

CONVERSATIONS DIVERSITY

Jefferson
College

Did You Know?



LGBTQ Timeline of Public Policies

- ◆ Conversion therapy has been discredited by virtually every mainstream medical and mental health organization and determined to be an ineffective and harmful attempt to change same-sex sexual orientations and transgender identities. It can result in lasting damage including depression, social withdrawal, substance abuse, and a distinct rise in suicide. It is legal in 30 states, including Missouri.
- ◆ Missouri allows insurance exclusions for transgender healthcare and also does not provide transgender-inclusive health benefits to state employees.
- ◆ In 2009, President Obama signed the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act which extended the federal authority of the FBI and Department of Justice to investigate bias-motivated violence, including gender and gender-identity based violence. Missouri does have a law that addresses hate or bias crimes based on sexual orientation and gender identity.
- ◆ On June 15, 2020 in a 6-3 decision, the U.S. Supreme Court held that 'an employer who fires an individual merely for being gay or transgender defies the law.' This historic decision says that LGBTQ people are, and should be, protected from employment discrimination under federal law.
- ◆ In 30 states, LGBTQ people are at risk of being fired, refused housing or denied services simply because of who they are. The Equality Act would amend existing civil rights law—including the Civil Rights Act of 1964, the Fair Housing Act, the Equal Credit Opportunity Act, the Jury Selection and Services Act, and several laws regarding employment with the federal government—to explicitly include sexual orientation and gender identity as protected characteristics.

www.promoonline.org/news/employmentdiscrimination
https://www.lgbtmap.org/equality_maps/profile_state/MO
<https://www.stlmetrotrans.org/#supportgroups>

www.promoonline.org/resources/conversion-therapy
www.hrc.org/resources/state-scorecards/missouri
www.justice.gov/crt/matthew-shepard-and-james-byrd-jr-hate-crimes-prevention-act-2009



DIVERSITY STATEMENT: Jefferson College is a community leader **dedicated** to supporting and promoting **diversity** through **opportunities** and experiences that foster a **culture of respect**, inclusiveness, and understanding for **everyone** in the campus community, to engage in a **diverse world**.

Brought to you by the Diversity Committee to support the Mission, Vision and Values of Jefferson College and the Mission of the Diversity Committee.

www.jeffco.edu/about-jefferson-college/mission-statement • www.jeffco.edu/Diversity

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