

# PROBATION NEWS



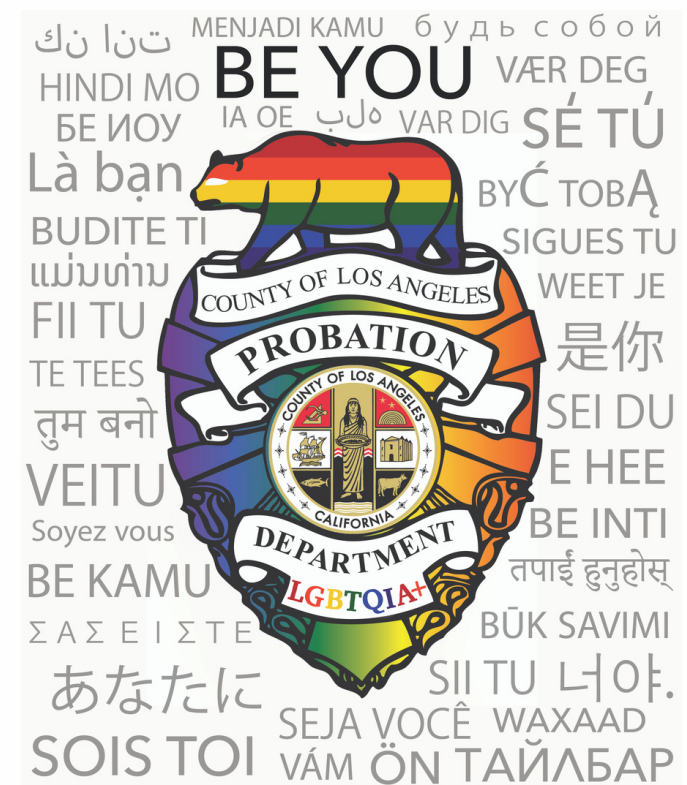
## Celebrating Pride Month

By Charles Ellis Seidel, ITC (He/Him/His)

Pride isn't symbolic, it's personal. It's a whirling storm of ecstatic joy and belonging, hope upon seeing thousands of other LGBTQ people together feeling safe and free. But Pride is also about sacrifice and suffering. The beginnings of pride were police harassment, unjust laws, and an oppressed minority that said, "we've had enough." I think about the courageous figures in LGBTQIA History: Marsha P Johnson and Silvia Rivera, Harvey Milk, Oscar Wilde and Alan Turing who suffered, were imprisoned. Turing, one of the inventors of the modern computer and among the group that broke the Enigma Codes in WW2 died by suicide because of the effects of chemical castration and depression.

I think of Matthew Sheppard who died for no other reason than that he was gay. He was tortured and left to die because he wasn't conforming to heteronormativity. Rock Hudson, Anthony Perkins, Gia Carangi, Robert Reed, Keith Haring, Leigh Bowery, Michel Foucault, Robert Mapplethorpe, Herb Ritts, and so many more who died of AIDs. All most an entire generation of young gay men. I think of the activists and others who suffered so much to get us where we are now, being able to be LGBTQ and still work in a government job, which was illegal for a period in the 20th century. I think of the trans women of color who are killed every year for no reason than being trans. I think about the fact that the Trans Panic defense is still acceptable in some states in the US. But also, I think about the discrimination I have faced on many fronts since I came out as Bisexual and then Transgender. Every day bias and discrimination that affects me and hundreds of thousands of others like me in this country and around the world. In some countries just BEING LGBTQIA is still an imprisonable offense, and in some even a capital offense. Just for being themselves.

I love Pride month. I love the community and the comradery that comes during the events that happen. I love the visibility and even that we have reached a level of acceptance that makes big companies advertise with pride and rainbows every year in June. I love the relief from the Minority Stress and common microaggressions related to being with the community in such happy circumstances. I was proud of my community



*Pride means accepting other's lifestyles.*

*Supporting Pride is supporting human rights.*

*Celebrating Pride means promoting self affirmation, dignity, and equal rights for all.*

**Inside this issue:**

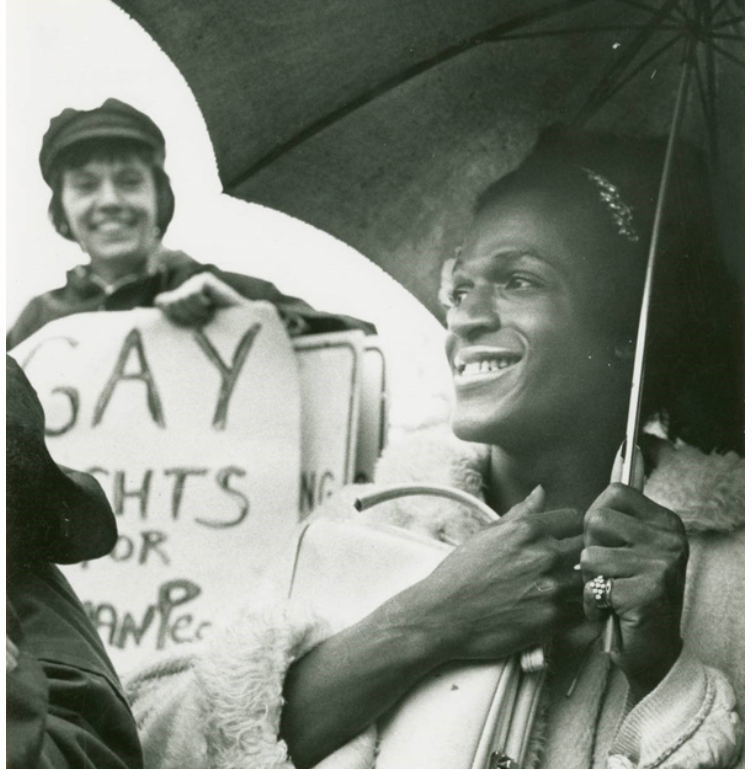
**Beyond The Badge**

**Success Is Our Future**

**The Centurion Award**

**and more!**

# CELEBRATING PRIDE MONTH (CONT)



Above: Group Protesting During the Stonewall riots, June 1969. On the left are Sylvia Rivera and Marsha P. Johnson, two of our Trans foremothers.

Right: Marsha P. Johnson

[Images are from the History Channel website.](#)

when we joined with BLM in solidarity for last year's parade. If it were not for People of Color, particularly trans women of color, I don't know where we'd be. But there's still that specter of a world that wants to discriminate against and even at times just exterminate us. For being honest about who we are and loving who we love. And it makes me sad that I do not know of a single other trans or nonbinary employee in all of Probation. It makes me sad that our internal forms still only have binary gender markers on them, even 2 years since the state of California affirmed the existence of a third gender category to encompass all people who exist outside of the binary as NB or even Agender.

There is also no way of indicating what the client or employees pronouns are, and there's no training for cultural competency regarding LGBTQIA+ issues, why you can't tell by just looking, how important it is to not other trans people, how to talk to and about people who are Trans, NonBinary, and gender nonconforming, how to deal with a defendant who cannot legally change their name to match their gender identity and presentation, but has to give the receptionist their "legal" name - ultimately putting their life at risk. Nor do we have a policy admonishing staff that discrimination on the basis of their personal religious values is not an acceptable thing, discrimination is discrimination. We should not accept the discrimination against staff among white nationalists who religiously believe in inferiority based on race. We should not accept refusal to appropriately gender someone, use their pronouns, and not traumatize them daily. And a reporting system that does nothing to address it.

The day I was able to march in Pride with my spouse and our department was filled with so much joy and pride and sense of belonging. It was like being able to breathe; the joy was explosive. I want more people to feel safe marching, as LGBT people or allies. I want more people to feel safe with using their pronouns at work. I want people in the department to understand that singular they is a thing. I want everyone to be able to be proud of the department and the coworkers and the community and the team that we are as a department. I'd love a leadership that was aware of the difference between the LGBTQ pride flag and the Ally flag. I'd love to see decorations in the offices, and indications to the clients that they are safe with us. I was proud that day, and my most fervent wish is to be able to be a part of a department and community in probation that can be that proud every day.

By DPO II, Timothy Vallez

June is traditionally LGBTQIA+ Pride month. Celebrations for the LGBTQIA+ people are held all over the world recognizing the value and importance of the community I identify with. Pride started out as fight for equal rights. Employment protections have gone from non-existent to more protective over the years.

In 1953 President Eisenhower signed Executive Order 10450, which was used to ban lesbian and gay applicants from applying for federal jobs. It also resulted in over 5,000 employees being fired due to their sexual orientation. In 1975, the US Civil Service Commission lifted the ban on hiring lesbian and gays for federal civil service. It wasn't until 2017 that President Obama officially repealed Executive Order 10450. The subsequent administration excluded protections for transgender people, which have since been restored.

On June 15, 2020, the Supreme Court ruled, in a 6-3 ruling, that the 1964 Civil Rights Act protected the LGBTQ community from discrimination in employment. This was significant because in 2015 when the Supreme Court legalized same sex marriages, someone could get married but could be fired from their employment solely based on the sexual orientation or gender identity. These two Supreme Court decisions are a huge step in improving the quality of life for the LGBTQIA+ Community. There is still much work to be done as people in the community continue be victims of hate crimes with many being directed at transgender women of color.

As we strive to be more inclusive, it is not the case for others who live in different countries. It is illegal to be LGBTQIA+ in 70 countries and 12 of these have the death penalty for engaging in consensual same sex relationships. So, this June, be kind to others and if you don't identify from the community learn to be an ally!