



SAFE

ZONE

TRAINING

PARTICIPANT



PACKET



www.TheSafeZoneProject.com

Version 4.0

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Group Norms

1. Be Smarter than Your Phone

No matter how good you are at multi-tasking, we ask you to put away your phone, resist from texting and all that jazz. We will take a break and you can send a quick text, snap, tweet, insta, etc. at that point. If you are expecting a phone call you cannot miss we will not judge!

2. Questions, Questions, Questions

Please feel free to ask questions at any time throughout this training. Unless someone is mid-sentence, it is always an appropriate time to ask questions. Even if it isn't relevant to the topic, throw it out there - get it off your mind and onto ours.

3. Vegas Rule

Slightly modified! So during the training someone may share something really personal, may ask a question, may say something that they wouldn't want attached to their name outside this space. So remember that **what is said here stays here and what is learned here should leave here**. You're welcome to share anything that we say in this space with others and attach it to our name but we respectfully request that you take away the message from others' shares and not their names.

4. LOL

We really appreciate it if, at some point, y'all could laugh! This training is going to be fun, and we'll do our best to keep it upbeat, so just know... it's ok to laugh! Laughter indicates that you're awake, that you're paying attention, and that we haven't killed your soul. So yeah... go ahead and do that!

5. Share the Airtime

If you are someone who participates often and is really comfortable talking - awesome! Do it. Also we ask that you try to remain aware of your participation and after you've shared a few times to leave space for other people to also put their ideas out there. If you usually wait to share... jump in!

6. Reserve the Right to Change Your Mind

If you say something and then later disagree with yourself, that is a-okay! This is a safe space to say something and then later feel differently and change your mind. We even encourage it. As a wise Safe Zone participant once said, "Stop, rewind, I changed my mind."

First Impressions of LGBTQ People

Answer the following questions to the best of your ability:

1. When's the first time you can remember learning that some people are lesbian, gay, bisexual, or queer?
2. Where did most of the influence of your initial impressions/understanding of lesbian, gay, bisexual, and queer people come from? (e.g., family, friends, television, books, news, church)
3. When's the first time you can remember learning that some people are transgender?
4. Where did most of the influence of your initial impressions/understanding of transgender people come from? (e.g., family, friends, television, books, news, church)
5. How have your impressions/understanding of LGBTQ (lesbian, gay, bisexual, transgender, and queer/questioning) people changed or evolved throughout your life?

Core Vocabulary

ally /“al-lie”/ - *noun* : a (typically straight and/or cisgender) person who supports and respects members of the LGBTQ community. We consider people to be active allies who take action on in support and respect.

asexual - *adj.* : experiencing little or no sexual attraction to others and/or a lack of interest in sexual relationships/behavior. Asexuality exists on a continuum from people who experience no sexual attraction or have any desire for sex, to those who experience low levels, or sexual attraction only under specific conditions, and many of these different places on the continuum have their own identity labels (see demisexual). Sometimes abbreviated to “ace.”

biological sex - *noun* : a medical term used to refer to the chromosomal, hormonal and anatomical characteristics that are used to classify an individual as female or male or intersex. Often referred to as simply “sex,” “physical sex,” “anatomical sex,” or specifically as “sex assigned at birth.”

biphobia - *noun* : a range of negative attitudes (e.g., fear, anger, intolerance, invisibility, resentment, erasure, or discomfort) that one may have or express towards bisexual individuals. Biphobia can come from and be seen within the LGBTQ community as well as straight society. Biphobic - *adj.* : a word used to describe an individual who harbors some elements of this range of negative attitudes towards bisexual people.

bisexual - *adj.* : **1** a person who is emotionally, physically, and/or sexually attracted to some males/men and females/women. **2** a person who is emotionally, physically, and/or sexually attracted to people of their gender and another gender. This attraction does not have to be equally split or indicate a level of interest that is the same across the genders or sexes an individual may be attracted to.

cisgender /“siss-jendur”/ - *adj.* : a person whose sex assigned at birth and gender identity align (e.g., someone who was assigned male at birth and identifies as a man). A simple way to think about it is if a person is not transgender, they are cisgender. The word cisgender can also be shortened to “cis.”

coming out : **1** the process by which one accepts and/or comes to identify one’s own sexuality or gender identity (to “come out” to oneself). **2** The process by which one shares one’s sexuality or gender identity with others (to “come out” to friends, etc.).

gay - *adj.* : **1** individuals who are primarily emotionally, physically, and/or sexually attracted to members of the same sex and/or gender. Can be used to refer to men who are attracted to other men, and can be applied to women as well. **2** An umbrella term used to refer to the queer community as a whole, or as an individual identity label for anyone who does not identify as heterosexual.

gender expression - *noun* : the external display of one's gender, through a combination of dress, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity. Also referred to as "gender presentation."

gender identity - *noun* : the internal perception of an one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be. Common identity labels include man, woman, genderqueer, trans*, and more. Often confused with biological sex, or sex assigned at birth.

genderqueer - *adj.* : 1 a gender identity label often used by people who do not identify with the binary of man/woman; 2 an umbrella term for many gender non-conforming or non-binary identities (e.g., agender, bigender, genderfluid).

heteronormativity - *noun* : the assumption, in individuals and/or in institutions, that everyone is heterosexual and that heterosexuality is superior to all other sexualities. Leads to invisibility and stigmatizing of other sexualities: *when learning a woman is married, asking her what her husband's name is*. Heteronormativity also leads us to assume that only masculine men and feminine women are straight.

homophobia - *noun* : an umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, erasure, or discomfort) that one may have towards members of LGBTQ community. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ.

Homophobic - *adj.* : a word used to describe an individual who harbors some elements of this range of negative attitudes towards gay people.

homosexual - *adj. & noun* : a person primarily emotionally, physically, and/or sexually attracted to members of the same sex/gender. This [medical] term is considered stigmatizing (particularly as a noun) due to its history as a category of mental illness, and is discouraged for common use (use gay or lesbian instead).

intersex - *adj.* : term for a combination of chromosomes, gonads, hormones, internal sex organs, and genitals that differs from the two expected patterns of male or female. Formerly known as hermaphrodite (or hermaphroditic), but these terms are now outdated and derogatory.

lesbian - *noun & adj.* : women who are primarily attracted romantically, erotically, and/or emotionally to other women.

LGBTQ; GSM; DSG - *abbreviations* : shorthand or umbrella terms for all folks who have a non-normative (or queer) gender or sexuality, there are many different initialisms people prefer. LGBTQ is Lesbian Gay Bisexual Transgender and Queer and/or Questioning (sometimes people at a + at the end in an effort to be more inclusive); GSM is Gender and Sexual Minorities; DSG is Diverse Sexualities and Genders. Other options include the initialism GLBT or LGBT and the acronym QUILTBAG (Queer [or Questioning] Undecided Intersex Lesbian Trans* Bisexual Asexual [or Allied] and Gay [or Genderqueer]).

pansexual - *adj.* : a person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions. Often shortened to “pan.”

passing - *adj. & verb* : **1** trans* people being accepted as, or able to “pass for,” a member of their self-identified gender identity (regardless of sex assigned at birth) without being identified as trans*. **2** An LGB/queer individual who is believed to be or perceived as straight.

queer - *adj.* : used as an umbrella term to describe individuals who don’t identify as straight. Also used to describe people who have a non-normative gender identity, or as a political affiliation. Due to its historical use as a derogatory term, it is not embraced or used by all members of the LGBTQ community. The term “queer” can often be use interchangeably with LGBTQ (e.g., “queer folks” instead of “LGBTQ folks”).

questioning - *verb, adj.* : an individual who or time when someone is unsure about or exploring their own sexual orientation or gender identity.

romantic attraction - *noun* : a capacity that evokes the want to engage in romantic intimate behavior (e.g., dating, relationships, marriage), experienced in varying degrees (from little-to-none, to intense). Often conflated with sexual attraction, emotional attraction, and/or spiritual attraction.

sexual attraction - *noun* : a capacity that evokes the want to engage in physically intimate behavior (e.g., kissing, touching, intercourse), experienced in varying degrees (from little-to-none, to intense). Often conflated with romantic attraction, emotional attraction, and/or spiritual attraction.

sexual orientation - *noun* : the type of sexual, romantic, emotional/spiritual attraction one has the capacity to feel for some others, generally labeled based on the gender relationship between the person and the people they are attracted to. Often confused with sexual preference.

straight - *adj.* : a person primarily emotionally, physically, and/or sexually attracted to some people who are not their same sex/gender. A more colloquial term for the word heterosexual.

trans*/transgender - *adj.* : **1** An umbrella term covering a range of identities that transgress socially defined gender norms. **2** A person who lives as a member of a gender other than that assigned at birth based on anatomical sex.

transphobia - *noun* : the fear of, discrimination against, or hatred of trans* people, the trans* community, or gender ambiguity. Transphobia can be seen within the queer community, as well as in general society. **Transphobic** - *adj.* : a word used to describe an individual who harbors some elements of this range of negative attitudes, thoughts, intents, towards trans* people.

LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts

AVOID SAYING... SAY INSTEAD...

WHY?

EXAMPLE

"Hermaphrodite"	"Intersex"	Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.	"What are the best practices for the medical care of intersex infants?"
"Homosexual"	"Gay"	"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"We want to do a better job of being inclusive of our gay employees."
"Born female" or "Born male"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth	"Max was assigned female at birth, then he transitioned in high school."
"Female-bodied" or "Male-bodied"		"-bodied" language is often interpreted as as pressure to medically transition, or invalidation of one's gender identity	
"A gay" or "a transgender"	"A gay/transgender person"	Gay and transgender are adjectives that describe a person/group	"We had a transgender athlete in our league this year. "
"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal," which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."
"Both genders" or "Opposite sexes"	"All genders"	"Both" implies there are only two; "Opposite" reinforces antagonism amongst genders	"Video games aren't just a boy thing -- kids of all genders play them."
"Ladies and gentlemen"	"Everyone," "Folks," "Honored guests," etc	Moving away from binary language is more inclusive of people of all genders	"Good morning everyone, next stop Picadilly Station."
"Mailman," "fireman," "policeman," etc.	"Mail clerk," "Firefighter," "Police officer," etc.	People of all genders do these jobs	"I actually saw a firefighter rescue a cat from a tree."
"It" when referring to someone (e.g., when pronouns are unknown)	"They"	"It" is for referring to things, not people.	"You know, I am not sure how they identify."

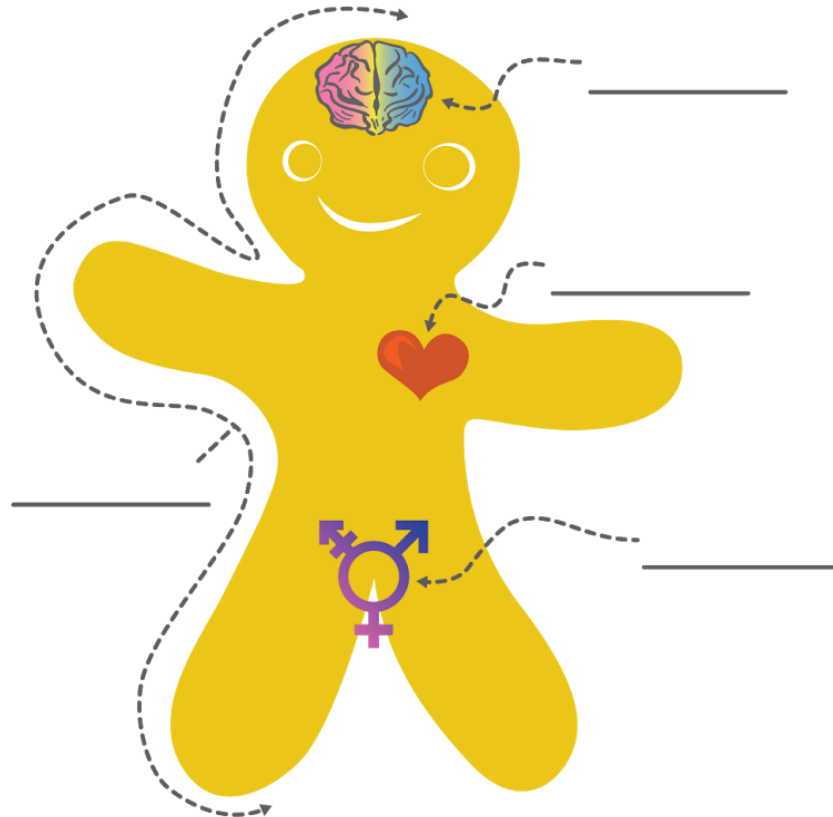
LGBTQ is an acronym

meant to encompass a whole bunch of diverse **sexualities** and **genders**. Folks often refer to the Q (standing for “queer”*) as an **umbrella term**, under which live a whole bunch of identities. This is helpful because **lesbian, gay,** and **bisexual** aren’t the only marginalized sexualities, and **transgender*** isn’t the only gender identity. In fact, there are many more of both!



* The “Q” sometimes stands for “questioning” and “transgender” is often thought of as an umbrella term itself (sometimes abbreviated “trans”; or “trans*” in writing). Lots of asterisks, lots of exceptions, because hey – we’re talking about **lots** of different folks with different lived experiences to be inclusive of.

The Genderbread Person_{v4}



⊘ means a lack of what's on the right side

 Gender Identity

⊘  _____

⊘  _____


 Gender Expression

⊘  _____

⊘  _____


 Anatomical Sex

⊘  _____


⊘  _____

 Sexually Attracted to...

⊘  _____

⊘  _____

 Romantically Attracted to...

⊘  _____

⊘  _____

Privileges for Sale

Please read the following list of privileges. Each privilege costs \$100 to purchase. As a group, you may purchase as many privileges as your money allows.

1. Celebrating your marriage(s) with your family, friends, and coworkers.
2. Paid leave from your job when grieving the death of your partner(s).
3. Inheriting from your partner(s)/lover(s)/companion(s) automatically after their death.
4. Having multiple positive TV role models.
5. Sharing health insurance with your partner(s).
6. Being able to find role models of the same sexual orientation.
7. Being able to see your partner(s) immediately if in an accident or emergency.
8. Not being subjected to scrutiny in your job and not being able to be promoted without your sexuality being questioned
9. Adopting your children.
10. Filing joint tax returns.
11. Able to obtain child custody.
12. Being able to complete forms and paperwork with the information you feel most clearly communicates who you are.
13. Being able to feel unthreatened/safe in your interactions with authority figures/police officers.
14. Kissing/hugging/being affectionate in public without threat or punishment.
15. Being able to discuss and have access to multiple family planning options.
16. Not questioning normalcy both sexually and culturally.
17. Reading books or seeing movies about a relationship you wish you could have.
18. Receiving discounted home-owner insurance rates with your recognized partner(s).
19. Raising children without worrying about state intervention.
20. Having others comfort and support you when a relationship ends.
21. Being a foster parent.
22. Using public restrooms without fear of threat or punishment.
23. Being employed as a preschool or elementary school teacher without people assuming you will “corrupt” the children.
24. Dating the person you desired in your teens.
25. Raising children without worrying about people rejecting your children because your sexuality.
26. Living openly with your partner(s).
27. Receiving validation from your religious community.
28. Being accepted by your neighbors, colleagues, and new friends.
29. Being able to go to a doctor visit and have them understand your sexual orientation.
30. Being able to call/access social services without fear of discrimination around your gender and/or sexual orientation.
31. Sponsoring your partner(s) for citizenship.
32. Being open and having your partner(s) accepted by your family.

"COMING OUT" ... "of the closet." is the process by which someone...

1. Accepts and identifies with their gender identity and/or sexual orientation; and
2. Shares their identity willingly with others.

Sometimes We talk about coming out as if it were a one time thing. But for most folks coming out is a **series of decisions** – sometimes daily – that LGBTQ people navigate in every new setting they enter. (Most people aren't like Ellen, where they come out once and then the whole world knows.)

People may be "out" ➡ in some spaces, and "in" ➡ in others.

➡/➡ to Family ➡/➡ to Friends ➡/➡ to Classmates/Coworkers ➡/➡ to Religious Community

A decision to come out to a person or group is one of safety, comfort, trust, & readiness.

It's dangerous, unhealthy, and unhelpful to force someone to come out, or to "out" someone else (i.e., disclosing someone's gender identity or sexual orientation to others without the person's consent), **regardless of your intentions** (sometimes people think they're being helpful, or acting on the person's behalf to conquer their fears), but...

IF SOMEONE COMES OUT TO YOU...

DON'T:

1. Say "I always knew," or downplay the significance of their sharing with you.
2. Go tell everyone, bragging about your "new trans friend."
3. Forget that they are still the person you knew, befriended, or loved before.
4. Ask probing questions, or cross personal barriers you wouldn't have crossed earlier.
5. Assume you know why they came out to you.

DO:

1. Know this is a sign of huge trust! (Yay!)
2. Check-in on how confidential this is (Do other people know? Is this a secret?)
3. Remember that their gender/sexuality is just one dimension (of many) of who they are.
4. Show interest and curiosity about this part of them that they are sharing with you.
5. Ask them how you can best support them.

Scenarios

Questions for Staff, Faculty, Employees

1. You've noticed a fellow staff member making comments that are subtly homophobic and transphobic, which are making you and others uncomfortable. You're unsure if this person realizes what they are saying is problematic or not. What might you do?
2. You're interacting with someone new, and they introduce themselves as Alex and they look very androgynous. You're not really sure what pronouns to use - what should you do?
3. You're giving a tour to someone who are considering hiring and they ask is if the office is LGBTQ friendly. How might you respond?
4. A student/participant you work with on a regular basis shares with you that they are gay and are nervous to tell others and worried about how this will affect their hireability in the future. How do you support this person?
5. A staff member shares at a staff meeting that they are trans* and would like everyone to use a new name and the pronouns "they/them/theirs," while everyone at the staff meeting is very positive and affirming in the moment, afterward there is a lot of confusion and hesitancy about how to proceed. People aren't sure how to let others know, what to do when they mess up pronouns/names, what other types of support this person may want/need. How might you proceed?
6. You bring up the idea of your office/team doing a diversity/inclusion training. There is a lot of eye rolling and no one says anything affirming about the idea. Someone comments, "we're all really accepting here, I don't think we need to do that sort of training." How might you respond?

Scenarios

Questions for Students, Youth, & Peers

1. You've started to become closer friends with someone over the last 3 months. One day you're hanging out and they seem really nervous and uncomfortable. You ask them what's up and they tell you that they're gay and worried you're going to reject them and that everyone is going to reject them. What do you do?
2. You're working on a project with some people in class and the first time you meet someone says, "Ugh this project is so gay right? What a stupid project." A few people look at each other awkwardly but don't say anything. How might you respond?
3. You're helping out with a program when someone comes over and says, "Hey this is Alex, Alex is here to help us set-up." And then walks away leaving you with Alex. You've never met before, Alex is very androgynous and you're not really sure what pronouns to use with Alex. You're going to be introducing them to others helping set up, so you want to know. What might you do?
4. You're part of an LGBTQ and ally group and one day you make the suggestion that the group might want to do and LGBTQ-awareness training. You've noticed a lot of internalized homophobia as well as biphobia/transphobia within the group and you're hoping that the training would be a good way to start getting at those things. There is a lot of discomfort and someone says, "It's straight people who need to be educated not us." What might you do?
5. One of your teachers/mentors (who you know quite well) is talking about sexuality or gender in class. When the discussion goes quiet they turn to one student, who is out as gay on campus, and ask if you have anything additional to add. This makes you feel really uncomfortable, what do you do?

Resource Page

There are many organizations, news, and blog communities for you to continue to explore gender and sexuality. These are just a few of our favorite places to continue learning!

Full List of Vocab Terms - bit.ly/SZP_VocabFULL

Websites for Learning More About Gender, Sexuality, & Social Justice

- Asexual Visibility and Education Network — www.asexuality.org — "The world's largest online asexual community as well as a large archive of resources on asexuality."
- Bitch Magazine — www.bitchmagazine.org — "Provide and encourage an engaged, thoughtful feminist response to mainstream media and popular culture."
- Bisexual.org — www.bisexual.org — "A voice to the bisexual community, share accurate information, answer questions, and provide resources for further learning."
- Everyday Feminism — www.everydayfeminism.com — "Learn how to heal from and stand up to everyday violence, discrimination, and marginalization," with plenty of articles about class, gender, LGBTQIA issues, and race.
- Get Real — www.getrealeducation.org — "Comprehensive Sex Education That Works."
- It's Pronounced Metrosexual — www.itspronouncedmetrosexual.com — an online resource educating on issues of identity, sexuality, gender, privilege, and oppression, but in a fun, approachable way (by Safe Zone Project co-creator, Sam Killermann).
- Salacious — www.salaciousmagazine.com — "A Queer Feminist Sex Magazine"
- Soul Force - <http://soulforce.org/> - Family that travels and does speaking events, have a ton of materials on their site, and do an "equality ride" (super cool), all from a Christian perspective
- TransWhat? — www.transwhat.org — "A Guide Towards [Trans] Allyship"
- We Are The Youth — www.wearetheyouth.org — "Sharing stories of LGBTQ youth in the United States."
- WikiQueer — www.wikiqueer.org — "The free encyclopedia and resource for the queer communities that you can edit."

Organizations Doing Good

Consider these orgs and projects to have the SZP-check-mark-of-approval. We strongly encourage you give them your support — whether that's in time, donations, or just spreading awareness.

- GLAAD — www.glaad.org — Gay & Lesbian Alliance Against Defamation. "GLAAD works with print, broadcast and online news sources to bring people powerful stories from the LGBT community that build support for equality."



- GLSEN – www.glsen.org – Gay, Lesbian, and Straight Education Network. "Every day GLSEN works to ensure that LGBT students are able to learn and grow in a school environment free from bullying and harassment."
- Family Acceptance Project – www.familyproject.sfsu.edu – "Research, intervention, education and policy initiative that works to prevent health and mental health risks for lesbian, gay, bisexual and transgender (LGBT) children and youth, including suicide, homelessness and HIV - in the context of their families."
- God Loves the Gays - <http://godlovesthegays.org> - a queer son of a pastor who writes and shares resources with the goal of making people feel okay being queer and Christian
- It Gets Better Project – www.itgetsbetter.org – "The It Gets Better Project's mission is to communicate to lesbian, gay, bisexual and transgender youth around the world that it gets better, and to create and inspire the changes needed to make it better for them."
- National Gay and Lesbian Task Force – <http://www.thetaskforce.org/> – "The mission of the National Gay and Lesbian Task Force is to build the power of the lesbian, gay, bisexual and transgender (LGBT) community from the ground up." They also run Creating Change the "largest annual gathering of LGBTQ activists, organizers, and leaders within the LGBT movement" in the US.
- The "Not All Like That" (NALT) Project - <http://notalllikethat.org> - videos of (awesome) Christians (mostly families) explaining how they fully support LGBTQ people and that being Christian shouldn't mean being anti-gay.
- The Religious Institute - <http://www.religioustheology.org/> - Religious Institute is a multifaith organization dedicated to advocating for sexual health, education, and justice in faith communities and society.
- The Transcending Gender Project: <http://www.transcendinggender.org>
- PFLAG – www.pflag.org – "Parents, Families, Friends, and Allies United with LGBT People to Move Equality Forward."
- Transgender Law Center – www.transgenderlawcenter.org – "Transgender Law Center works to change law, policy, and attitudes so that all people can live safely, authentically, and free from discrimination regardless of their gender identity or expression."
- The Trevor Project – www.thetrevorproject.org – "Crisis intervention and suicide prevention for LGBTQ youth."

Want even more Resources?

Head to www.thesafezoneproject.com/resources to find more!



Feedback Form

Please answer honestly :).

What is one thing that you learned from the training today? What did you enjoy about today's training?

What could be improved for the next time this training is facilitated? How do you think this training could be improved?

Who would you recommend this training to? What would you say to get them interested?

Additional feedback for the facilitators? This could be in regards to material covered or the facilitation process.

