



BRAZOSPORT COLLEGE

Safe Zone Training

INTRODUCTIONS

Please introduce yourself by sharing

- Your name
- Your preferred pronouns
- Your title/position here at BC
- What compelled you to attend today's workshop
- What you hope to learn today
- (optional) A question you would like to have answered/discussed today



WHY DO WE NEED AN LGBTQIA SAFE SPACE?

Students Who Felt Isolated From Campus Life



Queer-Spectrum
Freshmen
— vs —
Heterosexual
Freshmen



Trans-Spectrum
Freshmen
— vs —
Non-Transgender
Freshmen

Tyler Clementi Center (Rutgers University) White Pages

Survey of 66,000 LGB & 6,600 GNC students at 4-year colleges

SERIOUSLY CONSIDERED SUICIDE IN THE LAST 12 MONTHS



What does the BC Safe Zone symbol mean?



1933 —The ▼ was first used to identify gay people in Polish and German concentration camps. Until the rise of the Nazi Party, German anti-gay laws were not enforced. German had the foremost institute for LGBT studies, the Institute for Sexology, before it was burned by the Nazis.

1986—ACT UP reclaims ▼ as a symbol of resilience and resistance, and they use it with the phrase SILENCE=DEATH to protest national silence regarding the AIDS crisis.

2019—Reclaim Pride NYC uses the ▼ symbol in their anti-corporate pride protest.

HOW SAFE SPACES AFFECT CAMPUS

**LGBTQIA people
feel an
increased
comfort level on
campus.**

Data from Iowa State
University & Duke
University

**Increased
visibility**

**Improved
campus
environment**

**Increased
conversations**

Evans 2002
Poynter & Lewis 2003



GROUP NORMS

1. Be smarter than your phone
2. Questions, Questions, Questions
3. Vegas Rule
4. LOL
5. Share the Airtime
6. Reserve the Right to Change Your Mind



LGBTQ UMBRELLA

- “**Queer**” is an umbrella term under which fall many sexualities and genders.
- “**Q**” stands for QUEER and QUESTIONING.
- TRANSGENDER/TRANS is another umbrella term.
- **Umbrella Handle**—illustrates a distinction between different aspects of human experience:
 - Sexuality
 - Lesbian
 - Gay
 - Bisexual
 - Gender
 - Trans
 - Non Binary



GENDERBREAD PERSON

⊖ means a lack of what's on the right side

Gender Identity

- ⊖ → Woman-ness
- ⊖ → Man-ness

Gender Expression

- ⊖ → Femininity
- ⊖ → Masculinity

Anatomical Sex

- ⊖ → Female-ness
- ⊖ → Male-ness

Sex Assigned At Birth

- Female
- Intersex
- Male

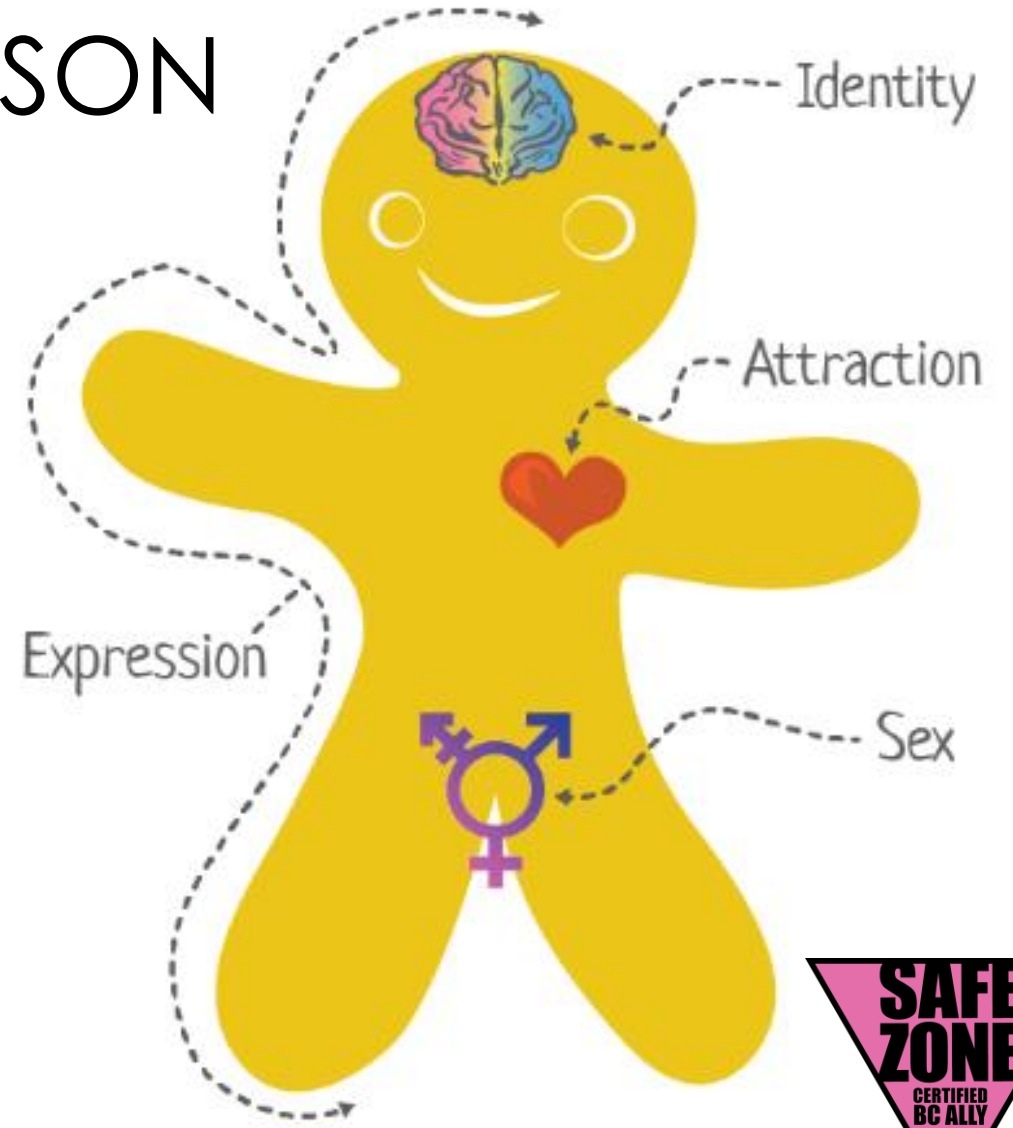
Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sexually Attracted to... and/or (a/o)

- ⊖ → Women a/o Feminine a/o Female People
- ⊖ → Men a/o Masculine a/o Male People

Romantically Attracted to...

- ⊖ → Women a/o Feminine a/o Female People
- ⊖ → Men a/o Masculine a/o Male People



VOCABULARY DOS & DON'TS



- Read the “avoid saying” column silently.
- Let’s talk through the list:
 - What questions do you have about these words/phrases?
 - Which words/phrases are you surprised you shouldn’t say?



PARTS OF SPEECH MATTER



- Some words are NOT affirming when used as nouns (transgender, queer, gay).
- **Adjectives are always safer.** They add on an aspect of someone's identity rather than reducing them to a single identity.
- Check out this example:
NOUN—Meg is blonde. John is gay.
ADJECTIVE—Meg is a blonde. John is a gay.



CORE VOCABULARY



- Read through the **bold faced** words on the vocabulary handout.
- Put a ✓ next to any word you have a question about/want to check in on.
- Put a ☆ next to any new words.



NORMALIZING PRONOUNS

- **Sharing your pronouns** is an easy way to use your privilege to normalize sharing pronouns. As faculty and staff, **we often set the tone and norms** for conversations with students. When we share our pronouns, we make sharing pronouns the norm.
- **Add your pronouns to your email signature**, social media bios, syllabus, and anywhere else you put your name. Don't assume folks will know your pronouns by your name, and **don't assume** you know others pronouns by theirs. 😊



TAKING ROLL RESPECTFULLY

- **Don't** 😊
- Instead, on the first day of class, pass out sign-in sheet with three columns. Fill in legal names on the left.
- Allow students to write the name they'd like to be called and their pronouns in the right two columns.
- **Why?**
Quiet students can come out without the risk of a public display.



MEETING ONE-ON-ONE

- When meeting new folks (ex, students in class, ACEit students in your office) offer your name and pronouns:

Ex. “Hi, I’m Dr. Sikorski, she/her. You can call me April.”

- This gesture invites folks to offer their pronouns *and* their chosen name.
- Also, if someone doesn’t offer their pronouns, feel free to ask: “What are your pronouns?”

Q. What if someone looks confused when I offer my pronouns?

A. You can use your judgement about the follow-up question. If you read the person you’re speaking to as “put off,” you don’t have to push.

Q. What if someone looks curious when I offer my pronouns?

A. In this case, ask for their pronouns. And, give an example of what pronouns they could use.

she/her | he/him | they/them | no pronouns/name only



STANDING UP & CALLING OUT

- When you hear someone deride someone on the basis of their sexual orientation or gender identity, use “gay” as a pejorative, or make hateful remarks, consider speaking up.
- Deciding when and how to do this is difficult, and the context you’re in may change how comfortable you feel confronting someone.



In situations like these, I follow Ash Beckham's advice from her talk at *Ignite Boulder 20*.

youtube.com/watch?v=Gxs78C3XGok



BC SAFE ZONE ALLY PLEDGE

- I will prominently display a Safe Zone decal or sign in my work or living space.
- I will create an environment and welcome individuals to talk with me openly about being gay, lesbian, bisexual, asexual, transgender, and/or questioning. I will listen attentively, participate in the conversation, and respect their values and decisions.
- I will actively address concerns of inappropriate materials, language, jokes, and incidents that negatively impact gay, lesbian, bisexual, asexual, transgender, and/or questioning individuals.
- I will encourage those who have experienced or witnessed acts of bias, bigotry or hate on our campus to report those experiences so they can be addressed.
- I will only use language and references in conversation that are inclusive and appropriate and not potentially offensive to gay, lesbian, bisexual, asexual, transgender, and/or questioning individuals.
- I will display an open and will attitude to learn about resources, campus organizations, training topics and community issues relevant to gay, lesbian, bisexual, asexual, transgender, and/or questioning individuals.
- I will continue to educate myself about gay, lesbian, bisexual, asexual, transgender, and/or questioning issues.

