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Subject: The Florida Bar Young Lawyers Division 2020 Inclusion & Equality Grant Application
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Formstack Submission For: **The Florida Bar Young Lawyers Division 2020 Inclusion & Equality Grant Application**

Submitted at 09/11/20 12:49 PM

Name of Young Lawyer Affiliate:	South Palm Beach County Bar Association Young Lawyers Section
Individual Contact Name:	Ariel Ladner
Contact Email:	ariel.j.ladner@gmail.com
Contact Address (address where The Florida Bar should send the award):	6111 Broken Sound Pkwy NW #200 Boca Raton, FL 33487
Proposed Date of Project (Must be within one year from application deadline):	Nov 12, 2021
Proposed Location of Project:	Zoom Boca Raton, FL
Expected Number of Individuals Attending:	30

Training to understand the How, the When, the Where, the Why and even the HOW LONG - for the LGBTQ and TRANS Community. Talk a bit about the Science and History of trans people as well. Why would someone Choose to be this way, is it even a choice?

3 hour LGBTQ 101 Proficiency and Workplace Bias training (\$300 Payable to SunServe) The Training is Interactive - I make sure everyone understands before we move on. We also do an in depth Q&A.

CEUs are offered to clinical staff at a small additional cost

Official training bio:

This 2.5 hour /3 hour training will provide participants with a more inclusive perspective of the Entire LGBTQAAAI2SP community and then it goes a bit more in depth with understanding transgender individuals. They will learn about the gender spectrum, gender identity, as well as the history and life experiences of transgender individuals. They will also learn how to serve the population more effectively by gaining an understanding of the transgender community. This session will provide participants the skills on how to better relate with LGBTQ coworkers and students.

Outcomes:

- Participants will be able to address transgender issues in a more informed manner.
- Participants will gain a historical perspective of transgender issues from a social, political and economic viewpoint.
- Participants will gain a clear perspective on how to address our diverse population of students, faculty and staff, such as those from the LGBTQ+ community in a respectful, legal and appropriate fashion.
- Participants will meet Misty Eyez and gain learn of her unique struggles and challenges as a Trans person.

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Unofficial training bio:

Misty's LGBTQ/Trans 101 training is actually

**Description/Agenda
(Please include a
brief
description/agenda
for your event) :**

much more than a 101. It starts with how we are all alike as humans and then it goes into how we are all different - with Understanding where we come from. We quickly discuss the entire LGBTQAAAI2SP acronym and then diving deeper into the T / Trans. Those that attend this workshop will leave understanding the How, the When the Where the Why and the How Long (in History) have trans people existed. What is the Science / DNA / Chromosomes behind it. We then go into the struggles trans people have with employment, ID's, Suicidality etc.

SunServe Bio –
SunServe is a Carf accredited 501(c)(3) nonprofit social services agency serving the lesbian, gay, bisexual, transgender, and questioning (LGBTQ) community in South Florida. SunServe started as a Mental Health Organization that has evolved into an organization that helps many people in many ways. We provide high quality, culturally relevant care for all with an emphasis on those in financial need, minorities, youth, seniors, HIV+ persons, and those with life-challenging physical or emotional conditions. We also offer myriad education and training services. Recognizing that the entire LGBTQ community has the right to quality care, our mission is to provide critical life assistance and professional mental health services with an emphasis on economically disadvantaged, marginalized youth, and senior adults in the greater South Florida metropolitan area.

**Basic OUTLINE for the LGBTQ+ / Trans
101Training**

Welcome – Safe Place – I give the participants permission to actually participate I also give them permission to be uncomfortable - for we are talking about something they probably know nothing about. I encourage them to interrupt me and discuss things they do not understand, for I want them to leave fully understanding
We then move into a Basic Understanding of

how we are all alike – Internal / External Bias -- and that it is in our human nature to judge – but once you know that you are judging you can stop doing it.

We then move into a Basic Understanding of the LGBTQAAIP2S Community.

We discuss every letter, giving examples of who/ how and what. So that we understand our community as a whole.

We then move on to Transgender History. We discuss the When, The How, and why would you choose to be Trans? or is it a Choice?

We discuss the difference between Transvestite, Transsexual, Transgender – including terminology that might be offensive, and why.

I show examples of Famous Trans People who are able to "Pass" and then I share examples of the reality of the Trans Community. Many

people are in the in-between stages or Cocoon stage as they transform into being a beautiful butterfly. We talk about the struggle, and some of the hurdles in this process. At this time we also talk about Gender Non-Conforming, what it is and why would someone choose this?

This leads us into the importance of Pronouns and we discuss the "They Them Their" as an option. We talk about Legal name / preferred name.

We also talk about the difference between Gender Identity (who you are) and Sexuality (who you love.) We also talk about gender expression. Example Tom Boys – When a girl wears boy clothing does that make her a lesbian or a man?

We then talk about the Science behind it. What affects the womb to make a Trans child. What is Klinefelter's Syndrome (being an XXY person) and how common is it?

After the science of it, we then talk about how long have Trans people been on this earth.

By now, we have a better understanding of the why – I then share some of the Stuggles of trans people.

Describe How You Will Recognize The Florida Bar Young Lawyers Division for its Support of Your Event: :

At the beginning when we are doing introductions we will thank the YLD. Our flyers for the event will read "sponsored by the generosity of the Florida Bar YLD D&I Grant."

Budget:



[Direct Link to Image](#)

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