Safe Zone LGBTQ Ally Training
Creating a positive and inclusive environment for LGBTQ individuals in STEM

Level 1 Online Workshop
April 18, 2016

ASEE

Promoting LGBTQ Equality in STEM

NSF
General Housekeeping Items

• If you have any questions, please ‘raise your hand’ or enter them in the chat box.

• Stay engaged! Use the Adobe Connect reactions to let us know how we’re doing.

• Please complete the post-workshop survey. Your feedback is important to us!
Upcoming Events

**Level 1 Workshop: April 28, 2016 – 2 - 4 PM, ET**
Facilitators: Donna Riley (Virginia Tech) & Tony Butterfield (University of Utah)

Learn more and register today at www.diversity.asee.org/LGBTQ

**Safe Zone Workshops at the ASEE Annual Conference**
- 3 Level 1 Workshops
- 3 Level 2 Workshops
- Stay tuned for details!
Today’s Facilitators

**Kelly Cross**  
University of Illinois at Urbana-Champaign

**Christopher Carr**  
National Society of Black Engineers
Why we are here?

We are allies because.....
Why are you here?

What do you want to get out of this session?
Agenda

- Basic LGBTQ terminology and concepts
- Identity development, coming out, inviting in
- Creating an inclusive environment
- How to be an Ally
Recognize your communication style
Expect to learn something about yourself and others
Speak clearly and use personal examples when making a point
Participate honestly and openly
Engage in the process by listening as well as speaking
Confidentiality, Curiosity and Charity
Take responsibility for yourself and what you say
What is a Safe Zone?

- A welcoming and supportive environment for LGBTQ students, faculty and staff on campus
- Stickers/signs help create a visible network of supporters
- Goal is a campus culture that is accepting of people with all sexual orientations, gender identities and gender expressions
Lesbian: a woman who is sexually attracted to women.

Gay: a man who is sexually attracted to men.

Bisexual: someone who is sexually attracted to both men and women.

Transgender: people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth.

Queer: an umbrella term for those who wish to not categorize sex, sexuality or gender.

Intersex: a person who is born with a reproductive or sexual anatomy that doesn’t fit the typical female or male definitions.

Asexual: someone who does not experience sexual attraction.

Graphic created by Kayley Weinberg, 2014. www.now.org/
- Sex – assigned at birth based on anatomy
- Gender – result of socially constructed ideas of behavior, actions and roles performed based on sex
- Orientation – core sense of attraction ⚠ avoid preference
Biological Sex

- Biological or medical classification based on genitalia, chromosomes, reproductive organs
- Assigned at birth as Male or Female (in most countries). The imposed binary is a problem
- Intersex – when anatomy and chromosomes are not congruent or are not consistent with M/F designations
- Avoid hermaphrodite
- In 2013 Germany introduced an indeterminate sex on birth certificates

Sex is expressed physically in many ways
Gender identity – one’s core sense of being male or female or both or neither

Gender expression – one’s outward presentations and behavior, how others perceive a person’s gender

Intersection of sex, gender identity and gender expression produces an authentic sense of gender

Gender is a spectrum of identity and expression
Gender

- Cisgender
- Transgender
- Genderqueer
  - Genderfluid
  - Bigender, pangender
  - Agender
  - Third gender
  - Nonbinary
Orientation

The type of sexual, romantic, emotional attraction one feels for others, often based on gender

- Gay
- Lesbian
- Bisexual
- Heterosexual / straight
- Homosexual ⚠️ Avoid
- Asexual

Orientation is a spectrum of attraction
Normative assumptions

Normative – adj. relating to an ideal standard or being based on what is considered the correct way of doing something

Heteronormativity – the assumption that all individuals are heterosexual

Cisnormativity - the assumption that all individuals are cisgender
Coming out – the process of accepting one’s sex, orientation, or gender identity, and sharing it with others

In the Closet – describes a person who has not disclosed their gender identity or sexual orientation

- Can be “out” in one context and “closeted” in another

Outing – involuntary disclosure of gender identity or sexual orientation
Coming out

- It is a nonlinear process
- It is ongoing, sometimes daily
- Everyone has different experiences and feelings
When someone comes out to you

- Thank them for their trust
- Respect their confidentiality
- Let them know this does not change how you feel about them
- Ask how you can support
- Commit yourself as an ally
- Learn the terminology
- Learn about the LGBTQ community and their world
1. How did you first know you were heterosexuality?
2. How old were you when you realized you were cisgender?
3. When did you first come out?
Coming out

Imagine.

1. Return from long break (Summer/Winter/Spring)
2. Conversation around the office/water cooler
3. No mention of family, friends, loved ones, or social activities
4. Limitations in research opportunities (NOGLSTP, oSTEM)
Inviting in is hospitable sharing of identity, rather than asking for acceptance of “difference”
Inviting in

- Inviting in is hospitable sharing of identity, rather than asking for acceptance of “difference”
- Empowers LGBTQ individual to invite in those they desire to share their life world with
- Let LGBTQ people know that they do not need to ask be accepted by you
- Be direct, positive and welcoming.
- Be visible. Be an ally.
Creating a safe environment

- Recognize Privilege
- Respond to Bias
- Use Inclusive language
- Create an inclusive classroom
- Be an ally
Responding to bias
- Name the behavior
  - “That is homophobic language”

- State how it makes you feel
  - “I don’t like that because...”

- Stop the behavior from being repeated
  - “I don’t want to hear you say that again”
Inclusive language

- Learn and use the correct terminology
- Do not make assumptions about sexual orientation or gender identity
- Use the correct pronouns (see handout)
- Use inclusive relationship terms
  - Use date instead of boyfriend or girlfriend
  - Use spouse (or partner) instead of husband or wife
  - Use the same terminology the other person uses
- If you make a mistake, apologize.
- If someone else makes a mistake, correct unobtrusively
Inclusive classroom

- Ask students their names and pronouns on the first day of class (see handout)
- Put a diversity statement on your syllabus
- Put a safe zone statement on your syllabus
- Tell students where the nearest gender-inclusive restroom is
- Use multicultural examples –
  - highlight contributions of LGBTQ scientists and engineers
  - use LGBTQ-relevant examples
- Address bias in the classroom
4 Stages of Being an Ally

- **Awareness**: explore how you are similar and different from LGBTQQA people

- **Knowledge/Education**: begin to understand policies, laws, & practices and how they affect LGBTQQA people

- **Skills**: learn to take your awareness and knowledge and communicate it to others

- **Action**: appropriate action is the way to create change
How to be an ally

- Share what you learn here today
- Use proper terminology & inclusive language
- Correct misinformation about LGBTQIA people
- Respond to bias
- Attend some LGBTQ group meetings on campus
- Be visible - display your Safe Zone Sticker!
- Continue to learn, grow, share, support
National Resources

- National Science Foundation (GRFP)
- NOGLSTP
- oSTEM
- Queer in STEM
- STEMCareers
Local Resources

- Dean of Students (certain universities)
- Wellness center
- LGBTQ Resource Center
- An out faculty member


Sex, Gender and Orientation

A 3-dimensional space
Heterosexual / cisgender privilege

Unearned advantages that LGBTQ individuals do not have

- Acceptance, affirmation by your religion
- Being allowed to use the restroom of your gender ID
- Adopting children jointly with your partner
- Not being fired from your job due to sexual orientation or gender identity
- The right to marry; medical decisions, hospital visits
Employment nondiscrimination laws

- Sexual orientation, gender ID (20 states + DC)
- Sexual orientation only (2 states)
- No protection for LGBTQ employees (28 states)
- Law prevents passage or enforcement of nondiscrimination law

http://www.lgbtmap.org/equality-maps/non_discrimination_laws
Thank you!

diversity.asee.org/LGBTQ

This work was supported by a grant from the National Science Foundation EEC-1539140