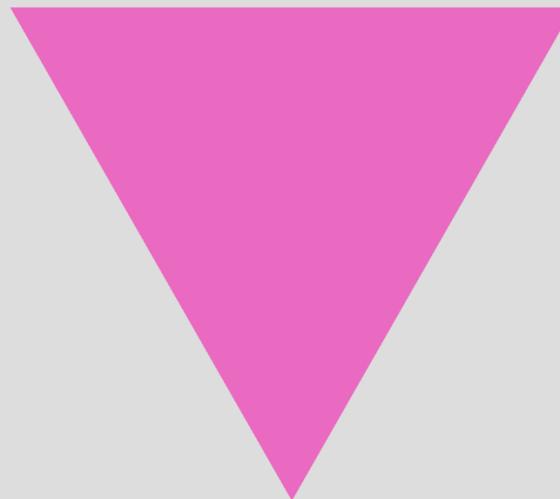
WWII & Holocaust

Gay men targeted under
Nazi regime. Forced to
wear pink triangles.
5,000-15,000 imprisoned
and killed.

1950

**Mattachine
Society**

Founded in LA.
First sustained gay
rights organization.

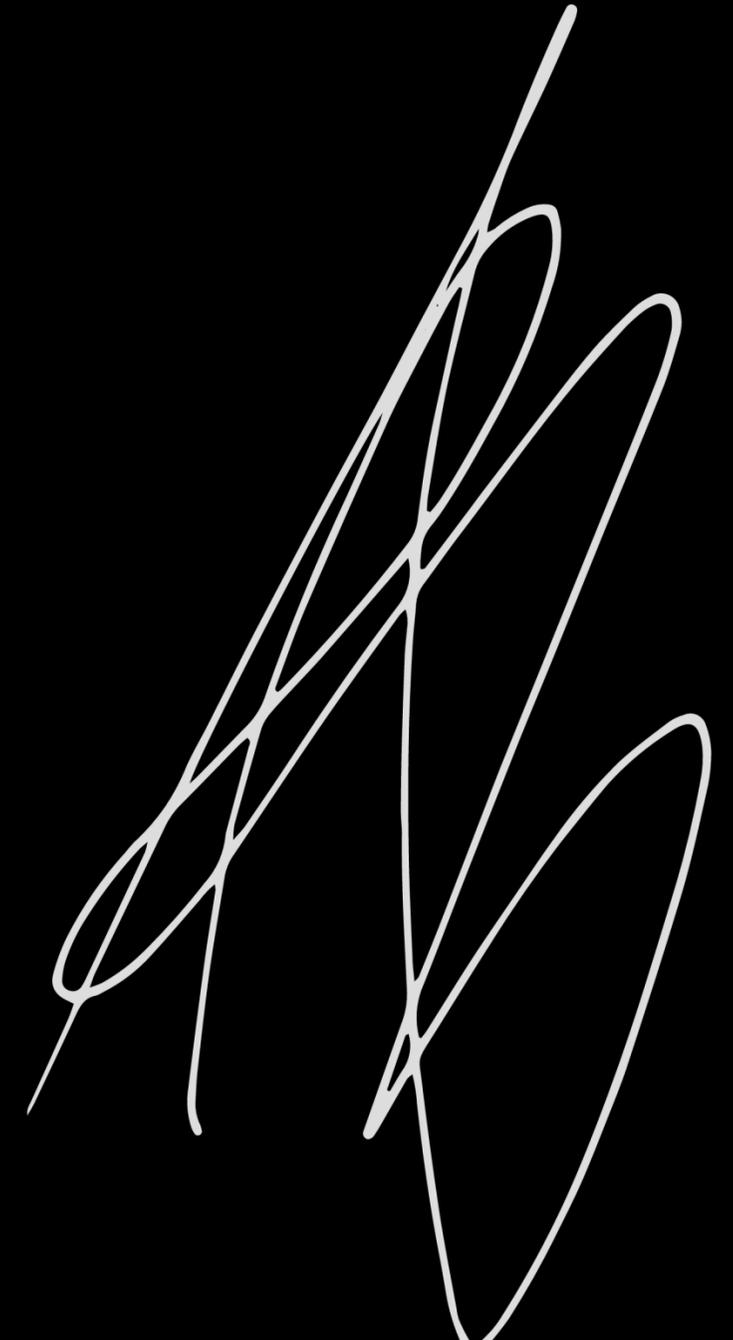


THE LAVENDER SCARE

1950's-1970's

Suspected LGBTQ federal employees are investigated, fired, or forced to resign during the "Lavender Scare."

Up to 10,000 LGBTQ+ individuals were either terminated or resigned from their government jobs.



1952

Christine Jorgensen



1955

Daughters of Bilitis Founded

First lesbian rights organization in the U.S.

1961

Illinois decriminalizes homosexuality

1966

Compton's Cafeteria Riot





STONEWALL RIOTS

June 28, 1969

Patrons of Stonewall Inn fight back after police raid.

Led by drag queens and transwomen, a three day riot later became the origin of Pride Celebrations.



1973

UpStairs Lounge Fire

32 people died, 15 were injured in New Orleans bar

Indiana decriminalizes homosexuality

1977

Harvey Milk elected

First openly gay elected official in California

Anita Bryant gets pied

1978

Harvey Milk & Mayor of San Francisco assassinated



"Homosexuality" no longer classified as mental disorder



WHITE NIGHT RIOTS IN SAN FRANCISCO

May 21, 1979

Gay community outraged after a lenient sentence for Dan White, **only seven years** for killing Milk and Moscone.

After a peaceful march from the Castro District, violence and destruction began at City Hall.

Police retaliate and raid gay bar, beating patrons and arresting two dozen.



1979

1981

1984

1985

1987

**First National
March on
Washington**

100,000+ people march
for LGBTQ+ rights.

**First case
of GRID
reported**

**Indy Bag
Ladies**

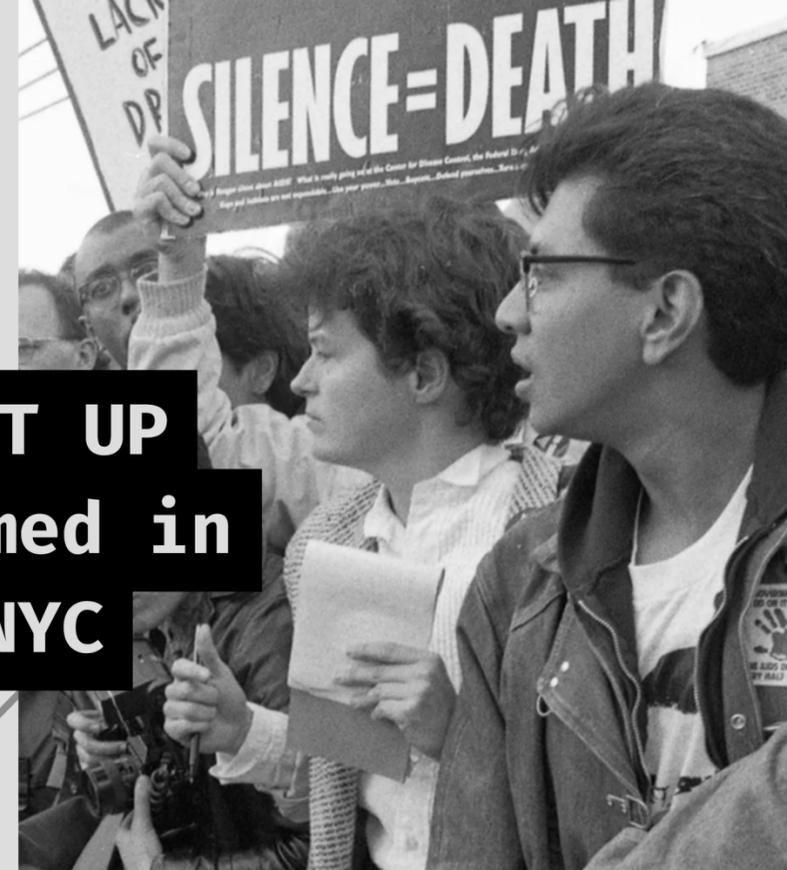


**Blood test
first available
to screen HIV**

**Ryan White
contracts HIV
through blood
transfusion.**



**ACT UP
formed in
NYC**



**President Reagan
finally addresses
AIDS publically**

1993

Hawaii ignites
Marriage Equality
conversation

1994

Don't Ask.
Don't Tell.



Medical
breakthrough:
HIV treatment
available

1996

Defense of
Marriage Act
(DOMA)

Halted progress and
conversation around
marriage equality

1997



Will & Grace
airs



1998



MURDER OF MATTHEW SHEPARD

Oct. 1998

In Laramie, Wyoming, Matthew Shepard (21) was tied to a fence, beaten by two men and left to die.

The story received national media coverage.

Matthew's funeral and the trial of his murderers introduced nation to extremist protesters and the "gay-panic" defense.



2003

Massachusetts
first state to
legalize
same-sex marriage

2006



2008

California
Supreme Court
legalizes same-
sex marriage

Later that same
year, voters pass
Proposition 8,
amending the state
constitution to ban
same-sex marriage

2009



2011

Repeal of Don't Ask
Don't Tell



FDA approves PrEP

2012

2013



2014

2015

Indy's Talbott Street Nightclub closes

2016

Pulse Night Club shooting

49 people killed and 63 more wounded

United States v. Windsor

U.S. Supreme Court decision legalizes same-sex marriage nationwide.

Huge win!!!

Mike Pence & "Religious Freedom Restoration Act"



2019

2021

2022

2023



**Flood of
Anti-Trans bills**

Start of mass amount
of bills introduced
across US limiting
rights and protections
for trans community

**Indiana protects
Conversion Therapy**

**Respect for
Marriage Act
signed**



GOING BACKWARDS

Happening Now

- Current state of affairs

Courts have reinstated the ban on gender transition procedures or gender-affirming care for any individual who is under 18 years of age, regardless of parental consent.



Trump bans transgender individuals from serving in military

“We are leaving wokeness and weakness behind, no more pronouns, no more climate change obsession, no more emergency vaccine mandates, no more dudes in dresses. We're done with that \$%@!”

- Pete Hegseth, US Defense Secretary



GOING BACKWARDS

Happening Now
- Current state of affairs

Trump budget ends all CDC HIV Prevention Programs.

Marriage Equality Challenges

Lawmakers in at least nine states have introduced measures to try to chip away at same-sex couples' right to marry.

Attorney General Todd Rokita mocking LGBTQ+ community on April Fools Day.





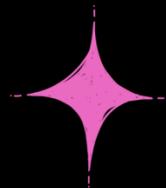
DIVERSITY WITHIN THE RAINBOW

we are no monolith.

FACTORS THAT CAN IMPACT THE LGBTQ+ EXPERIENCE



- racial identity
- income
- geography
- age
- role of religion
- ability/willingness to “pass”





Queer people don't grow up as ourselves, we grow up playing a version of ourselves that sacrifices authenticity to minimize humiliation and prejudice.

The massive task of our adult lives is to unpick which parts of ourselves are truly us & which parts we've created to protect us.

—ALEXANDER LEON



**WHEN YOU KNOW BETTER,
DO BETTER**

allyship

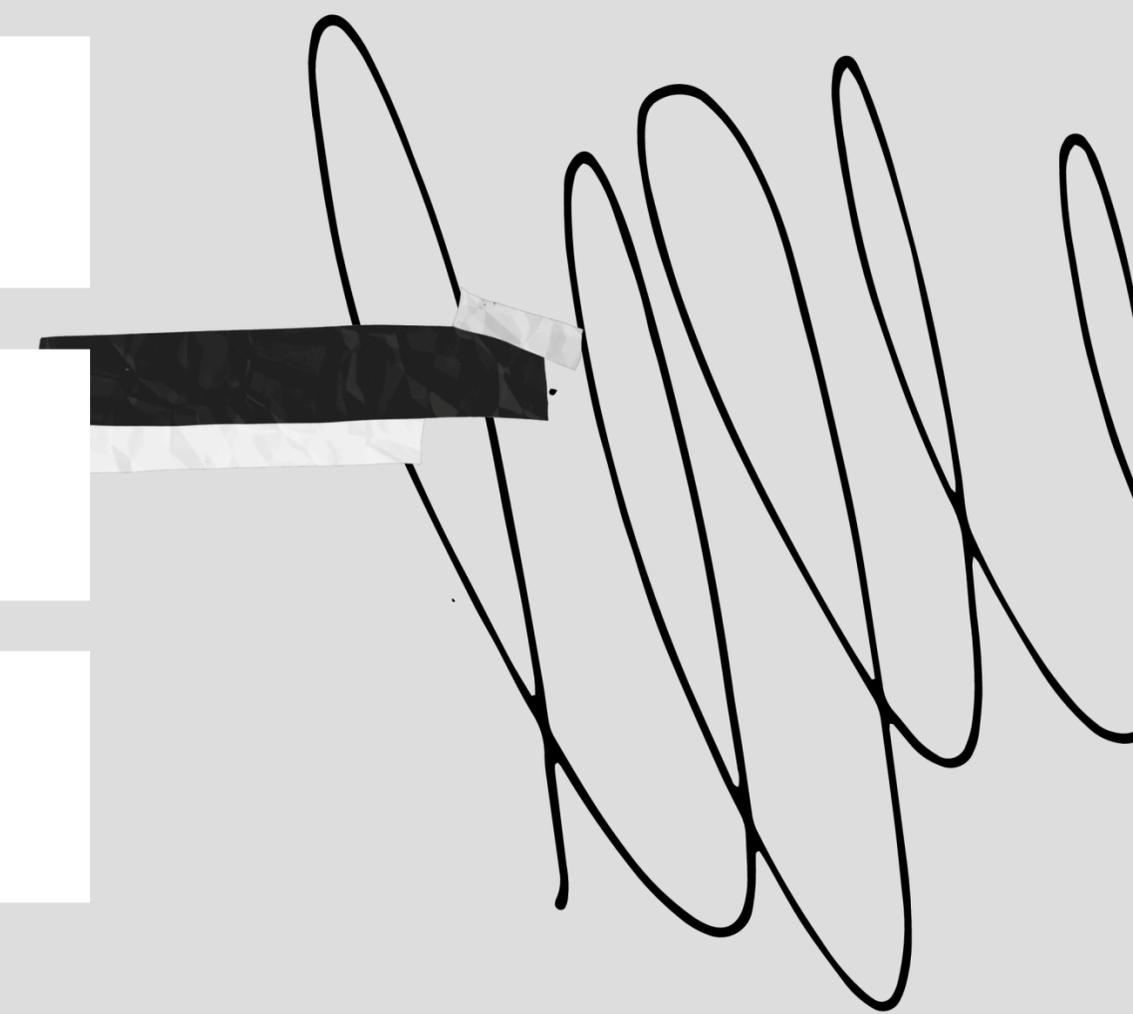
Be a safe person for LGBTQ+ people to be around.



- Speak up for the LGBTQ+ community even when we're not present.

- Be informed. Engage with LGBTQ+ stories and media.

- Call out problematic language and challenge misinformation.



WHEN SOMEONE COMES OUT TO YOU



DO THIS:

- Thank them for trusting you.
- LISTEN.
- Share your ongoing support.
- Confirm how public this information is.
- Be appropriately curious.



PLEASE DON'T:

- “I knew it!”
 - Be the one to ask them.
 - Ghost them even if you think you’re giving them space.
 - Treat them differently or turn them into a stereotype.
 - Ask inappropriate questions.
- 



Give yourself and others grace.

- People evolve and grow with new information and perspective.

- Language can be generational.

- If using new pronouns or names for someone, do your best.



“

If you call yourself an **ally** to a group of people and you aren't getting hit by the stones being thrown at them, then you aren't standing close enough.

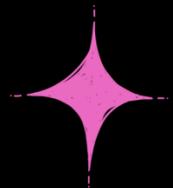
—**STAN MITCHELL**



SAFE SPACES



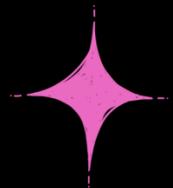
- Ability to be true self – safety and community
- PDA not safety risk
- Dangerous Places & The Destination Gay-cation



SAFE SPACES



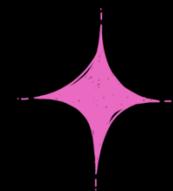
- “Gentrification” of gay bars
- Rainbow Capitalism and Pride Festival
- The evolving need of queer-centered spaces



WHAT PRIDE MEANS TO ME



- A celebration of our power and what we've overcome.
- A celebration of how love and community fought out hate and fear.
- An invitation to be the GAYEST I want to be without fear or judgement.
- Pride is more than a party - **PRIDE IS A PROTEST.**



SOME LOCAL ORGS TO SUPPORT

✦ Indiana Youth Group

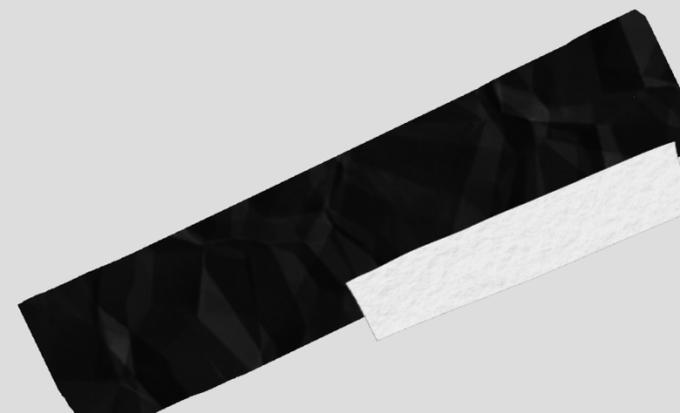
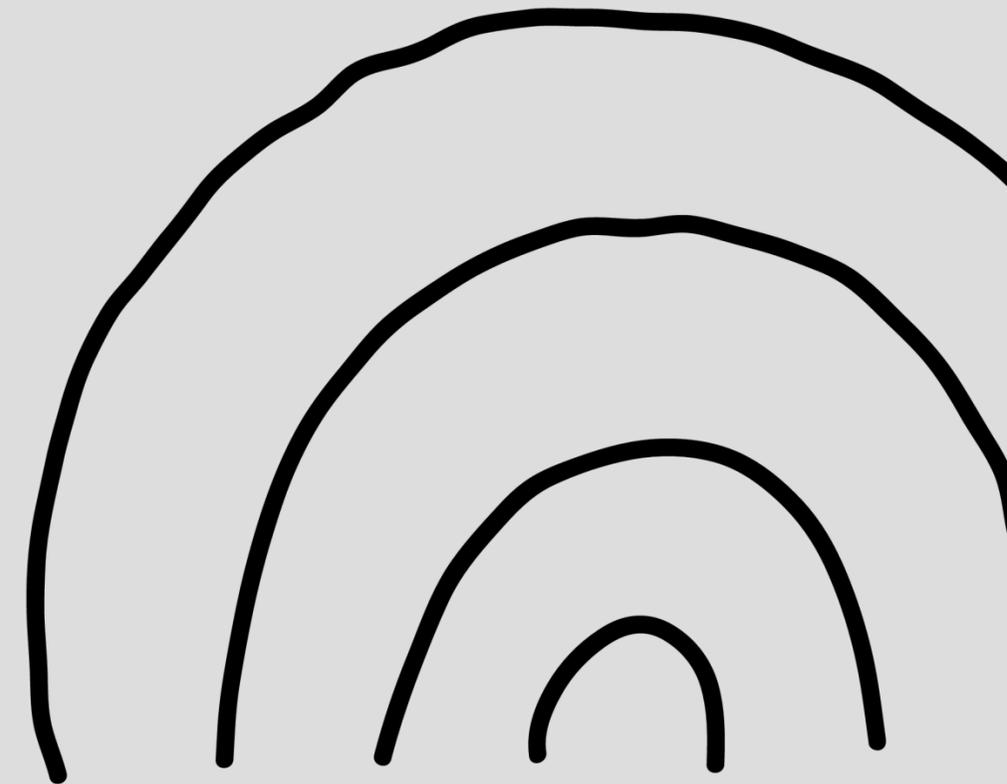
✦ Damien Center

✦ BU Wellness

✦ Trans Solutions

✦ Trinity Haven

✦ Gender Nexus

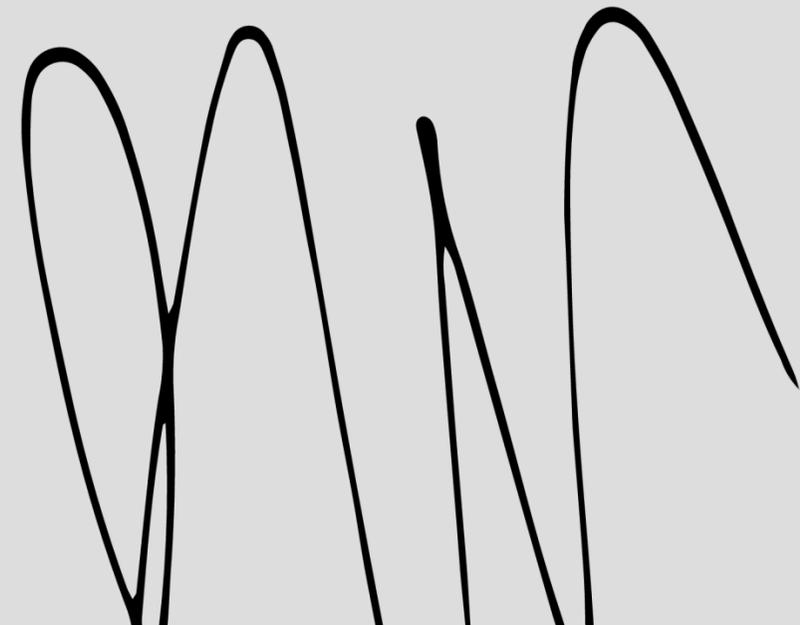


We are at least 10% of the population.

Are we represented in the
institutions or circles
YOU belong to?

WHY NOT?

WHAT ARE YOU WILLING TO DO TO CHANGE THAT?





QUESTIONS?

