



Safe Zone LGBTQ Ally Training

Creating a positive and inclusive environment for LGBTQ individuals in STEM



Level I Online Workshop

April 18, 2016



ASEE ACTION ON DIVERSITY
**PROMOTING LGBTQ
EQUALITY IN STEM**



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?

ally

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



Ground Rules

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?

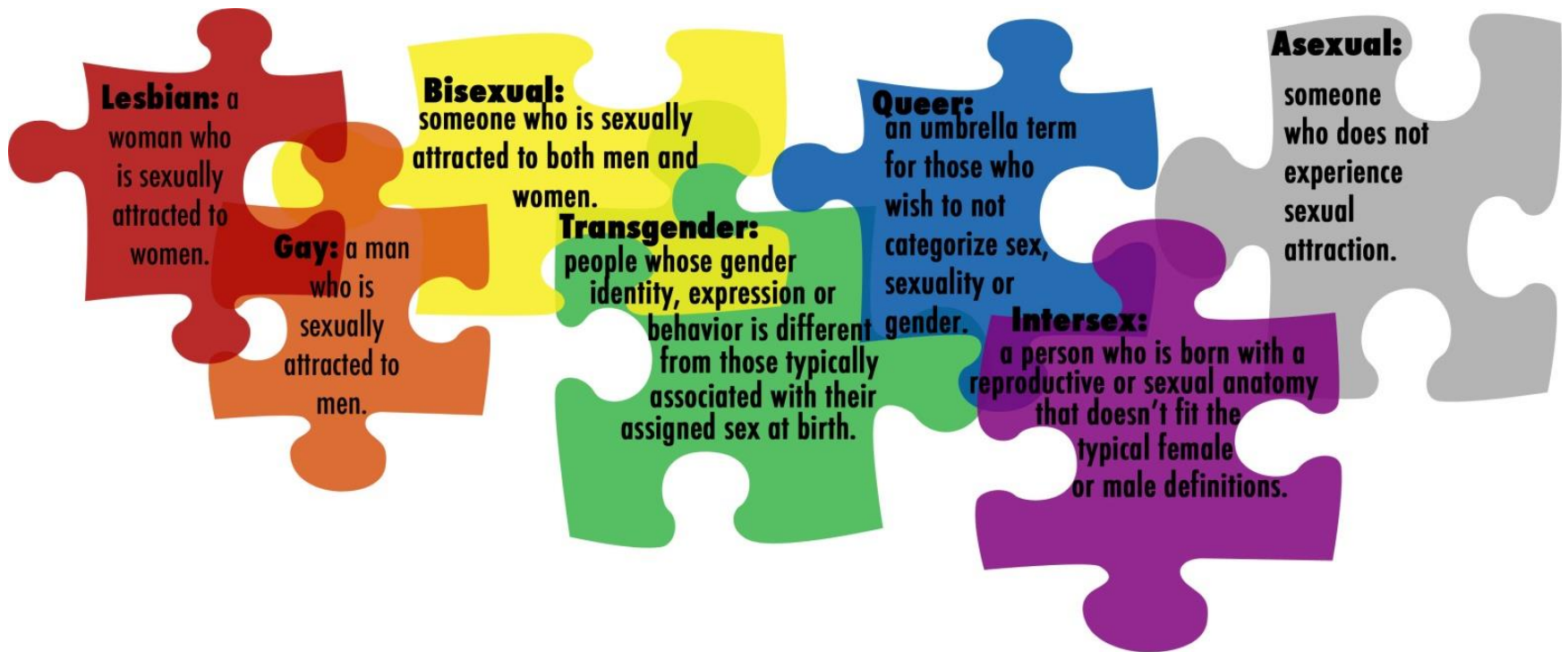
- A welcoming and supportive environment for LGBTQ students, faculty and staff on campus
- Stickers/signs help create a visible network of supporters
- Goal is a campus culture that is accepting of people with all sexual orientations, gender identities and gender expressions

***Safe*ZONE**



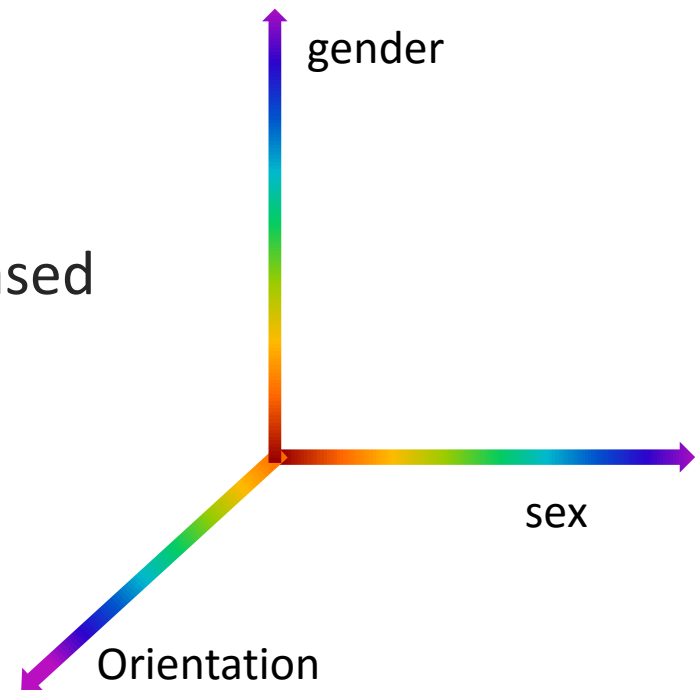


L G B T Q I A



LGBTQIA

- 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

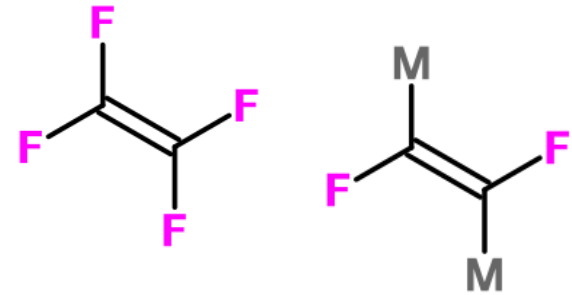
Gender

- 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

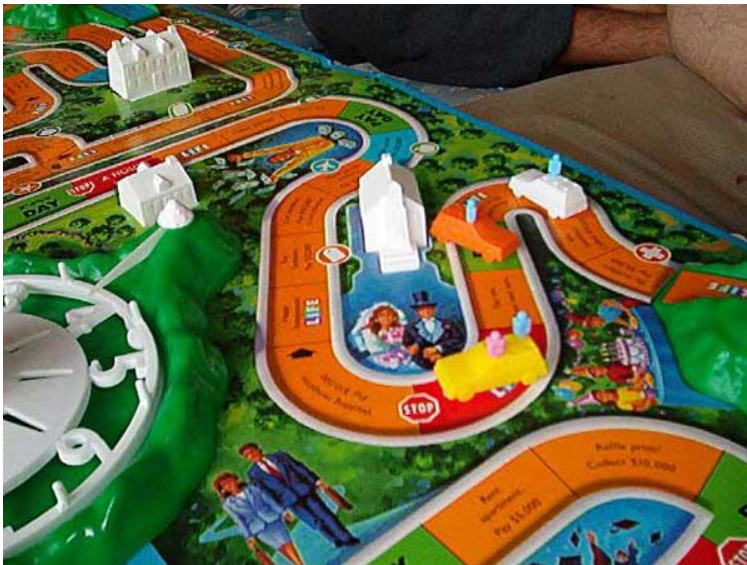
- The type of sexual, romantic, emotional attraction one feels for others, often based on gender
 - Gay
 - Lesbian
 - Bisexual
 - Heterosexual / straight
 - Homosexual ⚠ Avoid
 - Asexual



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

➤ **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

Coming out quiz

1. How did you first know you were heterosexual?
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)

5 minute Break

- 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

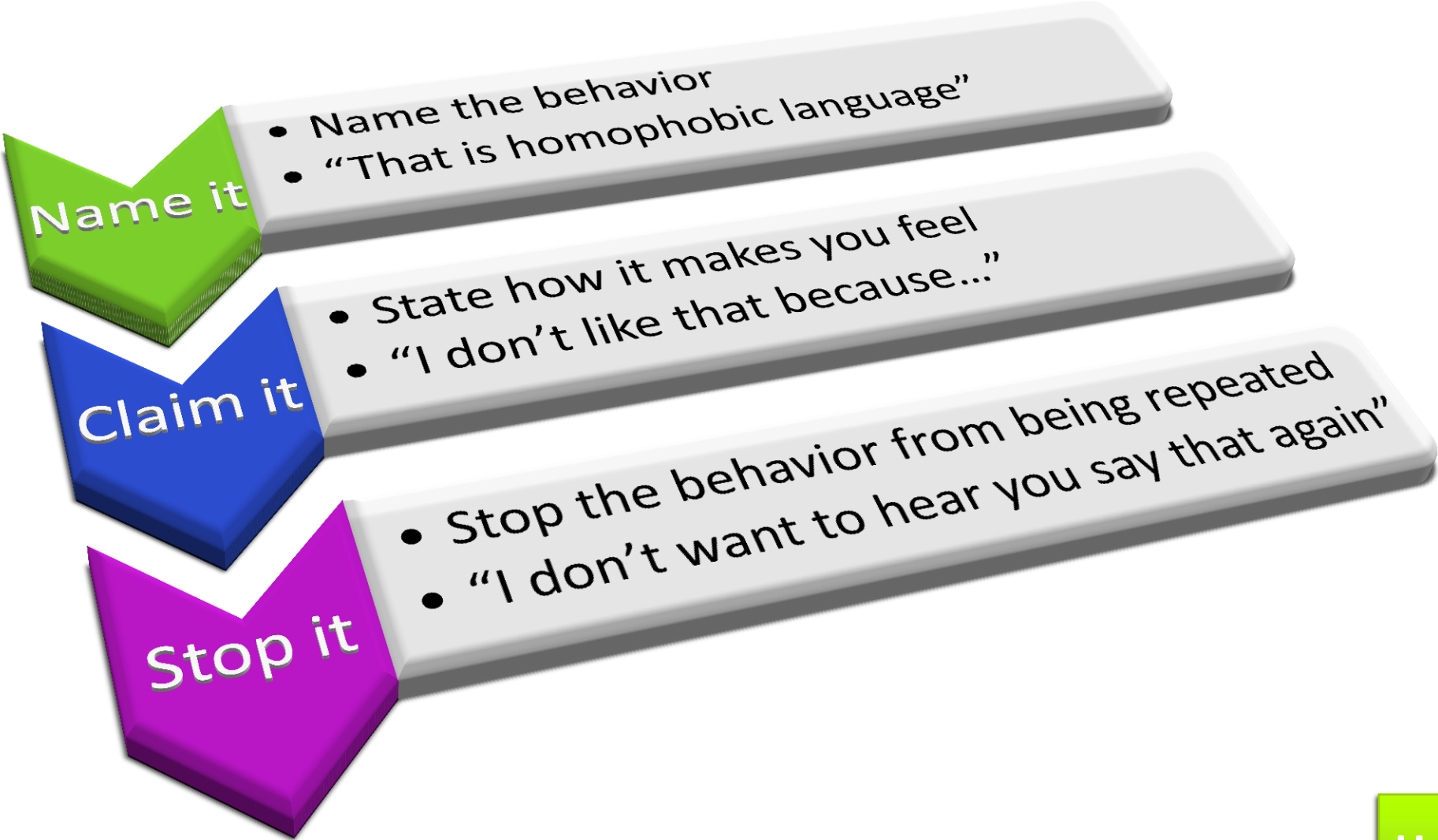
Use Inclusive language

Create an inclusive classroom

Be an ally

Responding to bias





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

Short Reading List

Strayhorn, T. L., & Tillman-Kelly, D. L. (2013). Queering Masculinity: Manhood and Black gay men in college. *Spectrum: A Journal on Black Men*, 1(2), 83-110.

Riley, D. M. (2008). LGBT-friendly workplaces in Engineering. *Leadership and Management in Engineering*, 8(1), 19-23.

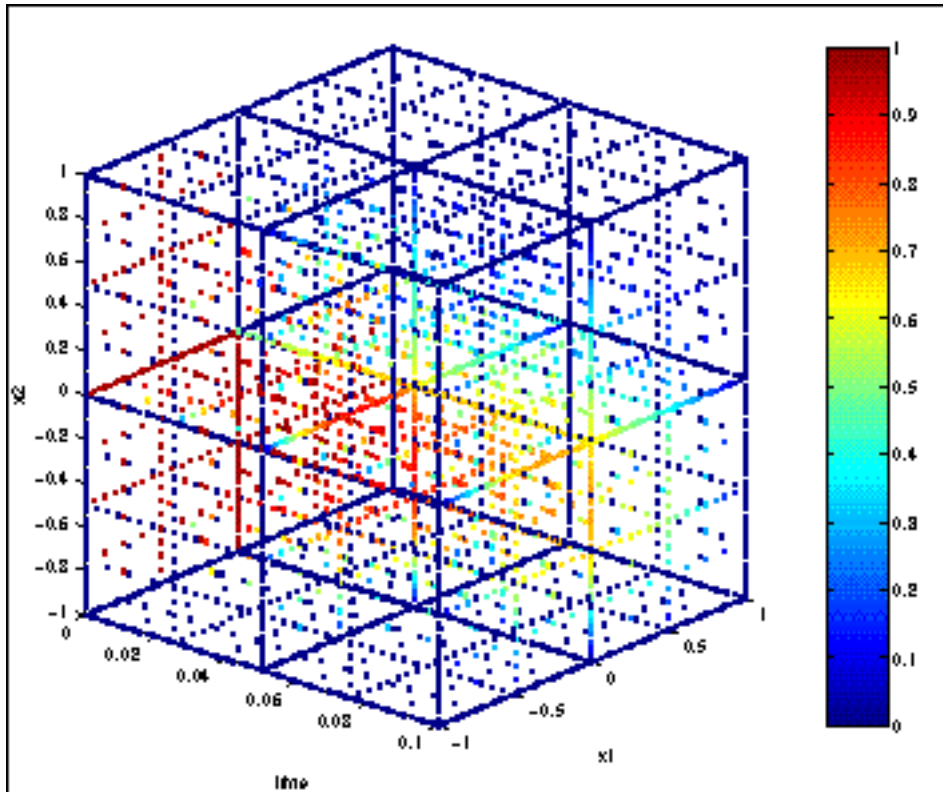
Cech, E., & Waidzunas, T. (2009). Engineers Who Happen to be Gay:" Lesbian, Gay, and Bisexual Students' Experiences in Engineering. In American Society for Engineering Education. American Society for Engineering Education.

Yoder, J. B., & Mattheis, A. (2016). Queer in STEM: Workplace experiences reported in a national survey of LGBTQA individuals in science, technology, engineering, and mathematics careers. *Journal of homosexuality*, 63(1), 1-27.



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

Thank you!

diversity.asee.org/LGBTQ



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