

nu-education:

May 17th, 2024 is International Day Against Homophobia, Transphobia, and Biphobia.

The reality is that across the world, people who live and love outside of imposed societal norms, are subjected to discrimination, hatred, and violence. This day helps to shine a light on that reality, to promote awareness around these issues, to educate communities on ways to support these individuals, and how to take action against these daily attacks.⁵

Homophobia is hatred, discrimination, and prejudice directed towards folks who identify as (or are perceived to be) attracted to the same gender.⁴

Transphobia/Transmisia are attitudes, beliefs, behaviors, and policies that marginalize transgender people and others who are perceived to be transgender. Transmisia includes prejudices and negative stereotypes about transgender people, as well as discrimination and violence.²

Biphobia/Bimisia are attitudes, beliefs, behaviors, and policies that marginalize bisexual people. Bimisia includes prejudices and negative stereotypes about bisexual people.²

Now that we understand these terms, let's look at some US statistics.

1. LGBT people are nearly four times more likely than non-LGBT people to experience violent victimization, including rape, sexual assault, and aggravated or simple assault.³
2. A record-breaking number of murders against trans people occurred in 2020 — the majority of whom were women of color. ¹
3. The risk of sexual violence is also increased for trans people; 50% of transgender people

have been sexually assaulted at least once in their life. ¹

4. Members of the LGBTQIA+ community are more likely to experience poverty than their straight counterparts. This is tied to higher rates of employment discrimination, housing discrimination, and denial of adequate health services. ¹

Someone you know may be suffering in silence. Educate yourself and others about the signs, the risks, and ways to show support.

References:

1. [Fact Sheet on Injustice in the LGBTQ community | National Sexual Violence Resource Center \(NSVRC\)](#)
2. [Glossary of Sexual Health Terms | Planned Parenthood](#)
3. [LGBT people nearly four times more likely than non-LGBT people to be victims of violent crime - Williams Institute \(ucla.edu\)](#)
4. [nuwave Equity Corporation DEI glossary](#)
5. [UN marks International Day Against Homophobia, Biphobia and Transphobia | UN News](#)



quote of the month:

“It takes no compromise to give people their rights...it takes no money to respect the individual. It takes no political deal to give people freedom. It takes no survey to remove repression.”

- Harvey Milk

nu-spotlight:

Check out some of these virtual events happening this month and look out for more on our social media accounts! → → →

social media:

@ info@nuwaveco.com

@nuwave.equity

in nuwave Equity Corporation

@nuwaveco

@nuwaveEquityCo

Wednesday
May
1

Words Matter Wednesdays: A Series on Advancing Equity Through Language

- 3pm- 4pm EST
- Virtual
- FREE

[tickets and event details](#)

Friday
May
3

All Things ERG: Cross Company Employee Resource Group Connect

- 1pm-2pm EST
- Virtual
- FREE

[tickets and event details](#)

Thursday
May
9

Latin America and the Caribbean: The elusive quest for inclusive growth

- 9:30am-10:30am EST
- Virtual
- FREE

[tickets and event details](#)

Thursday
May
9

Building an Inclusion Calendar: Where to Start and What to Include

- 2pm-3pm EST
- Virtual
- FREE

[tickets and event details](#)

Friday
May
10

Let's Talk About Race and Collective Responsibility

- 3pm- 5:30pm EST
- Virtual
- FREE

[tickets and event details](#)

Wednesday
May
15

Empowering Black Health and Wellbeing

- 9am-10:30am EST
- Virtual
- FREE

[tickets and event details](#)

Thursday
May
16

Come Together for Racial Justice

- 8pm-9:30pm EST
- Virtual
- FREE

[tickets and event details](#)

Monday
May
20

Learn with Pride Lunch & Learn Leadership Insights through an LGBTQIA+ lens

- 3pm-3:45pm EST
- Virtual
- FREE

[tickets and event details](#)

Wednesday
May
22

Educate and Celebrate: Planning Your Company Pride Celebrations

- 12pm-1pm EST
- Virtual
- FREE

[tickets and event details](#)

Tuesday
May
28

Inclusion Talk Series (AANHPI) Heritage Month: Asian American History

- 6pm-7pm EST
- Virtual
- FREE

[tickets and event details](#)

Thursday
May
30

Empowering Teams: Inclusive Culture for Employee Well-being

- 12pm-1:30pm EST
- Virtual
- FREE

[tickets and event details](#)