Training Overview

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Flying Gender Unicorn
Coming Out & FIU Resources
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Group Norms

1. Be Smarter than Your Phone

No matter how good you are at multitasking, we ask you to put away your phone, resist from texting and all that jazz. We will take a break and you can send a quick text, snap, tweet, insta, etc. at that point. If you are expecting a phone call you cannot miss we will not judge!

2. Questions, Questions, Questions

Please feel free to ask questions at any time throughout this training. Unless someone is mid-sentence, it is always an appropriate time to ask questions. Even if it isn’t relevant to the topic, throw it out there – get it off your mind and on to ours.

3. Vegas Rule

*Slightly modified!* So during the training someone may share something really personal, may ask a question, may say something that they wouldn’t want attached to their name outside this space. So remember that what is said here stays here and what is learned here leaves here. You’re welcome to share anything that we say in this space with others and attach it to our name but we respectfully request that you take away the message from others’ shares and not their names.

4. Share the Airtime

If you are someone who participates often and is really comfortable talking – awesome! Do it. Also we ask that you try to remain aware of your participation and after you’ve shared a few times to leave space for other people to also put their ideas out there. If you usually wait to share... jump in!

5. Reserve the Right to Change Your Mind

If you say something and then later disagree with yourself, that is a-okay! This is a safe space to say something and then later feel differently and change your mind. We even encourage it.

6. Not Set in Stone

Everything that we’ve just mentioned is not set in stone! So, if along the way, you feel like you’d like to talk about adding or revisiting a norm, let’s talk about it!
First Impressions of LGBTQ People

Answer the following questions to the best of your ability:

1. Describe the first time you can remember learning that some people are lesbian, gay, bisexual, or queer.

2. Where did most of the influence of your initial impressions/understanding of lesbian, gay, bisexual, and queer people come from? (e.g., family, friends, television, books, news, church)

3. Describe the first time you can remember learning that some people are transgender.

4. Where did most of the influence of your initial impressions/understanding of transgender people come from? (e.g., family, friends, television, books, news, church)

5. How have your impressions/understanding of LGBTQ (lesbian, gay, bisexual, transgender, and queer/questioning) people changed or evolved throughout your life?

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CORE TERMS

advocate – noun: A person who supports any marginalized person or group of people by actively working to end intolerance, educate others, and promote social equity. Ideally this person would seek ongoing education and be open to learning and teaching others to affirm and support LGBTQ&A people.

asexual – adj.: A person who experiences no sexual attraction, who does not have any desire for sex, who experiences low levels of sexual attraction, or who has sexual attraction only under specific conditions. Some asexual people also experience varying levels of emotional or romantic attraction, although they can experience pleasure in many other ways. Asexuality is a continuum, and some placed on that continuum have other identity labels (e.g., demisexual). Sometimes abbreviates to “ace.”

biphobia – noun: A range of negative attitudes (e.g., fear, anger, intolerance, invisibility, resentment, erasure, or discomfort) that one may have or express toward bisexual individuals. Biphobia can come from and be seen within the LGBTQ&A community as well as straight society.

bisexual – adj.: A person who experiences attraction to some people of their gender and another gender. Bisexual attraction does not have to be equally split or indicate a level of interest that is the same across the genders an individual may be attracted to. Historically, bisexuality has referred to attraction to two genders, but recently the term has evolved to acknowledge the potential for attraction to more than two genders.

cisgender – adj.: A person who identifies with the gender assigned to them at birth (e.g., a cisgender man is someone who was assigned male at birth and identifies as a man). The word cisgender is sometimes shortened to “cis” (e.g., cis woman).

cisgenderism – noun: A discriminatory ideology that favors and normalizes the external designation of people’s genders and/or bodies over people’s own designation of their genders and/or bodies.

coming out – 1 noun: The process by which someone accepts and/or comes to identify their own sexuality or gender identity (to “come out” to oneself). 2 verb: When someone shares their sexuality or gender identity with others.

emotional attraction – noun: The desire to experience romantic feelings toward other people to varying degrees.

gay – 1 adj.: A broad term used by some people to refer to all people who are attracted to the same gender but historically has referred to a man who experiences attraction solely or primarily to men. 2 adj.: An umbrella term used to refer to the LGBTQ&A community as a whole.

gender assigned at birth – noun: The categorization of people as female, male, or intersex when they are born. Typically, this is decided using biological gender markers (e.g., chromosomes, genitalia, hormones, etc.).

gender binary – noun: A culture’s traditional definition or classification of gender as female or male.
**gender expression** – *noun*: the external display of one’s gender, through a combination of clothing, grooming, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity as defined by a cultural or historical context. Also referred to as “gender presentation.”

**gender identity** – *noun*: the internal perception of a person’s own gender.

**heteronormativity** – *noun*: the assumption, in individuals and/or in institutions, that everyone is heterosexual and that heterosexuality is superior to all other sexualities. Leads to invisibility and stigmatizing of other sexualities: (e.g. when learning a woman is married, asking her what her husband’s name is rather than her wife or partner). Heteronormativity also leads us to assume that only masculine men and feminine women are straight.

**heterosexism** – *noun*: A discriminatory ideology that favors and normalizes opposite-gender attraction and relationships over same-gender attraction and relationships.

**homophobia** – *noun*: an umbrella term for a range of negative attitudes (e.g., fear, anger, disgust, intolerance, resentment, erasure, or discomfort) that one may have toward LGBTQA* people or people perceived as LGBTQA*.

**homosexual** – *adj. & noun*: An outdated medical term now considered stigmatizing that was once used to refer to a person who is attracted to the same gender (use gay or lesbian instead).

**intersex** – *adj.*: A person who has a natural variation in genitalia, chromosomes, hormones or other biological markers of gender that vary from a society’s ascribed gender binary of female / male.

**lesbian** – *noun & adj.*: A woman who experiences attraction solely or primarily to women.

**LGBTQA*;** – *acronym*: An acronym for Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, and Asexual and/or Ally. The asterisk is sometimes used to acknowledge that language is inherently limiting when it comes to the emergent spectrum of our lived experiences related to gender and sexuality.

**monosexism** – *noun*: A discriminatory ideology that favors and normalizes attraction to one gender over attraction to more than one gender.

**non-binary** – 1 *adj.*: a person who identifies with neither, both, or a combination of different aspects of being a woman and/or a man. 2 *adj.*: sometimes used as an umbrella term for many non-binary gender identities (e.g., agender, bigender, genderfluid, genderqueer).

**pansexual** – *adj.*: A person who experiences attraction to members of all gender identities and expressions, not just people who fit into the gender binary.

**passing** – *adj. & verb*: A privilege that exists when others make a judgment about a person’s gender that accords acceptance of that person’s self-designated gender.

**queer** – 1 *adj.*: A term sometimes used to be inclusive of many gender identities and sexual identities. Some use this term to identify their sexuality and/or gender as fluid and not fixed to one identity. While some have reclaimed this term, some still consider this term derogatory.
questioning – *verb, adj.*: A process of exploring one’s own sexuality and gender before claiming or settling on an identity.

sexual attraction – *noun*: the desire to engage in sexually intimate behavior to varying degrees.

sexual identity – *noun*: the internal perception of a person’s attractions to others.

sexuality – *noun*: 1) the capacity for sexual feelings. 2) a person’s sexual orientation or preference. 3) sexual activities.

straight – *adj.*: A person who experiences attraction solely or primarily to people of another gender.

transgender – *adj.*: describes people who self-designate their gender rather than the gender assigned to them at birth.

transphobia – *noun*: an umbrella term for a range of negative attitudes (e.g., fear, anger, disgust, intolerance, resentment, erasure, or discomfort) that one may have specifically toward transgender people or people perceived as transgender.
# LGBTQ-INCLUSIVE LANGUAGE

<table>
<thead>
<tr>
<th>AVOID SAYING...</th>
<th>SAY INSTEAD...</th>
<th>WHY?</th>
<th>EXAMPLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>“Hermaphrodite”</td>
<td>“Intersex”</td>
<td>Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.</td>
<td>“What are the best practices for the medical care of intersex infants?”</td>
</tr>
<tr>
<td>“Homosexual”</td>
<td>“Gay”</td>
<td>“Homosexual” often connotes a medical diagnosis, or a discomfort with gay/lesbian people.</td>
<td>“We want to do a better job of being inclusive of our gay employees.”</td>
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**Born female” or “Born male”**

| “Assigned female/ male at birth” | “Assigned” language accurately depicts the situation of what happens at birth | “Max was assigned female at birth, then he transitioned in high school.” |

| “Female-bodied” or “Male-bodied” | “-bodied” language is often interpreted as as pressure to medically transition, or invalidation of one’s gender identity | |

| “A gay” or “a transgender” | “A gay/transgender person” | Gay and transgender are adjectives that describe a person/group | “We had a transgender athlete in our league this year.” |

| “Transgender people and normal people” | “Transgender people and cisgender people” | Saying “normal” implies “abnormal,” which is a stigmatizing way to refer to a person | “This group is open to both transgender and cisgender people.” |

| “Both genders” or “Opposite Sexes” | “All genders” | “Both” implies there are only two; “Opposite” reinforces antagonism amongst genders | “Video games aren’t just a boy thing -- kids of all genders play them.” |

| “Ladies and Gentleman” or “Guys” | “Everyone,” “Folks,” “Honored guests,” “Panthers,” “Y’all” | Moving away from binary language is more inclusive of people of all genders | “Good morning everyone, next stop Piccadilly Station.” |

| “Mailman,” “fireman,” “policeman,” etc. | “Postal worker,” “firefighter,” “police officer,” etc. | People of all genders do these jobs | “I actually saw a firefighter rescue a cat from a tree.” |

| “It” when referring to someone whose pronouns are unknown | “They” | “It” refers to objects/things, not people. | “You know, I am not sure how they identify.” |

| “Transgendered” | “Transition” or “Transitional” or “Transitioning” | Transgender people are not transgerdered but they may or may not go through a gender transition. | “Amy began her transition last summer,” or “Amy transitioned last summer.” |
The Flying Gender Unicorn

Gender

Gender Identity
- Non-Binary
- Transgender
- Woman/Girl
- Man/Boy

Gender Expression
- Neutral/Undefined
- Feminine
- Masculine

Gender Assigned At Birth
- Female
- Intersex
- Male

Sex (Gendered Biology)

External Genitalia (At Birth)
- Vagina
- Undifferentiated
- Penis

Hormone Levels (Vary Over Time)
- Estrogen
- Testosterone
- Progesterone

Chromosomes
There are several known variations in sex chromosomes:
- XX
- XXX
- XXY
- XY
- ...and more!

Sexual or Romantic Identity

Orientation
- Asexual
- Queer
- Bisexual
- Gay/Lesbian
- Straight

Physically Attracted To
- No one
- Non-Binary People
- Men
- Trans Women
- Cisgender Women
- Cisgender Men

Romantically Attracted To
- No one
- Non-Binary People
- Men
- Trans Women
- Cisgender Women
- Cisgender Men

Disclaimer:
While this graphic seems complex already, it is still an oversimplification of the beautiful diversity and complexity of our human gender, biology, and orientation.
Privileges for Sale

Please look at the following list of privileges. Each privilege costs $100 to purchase. As a group, please purchase as many privileges as your money allows.

1. Celebrating your marriage(s) with your family, friends, and coworkers.
2. Paid leave from your job when grieving the death of your partner(s).
3. Inheriting from your partner(s)/lover(s)/companion(s) automatically after their death.
4. Having multiple positive TV role models.
5. Sharing health insurance with your partner(s).
6. Being able to find role models of the same sexual orientation.
7. Being able to see your partner(s) immediately if in an accident or emergency.
8. Being able to be promoted in your job without your sexuality playing a factor.
10. Having your gender affirmed through the pronouns and name with which you identify.
11. Able to obtain child custody.
12. Being able to complete forms and paperwork with the information you feel most accurately communicates who you are.
13. Being able to feel safe in your interactions with police officers.
14. Being able to travel, or show ID in restaurants or bars, without fear you’ll be rejected.
15. Kissing/hugging/being affectionate in public without threat or punishment.
16. Being able to discuss and have access to multiple family planning options.
17. Not questioning normalcy both sexually and culturally.
18. Reading books or seeing movies about a relationship you wish you could have.
19. Receiving discounted homeowner insurance rates with your recognized partner(s).
21. Having others comfort and support you when a relationship ends.
22. Being a foster parent.
23. Using public restrooms without fear of threat or punishment.
24. Being employed as a preschool or elementary school teacher without people assuming you will “corrupt” the children.
25. Dating the person you desired in your teens.
26. Raising children without worrying about people rejecting your children because of your sexuality.
27. Living openly with your partner(s).
28. Receiving validation from your religious community.
29. Being accepted by your neighbors, colleagues, and new friends.
30. Being able to go to a doctor and get treatment that doesn’t conflict with your identity.
31. Being able to access social services without fear of discrimination, or being turned away.
32. Being able to use insurance for necessary medical surgeries and hormone therapies.
33. Being open and having your partner(s) accepted by your family.
Advocate Guide

“COMING OUT” ...of the closet.

is the process by which someone:
1) accepts and identifies with their gender identities and/or sexual orientation; and
2) shares their identity willingly with others.

It’s a PROCESS. Coming out is not usually a one-time thing—it’s a series of decisions as LGBTQ people navigate new settings. Respect people’s individual process.

People may be “OUT” in some spaces, and “IN” in others, to friends, family, classmates, coworkers, and community. A decision to come out to a person or group is one of safety, comfort, trust, and readiness.

It’s dangerous, unhealthy, and unhelpful to force someone to come out, or to “out” someone.

IF SOMEONE COMES OUT TO YOU...

DO NOT:
1. Say “I always knew,” or downplay them sharing with you.
2. Go tell everyone, bragging about your “new trans friend.”
3. Forget that they are still the person you’ve always known.
4. Ask probing questions or cross boundaries.
5. Assume you know why they came out to you.

DO:
1. Know this is a sign of huge trust! (Yay!)
2. Check-in about confidentiality. (Is this a secret?)
3. Remember this is just one dimension of them.
4. Show interest and polite curiosity about this part of them.
5. Ask them how you can best support them.

Using the Correct Pronouns is Magical...

Pronouns are one way to show respect for someone’s gender identity. Correct use of pronouns shows them affirmation of who they are while communicating their identity is valid and that they are in a brave space.

A
Affirm Neutrally
ID cards, names, and your perceptions are not always reliable. If the person didn’t tell you their gender yet, use “they” or gender neutrally use their name until you can...

B
Be Polite
Share your pronouns to signal inclusivity. Ask theirs & explain: “I ask everyone.” Don’t expect people to share their pronouns. Never ask about bodies, medication, or surgery.

R
Research
Research your questions in advance. Ask educators, not people who come out to you. Not everyone will want to teach you. Still have questions? Ask if they are willing first.

A
Apologize
Mistakes happen. Get over it! Apologize or simply correct yourself and move on. Then find people to practice pronouns with. Practice helps lessen future slip-ups.

KADABRA! Turn over for important resources at FIU...

Correct Pronouns Guide by Dr. Erica Jayne Friedman
GENDER INCLUSIVE RESTROOMS @FIU
List of single stall and gender inclusive restrooms: go.fiu.edu/inclusiverestrooms
Refer students to the Refuge app (GPS locator for gender inclusive restrooms)

CHOSEN FIRST NAME POLICY @FIU
This policy enables all Panthers to display their chosen first name and pronouns to the university community where feasible. Students can visit go.fiu.edu/chosenfirstname for instructions. Faculty and staff can visit go.fiu.edu/chosenfirstname_hr for instructions.

LGBTQ Scholarships
OUT & Proud – go.fiu.edu/outproud
Turner Pride – go.fiu.edu/turnerpride
Aqua Foundation – go.fiu.edu/aquascholar
Point Foundation – pointfoundation.org
National Database – go.fiu.edu/lgbtqscholar
Florida Database – go.fiu.edu/lgbtqscholarfl
More at: go.fiu.edu/lgbtqscholarships

LGBTQ Organizations in Miami
GLBT Alliance – glbtqalliance.com
Pridelines – pridelines.org
Survivors Pathways – survivorspathway.org
TransSocial – transsocial.org
Latinos Salud – latinossalud.org
SAVE LGBTQ – save.lgbt
Yes Institute – yesinstitute.org/resources
Participant Feedback Form

Please answer honestly :)

What is one thing that you learned from the training today? What did you enjoy about today's training?

___________________________________________________________________________________________________________________________________________________________________________________________________________________________

What could be improved for the next time this training is facilitated? How do you think this training could be improved?

___________________________________________________________________________________________________________________________________________________________________________________________________________________________

Who would you recommend this training to? What would you say to get them interested?

___________________________________________________________________________________________________________________________________________________________________________________________________________________________

Additional feedback for the facilitators? This could be in regards to material covered or the facilitation process.

___________________________________________________________________________________________________________________________________________________________________________________________________________________________

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Scenarios

1. You’ve noticed a fellow staff member making comments that are subtly homophobic and transphobic, which are making you and others uncomfortable. You’re unsure if this person realizes what they are saying is problematic or not. What might you do?

2. You’re interacting with someone new, and they introduce themselves as Alex and they look very androgynous. You’re not really sure what pronouns to use - what should you do?

3. You’re giving a tour to someone who are considering hiring and they ask is if the office is LGBTQ friendly. How might you respond?

4. A student/participant you work with on a regular basis shares with you that they are gay and are nervous to tell others and worried about how this will affect their hireability in the future. How do you support this person?

5. A staff member shares at a staff meeting that they are trans* and would like everyone to use a new name and the pronouns “they/them/theirs,” while everyone at the staff meeting is very positive and affirming in the moment, afterward there is a lot of confusion and hesitancy about how to proceed. People aren’t sure how to let others know, what to do when they mess up pronouns/names, what other types of support this person may want/need. How might you proceed?

6. You bring up the idea of your office/team doing a diversity/inclusion training. There is a lot of eye rolling and no one says anything affirming about the idea. Someone comments, “we’re all really accepting here, I don’t think we need to do that sort of training.” How might you respond?
Facilitation Suggestions: Staff, Faculty, Employees Scenarios

1. You’ve noticed a fellow staff member making comments that are subtly homophobic and transphobic, which are making you and others uncomfortable. You’re unsure if this person realizes what they are saying is problematic or not. What might you do?
   ○ **Follow-up.** Ask to chat with this person and then let them know what you’ve noticed and give an example.
   ○ **Relate in.** When giving feedback, relate-in to this person: “I used to mess this up all the time and while it took some practice at getting better, I’ve noticed people feel more at ease around me now.”
   ○ **Strategize.** Talk with another staff member about how to respond in the moment to the negative comments. Come up with a response that feels appropriate and try it out the next time this person makes a comment.
   ○ **Delegate.** Perhaps you know that you’re not willing to connect with this person directly. Find someone who would be and support them approaching this person.
   ○ **Keys to success**
     - Give them the benefit of the doubt that they likely didn’t mean to make anyone uncomfortable and don’t realize it’s having that effect.
     - Highlight this is about their actions not their identity. A lot of times people take things as a personal attack, be sure to speak to and focus on the behavior not on the person’s beliefs/identity or whether they are a good/bad person.

2. You’re interacting with someone new, and they introduce themselves as Alex and they look very androgynous. You’re not really sure what pronouns to use - what should you do?
   ○ **Share your pronouns & ask theirs.** “Hey my name is Marla and my pronouns are she/her/hers. What are your pronouns?”
     - This is particularly important if you’re going to be introducing them to other people.
   ○ **Use their name.** If you haven’t asked their pronouns yet, use their name every time. “Alex is here to check out the office. Alex have you been anywhere else today?”
   ○ **If you mess up, apologize, correct, and move on.** “He was -- oh, I’m sorry, Alex. She. She was saying that she was over at the pizza place for lunch.”

3. A student/participant you work with on a regular basis shares with you that they are gay and are nervous to tell others and worried about how this will affect their hireability in the future. How do you support this person?
   ○ **Affirm them and appreciate their trust.** “I am really glad that you know this about yourself and I also appreciate your honesty in sharing your concerns with me. Those
concerns are real and valid to worry about, and perhaps there are ways that we can work through them that can make them less scary.”

- **Find out what’s most pressing.** Perhaps they want to talk about coming out to people. Perhaps they want to talk about the job. Inquire more into which one they want to talk about first/today, depending on the time you have together.

- **Ask clarifying questions.** “Who have you told so far? What have their reactions been? Are there specific people that you’re nervous about telling? Do you have any evidence that this may go well or go poorly? Do you feel that it will be safe for you to tell the people you want to tell? What kind of timeline are you hoping to tell people on?”

- **Be honest.** “This might affect your hireability because some people do discriminate against people for being gay. I hope that doesn’t happen to you, because it’s simply not acceptable for people to treat you that way. But there are ways to navigate the job process to better ensure you’re supported in your job as a gay employee, and to help identify if a workplace is a good fit for you.”

4. A staff member shares at a staff meeting that they are trans* and would like everyone to use a new name (Trey) and the pronouns “they/them/theirs,” while everyone at the staff meeting is very positive and affirming in the moment, afterward there is a lot of confusion and hesitancy about how to proceed. People aren’t sure how to let others know, what to do when they mess up pronouns/names, what other types of support Trey may want/need. How might you proceed?

- **Ask Trey.** “Hey Trey, wanted to thank you for sharing that important information with me and let you know that I’m here to support you in this process. I recognize I have gaps in my knowledge around the different challenges you may face, so if there is anything I can do to help that I’m not doing, or not doing well, please let me know.”

- **Practice using their name/pronouns** regardless if they are around. Get in the habit of using this person’s new name/pronouns whenever you talk about them. If you want additional practice, ask a colleague to listen to you while you tell a story about the first time you and Trey met, or an experience you’ve had with Trey, using their new name/pronouns the entire time.

- **Acknowledge, apologize, and move on** when you mess up. “Yeah that was Trey’s idea. He -- I mean they, they were saying...” You can sometimes simply correct yourself and move on without an apology, though sometimes after repeated mistakes it makes sense to apologize. However, apologize for them, not for you.

- **If you learn something new** ask if you can share with the group. If you mess up and Trey says, “You know, I’d rather you correct yourself than spend time apologizing.” Ask if this is information you can share with others if they are wondering. There is going to be a lot of practice and educating, and Trey doesn’t have to do it alone.

5. You bring up the idea of your office/team doing a diversity/inclusion training. There is a lot of eye rolling and no one says anything affirming about the idea. Someone comments, “we’re all
really accepting here, I don’t think we need to do that sort of training.” How might you respond?

- **Separate acceptance vs. awareness/knowledge.** “I think that we all are really accepting but things change and sometimes we might not have the awareness or the knowledge to back up our value of acceptance. Always good to brush up on our understanding.”

- **Investment communicates importance.** “I agree, we are all really accepting, but in order for us to communicate that we are invested in creating accepting and open environments, we need to invest time into additional training.”

- **For other people.** “We all know that we’re really accepting here but that doesn’t mean other people are aware of it. This will provide us some context to help communicate that acceptance to others.”

- **Our impressions don’t always align.** “I would like to think of myself as a very accepting person, and I know that I have some areas of growth as well. However, it’s not easy to know what you don’t know and training helps highlight some gaps that we may not be able to see we have.”

  **Take Safe Zone Training 201** for a deeper understanding of gender and sexuality and how to respond in specific scenarios.