



Safe Zone LGBTQ Ally Training

Creating a positive and inclusive environment for LGBTQ individuals in STEM

Level 2 Online Workshop

October 6, 2016



ASEE ACTION ON DIVERSITY

**PROMOTING LGBTQ
EQUALITY IN STEM**



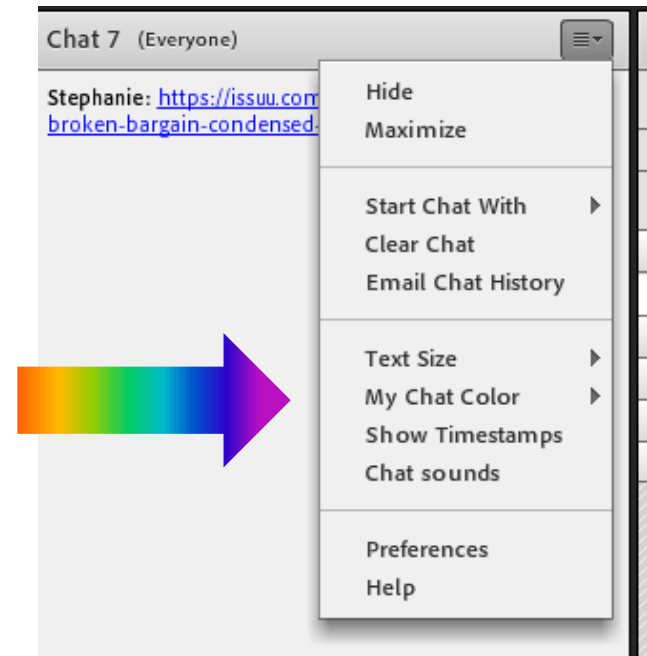
General Housekeeping Items

- 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!
- Slides and recording will be sent via email.



Engaging with the Group

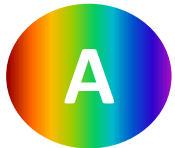
- If you have any questions, please **‘raise your hand’** and/or enter them in the chat box. We will have a Q&A portion at the end of the webinar.
- We will be doing several interactive activities today. All of these will use the chat box.
- Stand out from the crowd! You can change your text **size** and **color** in the chat window.



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/



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

About the Project



ASEE ACTION ON DIVERSITY

**PROMOTING LGBTQ
EQUALITY IN STEM**



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

Diversity.ASEE.org/LGBTQ

Upcoming Events

MORE Level 2 Safe Zone Ally Training Online Workshops

Deep Dive: Supporting Transgender Students and Colleagues

Thursday, October 27 — 2 - 3 PM, ET

Register: http://asee.adobeconnect.com/sztrans/event/event_info.html

Deep Dive: Engineering Culture

Tuesday, December 6 — 3 – 4 PM, ET

Register: http://asee.adobeconnect.com/szeng/event/event_info.html



Today's Facilitators



Alon McCormick
University of Minnesota

**Cultivating Allies
+ Traditional
Academic Service**

**Building working
relationships to
support LGBTQ
inclusion**



Today's Facilitators



Tiago Forin
Rowan University

Involved with
ASEE, ASCE, &
NOGLSTP

Engineering
Education

Influenced by
liberal arts
education



A letter from a reader to ASEE Prism

September 2013



Is All Diversity Good?

“As a member of ASEE for a number of years, I have been rather fascinated by diversity articles in Prism and on the website. The commentaries seem to suggest that diversity is to be strongly promoted in education: Any and all diversity is good and therefore should be encouraged. But is diversity in sexual preference good if:

- The behavior takes 5 to 15 years off a person’s life expectancy?
- The behavior **proliferates** sexually transmitted diseases?
- The behavior promotes a sexually promiscuous lifestyle?
- The behavior is addictive and abusive?

We would do well to teach the truth about the homosexual/lesbian/bisexual/transgender lifestyle.”

--ASEE Member

Agenda

- STEM Climate
- Disrupting discrimination
- Awareness of trans issues
- Safe Zone Conduct
- Resources



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



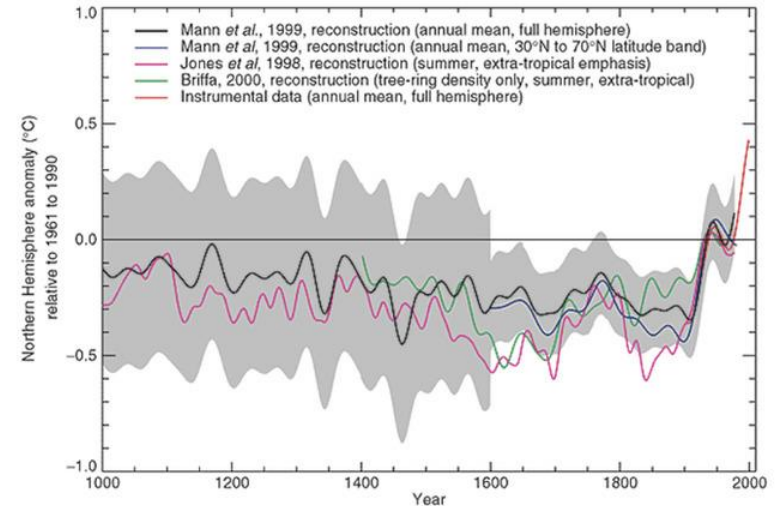
Climate Vocab

➤ Climate

➤ *Campus Climate*

➤ *Chilly Climate*

➤ *Climate Change*



Why climate matters

34%↑

The U.S. needs
1 million additional STEM graduates by 2022

President's Council of Advisors on Science and Technology (2012)

Most viable way to achieve
this is to

Increase retention

One of the key reasons for
leaving STEM is

Chilly climate

*President's Council of Advisors on Science and
Technology (2012)*

Creating an inclusive climate
benefits

ALL students

Diversity is essential to the
intellectual and social
development of

ALL students

Milem (2003), Smith (2010), Reason (2006)

Creating an inclusive climate

30%↑

Employee engagement

Human Rights Campaign (2014)

Diversity increases

**Innovation and
productivity**

Herring (2009)

We have a problem

Anti-LGBTQ bias, discrimination, and hostility in the classroom and workplace

29%

Experienced
discrimination/
harassment

37%

Not
comfortable in
the classroom

30%

Seriously
considered
leaving

Rankin (2010)

62%

Hear
homophobic
jokes
HRC (2014)

53%

Hide LGBT
identity at
work
HRC (2014)

52%

No workplace
antidiscrimination
protection

Movement Advancement Project

2.7%

STEM

3.4%

Non-STEM

Cech (2015)

CAMPUS CLIMATE

**WORKPLACE
CLIMATE**

**REPRESENTATION @
FEDERAL AGENCIES**

Surely the Climate is Better in STEM

In comparison with faculty in other departments, STEM faculty are:

- Most likely to observe and experience exclusionary behavior
- Least comfortable in their departments

Faculty who are not comfortable are >2.5 times more likely to consider leaving their jobs

Patridge, et al., JWMSE (2014, p. 91)

Heteronormative Climate

1. Heteronormative statements and assumptions
2. Unwelcoming environment – discussions of equality, power, hostility are not considered appropriate
3. Gendered conceptions mapped to orientation
4. Passing and covering demands



5 Minutes

Navigating Engineering Culture

- Passing and covering strategies
- Achieving expertise
- Compartmentalization

Effects

- Burden of identity
- Social and academic isolation
- Anxiety over job security

Activity (Not So) Simple Small Talk



10 Minutes

Don't Ask, Don't Tell

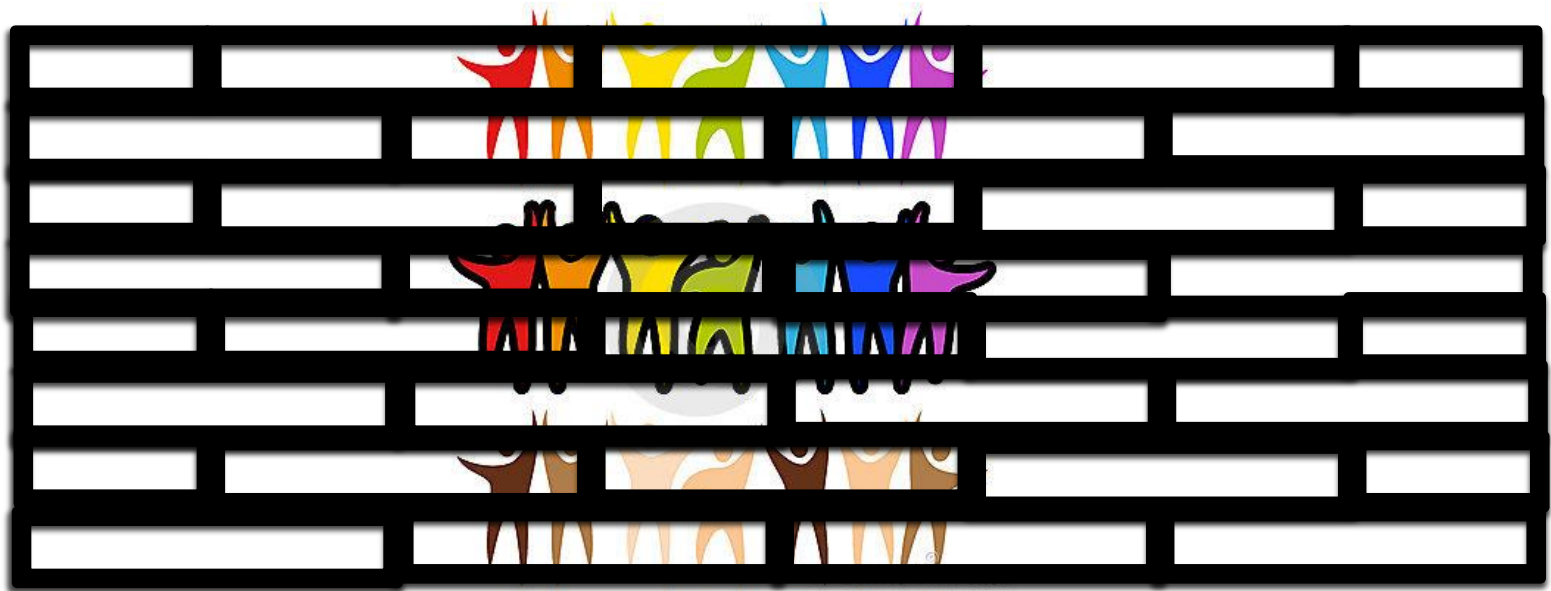
LGBTQ professionals top 5 concerns

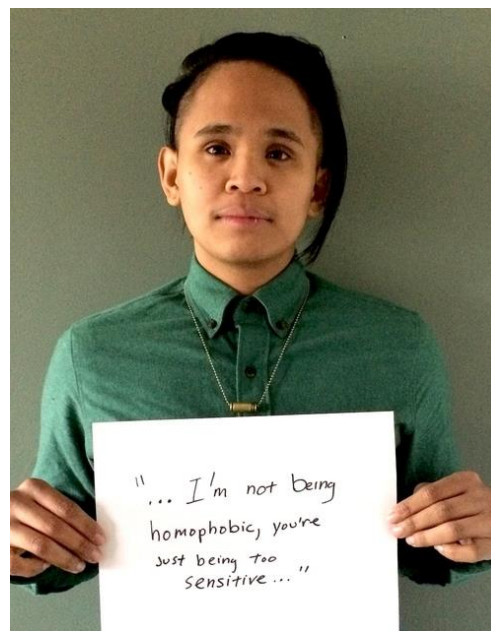
1. Might not be considered for advancement
2. Possibility of losing connections/relationships with co-workers
3. Possibility of rejection
4. Talking about sexual orientation or gender identity might be considered unprofessional
5. Belief that it is not co-workers' business

Microaggressions



What are they? Why do they matter??





Responding to bias

- We all make mistakes! It's OK. Apologize, correct it and move on.
- Try to be self-aware, listen to your language
- If you hear a microaggression
 - Call it
 - Own it
 - Stop it

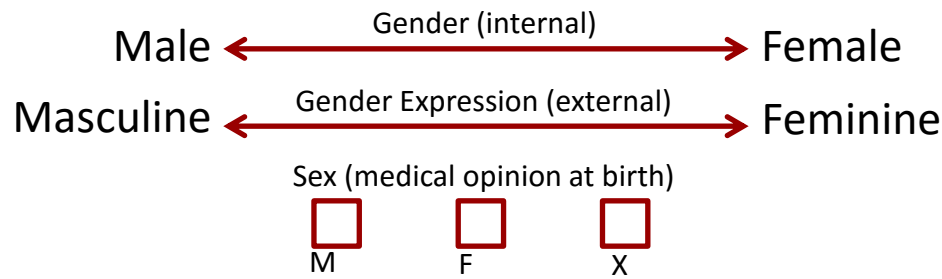
- When people say _____, It makes me feel like _____ because it sounds like _____
- Example: When people say things like that, it upsets me because it sounds like a stereotype that lesbians are not feminine

Trans 101

- Trans concepts
- Trans facts and figures
- Trans microaggressions
- Trans issues at work and in the classroom
- Trans-inclusive policies at school and at work
- How to be an ally to trans people

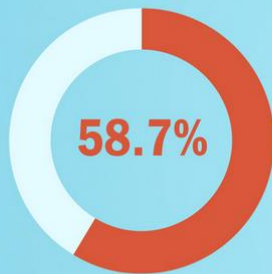
Trans concepts

- Sex, gender, and orientation are different and non binary
- Transgender individuals may opt to change physically via hormone therapy, gender affirming surgery, and cosmetic procedures
- The authenticity of gender should not be judged by hormone therapy or surgery

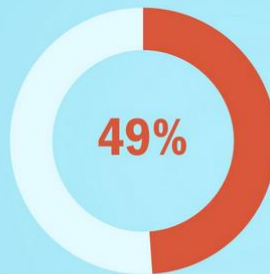




80% of trans students feel unsafe at school because of their gender expression



of gender non-conforming students have experienced verbal harassment in the past year because of their gender expression, compared to 29% of their peers



of trans people reported physical abuse in a 2007 survey

The Gender, Violence, and Resource Access Survey found that



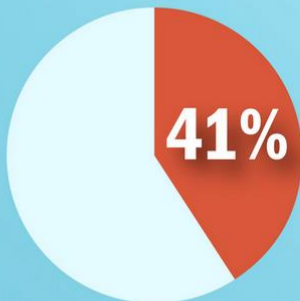
of trans people have been raped or assaulted by a romantic partner

Trans people of color are...

6X



more likely to experience physical violence when interacting with the police than white cisgender survivors of violence



of trans people have attempted suicide



1 in 5 transgender people have experienced homelessness at some point in their lives



1 in 8 have been evicted due to being transgender

TRANSGENDER WORKERS

WORK AS HARD, DENIED HEALTHCARE & LEAVE

→ THE PROBLEM

**LACK OF UNDERSTANDING
OF TRANSGENDER HEALTH
NEEDS**

Employers and health insurance companies often discriminate and/or erroneously assume health care for transgender workers is not medically necessary



→ THE IMPACT

**TRANSGENDER WORKERS
DENIED NEEDED
HEALTHCARE AND LEAVE:**

**DENIED
HEALTH
COVERAGE
AND CARE**



**DENIED
NEEDED
MEDICAL
LEAVE**



→ THE SOLUTION

**EQUAL ACCESS TO
HEALTHCARE AND LEAVE**

Pass or amend laws to end inappropriate healthcare and medical leave exclusions for transgender workers

EMPLOYER POLICIES

Employers can extend needed health insurance and leave to transgender workers



Trans etiquette – What NOT to say

Are you trans?

Wow! I could
barely even tell!
You look so
normal!

Have you had any, you know,
surgeries? I'm just curious.

Do you have to
take hormones?



Be respectful

Trans issues—The Bathroom

Various state and local legislature bills
Based on fear of assault in bathrooms

➤ Data shows ZERO incidents of misconduct BY transpeople

➤ Quite the contrary – reports of transpeople denied, harassed, or assaulted when using the bathroom of their gender identity
<http://mic.com/identities>

➤ Laws may violate Title IX

➤ Consider academic consequences of no access to safe facilities



US DOE Title 9 Resource Guide

➤ <http://www2.ed.gov/about/offices/list/ocr/docs/dcl-title-ix-coordinators-guide-201504.pdf>

April 2015
Provides Additional
details and guidance
on LGBTQ
protections

TITLE IX RESOURCE GUIDE



U.S. Department of Education
Office for Civil Rights
April 2015

Spread the news!

Transgender Students Are Protected Under Federal Law.

April 29, 2014

"Title IX's sex discrimination prohibition extends to claims of **discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity** and OCR accepts such complaints for investigation. Similarly, the actual or perceived sexual orientation or gender identity of the parties does not change a school's obligations."

U.S. Dept. of Education

Transgender
Law Center



How to be a trans ally

- Use correct name and pronouns
- Educate yourself about trans issues through campus resources (LGBTQ+ Center website, workshops, etc.)
 - Don't rely solely on trans people in your life to educate you!
- Use cis- privilege to disrupt misconceptions and respond to bias. It should not be the responsibility of trans/nonbinary people to deal with the behavior of all cis people.
 - Correct misgendering and similar mistakes. Support the education effort.
 - Example:
 - *Colleague:* "So I was talking to that guy John the other day and he—"
 - *Ally:* "You mean **Jo**? I like them a lot – and I understand that Jo uses they/them/their pronouns."
- Use gender-neutral pronouns in class/workplace/emails when no gender is needed
 - They/them/their/themself; ze/zir/zirs/zirself when preferred
 - They/them/their is great for gender-neutral-singular, *CEP Magazine*, AICHE, February 2016
- Advocate for gender-neutral bathrooms on campus and in workplace

Resources

- mic.com/identities
- Charlie Rose – Gender Identity
<https://charlierose.com/videos/21056>
- <http://www.genderpsychology.org/>
- Books:
 - *The Lives of Transgender People* by Beemyn & Rankin (Research)
 - *The Whipping Girl* by Julia Serano (Manifesto)
 - *Trans-Sister Radio* by Chris Bohjalian (Literature)
 - *Transgender Rights* by Paisley Currah, et al (Law/Policy)
- Films:
 - “No Dumb Questions”
 - “Just Call me Kade”

What Would You Do?...

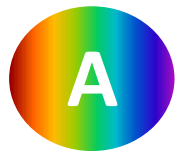
➤ Using Case Studies

- Use what you have learned in this webinar to react to a given case study.
- Each group will be given 10 min and a unique case where a microaggression is made against someone who is LGBTQ.

➤ Read & discuss your group's case study.

- What are the consequences of the events described in your group's case study?
- Allow a couple minutes for discussion.
- What would be your response?

➤ Co-facilitators will report back to the everyone about potential responses.



10-15 Minutes

Student / Professional Resources

- o-STEM - www.ostem.org
- NOGLSTP - www.noglstp.org
- MENTORNET - www.mentornet.net



**Spread the
Word!**

Join!

**Start an oSTEM
chapter!**

Resources

Parents, Families and Friends of Lesbians & Gays (PFLAG)

www.pflag.org

Gay, Lesbian & Straight Education Network (GLSEN)

www.glsen.org

Gay and Lesbian Alliance Against Defamation (GLAAD)

www.glaad.org

Lambda Legal

www.lambdalegal.org

Out and Equal

<http://www.outandequal.org/>

National Center for Transgender Equality

<http://transequality.org>

(202) 903-0112

The GLBT National Youth Talkline

(youth serving youth through age 25):

(800) 246-7743

The Trevor Project (suicide hotline):

(866) 488-7386

The Gay & Lesbian National Hotline:

(888) 843-4564



Questions?



Alon



Tiago



Stephanie

Thank you!

diversity.asee.org/lgbtq



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

