



## *June is LGBTQ+ Pride Month*

### FACTS ABOUT THE FLORIDA LGBTQ+ COMMUNITY:

- Florida is home to over 663,000 LGBTQ+ adults and 100,100 LGBTQ+ youth. (As of 2017)
- Approximately 26% of LGBTQ+ adults in Florida (172,400 individuals) and one in ten same-sex couples are raising children. (As of 2017)
- Same-sex couples have been able to legally marry in the state since January 2015. As of 2015, there were approximately 70,600 same-sex couples living in Florida
- Statewide laws in Florida offer no protections from discrimination based on sexual orientation or gender identity in areas such as employment, housing, and public accommodations

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### FAQS:

- What does the acronym LGBTQ+ mean?
  - *Lesbian, Gay, Bisexual, Transgender, Queer/Questioning*
- What does it mean to be Transgender?
  - *An umbrella term for people whose gender identity and/or gender expression differs from the gender they were assigned at birth.*
- What does it mean to be Queer or Questioning
  - *Queer - A term inclusive of people who are not straight and/or identify with the gender assigned at birth. While in the past this word was derogatory to the LGBTQ+ community, today the word is used in a positive way within the LGBTQ+ community.*
  - *Questioning - Describes someone who isn't sure about their sexual orientation or gender identity, or learning more, before identifying as LGB, transgender, queer, straight or any other identity.*
- What are some ideas that can be implemented to create a more inclusive environment?
  - *Have all staff and any organization ambassadors attend a sensitivity training session.*
  - *Utilize inclusive language that does not make those with untraditional identities feel marginalized.*
  - *Accurately acknowledge family units in directories, events.*
  - *Actively seek out members/participants who are openly LGBTQ+ and invite them to play an active role in the organization.*
  - *Network and build relationships with LGBTQ+ organizations.*

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### RESOURCES:

- Ruth & Norman Rales Jewish Family Services can help!
- JFS is committed to providing services to all of our neighbors in need. We value diversity and inclusiveness in our practices and are dedicated to teaching these values as part of our culture of caring.
- Additional resources for LGBTQ+ families include: PFLAG (pflag.org), TYFA (imatyfa.org).
- For more information about JFS services, please call 561-852-3333 or visit us at [www.ralesjfs.org](http://www.ralesjfs.org).