

THE INCLUSIVE INSIDER

Message from the Chief Diversity Officer

Happy Pride Month!



Richard M. Potter, Jr.
Chief Diversity Officer

June is a time to celebrate the vibrant and diverse LGBTQ+ community. At the Delaware Department of Human Resources, we are dedicated to fostering an inclusive environment where every individual feels valued and empowered to be their true selves. This month, let's honor the courage, resilience, and contributions of the LGBTQ+ community, while continuing our commitment to equality and acceptance. Join us in participating in events, sharing stories, and promoting awareness. Together, we can create a more inclusive world.

Take Our Survey

We welcome your feedback about this month's Inclusive Insider.

[Click here](#) to take our survey

Origins of LGBTQ+ Heritage Month

LGBTQ+ Pride Month is celebrated every June to honor the 1969 Stonewall Uprising in Manhattan, a pivotal event in the fight for LGBTQ+ rights. During this uprising, patrons of the Stonewall Inn, a popular gay bar, resisted a police raid, sparking a series of protests and demonstrations that marked a significant turning point in the LGBTQ+ liberation movement. The first Pride marches were held a year later, in June 1970, in New York City, Los Angeles, and Chicago to commemorate the anniversary of the Stonewall Uprising. Over time, June became a month of celebration, reflection, and advocacy for LGBTQ+ rights and visibility.

In 1999, President Bill Clinton officially declared June as Gay and Lesbian Pride Month. This designation was expanded in 2009 by President Barack Obama to include the entire LGBTQ+ community, proclaiming June as Lesbian, Gay, Bisexual, and Transgender Pride Month. Pride Month celebrates the progress made towards equality, honors the resilience of the LGBTQ+ community, and continues to advocate for full acceptance and rights for all.

Table of Contents

Page 2

- Message from Secretary
Claire DeMatteis

Page 3

- Cultural Heritage Learning
Opportunities

Page 4-6

- Cultural Heritage Learning
Opportunities (*continued*)

Page 7-9

- LGBTQ+ History of Delaware

Page 10-11

- Pride Flags

Page 12

- DEI Contacts

THE INCLUSIVE INSIDER

Message from Claire DeMatteis Secretary, Department of Human Resources



To mark PRIDE Month this June, let's take a moment to reflect on our ongoing commitment to fostering a workplace that is fair, diverse, equitable, and inclusive for all.

Several years ago, we embarked on a journey outlined in the Department of Human Resources (DHR) **Action Plan for Improving State Policies for LGBTQ+ State Employees**. The objective of this plan was to better align state policies and procedures with best practices to support our colleagues and create an environment that embraces diversity in all its forms.

Thanks to the commitment of every state agency, the action items outlined in this plan have been successfully implemented. From providing guidance and resources for supervisors and transitioning employees, to establishing checklists and workplace transition plans, our goal is to make state employees feel supported and valued.

The resources available to all of you, including the **Gender Diversity & Inclusion Toolkit** on the Diversity and Inclusion page of DHR's website, serve as valuable tools for HR staff, managers, and employees alike. They provide practical guidance and underscore our collective responsibility to uphold a welcoming and respectful workplace environment.

As we move forward, I encourage you to continue sharing your questions, ideas, and feedback on how we can further enhance our efforts. Together, we can build upon the progress we have made and create an even more positive experience for all state employees.

Thank you for your dedication to advancing inclusivity and diversity within state government. Your commitment is what makes our workplace exceptional.

THE INCLUSIVE INSIDER

Cultural Heritage Month Learning Opportunities

Trade & Pride 2024: Go Global with NGLCC, EXIM & USCS



Date: Thursday, June 13, 2024

Time: 2:00 PM - 3:00 PM

Location: Virtual

To celebrate Pride Month, join us for a virtual event featuring representatives from the National LGBT Chamber of Commerce, the Minority and Women Owned Business Office of the Export-Import Bank of the United States (EXIM), and the U.S. Commercial Service. This webinar will include opening and closing remarks from agency leaders, a panel discussion with LGBTQI-owned and operated businesses on expanding through exports, and resources to help you start selling your products internationally. [Click here](#) to register for the event

Mercury Stardust: Virtual Author Talk and Q&A



Join us virtually on **June 20th at 7PM** as Mercury talks about her book 'Safe & Sound', followed by a moderated Q&A! Registration is **required** & can be done through our calendar!

Date: Thursday, June 20, 2024

Time: 7:00pm - 8:00pm

Location: Virtual

From [TikTok](#) stardom to full-blown author, join us virtually on June 20th at 7:00 PM as we welcome famous trans handywoman, Mercury Stardust! The Newton Free Library, in conjunction with 50+ other libraries state-wide, is proud to present an author talk & moderated Q&A with Mercury herself.

Mercury is the acclaimed author of "[Safe and Sound: A Renter Friendly Guide to Home Repair](#)" and has also dedicated her time to helping people on TikTok reclaim their independence through home improvement. As an out and proud non-binary trans feminine person, Mercury has also used her platform to help raise over \$2 million for trans healthcare.

This program is intended for people ages 13+ and registration is required. Use [this Google Form](#) to register for the event.

THE INCLUSIVE INSIDER

Cultural Heritage Learning Opportunities

Knowledge is Power: Understanding Bias that Influences Our Beliefs



Adam Foley, Ph.D. (They/Them)

Interim Assistant Vice President,
Institutional Equity for Student
Life & Director of Diversity
Education, Assessment, and
Outreach - University of Delaware

Date: Tuesday, June 25, 2024

Time: 11:00 AM-12:00 PM

Location: Virtual

Anti-DEI rhetoric is running rampant. Attacks on marginalized communities, including the LGBTQ+ community, are fueled by a lack of knowledge, hate, and ignorance. During this workshop, Dr. Foley will seek to equip attendees with the knowledge and tools to be better informed, more inclusive, and safely engage in transformational dialogue with one another. We will explore the intersection of gender and sexuality identities in more detail, work to understand the biases that influence our beliefs and actions (often unbeknownst to us) and discuss ways to take action to make inclusive and supportive decisions on behalf of ourselves and those we work with each day.

[Click Here](#) to register

Local LGBTQ+ Resources and Organizations



Delaware Pride, founded in 1997, is a non-profit dedicated to promoting platforms for expressive diversity and creating a more visible and united LGBTQ+ community. Delaware Pride hosts the annual Delaware Pride Festival each year in June. They also host monthly virtual community meetings as well as a variety of in-person community events.



**United Way
of Delaware**

PRIDE Council

The mission of the **PRIDE Council** is to unite community resources—including corporate, education, health, government, and religious organizations—to improve the lives of Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) youth and adults in Delaware.

Together, we can create a more inclusive and supportive environment for Delaware's LGBTQ community. 🌈

THE INCLUSIVE INSIDER

Local LGBTQ+ Resources and Organizations



The mission of **The Emerald Lighthouse** is to create a safe space that reduces isolation in the LGBTQ+ community while educating both the community and its allies. We bring love, support, and guidance to youth and young adults, and provide diversity and LGBTQ+ sensitivity training to individuals and companies that work with them.



The mission of **AIDS Delaware** is to eradicate the spread and stigma of HIV/AIDS, enhance the lives of those affected by HIV/AIDS, and foster community health through inclusive and culturally-aware services, educational programs, and advocacy.



The **American Civil Liberties Union** (ACLU) of Delaware offers legal and advocacy services covering a wide spectrum of civil liberties issues, including those affecting the LGBTQ+ community.



Equality Delaware is a statewide organization dedicated to ensuring and promoting dignity, safety, and equality for all lesbian, gay, bisexual, and transgender individuals in Delaware.



CAMP Rehoboth is an LGBTQ+ community center dedicated to Creating A More Positive (CAMP) environment that embraces all sexual orientations and gender identities in Southern Delaware and beyond. Our mission is to foster cooperation, well-being, and understanding among all individuals as we work to build a safer, more inclusive community for everyone.

THE INCLUSIVE INSIDER

Local LGBTQ+ Resources and Organizations



Navigating the health system can be challenging, so we've compiled **resources** available under the Group Health Insurance Plan to help you manage your health comfortably and safely. Below, you'll find information on selecting the right healthcare setting, maintaining your overall well-being, and accessing preventive services.



The mission of **PFLAG-Rehoboth Beach** is to strengthen a foundation of loving families, united with LGBTQ+ individuals and allies, to support one another. We aim to educate ourselves and our community, and to advocate for a world where every heart and mind respects, values, and affirms LGBTQ+ people.



PFLAG Middletown is a community of parents, families, and allies united by love and support for the LGBTQ+ community. We welcome LGBTQ+ individuals who may be struggling to come out to their family and friends, offering a safe and inclusive space. Our mission is to provide a sense of belonging and support for communities across central Delaware, including Middletown, Dover, Smyrna, Camden Wyoming, Townsend, and surrounding areas. We are here to ensure you feel accepted, valued, and safe.



The vision of **PFLAG Wilmington DE** is to foster inclusive communities through:

- Support: Offering steadfast support to families, allies, and LGBTQ+ individuals.
- Education: Enhancing understanding of LGBTQ+ issues and challenges.
- Advocacy: Championing changes in attitudes and laws for full LGBTQ+ equality.

Together, we aim for a world where everyone is respected, valued, and embraced.

THE INCLUSIVE INSIDER

LGBTQ+ History of Delaware

We Have Always Been Here



Delaware-based artist and activist **Madeline Porter**, known artistically as **Rising Phoenix**, has engaged with LGBTQ+ organizations and advocated for the expression of authentic selves through art since her high school years. Her creative endeavors have evolved into a deep exploration of the intersections of her identities as an autistic, Black, biromantic lesbian.

Artwork by Rising Phoenix
Black Love is Not a Monolith,
acrylic on board, 2017, by Rising
Phoenix.

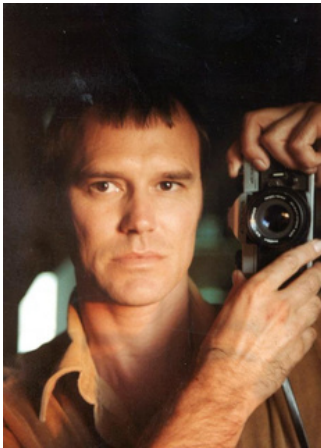
The Rainbow Comes in Black
Too, acrylic on canvas, 2023, by
Rising Phoenix.



THE INCLUSIVE INSIDER

LGBTQ+ History of Delaware

We Have Always Been Here



An undated self-portrait of Tom Wilson with a camera.

Tom Wilson, an openly gay artist, dedicated his formative and final years to Sussex County, Delaware. His photorealistic paintings vividly captured Delaware's landscapes and marginalized communities, including people of color, agricultural workers, and the LGBTQ+ community.

An example of Tom Wilson's photocollages.



Tom Wilson, Wendell, oil on canvas, 1983. Collection of Peggy Raley-Ward.



THE INCLUSIVE INSIDER

LGBTQ+ History of Delaware

We Have Always Been Here



Edward Bringhurst III is recognized as one of the earliest known queer individuals in Delaware. The youngest among four siblings, he was born into the Quaker Bringhurst family, who settled in the Rockwood Mansion in 1892.

A 1910 portrait of Edward Bringhurst III/V.

Edward Bringhurst III/V in costume on the South Lawn of Rockwood in October 1903.



Edward Bringhurst III/V and friends pose for a photograph in Kilwaughter.



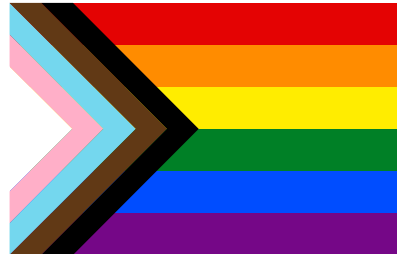
THE INCLUSIVE INSIDER

Pride Flags

Learn about the different flags used by the LGBTQ Community, and what they represent



The **Rainbow Pride Flag**, created by Gilbert Baker in 1978 and modified to its present design in 1979, has become the predominant symbol of the LGBTQ community. It represents the diversity and unity of all LGBTQ individuals. Moreover, the Rainbow flag is also recognized as a symbol for gay men.



The **Progress Pride Flag**, created by Daniel Quasar in 2018, is a variation of the original Pride Flag. Its design seeks to include all members of the LGBTQ community and to highlight the strides made in LGBTQ activism, both historically and going forward.



The **Bisexual Pride Flag**, designed by artist Michael Page in 1998, symbolizes the bisexual and pansexual communities. Each hue holds a specific meaning:

- Pink signifies attraction to the same gender.
- Purple denotes attraction to two or more genders.
- Blue represents attraction to different gender(s).



The **Ally Pride Flag** emerged in the late 2000s, designed by an anonymous artist. It symbolizes the support of LGBTQ allies—those who may not identify as LGBTQ but advocate for the community. Allies often include heterosexual and cisgender individuals who support LGBTQ civil rights, transgender equality, and stand against societal discrimination of LGBTQ people.



The **Pansexual Pride Flag**, created in 2010 by an anonymous artist, represents pansexual individuals and is a modification of the Bisexual Pride Flag. This flag has been embraced to enhance the visibility and acknowledgment of pansexuality.



The **Transgender Pride Flag**, created in 1999 by artist Monica Helms, has become a powerful symbol for the transgender community. The colors of the stripes represent:

- Blue: Traditional color for baby boys
- Pink: Traditional color for baby girls
- White: Represents individuals who are transitioning or consider themselves nonbinary/genderqueer.

THE INCLUSIVE INSIDER

Pride Flags

Learn about the different flags used by the LGBTQ Community, and what they represent



The **Asexual Pride Flag**, created in 2010 by unknown artists, has come to represent the broader asexual community. The colors of the flag symbolize:

- Black: Asexuality
- Grey: The grey area between sexual and asexual (also known as gray-ace)
- White: Sexuality
- Purple: Community.



The **Nonbinary Pride Flag**, created in 2014 by Kye Rowan, represents the nonbinary community. The colors of the flag symbolize:

- Yellow: Gender without reference to the binary
- White: Many or all genders
- Purple: A mix or range between male and female
- Black: Lack of gender.



The **Genderqueer Pride Flag**, created by Marilyn Roxie, symbolizes the genderqueer community. The colors of the flag represent:

- Lavender: A mixture of blue and pink, symbolizing androgyny
- White: Agender or gender-neutral identities
- Light Green: Nonbinary identities.



The **Intersex Pride Flag**, created in 2013 by Morgan Carpenter, represents the intersex community. The flag features a circle symbolizing wholeness and completeness, reflecting the community's goal of achieving bodily autonomy and self-determination.



The **Lesbian Pride Flag**, first created in 1999, has undergone several redesigns. It represents individuals who identify as lesbian, including intersex, transgender, and nonbinary people. The flag shown here is the 5-stripe version, though a 7-stripe version is also widely used.