



Safe Zone LGBTQ Ally Training

Making ASEE and our workplaces welcoming for LGBTQ individuals

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LGBTQ Safe Zone Ally Training

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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!



About the Project



ASEE ACTION ON DIVERSITY

**PROMOTING LGBTQ
EQUALITY IN STEM**



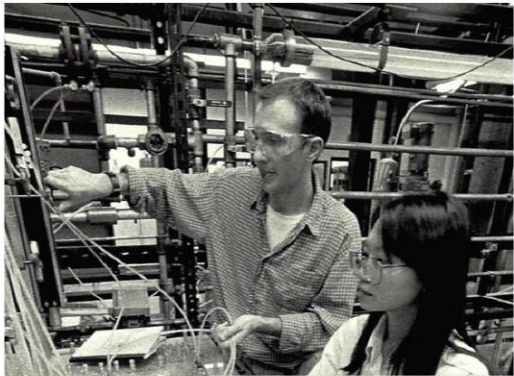
- Project Overview
- Facilitator Trainings
- Virtual Community of Practice
- Safe Zone Workshops

Diversity.ASEE.org/LGBTQ

Introductions – Donna Riley



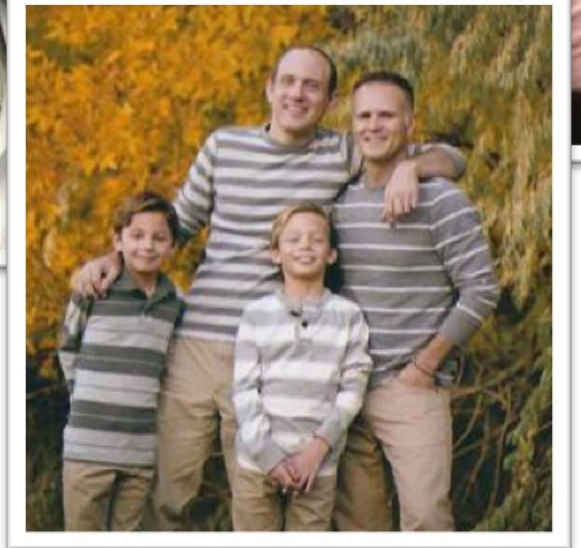
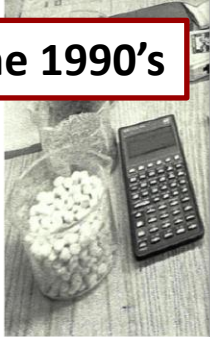
Introductions - Anthony (Tony) Butterfield



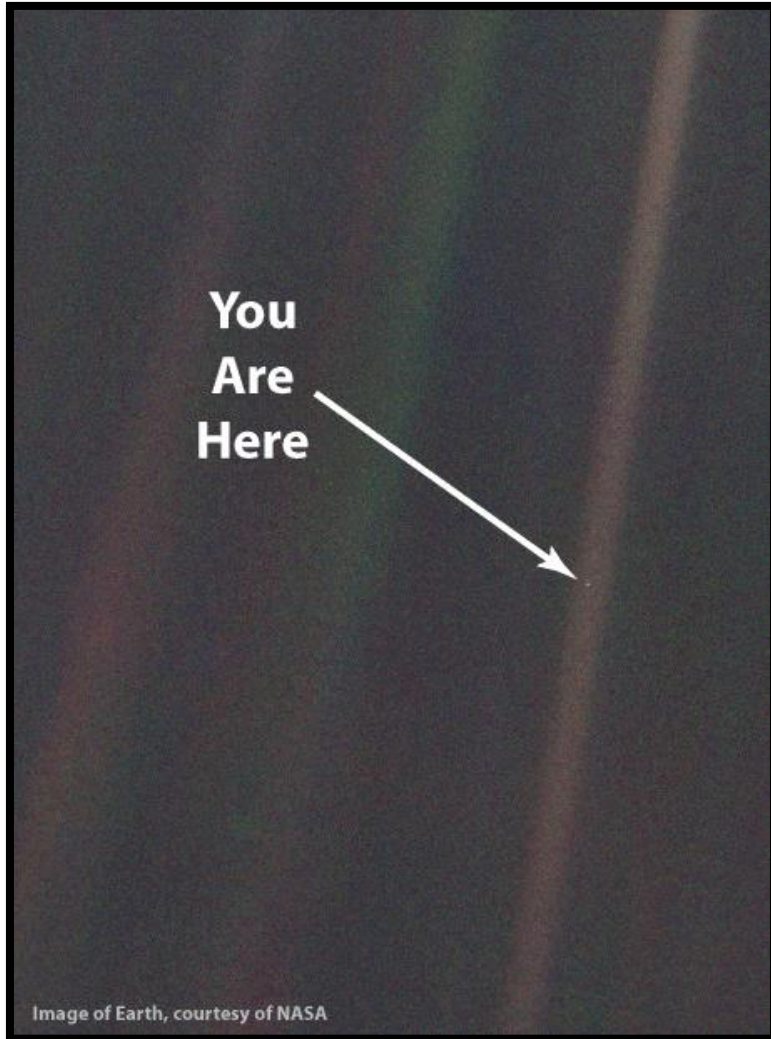
The 2010's



The 1990's



About you?



- What brought you here?
- What do you hope to learn?
- Respond in the chat window...

Agenda

- The business case for LGBTQ inclusion
- Basic LGBTQ terminology and concepts
- Identity development, coming out
- Creating an inclusive environment; how to be an ally



Requested conduct

Recognize your communication style

Expect to learn something about yourself and others

Speak to a point using personal examples not generalizations

Participate honestly
and openly

Engage by listening
as well as speaking

Confidentiality, Curiosity
and Charity

Take responsibility for
yourself and what you say



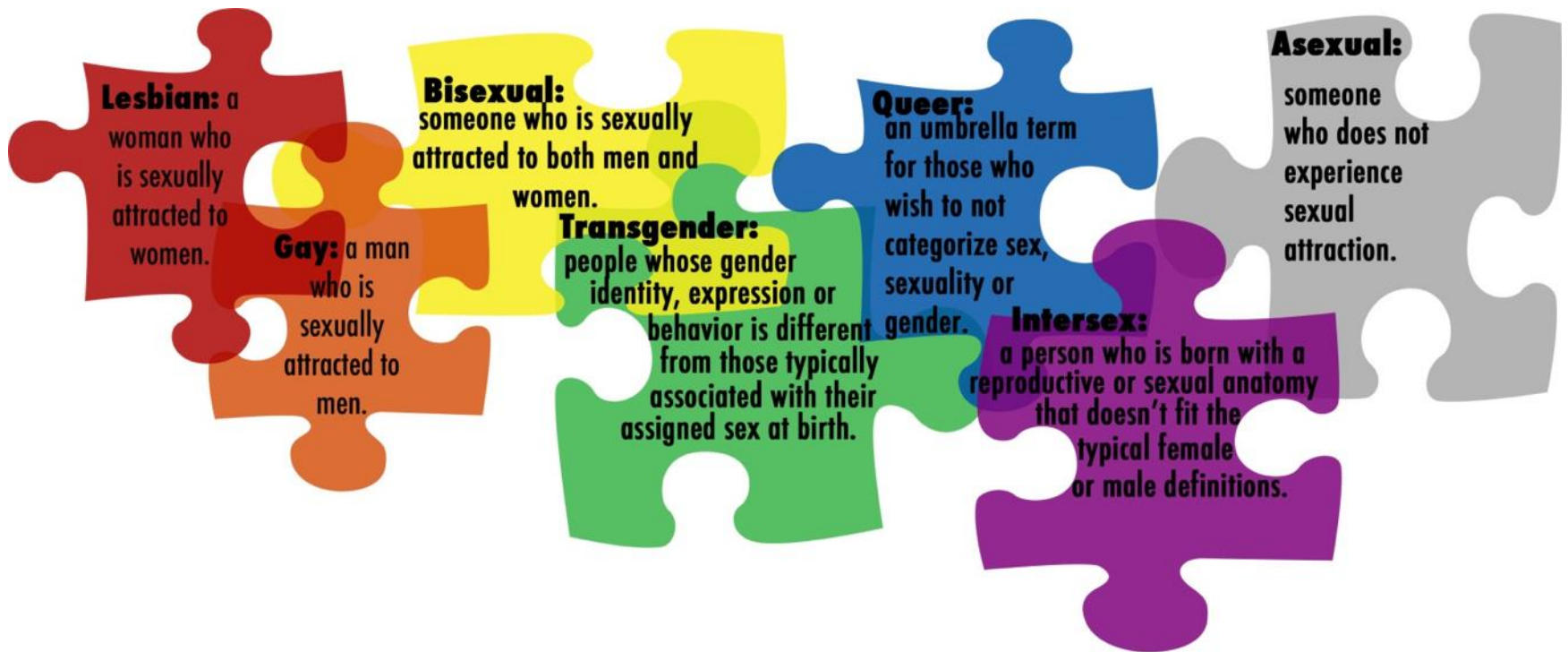
What is Safe Zone?

- ➔ The goal of Safe Zone is a workplace culture that is accepting of people with all sexual orientations, gender identities and gender expressions
- ➔ Members help create a welcoming and supportive environment for LGBTQ individuals and their loved ones
- ➔ Members display stickers or signs to help create a visible network of supporters



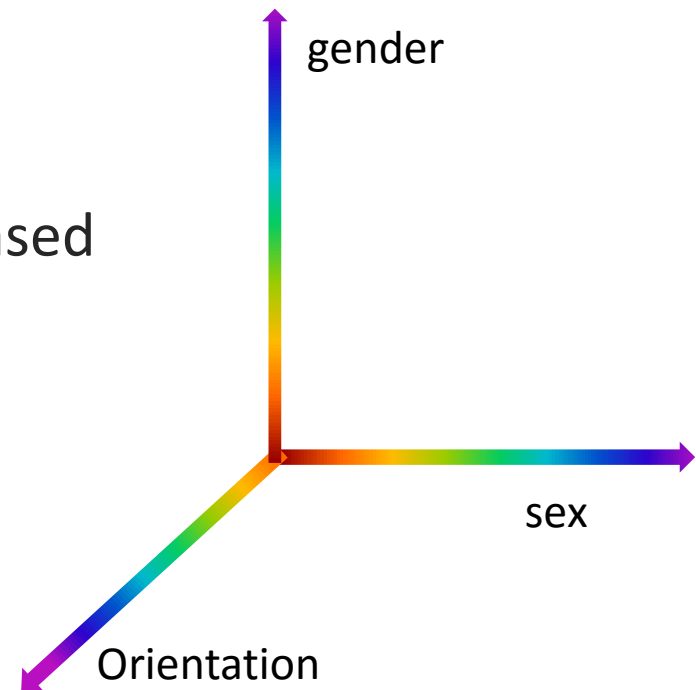


L G B T Q I A



LGBTQIA

- Sex – assigned at birth, usually based on anatomy
- Gender – result of socially constructed ideas of behavior, actions and roles performed based on sex
- Orientation – core sense of attraction
 - ⚠️ Avoid using the word “preference” for orientation



Biological Sex

➔ Biological sex is more diverse & beautiful than most people ever consider...



<http://ansp.org/about/press-room/releases/2015/rare-butterfly/>



<http://voices.nationalgeographic.com/2012/10/09/weird-wild-rare-maned-lionesses-explained/>



[“Neural, not gonadal, origin of brain sex differences in a gynandromorphic finch”](#)
[Proc Natl Acad Sci U S A. Apr 15, 2003; 100\(8\): 4873–4878. Published online Apr 2, 2003.](#)

Biological Sex

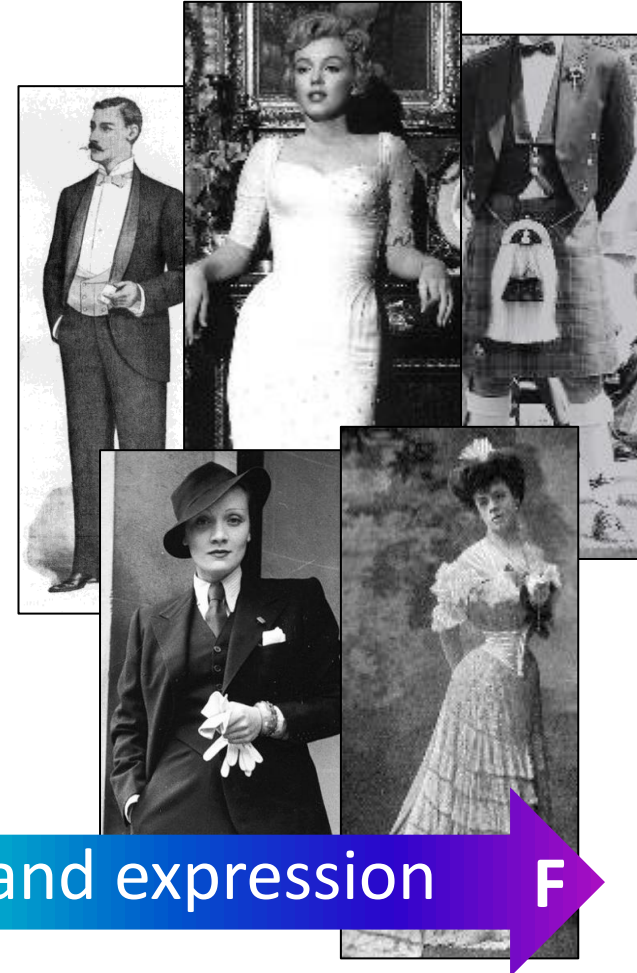
- Biological or medical classification based on genitalia, chromosomes, reproductive organs
- Assigned at birth as either Male or Female (in most countries).
- Intersex – when anatomy and chromosomes are not congruent or are not consistent with M/F designations
 - ⚠ Avoid using the term hermaphrodite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



Sex is expressed physically in many ways

Gender

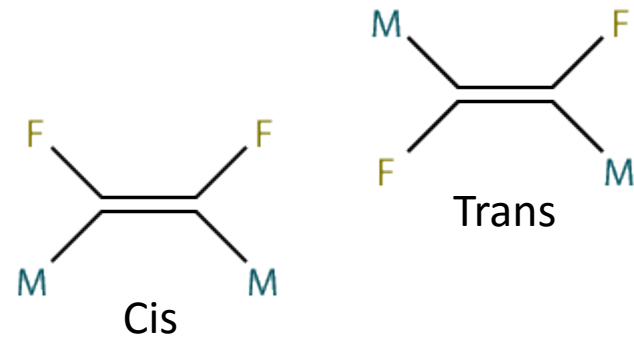
- Gender identity – one's core sense of being male, female, both or neither
- Gender expression – one's outward presentations and behavior, how others perceive a person's gender
- Intersection of sex, gender identity and gender expression produces one's own sense of gender



M Gender is a spectrum of identity and expression **F**

Gender terminology

- Cisgender
- Transgender
 - Avoid adding 'ed'. ⚠
- Genderqueer
 - Genderfluid
 - Bigender, pangender
 - Agender
 - Nonbinary
 - Third gender
 - Two spirit



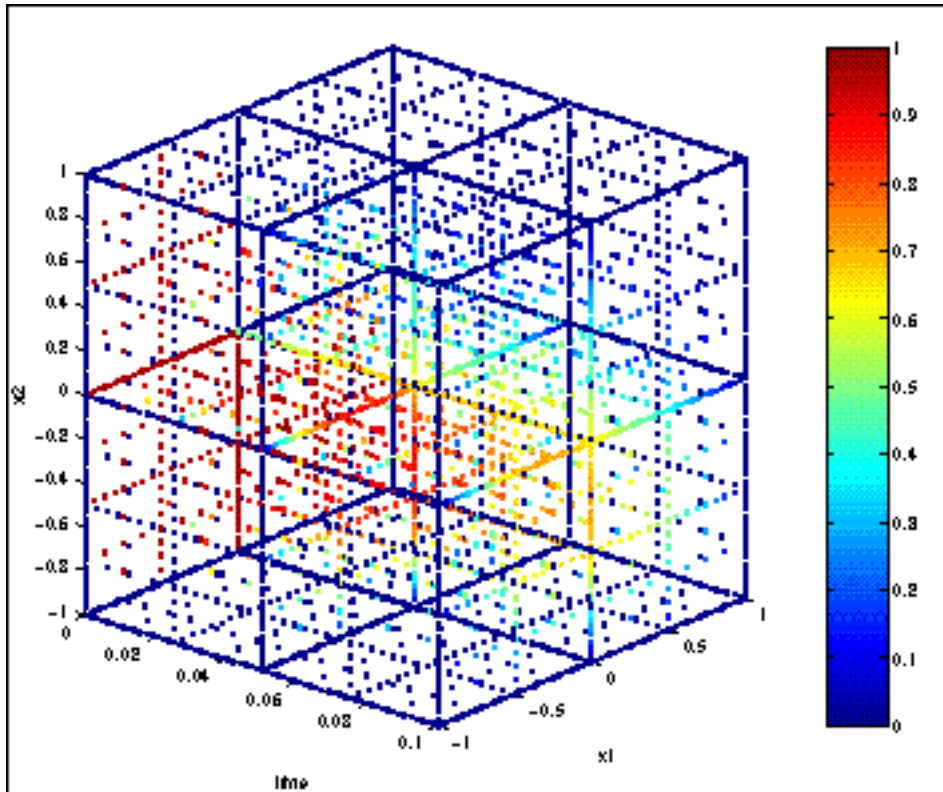
Orientation

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



Orientation is a spectrum of attraction

Sex, Gender and Orientation



- Sex, gender, and orientation are 3 different things
- Each is experienced and expressed in a spectrum of ways
- They are not binary or fixed, not necessarily congruent with societal expectations

Questions ?

- LGBTQ Terminology
- Concepts related to Sex, Gender, and Orientation?



Normative assumptions

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



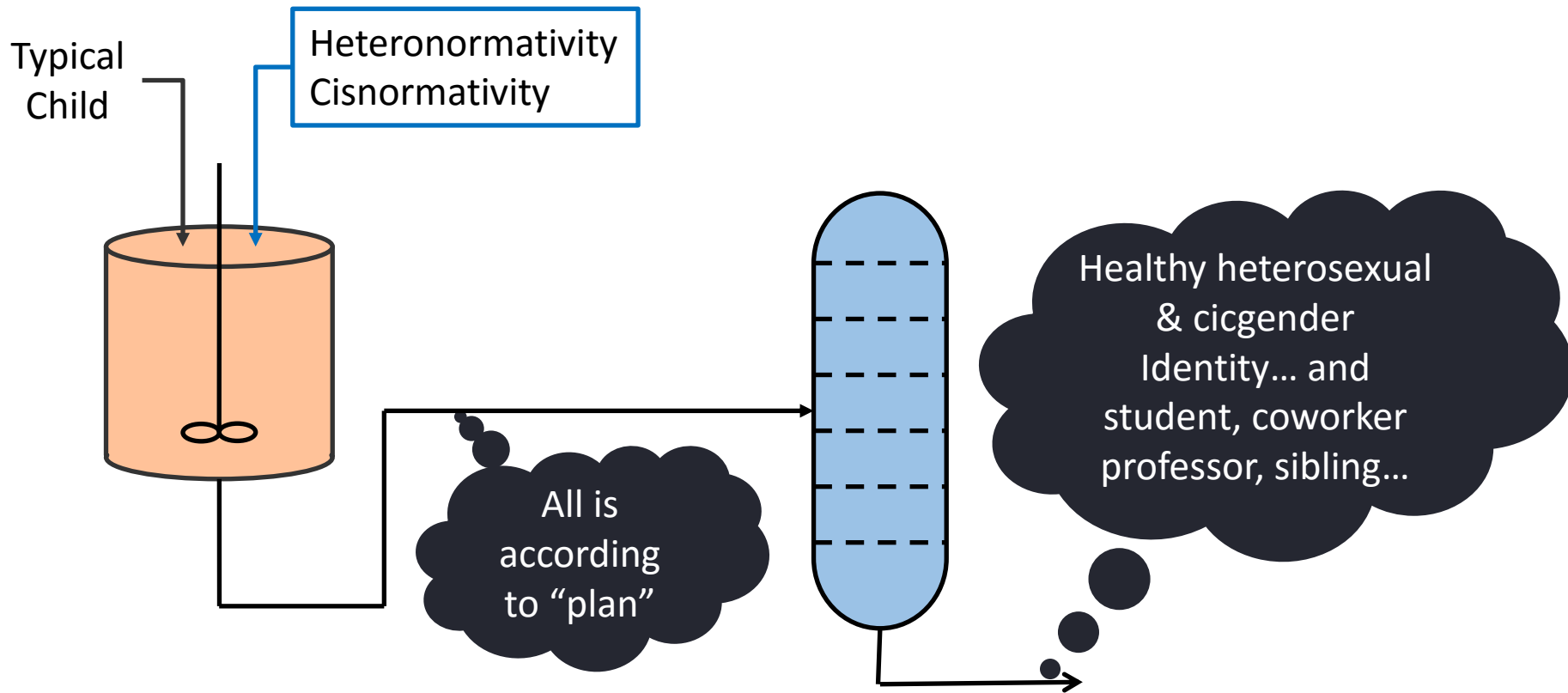
Heteronormativity – the assumption that all individuals are heterosexual

Cisnormativity - the assumption that all individuals are cisgender

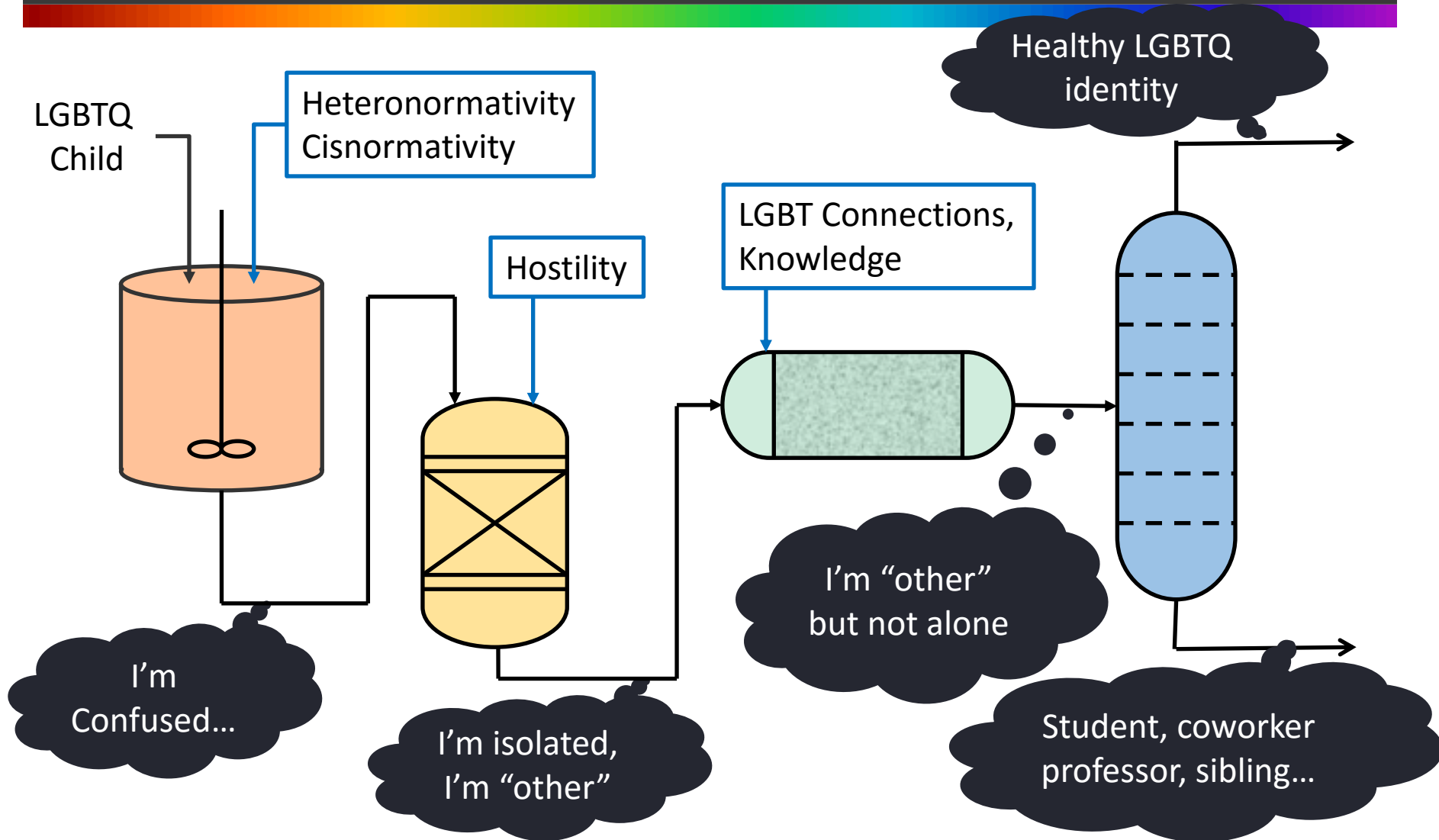
Cis / Heteronormativity

- Are subtle and pervasive
- Can imply that non-conformance is abnormal, undesired
- Leads to marginalization of those who do not conform to societal expectations
- If people are assumed cis/het by default, then LGBTQ folks have to explain that they are different

Identity development process



Identity development process



Integration and intersection

LGBT



Coming Out

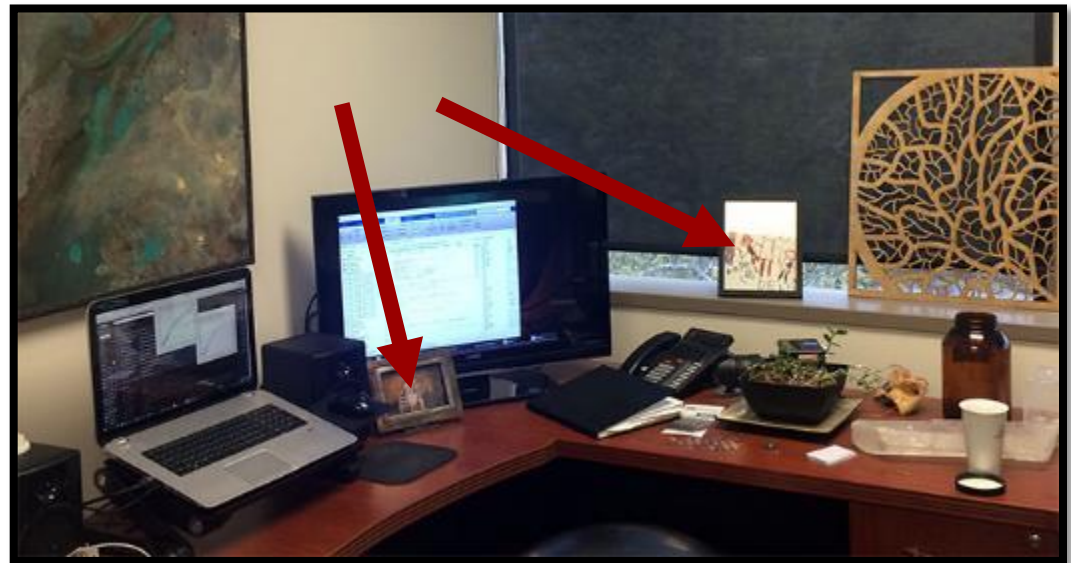
- **Coming out** – the process of accepting one’s sex, orientation, or gender identity, and sharing it with others



- **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 not a one-time event; it is an ongoing process for LGBTQ people, family, and friends
- Everyone has different experiences and feelings about coming out
- Each coming out experience can be different
 - Positive and affirming
 - Negative loss, rejection, violence



The importance of coming out



Claudia Brind-Woody (2016)

Vice President, IBM and lesbian

“We all bring who we are into the workplace. For a closeted gay person, the toughest question is how was your weekend” weight lifted off my back and I’ve been so much happier since. I’ve never had another suicidal thought.”
embrace it. Turn it into an asset.”

Reflections for allies

1. How did you first know you were heterosexual?
2. How old were you when you started to feel that you were “born in the right body” (cisgender)?
3. When did you first come out as heterosexual?

Inviting in

- Inviting in is hospitable sharing of identity, rather than hoping for acceptance of “difference”
- Inviting in requires creating an environment in which LGBTQ people know that they are accepted by you *before* they disclose
- Be proactive. Be direct, positive and welcoming.
- Be visible. Be an ally.

4 stages of being an ally

An ally is a member of the majority group who rejects the dominant ideology and advocates *with and for* an oppressed population

Develop self awareness:

explore how your experiences might be different from LGBTQ people

Seek Knowledge/Education:

begin to understand policies, laws, & practices and how they affect LGBTQ people (positively or negatively)

Acquire skills: learn to take your awareness and knowledge and communicate it to others in effective ways

Take action: appropriate action is the way to create change

Heterosexual / cisgender privilege

Heterosexual or cisgender privilege is unearned advantages that LGBTQ individuals do not have.

- Privilege is not something to be ashamed of
- It is something to be aware of
- Privilege is power – power to fight interrupt bias, disrupt discrimination, fight oppression
- Privilege is power to create an inclusive environment
- Find your privilege and use it to advocate for others who do not have it

Examples of privilege

- Acceptance, love and support from your parents
- Being allowed to use the restroom of your gender identity
- Adopting your children
- Access to STEM role models
- Being judged in the job by your talents (instead of sexual orientation or gender identity)
- And so on...



Inclusive language

- Learn and use the correct terminology
- Do not make assumptions about sexual orientation or gender identity
- 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
- Use the correct pronouns (consistent with the person's *gender*).
- If you make a mistake, apologize.
- If someone else makes a mistake, correct unobtrusively.

Responding to bias

- Examples of [LGBTQ or other] bias in your workplace?
- Was an LGBTQ individual present? Are you sure?
- What message do you send by not responding?
- What message do you send if you do respond to interrupt that bias?
- What are some possible ways to respond?

Examples of bias

- A colleague tells a homophobic joke
- A boss makes a derogatory comment about LGBTQ people
- A colleague, a gay man, recently married. He placed a wedding photo of himself with his spouse on his desk. Another colleague makes a comment to a group of co-workers that she does not care that Mike is gay, but does he really have to flaunt it?

How to be an ally

- Use proper terminology & inclusive language
- Correct misinformation about LGBTQIA people
- Respond to bias, interrupt trans/homophobic comments
- Share what you learn here today



How to be an ally as a STEM educator

- Attend or advise LGBTQ group meetings
- <https://www.ostem.org/>

- Be visible

- Sign on door or in office
- Syllabus
- Lectures

- Stand with your LGBTQ colleagues



OFFICE HOURS:

Because this is likely the first course you will take, we wish to be as accessible to you as possible. As such, we encourage students to come to us at any time. Drop in on him in his office or in the Projects Lab (MEB 352).

NONDISCRIMINATION AND DISABILITY ACCOMMODATIONS:

We, the instructors of CH EN 1703, expect our class to be a place where you will be treated with respect. For many professional engineers, it is a vital career skill to be able to work harmoniously with a diversity of individuals and draw on their unique strengths. We welcome individuals of all ages, backgrounds, beliefs, ethnicities, genders, gender identities, gender expressions, national origins, religious affiliations, sexual orientations, ability – and other visible and nonvisible differences. All members of this class should work to contribute to a respectful, welcoming and inclusive environment for every other member of the class.

The University of Utah is fully committed to affirmative action and to its policies of nondiscrimination and equal opportunity in all programs, activities, and employment with regard to race, color, national origin, sex, age, status as a person with a disability, religion, sexual orientation, and status as a veteran or disabled veteran. The University seeks to provide equal access to its programs, services and activities for people with disabilities. Reasonable prior notice is needed to arrange accommodations. Evidence of practices not consistent with these policies should be reported to the Office of Equal Opportunity and Affirmative Action, 801-581-8365 (V/TDD).

Upon request, this information is available in alternative formats, such as cassette, Braille, or large print.

Questions?



Contact Stephanie: farrell@rowan.edu

Resources

- Out and Equal <http://www.outandequal.org/>
- Human Rights Campaign www.hrc.org
- Southern Poverty Law Center <https://www.splcenter.org/>
- The Safe Zone Project <http://thesafezoneproject.com>

Upcoming Events

Safe Zone Workshops at the ASEE Annual Conference

- 3 Level 1 Workshops
- 3 Level 2 Workshops
- Stay tuned for details!

Level 2 Safe Zone Ally Training Online Workshops– Coming Fall 2016!

- Deeper exploration of LGBTQ issues
- Increased focus on engineering and STEM
- Introduces techniques to disrupt discrimination in the classroom



Thank you!

diversity.asee.org/LGBTQ



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