

# SAFE ZONE

## LGBTQ Ally Training

### Level 1 Online Workshop

March 17, 2017

*Creating a positive and inclusive environment  
for LGBTQ individuals in STEM*



ASEE ACTION ON DIVERSITY

**PROMOTING LGBTQ  
EQUALITY IN STEM**



# BEFORE WE BEGIN



**During the webinar...**  
**Offer feedback!**



**After the webinar...**  
**Survey, Slides & Recording**

# QUESTIONS?



Use the chat box at any  
time...



Or wait until the end!

# About the Project



ASEE ACTION ON DIVERSITY

**PROMOTING LGBTQ  
EQUALITY IN STEM**



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

**Find us online! → [diversity.asee.org/lgbtq](https://diversity.asee.org/lgbtq)**

# Coming Soon

## Online Workshops:

### Level 2 Ally Training

March 30, 2017 — 2:00 – 3:30 PM, ET  
Register here!

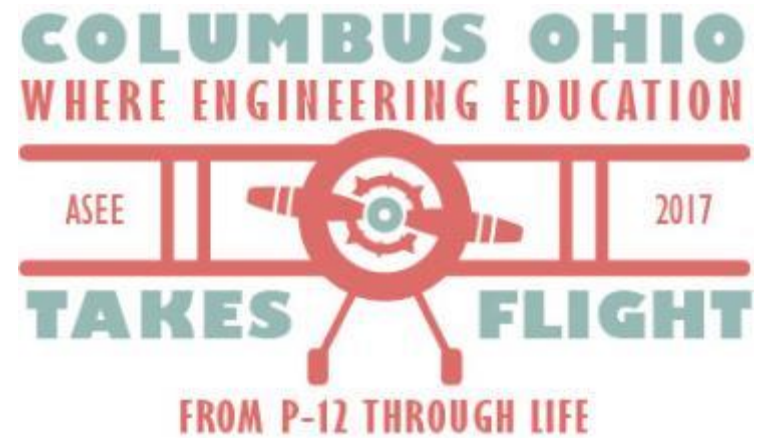
### Deep Dive: Focus on Intersectionality

April 24, 2017 — 2:00 – 3:00 PM, ET  
Register here!

## Face to Face Workshops:

### 2017 ASEE Annual Conference

Columbus, OH — June 25 – 28, 2017



# Today's Facilitators



**Joel Alejandro (Alex) Mejía**  
*Assistant Professor*  
Angelo State University

Preferred Pronoun: *He/His/Him*



**Benny Chan**  
*Associate Professor*  
The College of New Jersey

Preferred Pronoun: *He/His/Him*



**Robyn Sandekian**  
*Managing Director, Mortensen  
Center in Engineering for  
Developing Communities (MCEDC)*  
University of Colorado Boulder

Preferred Pronoun: *She/Her/Hers*

# Today's Moderator



## **Stephanie Farrell**

*Professor and Founding Chair of  
Experiential Engineering Education,  
Henry M. Rowan College of  
Engineering*

Rowan University

Preferred Pronoun: *She/Her/Hers*

# Introductions: Alex Mejia





# Introductions: Benny Chan



# Introductions: Robyn Sandekian



This is me at work.



Then....

Now....



This is also me!

“Pretending to be something you’re not takes a huge amount of energy.”

NOGLSTP chairwoman Rochelle Diamond

“I don’t want people saving a quarter of their brain to hide who they are.

I want them to apply their whole brain to their job.”

Paul Reed, CEO, Integrated Supply & Trading, BP

# Agenda

- Basic LGBTQ terminology and concepts
- Identity development, coming out, inviting in
- Creating an inclusive environment
- How to be an Ally



# Ground Rules

**R**ecognize your communication style

**E**xpect to learn something about yourself and others

**S**peak clearly and use personal examples when making a point

**P**articipate honestly and openly

**E**ngage in the process by listening as well as speaking

**C**onfidentiality, Curiosity and Charity

**T**ake 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 Icons

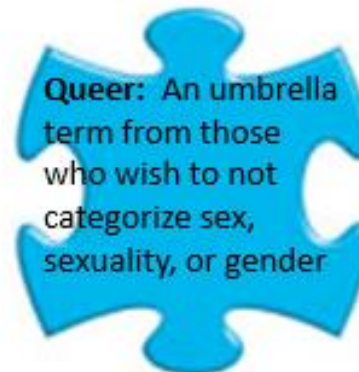
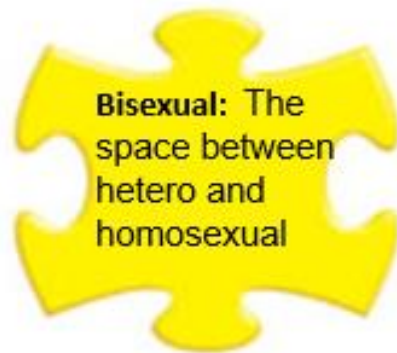


**Handout:** When you see the green “H” on the screen, there is a handout associated with this slide. Find them online at [diversity.asee.org/lgbtq/resources/](https://diversity.asee.org/lgbtq/resources/)



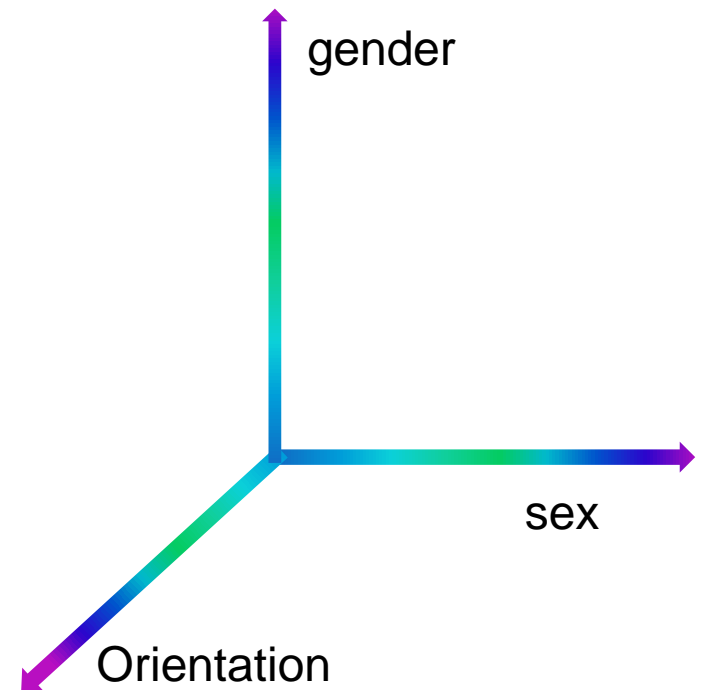
**Activity:** When you see the rainbow “A” on the screen, there is an interactive activity associated with this slide.

# 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

# 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/>

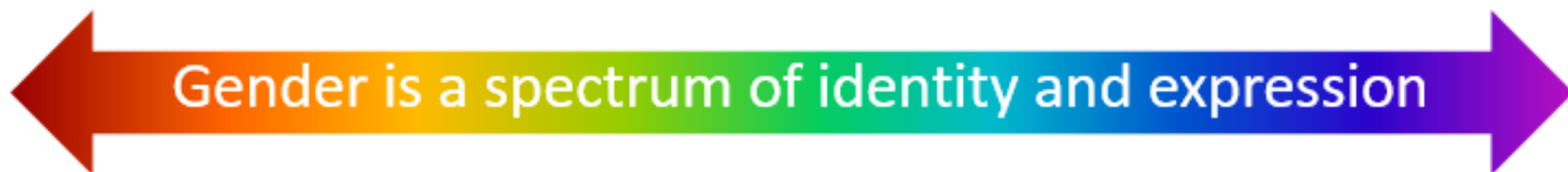


[“Neural, not gonadal, origin of brain sex differences in a gynandromorphic finch”](#)

[Proc Natl Acad Sci U S A. Apr 15, 2003; 100\(8\): 4873–4878. Published online Apr 2, 2003.](#)

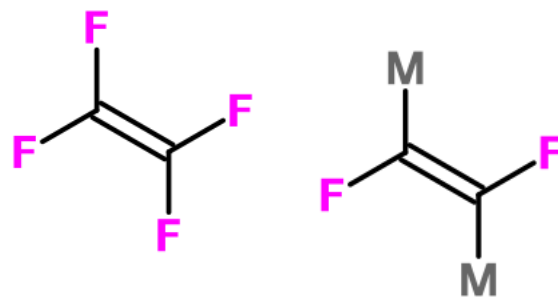
# Gender

- 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

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



# Orientation

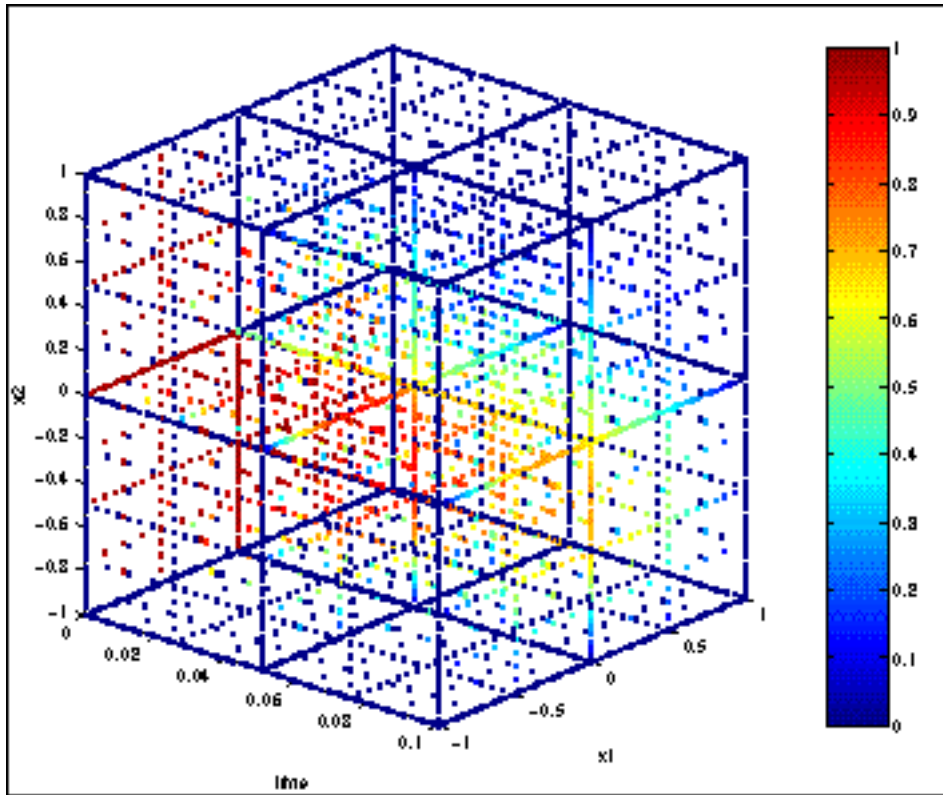
- The type of sexual, romantic, emotional attraction one feels for others, often based on gender
  - Gay
  - Lesbian
  - Bisexual
  - Heterosexual / straight
  - Homosexual ⚠️ Avoid
  - Asexual



Orientation is a spectrum of attraction

# Sex, Gender and Orientation

A multi-dimensional space



- 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

## Come as You Are – McDonalds (France, 2010)

venez comme vous êtes

come as you are





Hello?

I was thinking about you too.  
I'm looking at our class picture.





My dad's coming, I have to hang up.



Is this your class picture?



You look just like me at your age.



Let me tell you I was quite the ladies' man!



Too bad your class is all boys...  
you could get all the girls.



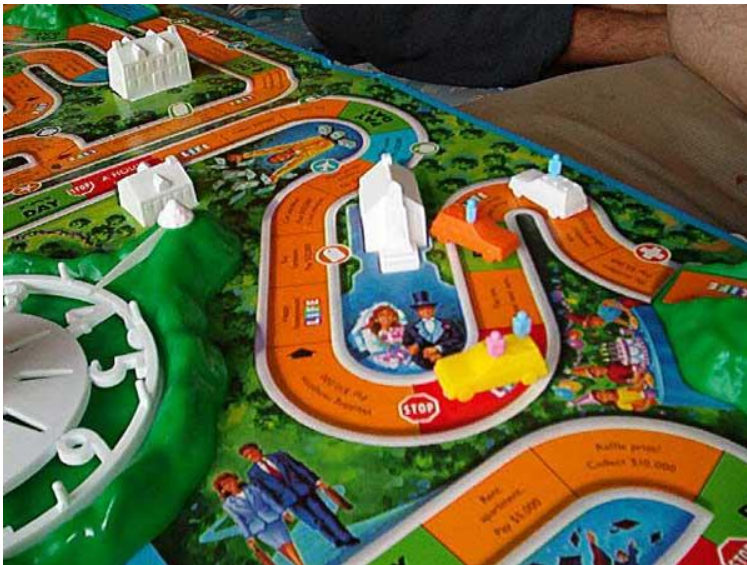
venez comme vous êtes

come as you are



# 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



- **Self denial, self-repression, self-rejection**
- **Accepts the possibility of being LGBTQ, inhibits behavior, deals w/ isolation**
- **Begins to develop positive identity, Realizes they are “not the only one”**
- **Begins to connect with LGBTQ community**
- **Accepts self, but may compartmentalize “LGBTQ life” and everything else**
- **Develops feeling of pride, may withdraw from mainstream activities**
- **Acceptance and integration of LGBTQ identity with other aspects of life**

# Coming out

- It is a nonlinear process
- It is ongoing, sometimes daily
- Everyone has different experiences and feelings
- It's not safe (or desirable) for everyone in every situation – it's a personal decision





# A “coming out” experience

**Write down your favorite or most important:**

- **Person (friend / loved one)**
- **Family Member / Relative**
- **Hobby / Passion**
- **Material Possession**
- **Dream Job**



# The importance of coming out



## **Jim Fitterling (2016)**

Dow President and gay man


“For years I paid the penalty of trying to live separate work and personal lives. [when I came out] it was a huge burden lifted.”  
“Weight lifted off my back and I’ve been so much happier since. I’ve never had another suicidal thought.  
woman, embrace it. Turn it into an asset.”

# When someone comes out to you

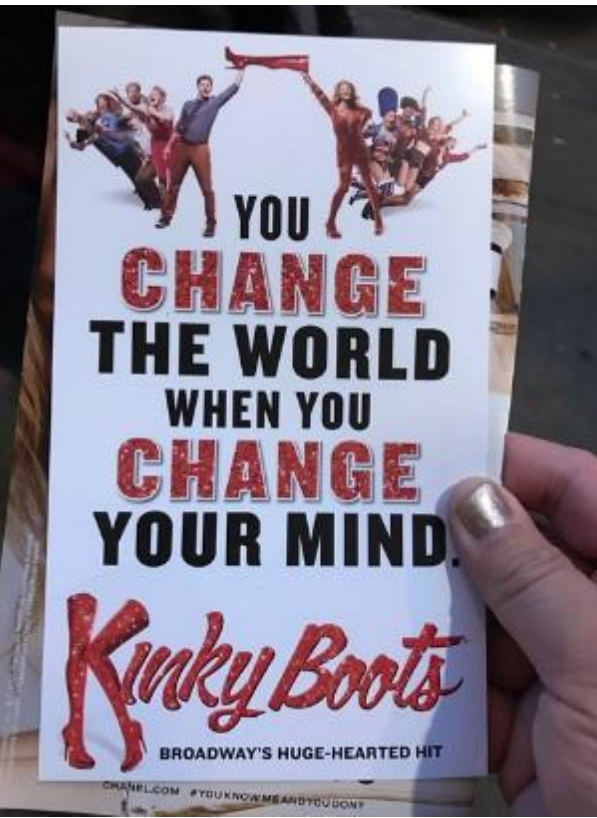
- Thank them for their trust
- Respect their confidentiality
- Let them know this does not change how you feel about them
- Ask how you can support
- Commit yourself as an ally
- Learn the terminology
- Learn about the LGBTQ community and their world



# 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?
- 

# 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





# 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



# Responding to bias



# Responding to Bias

- Intentions don't matter at all
- You are being too sensitive = I don't believe you
- When we hurt someone we need to put the focus on them



### Acknowledge

- Acknowledge what you have said
- “You are right...”

### Apologize

- Instead of reacting, acknowledge the error
- “I am sorry...”

### Thank

- Thank for learning something new
- “Thank you...”

### Offer Amends

- Don't expect the other person to tell you what to do
- "Here is my plan..."

# 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

# Reflexivity and Inclusive classrooms

- What is my definition of “diversity” ?
- What national, cultural, linguistic or religious group(s) do I belong to? How do my teaching practices reflect this?
- What do I know about the cultural, linguistic, religious and educational backgrounds of my students and other staff?
- How could I learn more about the diversity of my students and staff colleagues?
- What are my perceptions/assumptions of students and staff colleagues from diverse cultural groups?
- What are the sources of these perceptions (e.g., friends/relatives, media, stereotypes, past experiences)?

# 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



# Resources

- Dean of students
- Wellness center
- LGBTQ Resource Center
- An out faculty member
- Campus Title IX officer (for now)

# Thank you!

[diversity.asee.org/lgbtq](https://diversity.asee.org/lgbtq)



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