

# Hard No for The Holidays Ep 1: Creating Safe Spaces for Your LGBTQ+ Loved Ones

## That's A Hard No Transcript

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*Heather:* We recorded this episode early in the afternoon on Sunday, November 20th. To my horror, I found out shortly afterwards that there'd been another mass shooting the night before, this time in an LGBT nightclub in Colorado Springs. Five people were killed, at least 18 others were physically injured, countless have been traumatized. I want to take a minute to add this prologue, to say: well, what can I say? There are no words. We try on this podcast to stay away from discussing politics or religion, specifically because I want to create a safe space where everyone is welcome, can find support and learn how to live their best lives. But this event, this example of hate and murderous intolerance and the kinds of speech and behaviours that eventually led to it. I can't put out this episode without at least acknowledging what happened and say unequivocally that it has to stop. We need to understand that everyone, everyone is a human being deserving of love and respect period. No qualifiers. No regardless of. everyone is a human being deserving of love and respect. It's one thing to say i'm an ally, it's another to make sure I'm doing everything I can to work towards a world where everyone fully embraces this simple fact. That's the conversation you're about to hear. It's about being inclusive when hosting LGBTQ friends or loved ones during the holidays and how to come out or talk with families If you're queer, I wish we didn't have to have this kind of conversation, but here we are. I'm aware that some of my questions may come off as cringey, but we need to start somewhere. We need to try and have these conversations, and that's what I'm asking of you. Just try. There are so many wonderful traditions during the holiday season. They remind us that we must be grateful for the gifts given to us. We must come together and persevere when times are tough, but most of all we must love one another. Our deepest condolences to everyone affected by this tragedy. We see you. We wish you solace and healing and justice during this difficult time.

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*Heather:* Hello, i'm Heather Drago, and this is that's a hard no. The podcast about saying no and setting boundaries to become the authentic and empowered that this world needs. The holidays are upon us. It can be an exciting time, filled with family gatherings and parties, holiday music and movies, religious observations, gifts and fun decorations, all the special things we look forward to throughout the year. But for a lot of us the holidays aren't exactly magical. They can be stressful too. Some folks simply dread. This time of year, holiday gatherings can mean falling short of unrealistic expectations of perfection. Ding, ding, ding. family tensions or awkward conversation, parties and dinners contribute issues around food and addictions. The expectations that come with cooking and baking and shopping and gift-giving it means spending time and energy and money you don't really have. Remember that even now, especially now it's ok, necessary really, to say no and set boundaries. You are allowed to prioritize your well being and mental health. Over the next several weeks. We're going to talk with some familiar friends and a few new experts about all the different ways you can set boundaries to ensure that you and the people who matter to you truly enjoy this season of celebration. So take a load off and listen in. It's hard no for the holidays.

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*Heather:* We're kicking off our holiday mini-series with Kathy Houston, a certified life coach

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who specializes in helping women reinvent themselves later in life. She helps them develop and implement strategies for health, wellness and fulfilling relationships. In an LGBTQ+ safe space. Kathy and I are going to chat about something I think is pretty basic: how to be yourself and, more importantly, how to create a safe space so that others can be themselves and feel welcome during the holiday season, we're talking about coming out, introducing significant others and being supportive of our LGBTQ+ loved ones.

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*Heather:* Hi Kathy, Thanks so much for coming on That's a Hard No.

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*Kathy:* Hi Heather! Great to be here, glad to meet you. Thank you for having me.

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*Heather:* Well, i've been looking forward to this conversation and I can't wait to share you with everyone listening. So in doing our research on you. We learned that you call yourself a late blooming lesbian. Which I love. Can you tell us a little bit about that? About your journey? Your story?

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*Kathy:* My story started back in college when I got married to my ex-husband we were married for 35 years, two grown children, and at about the age of 45 I discovered that I was not being true to myself and that I like women, and so I put that on hold for five years and pushed it down and didn't address it until I was 50, the magic five oh hit, and then it was time to reevaluate my life. And so I told my husband. He wasn't surprised. We told my friends, my family, I told my mom, my mam was like, well, I was wondering when you were going to figure that out.

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*Heather:* No kidding!

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*Kathy:* it's a little late, but all right, and then started on a journey of dating, meeting women and I found my partner whom I'm with. Now we've been together three and a half years. We are wonderfully happy. She did the same thing, came out of a 30-year marriage, two grown children. She knew all along and she did what she was supposed to do in her mandatory compulsory community, that she was in with her parents. Until finally she decided to make the break as well and we couldn't be happier was just amazing. We didn't realize that this much happiness existed for ourselves.

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*Heather:* Yeah, it's so sad just to conform to societal expectations. You couldn't experience your true selves or bliss or but luckily you found each other now. So that's great,

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*Kathy:* It's wonderful.

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*Heather:* So you talked about coming out to your parents and your family and your your ex-husband let's talk about coming out. I think sometimes people come out this time of year because they want to introduce their partners. They want to be with their partners at the holidays, or maybe they have the support of their partners when they come out finally to their family.

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*Heather:* You know, sometimes people live double lives. Full disclosure. My best friend growing up was a gay man and my name my son, after him, like i've been surrounded by people of all walks of life forever and and I have family members who have come out and I know it can be really hard and scary for people, and there are lots of different things that come into play about when and how so what are the pros and cons of coming out at a holiday gathering, I mean I would think it kind of complicates things a little?

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*Kathy:* I think that would be a little bit of a con. My recommendation and my thoughts, and what I've done and researched and read about, is: you should already be out to your family, your host, whatever house you're going to, already have their support and they've kind of wrap their heads around. You're LGBTQness and then, like, maybe the next holiday or maybe you know. So if you're already out now, so then this holiday you introduce the partner and they're they're happy for you, they're goin to want the best for you, they're going to see how happy you are and they'll be supportive. But if you're not already out, that would be a bombshell at the Christmas dinner or the Thanksgiving dinner table, depending on your family and your upbringing. Again, if it's a very hetero normal family with some some staunch beliefs, just coming out yourself is going to be a challenge, let alone try and introduce a partner. Caution is the word there.

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*Heather:* if you want to bring your partner if you want to be your true self at a holiday gathering with your family. You should be planning ahead and be having those conversations. What about if you don't come out and then you're at a holiday event, You don't initiate the conversation, but someone confronts you or is, you know, passive, aggressive or aggressive or homophobic, or you know, makes a comment.

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*Kathy:* That's up to the individual. I mean again: what? What are the norms of the family? Do you want to go there now? Always avoid substances, avoid alcohol so that you can be on your best game and be on your toes, clear headed, so that you can give the proper response. If you want to go ahead and give the response and you think it's time and that family member, you know being, you know a little bit like you, know that with you, why don't you? Why don't you ave a girlfriend, don't have a boyfriend? You know how come we never see you with guy? Or how can we never see you with a girl? That could be the time to, because I don't like them. Or you know that i'm not into that and then you could leave it there or you could take it to the next level. It just it just depends on how she's going to go in the dynamic

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of the family and you have to be prepared for that in advance. So the idea is not only if our going introduce a partner. Prep your partner, also prep yourself. You know, if this happens, then i'm going to say this. If this happens, then i'm going to say this. If Aunt may goes down this road, then I will respond this way and then also brief your partner on all the family members and may be some tips for conversation starters. And how do you know Aunt May's really into cooking? Ask her about her great cranberry mold. Now everybody needs to be practically expectations you now.

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*Heather:* This is good advice for bringing any new partner, whether you're LGBTQ+ or hetereo, I mean like I remember when I, when I first started dating my husband and there was like this wall of cousins and I was like, oh, it was very intimidating. So let's say you've already come out. Maybe it's your first time bringing your partner. And what's the best way to introduce someone new to your family, especially if you have, like the weird opinionated uncle or you know whatever?

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*Kathy:* Well the host should already be aware that you're bringing your partner, your partner, your wife, your husband. Of course that would be rude to just show up someone else. However, you're going to refer to them even if you're not legally married, you can say my wife or my husband. That doesn't that's pretty much standard procedure now is how we introduce each other as husbands and wives. If you're just girlfriend, boyfriend, that's fine. Say girlfriend, boyfriend, same as anybody would just say who they are. You know, like more committed relationship. Even though we're we're not legally married. We consider ourselves married and so she's my wife and I'm her wife, my wife, Kathy. This is my wife, Christi. This is my girlfriend. Christi, this is my girlfriend. So, and so we've been together a couple of years. We met here, we met there, tell a little story and leave it go and let let it sit on. You know on who's there and if you're already out and everyone pretty much knows your out and you're happy, then they're goin to be happy for you too and her like we're glad you found someone. Oh, we were so worried about you, you're ever to find you.

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*Heather:* In healthy families. We want to see each other, be happy with whoever it right. So we want to be supportive.

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*Kathy:* In a dysfunctional family situation that would be tricky to navigate.

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*Heather:* Yeah, so in those situations I mean sadly, you know I was a teenager in the eightys. A lot of my gay friends, really did not have the support of their families and they had to kind of live a double life. It was really tough, and so I've heard some things like you know: have an ally on standby if you need to make a phone call, if you know you're getting a lot of passive aggressive, is leave the room and make a phone call or have a plan b. So I mean, and also like, what about even just now? Why? Why do we never see with a guy like? Can you just

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say, you know I don't talk about my personal life. Can you just like set that boundary? Or is that hiding?

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*Kathy:* If you've decided that in advance, that you're not going to come out and this is not that I'm going to come out and I don't care. Uncle Joe says, then set the boundary. Like you said, it's a hard. Set your boundaries, so you're prepared to come out, then go ahead. But if you're not and this is not the time and this is not the place and it's not your choice, then just just end the conversation. Just direct reader. We're going talk about something else. I'm not going talk about that right now. Good to see you, Uncle Joe. How's how's your daughter Susy going? Just change the subject.

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*Heather:* Yeah, what do you think about the have a plan b?

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*Kathy:* And I like that. That's that's kind of like. You know the AA model have your sponsor on speed. That's a great idea and also you have a plan with your partner to decide in advance. If this happens, we're going to politely leave. You know. If this happens, you know we're going to stay at a hotel. We make those arrangements in advance.

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*Heather:* That's smart, yeah.

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*Kathy:* and it's all about managing expectations.

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*Heather:* I think there's a lot to be said for, like having some empathy and patience, especially when we're talking about generational. You know someone much, much older than us who maybe was raised differently or is in a different faith or something, having a little bit of grace. I guess what do you think about that? Or is it on that? Is it on all of our responsibilities to show a little patience and kindness and grace? Or..

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*Kathy:* it's usually more on the LGBTQ+ person to show the grace and empathy.

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*Heather:* Sadly.

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*Kathy:* Be the bigger person, your audience, your audience, know, your family and you know so and so is not going to take this well and and might make a remark or might not understand. Just that's going to be the generational issue. So just be prepared. You know. Grandma, it'll be fine. Grandpa, that's okay. You know, you know I'm happy and I just want you to be happy for me, and that's all you need to know, and if they're supportive enough, they'll they'll say ok if they're not, and then you know and say: well, you're going to burn in Hell because you're homosexual. Well then, that's not a good, not a good way to go.

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*Heather:* And how do you advise people when they're faced with something like that? Do you just turn it off? Do you ignore it? Like I can't even imagine a family? I just don't I literally cannot understand parents and grandparents rejecting children like I cannot understand it, like you say when they are born, i will love you unconditionally for your entire life. So when that's tested, there are people who just are like: nope, you're not mine any more and I just literally can't understand it, so I wouldn't even know where to start with that. What do you say to people?

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*Kathy:* And unfortunately it still happens. And even though we think we're modernized and we think we've moved on and there's still the halfway houses for when they get kicked out, the community is really experiencing, still a lot of problems. So that issue is still out there and unfortunately it's not as acceptable as we think it is. You know, to say we've moved on, but in a lot of communities and a lot of cities and a lot of places we haven't the best thing to that is to have the ally in support in advance on speed dial to help that. Like you know, mentor person. Hopefully they they have a mentor person or therapist. I mean hopefully we're in therapy because we're going in therapy.

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*Heather:* Everybody needs everybody needs therapy.

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*Kathy:* We all need to have that. You know that person. We can call and say: okay, listen, you know Grandpa, Grandpa Joe just went off the band and said: I'm going to burn in Hell and and say: you know Grandpa Joe, i'm sorry that you feel that way. I don't believe that my spiritual realm and I think there's a God for everyone and i'm sorry that you think that and I don't think that and I think I'm going to be OK. So okay, I'll talk to you later. You know, on, go over here now.

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*Heather:* Yeah, it just breaks my heart that people have to deal with that, but that's where we are. So how can family and friends, how can hosts help set a welcoming environment? I guess that any family get together or holiday party or whatever like. What can this is coming from a hetero normative view point and I always want to just make everybody comfortable and just treat everybody as, you know, unique individuals and it's all great, but like there may be people who just are unfamiliar and are nervous, whatever, like, what advice do you have for hosts or family members?

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*Kathy:* Probably get your pronouns right before even introduced under the expectation. You know that whoever's bringing the partner, let's get our pronouns right. You know, however, they want to be called whatever their name is. They want to be called, make sure we know that and then just just being normal. Just be natural, just warm and inviting. Just be good, human-like you would invite anyone into your home. You know there's no special treatment, there's no. Just get their name right and get their pronouns right, and they will be in Heaven

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right. You know, if, if you get that right and you at least make that effort, and even if you forget their pronoun and you switch it one time during the conversation and switch it back, it's okay. You're trying. So we get that. You know that you're trying. And as long as you're making an effort to make everybody feel welcome, that's great. We should do that for all of our guests regardless, race, colour, sex, whatever.

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*Heather:* Absolutely absolutely can we talk about pronouns for a second? I know that for hetero people sometimes it can be very confusing. Like why? Why? Like I've had people say to me, like on my email signature, it has my name and then it says she her you, just because i'm trying to welcoming and inclusive to everybody and acknowledging that not everybody should assume right, I have someone I love very much who goes by they/them. I'm in the habit of, and I catch myself after i said she or her, and I'm like I'm sorry, I'm so sorry and and it's just merely out of habit, like I'm just trying to train my brain to use the right prononce, why is it important to people, especially trans people? Why does it matter? Why should we get it right? This may seem like an obvious, dumb question, but like I feel like there are people very confused by it.

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*Kathy:* Well, let's say my name is Kathleen. I go by Kathy and then you know I introduced myself as Kathy. You know, go by Kathy, but someone insists on calling me Kathleen an i'm going to. I'm going to shy away from that person. Going to be like okay, I told, call me Kathy. That is my formal given name, but I go by Kathy. So just call me Kathy, Kathleen. It's rude.

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*Heather:* Yeah, it's a sign of disrespect, fact and disrespectful.

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*Kathy:* So that's why we need to get the pronouns right or try to get the pronouns right. As long as we're trying, can we recognize the they? Then she is different. You know for a transition they're going by she now and her name is Denise instead of Dennis. Make sure you get it because it's very important. Our name is our identity right. Our name and what were called is ingrained in us and it's very important to us. It's very personal and for someone to refuse to even try is disrespectful rude comes across as effective and discrimination even try. As long as we're trying and we slip up. Like you said, you catch yourself with the, they/them/ she just went over there, just went over there. You know, yeah, as long as you're trying to get it right, people understand, especially when there's an age difference. You know, I mean I'm not young and so I didn't have them now. We didn't do that when I was a kid or growing up. Or you know I've just learned that coming into the community late in my life, of what all that means, I had to learn the alphabet, the, the L, the G, the B, the T, the I was like what is all this? Ok?

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*Heather:* I had the four of them down then they added more like.

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*Heather:* Not that these people didn't exist before, we just didn't acknowledge it.

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*Heather:* So and we didn't qualify it so distinctly, we just looked it through. There is gay or queer. That's right, yeah, yeah, or queer whatever. But there's there are differences and we are too endogenous type person, the nonsexual person. They don't see themselves as sexual at all. I mean all that stuff. So it's all these different things now we're always there. You're absolutely right right, you know, we're all there. We just didn't acknowledge it, didn't know how to talk about it now. What do you want to talk about you? This is all right or whatever?

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*Heather:* Yeah, yeah, how can family and friends make a new partner feel welcome?

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*Kathy:* Obviously don't pretend like they don't exist or get. Oh, you're here. I don't know what to say to you and I'm goin to be really nervous, so I'm just not on to say anything to you at all. Well, that's so again, we want to prep the host and the family on what they should ask the new partner. You know i'm really into running. He's really into fitness. He's about to run a marathon or something. You know, oh, talk about that, or how is your training? Give the family and your host something to talk about with your partner, so that there's not that awkward silence, so that there's not that. What do you do you know? Tell them what they do, for I have them ask if our teacher and ask about how teaching is going, how difficult that's been with COVID. Just give everybody's topics some subjects to go into the conversation with, so everybody feels more at ease and we just don't know what to say to that person over there. So I'm just not going to talk to him at all, because that would be. That would be worse.

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*Heather:* I feel like some of these questions I prepared. It's almost like I'm talking about what happens if you have an alien over for Thanksgiving right, and I don't want it to come across that way. You know. Just we're all human. If you're going to be a good host, you're goin to be a good host like. Just treat people like people right.

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*Kathy:* I can speak to that personally. My partner has not told her parents, so she is going to Thanksgiving without me and I'm going to. She's upset about that and she has got the very elderly parents in the very southern baptist religion. You will burn in Hell. Homophobia. So at least she thinks it's that bad now we always imagine things a lot worse than they really are. But she is not willing. She just can't do it. She's scared, she's scared, so she's in therapy to help with that. And that's what that's the issue. So she's going to go. She's going to have her sister meet her there so she's not with her parents alone. She's going to ave one of her kids meter there. So that's a group, it's a family, so that that pressure isn't on her from her mother. What are you doing? Who are you that you know? Why are you in Tampa? Why arn't you in Bradenton with Daniel? Why are you in? You know? So there's not that going on. She has that buffer like an ally. So because her sister does so she's out to her sister and she

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has the ally and she makes sure she, you know, stays, you know, in that comfort zone with the family. So that mom doesn't have a chance to say anything. You know, go the wrong way. She knows their parents, know that they, she lives with me, that she's left her husband, but they have no idea. It's her romantic involvement. So for me at first it was hard and I took it personally that she was not proud of me. She didn't want to show me openly, but then realizing, no, it's her, not me, and we always have to realize that it's the other person, it's not us. You know it's their issue, not ours, and so she has to realize that with her parents that is her parents issue and not hers. So she has to take ownership of it and have the courage and be brave. And it's hard and she she's just not ready yet. And so we're doing another Thanksgiving and another Christmas. Separate. We'll do our Thanksgiving together and then she'll go to visit and then we'll do our Christmas together and she'll go to visit now my family, my mom knows, obviously my mom knows and my mom has met Christi, loves her dearly and we're going to see my mom for Thanksgiving. So a complete different spectrum, just within my own family dynamic, of of where we're at. She. Just she has to have the courage and the bravery to stand-up and say: this is who I am, this is me and mom, it's your problem or Dad it's your problem, not mine. That's your sending me.

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*Heather:* Would you agree that it's okay if you don't come out like you don't have to come out to everybody, like if you feel it's not a safe space? That's a choice. It's not a requirement of being gay right like, and you're allowed to set boundaries about who you tell. What about your life is that? Would you agree with that?

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*Kathy:* Absolutely, I think that's excellent advice. To be true to yourself, it's very important and to get that weight lifted is very important. But it also needs to be done healthily with boundary. And if it's just not the right time, you're not ready. It's not the right person to turn all to do. You really need to come out to this person. I mean, is it really somebody you need to come out to. You know we don't walk down the street saying i'm straight, you know right exactly. That's it's assumed you're straight. So which is why I say otherwise, we don't need to advertise. If we don't feel comfortable in a certain situation, then there's no reason to come out. My wife did not come out as a teacher because in the state of Florida we're having some problems with education and teaching and 'don't say gay' that kind of happening. So she didn't come out as a teacher because she was. I mean they might be parents. You can't be my child's teacher because she she'll recruit them and they'll all turn gay. So, yes, but unfortunately those beliefs are still out there. But now she works bank and we're in a gay community in saint-petersburg she works in a bank and she says my girlfriend and some dinner the other night and she's just it's completely out and she feels, you know she just says my girlfriend or my wife, and it's just in conversation you would talk about your husband. You say hey, my dinner the other night. It was excellent, my wife. So and so made dinner. The other night we got up at four o'clock in the morning because she had to go to this or that. You know I've got. I'm exhausted. You know it's the same conversation, \but

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again, if you're not comfortable, you're not safe, you're not ready and you don't need to come out to that person. Set your boundary right.

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*Heather:* And what about people who are really struggling with if, when, how? And they're not ready, but they're in a depression or they're feeling really low or struggling in general. Do have any advice for people who are kind of in that figuring it out space?

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*Kathy:* We have. There's actually a facebook group club right now called Club Lilies, and that's late in life lesbians, and that is a very supportive group, Club Lilies, and we have no good region all across the country. So the host of that is Jane Massena, and she's a life coach as well. She lives here in saint-petersburg the same place I do, and she has made it a very safe space and hear a lot of women come on there and ask for support. I'm 10 years, my kids are nine and eight. What do I do? I'm 15 years in the marriage, my kids are 13 and 12. The kids are going to want to come out at this as long as you know they know that you still love them and you're still their mother and they're your mom and you love them. And so it doesn't matter who you love for the husband, of course, obviously is going to be a major issue. Anybody's struggling with. That needs to, of course, take support, and there's so much mental health available on line now. Telehealth, tele and better health. So much can be done, just to, you know, sit with yourself and be calm and figure out who you are. There's a lot of support and help available online and I would. I would definitely recommend if people don't want to go into their family doctor or they don't want to go into, you know, insurance or they have issues with insurance. He don't want people to know. Definitely do something online. Get help, get help, get apart. No one should go it alone, no one should suffer alone. Anybody. If you've got a problem right, get help. Get mental health. It's so important right now.

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*Heather:* What about local LGBTQ centers? or I know we have one in Cleveland. That's really great, very active.

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*Kathy:* Pride Centers. Usually that's what they're called is So and So Pride Center. Have Saint Pride here in saint-petersburg my son belonged to Newhaven Pride up in Connecticut. Pride centers are exile, wish to start and they probably refer you to therapy or to support groups. Right that are local in your area. That you can do. But if you don't want to be seen, perhaps maybe the online is the way to go and you can even contact them online right. See if there's any small groups online because everybody's doing. I mean we're pretty much opened up back to face-to-face now. But if you don't want to do face-to-face because of privacy, your anonymity, then you know online is definitely the way. Pride center is an excellent idea.

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*Heather:* I mean the takeaway is like you're not alone. There are people who are going through the same thing, have been through the same thing that you can talk to, who can

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offer you resources and support, so like I was alluding to earlier. I don't want it to seem like if you know someone, there's someone in your family or a friend who happens to be somewhere in that LGBTQ+ spectrum, like the first thing about them is their sexuality. That is not the case. Just like the first thing I talk like I don't talk about my bedroom habits with people like that's just not first part of my identity and so we need to realize that about anyone in the LGBTQ+ community. It's like that's not the first part of their identity. They're just people. I guess I just want to talk more about that and about you know what you do and how you help people come to understand themselves and live their best lives and talk about anything. I forgot to ask like that. I'm very aware. I have a certain point-of-view that might be missing something. So so what did I miss?

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*Kathy:* I just want to recap the holiday thing a little bit. It's all absolutely. It's all about managing expectations and preparing everyone in advance for what's going to. You know, giving,

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*Heather:* including yourself!

00:32:42

*Kathy:* to get and give it yourself and give everybody the tips and tools and tricks to get to get along for the holiday and have a plan, have an exit strategy if things go south and then you know your grandparents are going to insist, you sleep in separate bedrooms. Well, that's old-fashioned and decide to stay in a hotel or decide to sleep in separate bedrooms and have fun when you get home. But you know it's just, it's it can happen. You know, and I foresee that I could foresee that happening with my partner's parents, that we would sleep in separate beds, just have a plan, manage everybody's expectations, get everything together, know what's going on and work as far in advance as possible. So nothing's a surprise. We don't want to drop any bombs at the Christmas dinner or the Thanksgiving dinner table, including politics and all that kind of stuff. I mean you just you just go. You know all those taboo subjects for family gathering. You know you don't want to surprise anybody.

00:33:44

*Heather:* Yeah, we have a new politics rule with my extended family, we just talk about anything else.

00:33:51

*Kathy:* Also, now again, don't don't consume too much. So you're not yourself and then everybody can get along, for always have fun. Great holiday if everybody prepares and everybody knows what. And as far as what I do is as life coaching like, like you said in the intro, help mature women with health, fitness, wellness, relationships, fulfilling relationship. I've added a new phrase in there for creating lasting change, because so often we'll change. You know we'll do our January health and fitness New Year's resolutions and by January 30th we don't even remember what they were. They're just gone, creating lasting change. The

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difference is called the New life Story. I'm a certified coach in the new life story is created by Doctor Kruger in Houston, Texas and uses the neuroscience of the brain to reprogram the paths

00:34:49

*Heather:* That neuroplasticity, yep!

00:34:52

*Kathy:* we just operate on automatic pilot all the time and our brain is constantly processing. Took im going to go this way? Okay, go that way! I've already done this, a 100. To go this way, we go that way. You have to change that and break that routine if we want to create last lasting change in our life, our career, our money story, our relationship story, our relationship with our self story, our health story, our fitness story, all those stories are ingrained in your brain and in order to change that you have to change your brain. And I have help people to do that, specifically mature women and specifically in the LGBTQ+ community, just to make sure that's a safe space. But I see everyone or anyone you know, life coaches can do everybody. We prefer to stay in a certain, call niche. You know, we prefer to stay in a certain in order to find our ideal clients. But really coaches can help anyone and it's just it's just a matter of recognizing. You need help because otherwise you old have done it yourself. I mean you'd already you'd already be done. Have your lasting change, you create it yourself and if you can't and you need to take a partner, it's not that we're not goin talk about your parents, go to talk, to talk about your not going to or anything like that and how you were raised in the trauma not dealing with that. I'm talking about the here, the now and the future and the coach. Is that helping person, and we we call it co-creator to co create your new story and what you want that to look like and what you to keep leave behind, stay, go, move forward and then practice those new pathways over and over again to make sure that you create that lasting change and not just that resolution change that we all do so

00:36:44

*Heather:* Right and listeners, if, if you have not heard it already. We did many series, Kathy this past season about mental health, all the different ins and outs of mental health, and one of our episodes was the difference between therapy and life coaching. And so yeah, we talked about how you know one looks back and one looks forward and and all the incidents, Sarah describes it much better than I do. But you can go back and listen to that. Do you find that people later in life? You know I'm 53. Is it harder to change habits, lifelong habits, the older you get, or is it? Are the fundamentals of neuroplasticity and goal setting and all that stuff? Is it? Is it the same? Does it change?

00:37:27

*Kathy:* I think it's pretty much the same. If you're dedicated to wanting to make a change and sometimes you know in our late forties and fifties, you know we're calling that a midlife crisis and we want to make major changes in our lives and we really don't know how we're just reevaluating everything you know. Maybe now, maybe now we have to deal deal with elderly parents. Our parents are baby boomers now and they're getting geriatric. So there's all this stuff going on and it's time for that change and maybe it's time to focus on ourselves.

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We haven't had time before. So actually, it's a great time to make a change, then, and to make a change for ourselves. Do something for ourselves rather than us do for anything else all the time and really focus on where we are and what we want and where our true. Again, I'd just say: just be true to yourself, on where you truly are. Finance wise, moneywise, careerwise. Are you really happy in your career? Are you doing what you love or did you just stay in the same core cause? You needed money for the family now. Maybe it's now. Maybe you can make that transition. All really good times to make changes is right in this. Right in this group is great times to make changes.

00:38:45

*Heather:* Well, there's hope for me yet then, well, thank you so much. If you don't mind, I'm going to do a Holidays Hard No speed round I'm i'm throwing a surprise at you, so I'm going to say something and you either say yes or no.

00:39:01

*Heather:* Greenbean casserole

00:39:04

*Kathy:* ya.

00:39:04

*Heather:* cranberry sauce

00:39:07

*Kathy:* hard no.

00:39:07

*Heather:* ah interesting eggnog

00:39:11

*Kathy:* hard no

00:39:16

*Heather:* latkes, potato pancakes.

00:39:18

*Kathy:* Yeah,

00:39:21

*Heather:* yes, yes, okay, gravy

00:39:23

*Kathy:* yes

00:39:25

*Heather:* brussel sprouts

00:39:28

*Kathy:* nooooo

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00:39:30

*Heather:* I'm learning so much about well. Thank you so much, Kathy. This was fun and I really enjoy talking with you really kind of got some things spinning in my head, things to think about. Some things I need might need life coaching help. What did I forget to talk about there, anything we haven't talked about that I should bring anything else you want to add to the conversation before we go.

00:39:56

*Kathy:* No, I think we covered it fantastically. Yes, thank you having me. It was wonderful, I love it and look forward to the well. Thank you so much.

00:40:10

*Heather:* Tell people where they can find you.

00:40:12

*Kathy:* Run your life103@gmail or run your life.biz.

00:40:21

*Heather:* ok, fantastic, We'll put links to everything on our web page. Thank you so much for spending the time to talk to us and happy holidays

00:40:30

*Kathy:* You as well.

00:40:37

*Heather:* That's it for today. Thank you so much for listening. I hope you found today's conversation helpful. Visit our website [hardNopodcast.com](http://hardNopodcast.com) for this episode show notes, including all of the wonderful resources that Kathy mentioned. Past episodes, downloadables and links to resources. Have a question or suggestion for the podcast. Send an email through our website or messages on Instagram our handle is @hardnopodcast. If you like what you heard here, please subscribe, rate and review our podcast. Especially on apple so others can find us too. That's a hard no is presented by Clever Girl Marketing in partnership with Purposeful Growth and Wellness. Marketing and amazing production coordinator Maura DEL Rosario, production support, Evergreen podcast, Noah Foutz. Producer (Noah does not like Green Beans either) music by GG Riggs until next time. Thanks for listening and remember saying no isn't just ok saying no is the key to living an authentic, fulfilling life. So do it, find your no then say it unapologetically. That's a hard no.