# June PRIDE

# Impact100 Garden State

## Insights From the LGBTQ+ Community:

## Parents, Friends and Members



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# What did you see first?

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Absolute frameworks and

# BINARY THINKING

close the space needed for complexity, curiosity, and compassion

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# Patricia A. Lee, PCC

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- Owner & Founder, P.A.L. Coaching & Consulting, LLC
- Formerly EVP, Global Learning & Chief Social Responsibility Officer, Wyndham Hotels & Resorts
- Certified Coach & Facilitator and Certified DEI Coach
- Graduate of Lehigh University with a Master from Rutgers University
- Impact100 Garden State Member 2025



*"I create a safe spaces to have meaningful conversations – where curiosity is the driver and judgement is not allowed."*

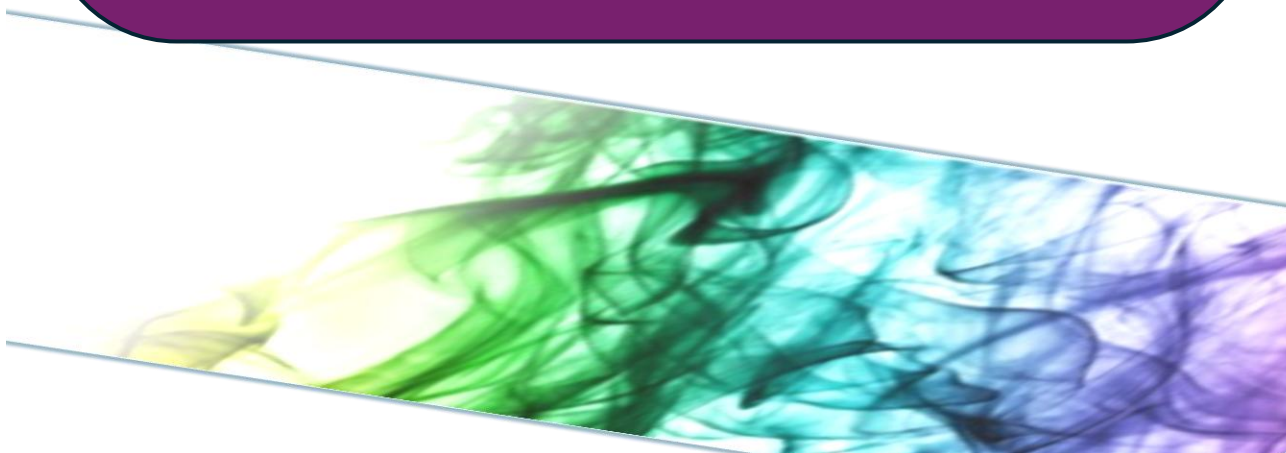
LEARNING | POTENTIAL | LEADERSHIP | PERFORMANCE

# A safe environment requires…

- Awareness that we are discussing sensitive issues.
- That we respect all perspectives; disagreement is OK when respectful.
- To lean into CURIOSITY over certainty.
- To acknowledge discomfort as normal; harm is not.
- To notice social wrongs without assigning blame.
- To pause and step out if needed.

**You do not see the world as it is, You see it as You are.**

**When you change your judgements, the world changes … without you ever moving an inch.**



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# Learning About Sexual Orientation, Gender Identity, and Expression

Affirmative Research

Judge Baker Children's Center

SOGIE

# Mackenzie Harte

**Email: mharte@pflag.org**

- PFLAG: Senior Manager of Learning & Inclusion
- Professional career in the LGBTQ+ movement, focusing on training and education efforts
- Resides in NYC; grew up in Massachusetts
- Has one roommate -- a cat named Saoirse (Ser-sha)
- Enjoys writing a range of genres and forms in spare time
- Will eventually talk you into listening to the entire Carly Rae Jepsen discography if given the space

*"Learning, and helping others learn, is the key step to building the equitable and inclusive world that we should all be striving for."*



# Lisa Firkser, PhD

**Email:** lfirkser@casamsc.org

**Phone:** 908-370-6997

- Executive Director Court Appointed Special Advocates Morris Sussex, Parent
- PhD from New York University
- Impact100 Garden State 2014; past Chair of the DEI Committee
- One of the Founders of SPARKNJ



*"When all Americans are treated as equal, no matter who they are or whom they love, we are all more free."*

*— Barack Obama*

# Linda Leonard

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- Regional Head of D&I and Corporate Citizenship, North America for Henkel
- President, PFLAG Robbinsville Chapter
- Chief Executive for ALLY Consulting; certified Coach
- Formerly Global Diversity & Inclusion Lead, Bristol-Myers Squibb
- Rutgers graduate

*"A strategic leader with a contagious passion for D&I and an astute analytical ability to translate data into knowledge that drives meaningful change."*



# Austin Greitz-Calderon

**Email:** austingreitz@gmail.com

**Phone:** 732-773-8896

- Dedicated to LGBTQ+ Communities and Public Health
- Currently Communicable Disease Investigator with the NJ Dept of Health
- Graduate of Montclair State University
- LGBT Health Policy & Practice Certificate from George Washington University

*"I utilize a socioeconomic lens to address health inequities and focus on the most marginalized in the communities I serve."*



# Take-A-Ways…

- There is room enough for all; don't cancel out one group of people in favor of another.
- Be mindful of language: framing things as good or evil promote exclusion.
- Create conversations that ease tension and create empathy.
- Be curious and then listen. Ask questions to clarify what others are saying.
- Give grace to unintentional use of language or assumptions.
- Continue to learn and grow.




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# RESOURCES

**PFLAG –** the nation's foremost family-based organization committed to celebrating LGBTQ+ young people and creating a better future for us all. https://www.pflagnyc.org

https://www.pflagsussexnj.org/resources

**SAGE -** Since 1978, we have led the way in advocating for policies, services, and resources that empower LGBTQ+ elders to live openly and authentically. Our dedicated team members work nationally and globally to protect our rights, build health and longevity, and preserve the vibrancy of our community as we age. https://www.sageusa.org/

**RWJUH –** The **Babs Siperstein PROUD Center** specializes in primary care services for lesbian, gay, bisexual, transgender, questioning, intersex and asexual (LGBTQ+) adults. https://www.rwjbh.org/rwj-university-hospital-somerset/treatment-care/babs-siperstein-proud-center/

**GLAAD -** As a dynamic media force, GLAAD ensures fair, accurate, and inclusive representation that rewrites the script for LGBTQ acceptance. GLAAD tackles tough issues to shape the narrative and provoke dialogue that leads to cultural change. GLAAD protects all that has been accomplished and envisions a world with 100% LGBTQ acceptance. https://glaad.org

# COUNTY RESOURCES

**Morris County**: Edge, an LGBTQ-serving organization with public health, behavioral health, and support programs. Located in Parsippany-Troy Hills, NJ. https://edgenj.org/

**Passaic County**: Pride Alliance of Passaic County, a community-based organization to strengthen LGBTQ community ties in the county. https://sites.google.com/view/prideallianceofpassaiccounty/home

**Somerset County:** LGBTQ+ Advisory Board promoting justice and equality, ending oppression and inequities, ensuring that all voices in the community are heard. https://www.somersetcountynj.gov/about/inclusivity/lgbtq






**Union County**: Union County Office of LGBTQ+ Affairs, the county government's official LGBTQ+ office. https://ucnj.org/department-of-economic-development/office-of-lgbtq-services/

**Sussex County**: Sussex County Pride, a community-based organization to strengthen LGBTQ community ties in the county. https://www.sussexcountypride.org/

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