

PRIDE MONTH

P.R.I.D.E stands for Professionalism, Respect, Integrity, Diversity, and Excellence

"You never completely have your rights, one person, until you all have your rights." Marsha P. Johnson

WHY IS PRIDE CELEBRATED?

- Pride Month highlights civil rights advocacy, accomplishments, and influence of the LGBTQQIA+ community.
- Pride month began after the Stonewall riots, which were a series of riots in June of 1969 provoked by a police raid of a gay bar located in New York City.
 - › *The Stonewall Uprising was a tipping point for the Gay Liberation Movement in the United States. The last Sunday in June was initially celebrated as "Gay Pride Day" but the actual day of celebration is flexible.*
- In major cities across the nation the "day" soon grew to encompass a month-long series of events which include parades, and festivals.
 - › *A pride parade is an outdoor event celebrating lesbian, gay, bisexual, transgender, and queer social and self-acceptance, achievements, legal rights, and pride. The events sometimes also serve as demonstrations for legal rights such as same-sex marriage.*

WHAT DOES LGBTQQIA+ STAND FOR?

- Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Plus (the plus is used for gender identities/sexual orientations that words cannot describe yet)

WHY ARE PRONOUNS IMPORTANT?

- It is important to ask for pronouns because you cannot assume how someone identifies their gender based on their appearance.

BEST PRACTICES

- The best thing to do if you use the wrong pronoun for someone is to say something right away, such as "Sorry, I meant they." Fix it, but do not call special attention to the error at the moment. If you realize your mistake after the fact, apologize in private and move on.



HOW CAN I BE INCLUSIVE AND RESPECTFUL WITH GENDER PRONOUNS?

◎ Ask individuals to provide their personal pronoun(s). Examples:

- > "What pronouns do you use?"
- > "How would you like me to refer to you?"
- > "Can you remind me what pronouns I should be using for you?"

SUBJECTIVE	OBJECTIVE	POSSESSIVE	REFLEXIVE	EXAMPLES
She	Her	Hers	Himself	She is studying. I studied with her.
He	Him	His	Themselves	He is studying. I studied with him.
They	Them	Theirs	Name's self	They are studying. The book is theirs.
Ze ("zee")	Zir ("zere") / Hir ("here")	Zirs/Hirs	Zirself/Hirself	Ze is studying. I studied with zir. The book is zirs.

WHAT DO ALL OF THE PRIDE FLAG COLORS STAND FOR?

Each color of the pride flag has meaning.

Red = Life

Green = Nature

Orange = Healing

Blue = Harmony

Yellow = Sunlight

Violet = Spirit

Indigo = Serenity

Brown + Black = People of Color

The Transgender Community

 **Yellow + Purple Circle = Intersex**

HOW CAN YOU SHOW SUPPORT DURING PRIDE MONTH?

- ◎ Share the Diversity Equity and Inclusion Office's LGBTQQIA+ Resource Handout ([DelcoPa.gov/DEI](https://delcopa.gov/DEI))
- ◎ Support U.D.T.J. (Understanding, Devotion, Take Action, and Justice), an organization that seeks to end systemic inequalities in Upper Darby, Delaware County, and beyond through community events, service, and programs. See <https://udtj.org/delcopride> for more information.
- ◎ Support the Independence Business Alliance, Greater Philadelphia's LGBTQQIA+ Chamber of Commerce. See www.thinkiba.com/ for more information.