

# SAFE ZONE 101

With Alison Sibol



# Introduction

- Name
- Gender pronouns (if you are comfortable sharing)
- Why are you interested in Safe Zone training?



# Objectives

- Develop network of advocates who are concerned, empathetic, and knowledgeable about lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ+) lives
- Gain improved understanding of yourself and others including values and biases that influence how we respond to differences
- Develop initial skill set you can apply to create safer and inclusive environments for LGBTQ+ individuals

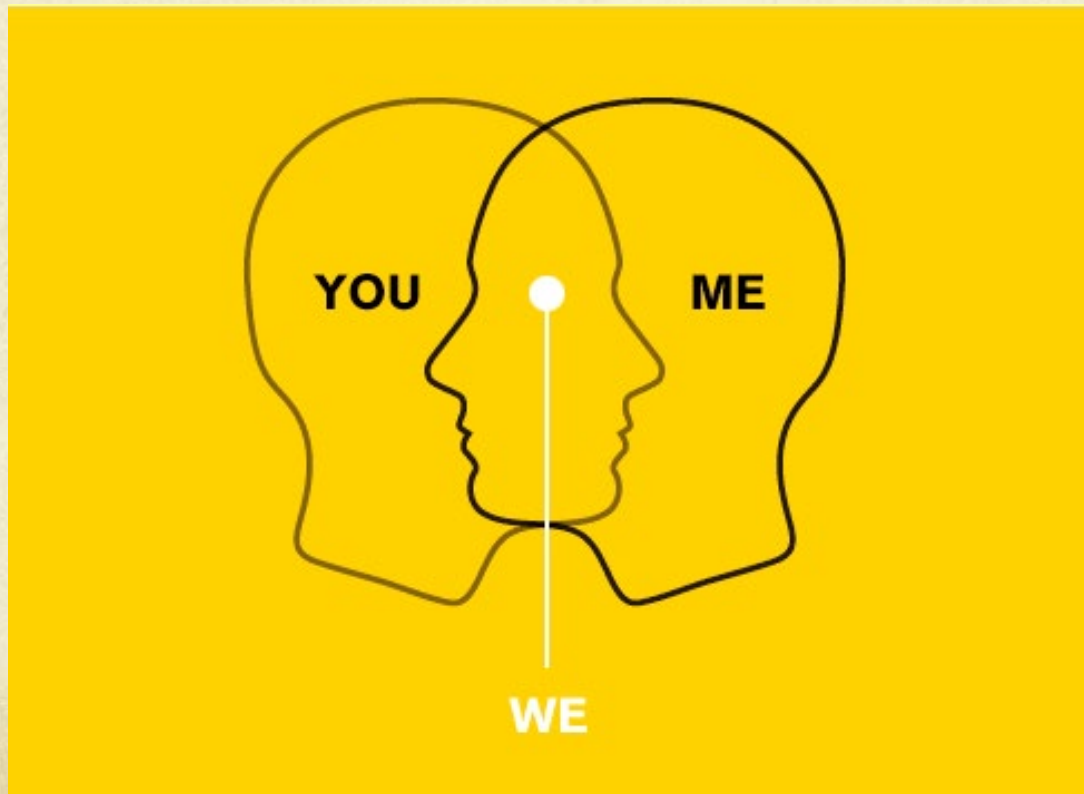
# Guidelines

- Recognize your communication style
- Expect to learn something about yourself and others
- Speak clearly and use personal examples
- Participate honestly and openly; Pass/Participate
- Engage in the process by listening and speaking
- Confidentiality, Curiosity, and Charity
- Take responsibility for yourself and what you say



# Empathy

<https://www.youtube.com/watch?v=1Evwgu369Jw>



# Vocabulary

- Take a couple minutes to look through the terms
- Star any terms that are unfamiliar to you



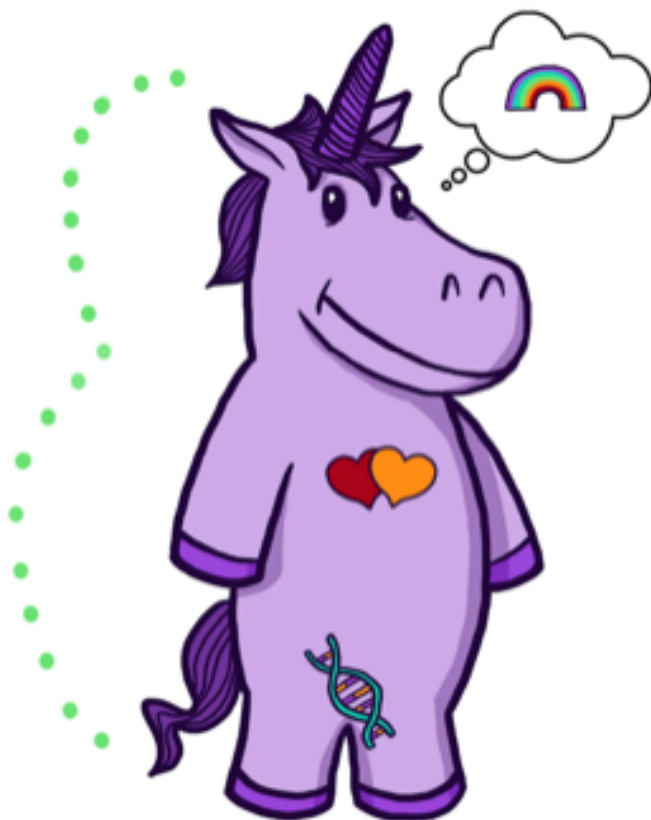


# Coming Out

- LGBTQ+ people need to be strategic about when and to whom they come out with consideration given to risk of loss
- LGBTQ+ people have no control over the outcome of their process
- LGBTQ+ people may lose family, friends, possessions, housing, or have a shift in their life roles
- Always a chance to get things back, but many LGBTQ+ people don't
- Outing is especially disempowering
- All of us do not need to come out but we have all shared a difficult detail about ourselves to someone


# The Gender Unicorn




Graphic by:  
**TSER**  
Trans Student Educational Resources



 Gender Identity

-  Female/Woman/Girl
-  Male/Man/Boy
-  Other Gender(s)


 Gender Expression/Presentation




-  Feminine
-  Masculine
-  Other

 Sex Assigned at Birth

Female      Male      Other/Intersex

 Sexually Attracted To

-  Women
-  Men
-  Other Gender(s)

 Romantically/Emotionally Attracted To

-  Women
-  Men
-  Other Gender(s)

To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan



# Pronouns

<https://www.youtube.com/watch?v=Nn1TC7VEpf4>

## Transphobic Words

Calling someone a Tranny or too butch to be a girl etc. demeans and trivialises the wide variety of experiences held by those who identify as transgender.

If you see this type of transphobic language being used, challenge it.

## Coming Out

A gender identity is personal. If someone chooses to come out to you as trans\* this means they trust you. Make sure to honour that trust by checking with them before telling anyone else as they may not want others to know.

## Real Name?

Asking someone what their 'real' name is implies that their chosen name is in some way invalid or not 'real'. In the same way, asking someone what their 'real' gender is disrespects their own gender identity.

# How To Be A Trans\* Ally

## Just Ask!

It is important to respect the names and pronouns that people prefer. If you are unsure, simply ask 'What are your preferred pronouns?'

## Show Your Support!

Make sure to show your support for your trans\* friends by challenging transphobia when you see it.

## Gender Identity is not Sexual Identity

Remember that, no matter how someone identifies their own gender, they may still identify with any sexual identity. Everyone has a sexual and a gender identity, and they are separate and distinct from each other.





BOYS/GUYS/  
GIRLS/LADIES:  
**Y'ALL, FOLKS,  
PEOPLE,  
GUESTS**

**BREAK THE BINARY**

GIRLFRIEND/  
BOYFRIEND:  
**PARTNER, DATE,  
DATEFRIEND,  
DATEMATE,  
BABEFRIEND, BABE,  
HEART, PERSON,  
SIGNIFICANT OTHER**

**BREAK THE BINARY**

LADIES AND  
GENTLEMEN:  
**HONORED  
GUESTS,  
DISTINGUISHED  
GUESTS**

**BREAK THE BINARY**

GIRL/BOY/  
MAN/WOMAN:  
**PERSON,  
HUMAN**

**BREAK THE BINARY**

# Privilege

- Absence of barriers and presence of unearned advantages
  - Has nothing to do with an individual's character
- Examples of cisgender/heterosexual privilege:
  - Openly celebrating your marriage(s) with family, friends, coworkers, etc.
    - Being affectionate in public without threat or punishment
  - Easily finding role models of same sexual orientation or gender identity
  - Not having to bear financial burden of gender reassignment surgery, name change, hormone therapy, etc.
  - Able to obtain child custody
  - Gender listed on legal forms
  - Using public restrooms or locker rooms without fear of threat or punishment
  - Not being rejected for housing based on gender identity, sexual orientation, etc.
  - Receiving validation from religious community
  - Going to the doctor and having them understand and accept your sexual orientation, gender identity, etc. and be competent in your healthcare
  - Not having to answer questions about your genitals
  - Not having to explain or think about explaining your gender identity, sexual orientation, etc.



# Allies, Activists, Advocates

- Understand and acknowledge privilege
  - Denying privilege invalidates the lived experiences of minority people
- Confront your biases and stereotypes
- Speak up, but not over
  - Use your privilege to speak up and educate others but make sure to not speak over the community members you are trying to support
  - Do not take credit for things they are already saying
  - Elevate LGBTQ+ voices
- Keep informed and explore diverse life stories!



**Trump stacking courts with anti-LGBTQ judges, advocates say**

**DISCRIMINATION**

***Trump Administration Helps Faith-Based Agencies Block LGBT Adoption***

The Department of Health and Human Services has exempted South Carolina's faith-based child welfare agencies from non-discrimination regulations protecting LGBT and other couples.

# VT's Resources

- LGBT Resource Center (Squires 227)
  - Large collection of media, study lounge and social space
- Intercultural Engagement Center (Squires 150)
- LGBT Caucus at Virginia Tech (faculty and staff)
- The Interloper, Virginia Tech's LGBTQ Magazine
- LGBTQ Climate Survey Report
- Women's Center
- Cook Counseling
- Q\*mmunity Support Group
- Student Organizations
  - HokiePRIDE
  - TransSpace
  - Queer Grads, Professionals, and Allies
  - Queer and Trans People of Color
  - Trans Space
  - Out in Science, Technology, Engineering, & Mathematics



# Allies, Activists, Advocates

- Examine your social circle
- Use diverse examples
- Create an inclusive environment
- Listen! And do your homework.
- You'll make mistakes! Apologize when you do.
  - It's not about your intent, it's about your impact
  - Listen, apologize, commit to changing behavior, move forward
- Ally is a verb!



LGBTQA of VT  
@lgbtaofvt

"If you must absolutely be an ally,  
you have to earn that badge." -

Sharon J. Lettman Hicks

#TheNewBlack @QPOCVT

2/19/14, 9:00 PM

# Ask Me Anything

- Any question you still may have
  - Anything you wanted to know but wasn't covered
  - Activist questions
  - Political questions
  - Personal questions
  - Etc.

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