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Take **PRIDE** and celebrate your mental health and diversity journey.
(Use a rainbow of colors to write what sets you apart)

WHAT IS INCLUSION?

Inclusion is the practice of including and accommodating people socially who are often excluded by gender, age, disability, the act of creating a space that is safe, respectful, and inclusive for everyone.



WHY IS SOCIAL INCLUSION SO IMPORTANT?

Social inclusion helps one develop a sense of belonging, creating equality amongst the community and gives respect to each individual.



PRIDE FACTS

Pride is an antonym for the word shame. Hence the word pride is an affirmation of self-respect, equality and dignity associated with the LGBTQIA+ community. Here is what you need to know about Pride celebrations:

WHAT IS LGBTQIA+?

The acronym "LGBTQIA+" represents Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, and Asexual identities, with the "+" sign acknowledging other orientations and identities not explicitly listed.

The Stonewall Riots started it all.

In June 1969, the LGBT community stood up for their rights when police raided The Stonewall Inn in New York City. The brave move paved the way for Pride Month celebrations every June.



The first Pride March was known as Christopher Street Liberation Day March.

It was led and organized by a group of activists including Brenda Howard, the Mother of Pride. The event took place in 1970.



The original rainbow flag by Gilbert Baker in 1978 had eight colors

The flag, designed by Gilbert Baker in 1978, features 8 colors symbolizing different meanings which represent Pink: Sexuality, Red: Life, Orange: Healing, Yellow: Sunlight, Green: Nature, Turquoise: Art, Indigo: Harmony, Violet: Spirit. A rainbow has seven colours, though in the pride flag, there are eight colours. The eighth color is a hot pink color which represents sex was eliminated to represent a rainbow.



There are a lot of LGBTQIA+ events happening every year.

Pride is just one of them! You can continue championing LGBTQIA+ rights during LGBT History Month, International Transgender Day of Visibility, National Coming Out Day, and beyond!



QUEER DICTIONARY

ALLY:

A cis ally is a heterosexual person who educates themselves on lgbtqia+ issues and events and supports rights for gender equality and lgbtqia+ social movements.

ASEXUAL:

Used to describe individuals who experience little to no sexual attraction. Sometimes shortened to ace.

ACCOMPLICE:

Like an ally an accomplice may also put their social and physical well being at stake to facilitate change, using their power and privilege.

BI+:

Used as an umbrella term to encompass individuals who are attracted to more than one gender this can include romantic or sexual attraction.

CISGENDER:

Someone whose gender identity corresponds to what they were given at birth.

CLOSETED:

An individual of the LGBTQIA+ community who has chosen not to disclose their LGBTQIA+ status to people around them.

COMING OUT:

The process in which an individual of the community decides to disclose their LGBTQIA+ identity to the people around them.

GAY:

A man who is attracted to men.

INTERSEX:

A person whose sexual characteristics differs from that of the binary expectations of gender.

LGBTQIA+:

An acronym that represents the LGBTQIA+ community, the full form is Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex and Asexual. The '+' stands to represent all the other identities that cannot fit in the acronym.

LESBIAN:

A woman who is attracted to other women.

TRANSGENDER:

A transgender person's gender identity differs from their assigned gender at birth. Transgender individuals can identify with various sexual orientations like gay, straight, lesbian, or bisexual.

QUEER:

A word that used to be a derogatory term but has been reclaimed by the community and is now an umbrella term for individuals who are not heterosexual or cisgender.

What is 'coming out'?

- The term coming out is a shortened version of 'come out of the closet', a metaphorical way of revealing an individual's sexual orientation.
- Coming out is a life long process in which recognizing, accepting and sharing one's sexual's orientation to family and others. The process of coming out is not same for everyone. The process starts with self awareness wherein you come out to oneself, family, friends and co-workers.

When should one come out?

- Coming out isn't an obligation; when an individual has an inner calling and feels like coming out to the world, only then.
- When a person feels safe and secure enough
- When an individual finds a trusted individual with whom they can share

Why should one come out?

- When an individual plan's to come out, not only they take a step towards empowering themselves, but the entire community. It helps them identify and shape their self image positively.
- When an individual tries to come out, their fear of being 'found out' frees away. Moreover, they would get rid of the double life they are living for the society and themselves.

What is the right age to come out?

- There is no right age to come out. Coming out isn't an obligation. Only when an individual is ready and feels right, that when they should come out.

Many individuals have few valid feelings and anxiety-leading questions that resist them from coming out.

WILL MY PEOPLE UNDERSTAND ME? WILL I BE ACCEPTED BY MY FAMILY? WILL I LOSE MY JOB? WILL MY LOVED ONES AND THE SOCIETY JUDGE ME? WILL I BE SAFE AFTER COMING OUT?

How to take care of one's mental health during the phase of coming out?

- Explore your safe space
- Journal your feelings
- Mediate and practice yoga
- Talk to someone whom you trust
- Cut off your inner noise and believe in yourself
- Start building a support network

THINGS OTHER PEOPLE DO THAT DON'T MAKE LGBTQIA+ INDIVIDUALS INCLUDED IN SOCIETY

WORDS/ PHRASES

Many times we are not mindful enough with our words/phrases, while addressing the LGBTQIA + community. The social media trolls, movies and short films often depicts these slurs which is a clear **RED FLAG**.

The slurs you shouldn't say
 Gud, Meetha, Hijra, Baila, Chakka, Chammiya, Homo, Dhila, Bicycle, Tranny, Beti, 50-50, Lesbo, Dyke, Mithai ki Dukaan, Faggot.

BEHAVIORS

- Discriminating against LGBTQ+ individuals in employment, housing, healthcare, and others.
- Physically assaulting or attacking lgbtqia+ individuals
- Refusing to use someone's correct name, pronouns, or gender identity
- Attempting to change someone's sexuality or identity

ATTITUDES

- Viewing lgbtqia+ individuals as inferior, immoral, or unnatural
- Believing individuals should not have the same rights as others
- Feeling uncomfortable or threatened by the presence of LGBTQ+ individuals
- Considering people of the community as having a choice or going through a phase

HOW CAN ONE MAKE OTHERS FEEL INCLUDED AND ACCEPTED IN A COMMUNITY?

BE INFORMED -TO UNDERSTAND THE OTHER PERSON



USE GENDER INCLUSIVE LANGUAGE

BUILD IN EMPATHY TOWARDS THE INDIVIDUALS



TREAT OTHERS THE WAY THEY WANT TO BE TREATED

she he they

USE YOUR/THEIR PRONOUNS



Hey, are you new in this college, never seen you before?

Yes, I'm Archita from Nagpur. What's your name?

My name is Aarav. Sorry I didn't get your name right. It is Archit right?

No, it's Archita. Well my pronoun is her/she.

What a joke, hahaha, stop kidding and tell me your name buddy.

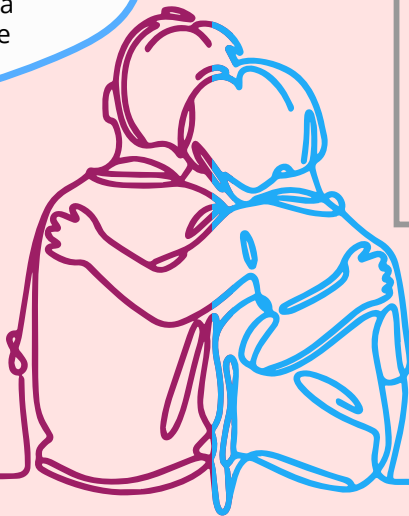
That is the reason why I left the previous college. No one would understand me and tease me as "baila". Even you took it as a joke. Didn't even think once about how would I feel.

But as far as I know, you look like a boy. Then how are you calling yourself a girl?

I look like a boy form my physique, but within, I feel like a girl. Since 2 years I have this feeling, I like to dress up as a girl, wearing make up and nail polish too.

AARAV

ARCHITA



I'm not really sure what to say, but I genuinely want to apologize and will make sure to respect you as an individual and not my cross my boundaries.

It's rare to see people understand, you know my parents have supported me to the core, and after them, I feel you genuinely understood me and I feel safe around you.

Oh wow, I'm happy to hear this. I'm a little curious to know, how did your parents accept and support you. If i were in your shoes, my parents would have never supported me.

Well, at first my parents weren't supportive enough, nor did they acknowledge my feelings. Only when they visited the mental health professional they started to understand me better while implementing those coping strategies.

PARENTAL SUPPORT AND MENTAL HEALTH WHILE COMING OUT HOW CAN PARENTS ACCEPT AND SUPPORT THEIR CHILDREN



Unconditional acceptance of facts

- It's not a phase - Embrace the greys
- There is no cure - Not something to be fixed
- Don't play the blame game - Celebrate your child (For eg, don't blame your parenting)

This is not about you

Many times parents think that their parenting was wrong. They start to think what wrong have they done in their upbringing. Well it is important to understand that it is not about YOU as a parent. It is about your child's feelings, choices and mental health.



Be open to learning from your child

As humans we are always learning something or the other. It is good to be open to learning, that too when we are clueless about certain topics. If your child is coming out to you, try to understand the concept and the LGBTQ + community better.



Stay involved with the school

Stay involved with your child's school by engaging in their daily activities and ensuring their safety. Look out for signs of bullying such as reluctance to attend school, feeling unsafe, exclusion from group activities. Inform school authorities if needed.



Be open to Allyship

An ally is someone who listens, believes and voices for the LGBTQ+ community. It helps in gaining knowledge and understanding people's rights, safety and needs. When trying to embrace allyship, remember to have an acceptive nature, taking action and having humility.



Consult mental health professionals

The process of accepting your child coming out can be difficult, hence it is better to consult a mental health professional/therapist and gain insights through the sessions.



INCLUSIVITY AND PRIDE

For the last 6 years I have been working in the space of LGBTQ+ inclusivity. And let me tell you about being LGBTQ+ inclusive means to commit yourself to unlearning of unconscious biases. Because living in cis - heteronormative world where people will often influence you to fit into cis-het system we tend to lose grip on being inclusive towards individuals who drift away from cis - het ideologies or ways of living. Something I strongly picked up from my queer affirmative counseling practices course by Mariwala Health Initiative is that cis-heteronormative system normalize the ideal of sex equals to byproduct that is baby only. And the entire system revolves around this ideology like opposite sex marriage, attraction, gender roles and so on.

From a therapist lens, every time I witness the stories of people from LGBTQ+ community I feel people around them and the heteronormative system is at such a huge fault. In the session a lot of efforts goes into normalizing their ways of existence and being. Queer affirmative therapist is not just a therapist working with individuals in one-on-one setting, instead it is a responsibility of participating in activism committed towards LGBTQ+ liberation outside the therapy space also. As a queer affirmative therapy, I strongly feel most of the times we may not have ability to empathize to all queer stories coming from their unique context, then creating a stronger sense of resonance in the relationship helps to enhance our ability to empathize. And the allyship starts right there, when you create a resonance (ability to relate) in your relationship with LGBTQ+ individuals or community that is where you will be able to genuinely empathize and take appropriate action. As an ally if you are aware of your position in society then you can use that position to create opportunity to advocate for people from LGBTQ+ community. Remember allyship is a social responsibility.

Inclusivity is not a choice it is everyone's social responsibility so that we are not oppressing the people from the oppressed (marginalized) community. Instead we collectively put efforts in amplifying their voices and bring those voices in the mainstream narratives.



Ms. Kajal Makwana (she/her) is a Counseling Psychologist (M.A., Psych.) Psychotherapist, Queer Affirmative Therapist, LGBTQ+ support group Therapist, Narrative Therapist, Integral Somatic Therapist, Corporate Wellness Coach, EAP counsellor and Graphologist, based in Mumbai. She is the Founder of Giraffe Space by Kajal She runs a support group called ?UEERSTIONS (aka. Queerstion) for people who are questioning their gender and sexuality and people who are looking for community space for belonging.



HOW TO KNOW YOUR SAFE SPACE ?

VIOLET

BLUE

GREEN

YELLOW

RED

ORANGE

Rainbow **can be colored with the respective color associated**. In the cloud, with a key associated to a bunch of feelings individuals are meant to write the person whom they associate those feelings with within each cloud.

Red - A person you vent out your anger to **Green** - A person you talk to everyday

Orange - Social butterfly and cheerful person **Blue** - A person you feel calm around

Yellow - A person with whom you share your happiness **Violet** - A person who is compassionate towards your feelings

WORD SCRAMBLE

PROUD EVERYDAY

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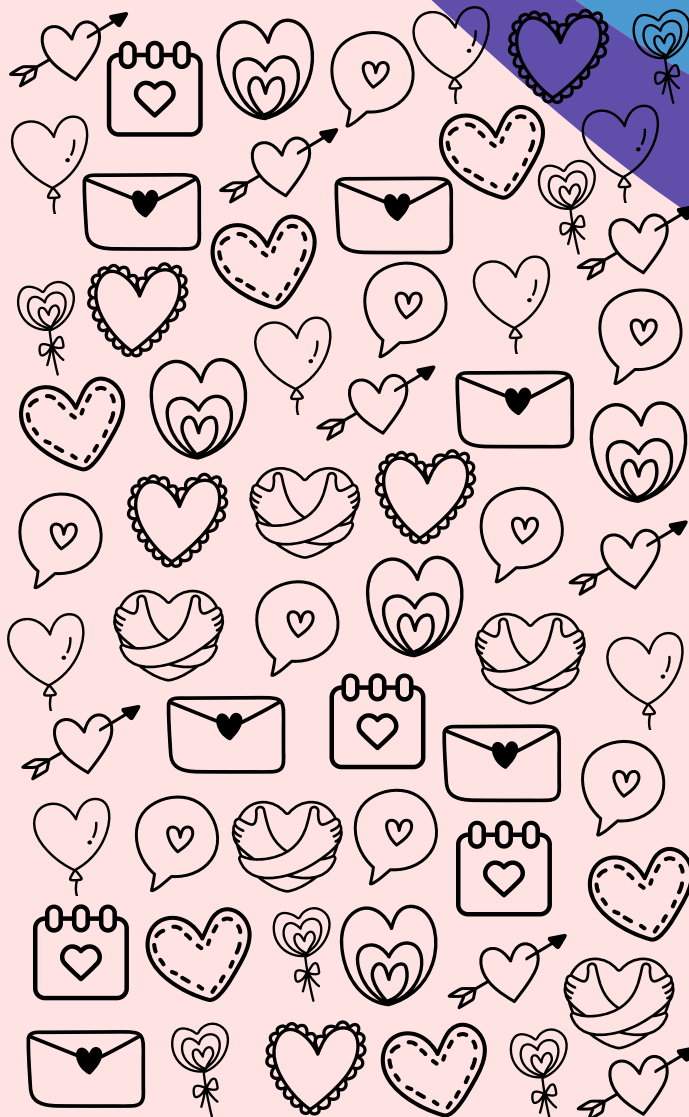
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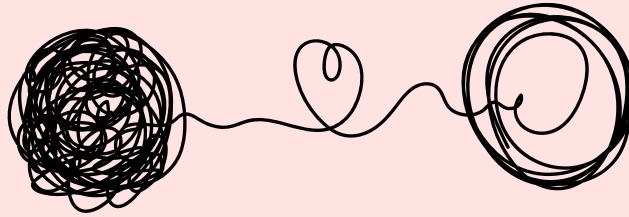
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Help is a call away



PROJECT MUMBAI IS HERE FOR YOU!

If you or any adolescent you know is experiencing any mental or emotional distress, kindly call on Project Mumbai toll-free mental health helpline number:

SAMVAAD A Helpline for Adolescents 1800-102-4040

This helpline is active from 8 am to 8 pm, seven days a week and is handled by counsellors with varied expertise.

In case of any mental health related concerns, please feel free to reach us on mentalhealth@projectmumbai.org

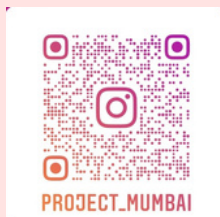
- **ICALL HELPLINE (GENERAL COUNSELLING)- 02225521111 (MON-SAT, 8AM-10 PM)**
- **HUMSAFAR TRUST (LGBTQIA+)- 0226673800 (MON-FRI, 10 AM-8PM)**
- **ARPAN (CSA)- +91-9819086444 (MON-FRI, 9AM-6PM)**
- **AASRA (SUICIDE PREVENTION)- +91-9820466726 (7 DAYS A WEEK, 24 HOURS)**

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