

SAFE ZONE LGBTQ+ ALLY TRAINING LEVEL 1

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



Introductions

- Name
- Pronouns
- Affiliation
- What brought you here?



Level I Objectives

Knowledge

- Differentiate between concepts of sex, gender, & sexual orientation

Awareness

- Identify/recognize heteronormative and cisnormative assumptions
- Understand LGBTQ+ identity development and the coming out process

Skills

- Use strategies to make your class and workplace more inclusive
- Respond to bias

Action

- Join a visible network of people who promote LGBTQ inclusion

The ally spectrum

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



Safe Space Agreement

- Respect
- Ask Questions
- Listen
- Learning leaves, names stay



What is a Safe Zone?

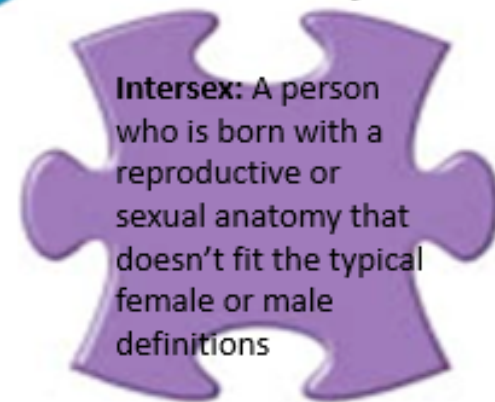
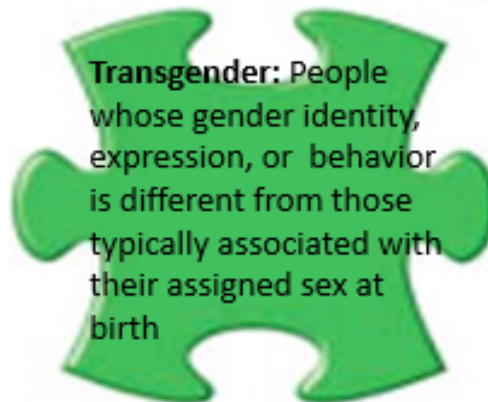
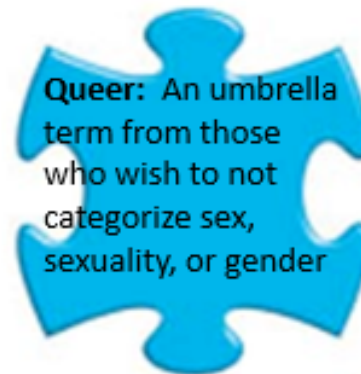
- A welcoming and supportive environment for LGBTQ students, faculty and staff on campus
- Stickers/signs help create a visible network of supporters
- Goal is a campus culture that is accepting of people with all sexual orientations, gender identities and gender expressions





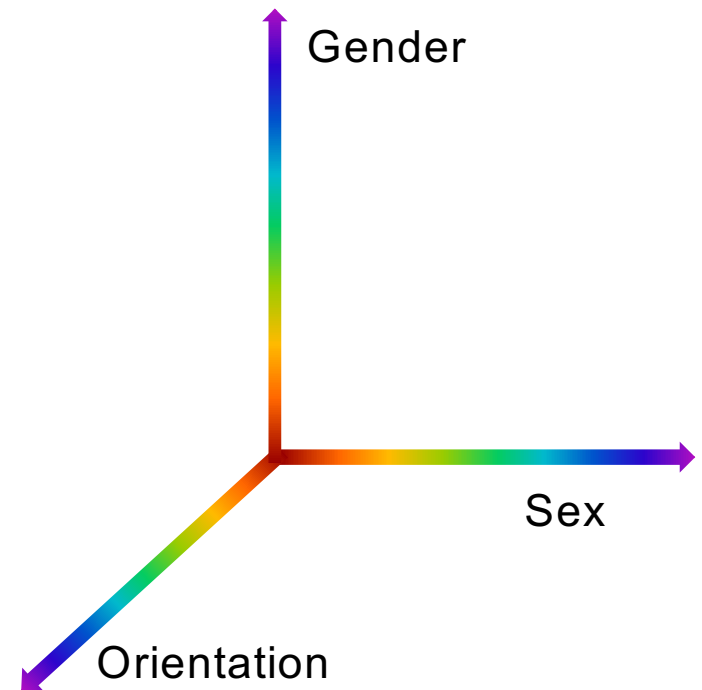
CONCEPTS AND TERMINOLOGY

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

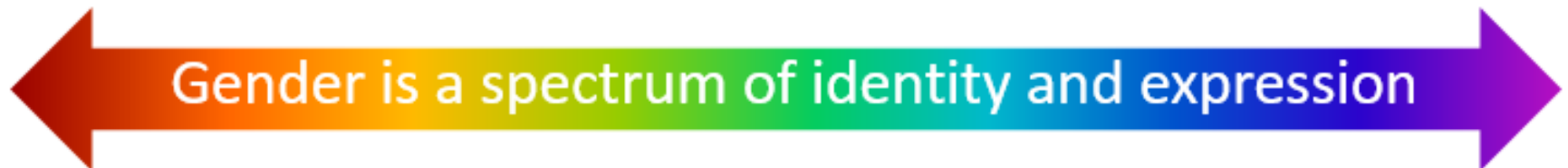
- Biological or medical classification based on genitalia, chromosomes, reproductive organs
- Assigned at birth as Male or Female (in most countries). This binary does not always reflect reality.
- Intersex – when anatomy and chromosomes are not congruent or are not consistent with M/F designations.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



Sex is expressed physically in many ways

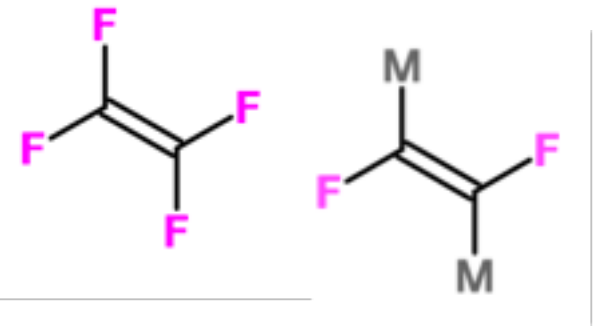
Gender

- 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

- Cisgender
- Transgender (avoid *transgendered*)
- Genderqueer
 - Genderfluid
 - Pangender
 - Agender
 - Third gender*
 - Nonbinary



Third gender is gaining legal recognition worldwide

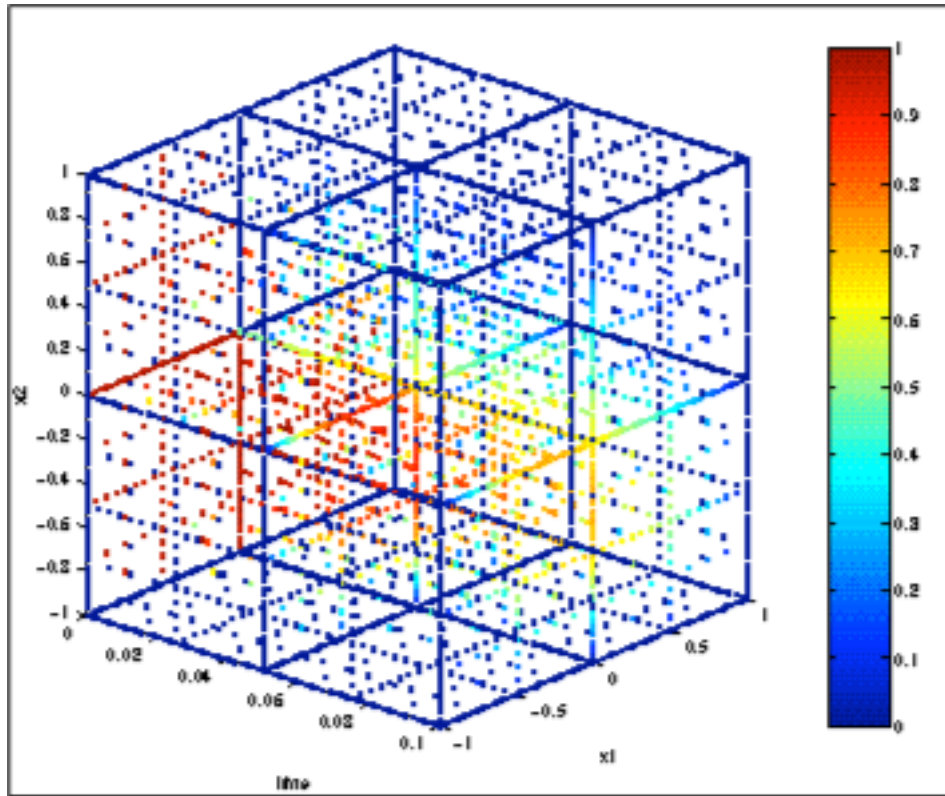
Orientation

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



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



LGBTQ IDENTITY DEVELOPMENT IN A NORMATIVE CULTURE

Normative assumptions

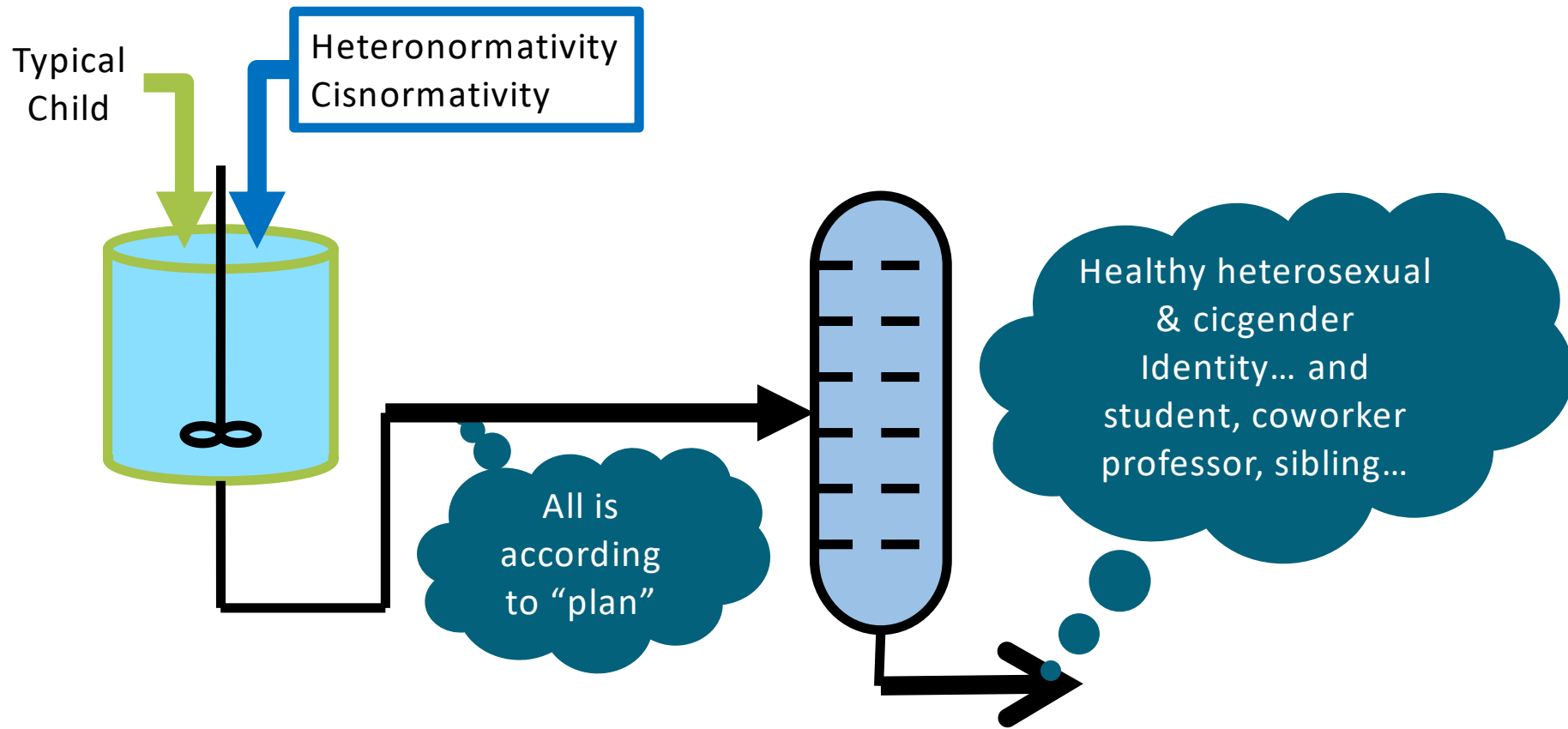
Normative – adj. relating to an ideal standard or being based on what is considered the correct way of doing something



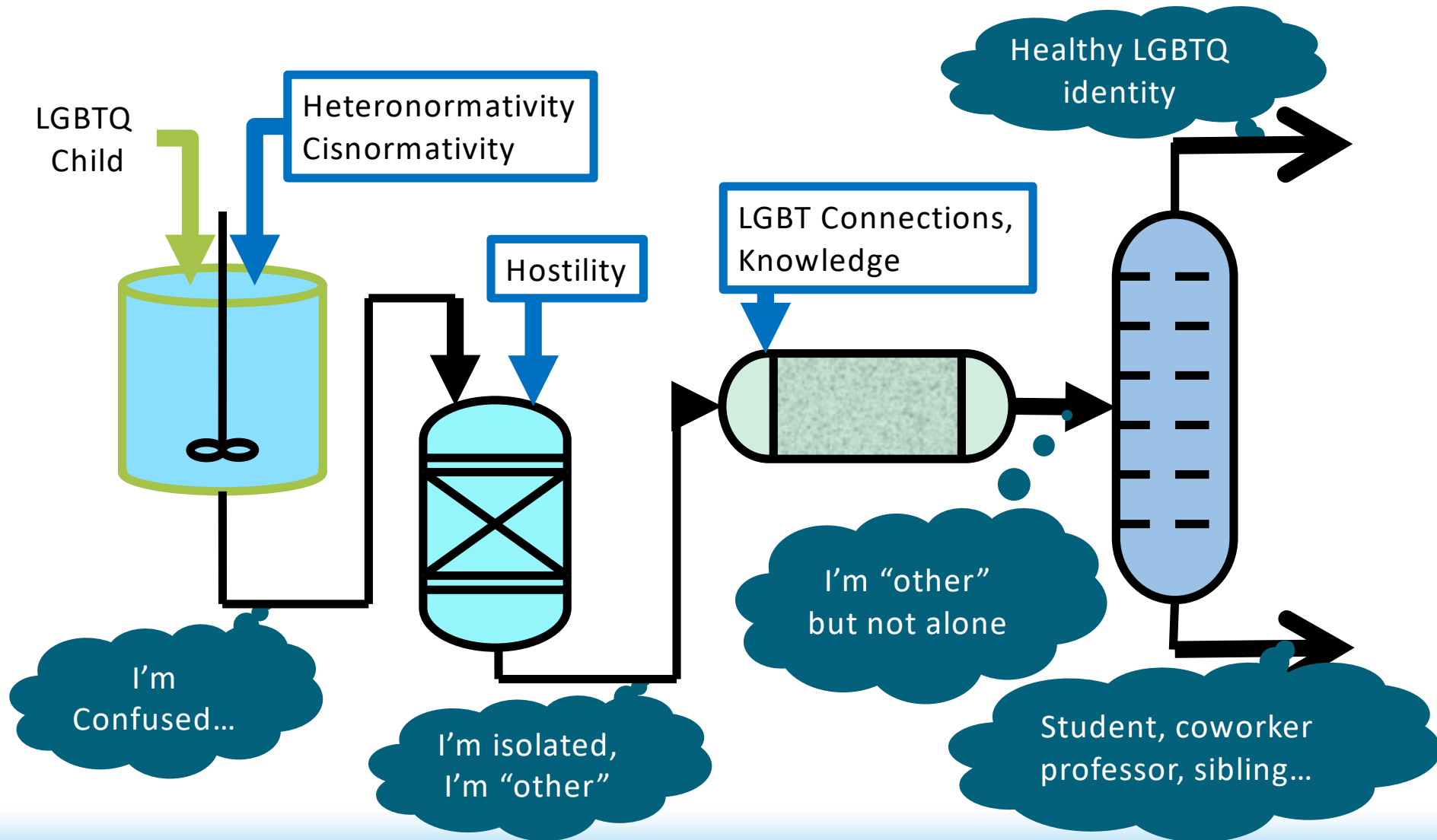
Heteronormativity – the assumption that all individuals are heterosexual

Cisnormativity - the assumption that all individuals are cisgender

Identity development process



Identity development process



Integration and intersection

LGBT





COMING OUT

Coming Out

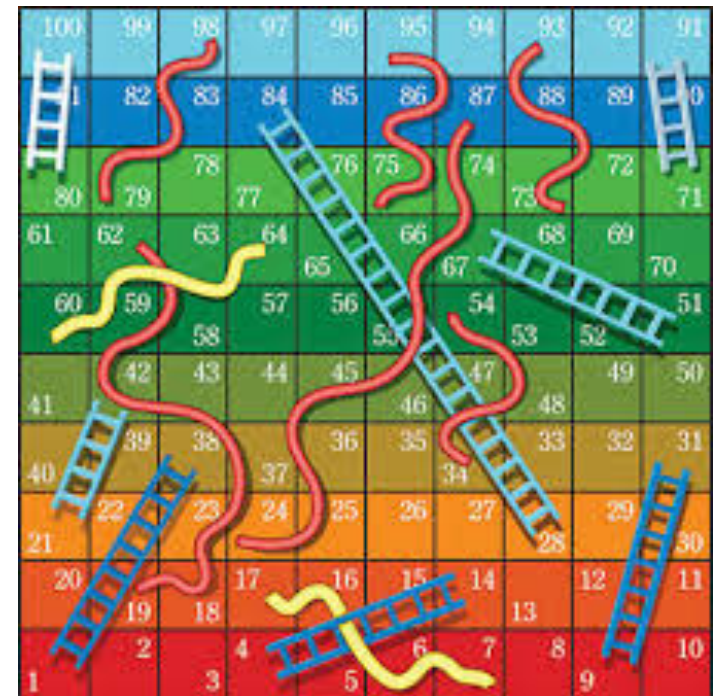
Coming out – the process of accepting one's sex, orientation, or gender identity, and sharing it with others

- **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 not a one-time event - 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




Coming out stars





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 them
 - Commit yourself as an ally
 - Learn and use the accepted terminology
 - Learn about the LGBTQ community and their world
- 



INCLUSION STRATEGIES

Creating a Safe and Inclusive Environment

Respond to Bias

Use Inclusive language

Create an inclusive classroom

Be an ally



RESPONDING TO BIAS

Responding to bias

When you hear an inappropriate (biased) comment or joke

- Assume: An LGBTQ+ individual is present
- Ask yourself: What message do you send by not responding?
- Think about: The difference between an ally (or bystander) responding and the target individual responding



How would you respond?

A student makes a homophobic joke in class

Responding to bias

- What do you mean by that?
- I'm surprised to hear you say something like that.
- I feel uncomfortable when I hear you talk about a person/group that way.
- I know you meant it as a joke, but I find it offensive.

How would you respond

A woman noticed a wedding photo in the office of a gay colleague. She commented to co-workers, “I don’t care if he’s gay, but does he have to flaunt his sexuality?”





INCLUSIVE LANGUAGE

Reframing normative assumptions with inclusive language

How would you reframe these normative assumptions?

- What does your wife / husband do?
- Do you have a boyfriend / girlfriend?
- **Use inclusive terms like date, partner, spouse**
- **If you make a mistake, apologize.**



Inclusive language - pronouns

Pronouns

- Gender inclusive pronouns, e.g., They/them/their
- Introduce yourself with name and pronoun
- Ask if you don't know
- If you really don't know, singular "they" is gender inclusive



Inclusive language



Words We're Watching

A Gender-Neutral Honorific



Mx: Words We're Watching

The gender-neutral *Mx.* is used as a title for those who do not identify as being of a particular gender, or for people who simply don't want to be identified by gender.



Mr. Ms.

A graphic showing the words 'Mr.' and 'Ms.' in a bold, serif font. A red 'X' is drawn over the 'r' in 'Mr.' and the 's' in 'Ms.', indicating that these gender-specific titles are being crossed out or rejected in favor of a more inclusive alternative.

'Mx.' is a gender-neutral honorific for those who don't wish to be identified by gender. Though the earliest print evidence dates to 1977, the word has only recently become popular.

Inclusive language recap

- Learn and use the correct terminology
- Use the correct pronouns (see handout)
- Use inclusive relationship terms
 - Date, spouse, partner
 - Use the same terminology the other person uses
- If you make a mistake, apologize
- If someone else makes a mistake, correct unobtrusively





INCLUSIVE CLASSROOM TIPS

Syllabus Statements

- Diversity Statement
 - Expressing your commitment, your expectations
- Safe Zone Statement
 - Expressing your support
 - Makes you more visible as an ally / supporter
- Name/Pronoun Statement
 - Expressing our commitment to using lived names and pronouns

**What is your
commitment to
classroom inclusion?**



Names and Pronouns

- Bring a roster with last names only; ask students for first names
- Provide an opportunity for students to tell you their pronouns
 - Use get-to-know you index cards
 - Or use an online survey

Name:
Birthday:
The pronouns I use are:
Two things I want to learn this year:
1.
2.
Something interesting about me:

More Classroom Inclusion

- Be visible as a supporter
 - Safe Zone Sticker on your door, in your classroom, on your computer
- Highlight contributions of LGBTQ+ engineers
- Always assume there's an LGBTQ+ student in the class
- Respond to bias when you observe it





More Tips for the Classroom and Beyond


- Highlight LGBTQ in Engineering
 - Contributions of LGBTQ+ engineers

How to be an ally / supporter

- Share what you learn here today
- Use proper terminology & inclusive language
- Respond to bias
- Attend some LGBTQ group meetings on campus & bring a friend!
- 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)
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Thank you!

lgbtq.asee.org



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