Eastern Connecticut State University

Safe Zone Training

Emma Blandford, M.Ed.
Permission Slip

• *I understand* that it is okay to be imperfect with regards to homophobia, transphobia, cissexism and heterosexism.

• *I give myself permission* to struggle with these issues, and to be up front and honest about my feelings.

• Be open
• Actively participate
• Try to learn
• Work toward changing
• Serve as a support
• Make an effort
• Support LGBTQ students, faculty, and staff at the Eastern Connecticut State University
About this Workshop

• Our goal is respect, equality and support for the LGBTQ community.

• There may be LGBTQ people who choose to come out.

• Respect confidentiality.

• Please refrain from cell phone use

We have all *learned* oppressive, homophobic beliefs.

We invite ALL questions.

• Unlike most workshops, we will *not* cover all material in this packet in detail. Do not read ahead 😊

To make this workshop a safe place for all, we invite *additional ground rules* from you at this time.
Checking Our Own Assumptions
Cycle of Oppression

**Stereotype:** Positive or negative generalization about an entire group of people without regard for their individual differences.

**Prejudice:** Conscious or unconscious negative belief about a whole group of people.

**Discrimination =** Prejudice + Influence.

**Oppression =** Prejudice + Power.

**Internalized Oppression:** “buying into” the elements of oppression by the target group.

And the cycle loops back to....
Working Definitions

**Purpose**: Create a basic understanding of LGBTQ issues and concerns.

**Ask**: For clarification on any terms/definitions or mark any that you really want to talk about!

**Seek Out**: Additional information to enhance your understanding of each term.
The Gender Unicorn

Gender Identity
- Female / Woman / Girl
- Male / Man / Boy
- Other Gender(s)

Gender Expression / Presentation
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other / Intersex

Sexually Attracted To
- Women
- Men
- Other Gender(s)

Romantically / Emotionally Attracted To
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan
TRANS* 101

TRANS*

Transsexual

Genderqueer

Two Spirit

Drag Queen/ King

MTF or FTM

Trans Woman/Trans Man

Intersex

Crossdressers
**LET’S GET GRAMMATICAL!**

**Pronouns**: The way we communicate about ourselves and other individuals to one another.

<table>
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<th>Object</th>
<th>Possessive Adjective</th>
<th>Possessive Adjective</th>
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<tbody>
<tr>
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<td>She</td>
<td>Her</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
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<tr>
<td>Male</td>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>His</td>
<td>Himself</td>
</tr>
<tr>
<td>Gender Neutral</td>
<td>Ze, They</td>
<td>Hir, Their</td>
<td>Hir, Their</td>
<td>Hirs, Theirs</td>
<td>Hirself, Themself</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Pronoun</th>
<th>Pronunciation</th>
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<tr>
<td>Ze</td>
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</tr>
<tr>
<td>Hir</td>
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</tr>
<tr>
<td>Hirs</td>
<td>Heres</td>
</tr>
<tr>
<td>Hirself</td>
<td>Hereself</td>
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</tbody>
</table>
PRONOUNS IN PRACTICE

Ze sells hir seashells by the seashore.

Ze Told Me Hir Name Was Billie Jean, As Ze Caused A Scene
How Have We Come to Understand LGBTQ People?

Answer the following:

1. When and how did you come to know that all people were not straight or cisgender?

2. What formed your early understanding or knowledge about LGBTQ people (e.g. Family, Friends, Media)?

3. Was your understanding/knowledge mostly Positive, Neutral or Negative?
CHECK YOUR FACTS!

1. Being LGB is *NOT* a mental disorder.
2. LGBTQ people do *NOT* have more sexual encounters than heterosexuals do.
3. HIV/AIDS is not just an LGBT disease
4. Gay people cannot just “choose” to leave homosexuality.
5. You *CANNOT* spot LGBTQ people by the way they dress and act.
6. LGBTQ people do *NOT* all work in the arts or as hairdressers.
7. Lesbians do *NOT* just need a “good man.” Gay men do *NOT* really just need a “good woman.”
8. In an LGBTQ relationship, there is no "husband" or "butch" role nor "wife" or "femme" role.
9. Individuals do not become LGBTQ because they were sexually abused as children.
10. Gay men do *NOT* molest children and recruit them to be gay.
11. LGBTQ people are *NOT* poor or unfit parents.
12. LGBTQ people are *NOT* protected by Civil Rights’ Laws (except in very few cities and states).
“Bisexuality is just a phase before someone comes out as gay or lesbian.”

FALSE

“One cannot identify as bisexual unless they have been in a relationship with both a man and a woman.”

FALSE

“Bisexuals aren’t as oppressed as gay men and lesbians because they have heterosexual privilege/they are ‘half-straight.’”

FALSE

For the vast majority of people, bisexuality is *not* a phase, and anyone who identifies as bisexual deserves to have that identity respected.
FAVORITE OR MOST IMPORTANT

1. Person who is not a family member
2. Person who is a family member
3. Hobby
4. Material Possession
5. Vocation - if you could have any job, what would it be?
The term “coming out” refers to the life long process of developing a positive LGBT or Q identity.

Each LGBTQ individual needs to decide when and to whom they will disclose their sexual or gender identity

http://www.youtube.com/watch?v=kSR4xuU07sc
POTENTIAL FEARS

- Rejection (loss of friendship)
- Forced into therapy
- Gossip
- Losing their job
- Harassment
- Physical Violence
- Disowned by family
- Losing children
- Losing financial support
- Being kicked out of their home
HELPING IN THE COMING OUT PROCESS

Ways that you can help when someone comes out:

• Ask appropriate questions

• Ask how you can support

• Clarify confidentiality

• Remember that the person has not changed
CONDENSED LGBT IDENTITY DEVELOPMENT

• **Stage 1:** Identity formation.
  - **Identity Challenge:** Something happens that causes a person to begin questioning their sexual/gender identity.

• **Stage 2:** Immersion/Emersion.

• **Stage 3:** Identity Pride

• **Stage 4:** Identity Integration.

• **Issues that Impact LGBT Identity Development:** Family, Friends, Romantic Relationships, Language, LGBTQ Culture, Religion/Spirituality
RESULTS OF HETEROSEXISM AND TRANSPHOBIA

• LGBTQ Youth are 2x more likely to experiment with drug use

• 52% of LGBTQ youth say they have used alcohol and drugs while only 22% of non-LGBTQ youth say they have (HRC, 2012)

• Between 20% and 40% of the estimated 1.6 million homeless American youth, identify as LGBTQ (NGLTF, 2006).

• In 2009, 18.4% of all reported hate crimes were based on sexual orientation
  *This does NOT include Trans* motivated hate crimes. (FBI, 2009).

• There is no Federal Job Protection for LGBTQ individuals in the US.
HETEROSEXUAL PRIVILEGE

• Living with your partner openly.

• Paid leave from employment when grieving the death of your spouse.

• Property laws, filing joint tax returns, inheriting from your spouse automatically under probate laws.

• Immediate access to your loved one in case of accident or emergency.

• Legal marriage to the person you love

• The ability to teach about lesbians, gay men, and bisexuals without being seen as having a bias.

• Belonging to the religious denomination of your choice.
CISGENDER PRIVILEGE

• Use of public restrooms peacefully.

• Strangers don’t assume they can ask what my genitals look like and how I have sex.

• The ability to walk through the world and generally blend-in.

• My identity is not considered a mental pathology (“gender identity disorder” in the DSM IV).

• Do not have to defend my right to be a part of “Queer.”

• Do not have to defend my right to be a part of “Queer.”

• Gender expression will not be used as a justification if murdered.

• Would not be placed in a sex-segregated detention center, holding facility, jail or prison that is incongruent with my identity.

• I can use public facilities such as gym locker rooms and store changing rooms without stares, fear or anxiety.
Understanding Privilege

- What is privilege?
  - A right or immunity granted as a peculiar benefit, advantage, or favor.
  - Not always aware
  - Examples of privileged groups: White Privilege, Male Privilege, and Class Privilege

Why Understand Privilege?

- It is important for everyone to understand what privilege they have and how it affects how they interact with society.
- Challenge our assumptions, and our knowledge to truly know how to advocate for others.
FOUR LEVELS OF BECOMING AN ALLY

Awareness

Knowledge/Education

Skills

Action
Having Educational Moments

- Ask questions
- Remain positive
- Know your triggers
- Don’t get angry
- Have a goal in mind
- Come from a place of care
BEING AN ALLY

These are just a few small ways to be an ally, you will never stop growing and learning!

• Be informed!
• Examine your own biases.
• Help, but don’t force!
• Remember that not everyone is heterosexual/straight.
• Provide a supportive atmosphere.
• Use inclusive language.

• Confront homophobic and anti-LGBTQ jokes and comments.
• Respond with warmth and friendship.
• Be a 100% ally – no strings attached.
• Be available to students struggling with these issues.
YOUR ACTION PLAN

Make the Pledge

I have come to understand that I cannot hold all the answers to solve homophobia & heterosexism,

But I will never stop trying

It is okay that I may not always know the right thing to say,

But I will always check my assumptions

I may struggle to understand the issues facing the oppressed,

But I will never stop learning

I know that we are all in some way responsible for the our homophobic and heterosexist culture,

But I will always fight for change

I PROMISE TO BE THERE, TO SUPPORT MY HUMAN FAMILY, TO EQUALITY AND BEYOND.
CONTACT

Emma Blandford, M.Ed.
blandforde@easternct.edu

ECSU Pride Room
Student Center, Room 109
(860) 465-0056
http://www1.easternct.edu/prideroom