

SAFE

ZONE

at

I respect sexual & gender diversity.

SHENANDOAH

Ground Rules for Conversation

- Vulnerability
- Empathy
- Privacy
- Curiosity

Photo text: A man holding a bowling ball says “How long do I have to hold this?” A woman, who appears pregnant, responds “Nine months please...”

EMPATHY



Photo text: an orange square indicates a post-it note.



Introduction Activity

Safe Zone Mission and Goals

*Safe Zone at Shenandoah University is a network of people who seek to affirm and support **sexual and gender diversity**. Safe Zone members are working to create a community that understands and honors the value of each unique individual.*

Goals:

1. Develop Allies
2. Support the LGBTQ+ Campus Community
3. Increase Awareness of Safe Zone

Why Safe Zone?

- **Feelings of invisibility**
- **Difficult to identify allies**
- **Unsupportive campus climate**
 - 57.6% of LGBTQ+ students reported feeling unsafe at their school because of their sexual orientation and 43.3% for their gender expression.
 - 58.8% of LGBTQ+ students reported hearing homophobic remarks such as “faggot,” “dyke,” or the expression “that’s so gay” frequently or often¹

¹ GLSEN (Gay, Lesbian, and Straight Education Network), 2015 National School Climate Survey

Photo Text: A multi-colored umbrella covers the letters “LGB” and the word “sexualities” on the left side of the umbrella handle. It covers the letter “T” and the word “Genders” on the right side of the handle.

LGBTQ is an acronym

meant to encompass a whole bunch of diverse **sexualities** and **genders**. Folks often refer to the Q (standing for “queer”*) as an **umbrella term**, under which live a whole bunch of identities. This is helpful because **lesbian, gay,** and **bisexual** aren’t the only marginalized sexualities, and **transgender*** isn’t the only gender identity. In fact, there are many more of both!



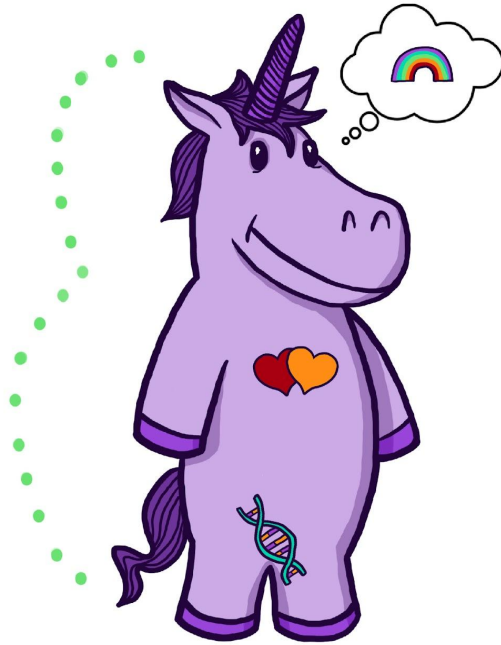
* The “Q” sometimes stands for “questioning” and “transgender” is often thought of as an umbrella term itself (sometimes abbreviated “trans”; or “trans*” in writing). Lots of asterisks, lots of exceptions, because hey – we’re talking about **lots** of different folks with different lived experiences to be inclusive of.

Photo Text:

A unicorn-shaped animation is the main focus. "Gender Identity" points to the brain, "Attraction" points to the heart, "Gender Expression" points to the outer edge, and "Biological Sex" points to a gender symbol between the legs.

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



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

Design by Landyn Pan and Anna Moore

“Bill Nye Saves the World” on The Sexual Spectrum



Photo Text:
A still from the video, 4
blue outlines of the human
body, with chromosomes
drawn on their bodies

Cycle of Socialization



Photo Text:

A chart with overlapping blue arrows that form a circle, signifying the cycle of socialization, starting at the top right with “institutional & cultural socialization”, the bottom right “enforcements”, the bottom center “results”, the bottom left “core”, and the top left “the beginning”. In the center of the cycle the core is explained as: fear, ignorance, confusion, and insecurity.

The Kinsey Scale

- 0- Exclusively heterosexual with no homosexual
- 1- Predominantly heterosexual, only incidentally homosexual
- 2- Predominantly heterosexual, but more than incidentally homosexual
- 3- Equally heterosexual and homosexual
- 4- Predominantly homosexual, but more than incidentally heterosexual
- 5- Predominantly homosexual, only incidentally heterosexual
- 6- Exclusively homosexual

LGBTQ+ Terminology

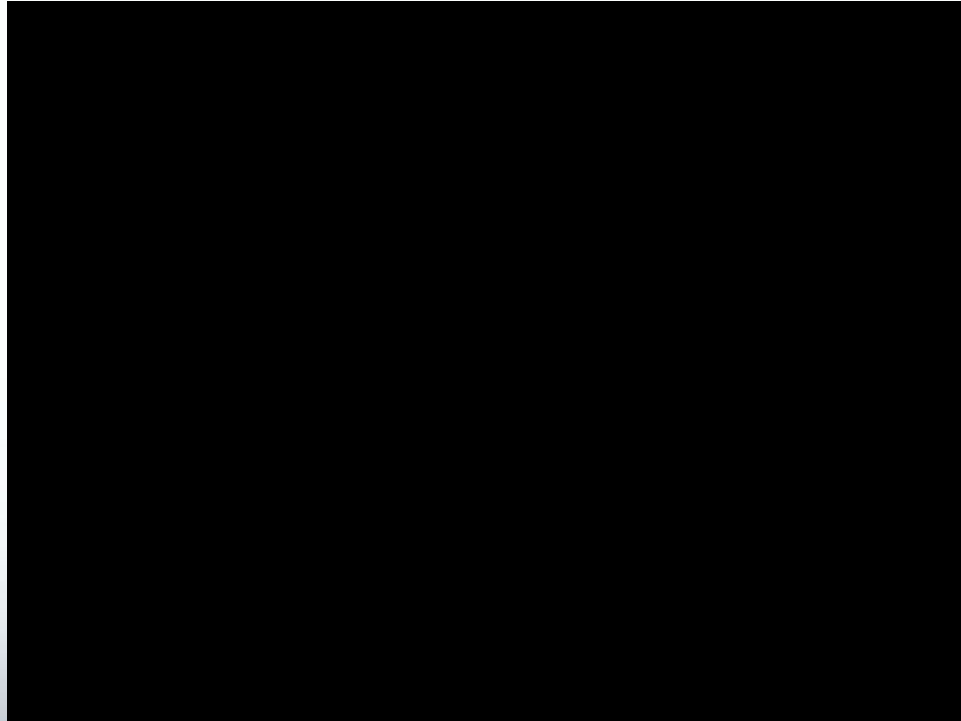
Language and Oppression

- Terms have meaning
- Language has been used to dehumanize, sexualize, and demonize LGBTQ+ individuals
- Intent v. Impact
- Language (and thus preferred language) changes, is co-opted, and falls out of favor

LGBTQ+ Terminology

Look at the supplied terminology list. Catalog which terms are new to you, which terms have a different definition than you thought, and which terms you are familiar with.

Pronouns



LGBTQ+ Terminology and Gender Pronouns

Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

[t transstudent.tumblr.com](https://www.tumblr.com/transstudent)
[f facebook.com/transstudent](https://www.facebook.com/transstudent)
twitter.com/transstudent

Design by Landyn Pan

For more information,
go to transstudent.org/ graphics

TSER
Trans Student Educational Resources

LGBTQ+ Terminology

Remember

- Use the language preferred by the individual
- When in doubt, ask for self-identified terms or pronouns
- Be aware of changes that language undergoes

Challenges LGBTQ+ People Might Face

Safety

Health (Mental & Sexual)

Coming Out

Oppression

Identity Development

Relationships

Struggles with Faith

Financial Burdens

Employment

Discrimination

Intersectionality

Others?

Remember, the 'issues' are not as important as how well you listen and support people as an ally

Current Issues

- The Virginia Values Act passed in 2020 in the state's House of Delegates. In addition to sexual orientation, the measure bars discrimination based on gender identity or veteran status.
- Supreme Court Ruled in Favor of Masterpiece Cakeshop
- Revoking of transgender guidelines for schools
- World Health Organization (WHO) no longer considers Gender Dysphoria to be a mental illness
- Virginia becomes 20th state to ban conversion therapy for minors
- Transgender military ban
- Attempts to end DACA could impact ~75,000 LGBTQ Dreamers
- Religious freedom arguments are laying the groundwork to discriminate against queer people possibly in healthcare, social services, and employment

Photo Text: A birthday cake reads "I'm gay." A letter from a child to her parents explains that she is gay and has wanted to tell them for a while.

When Someone Comes Out to You

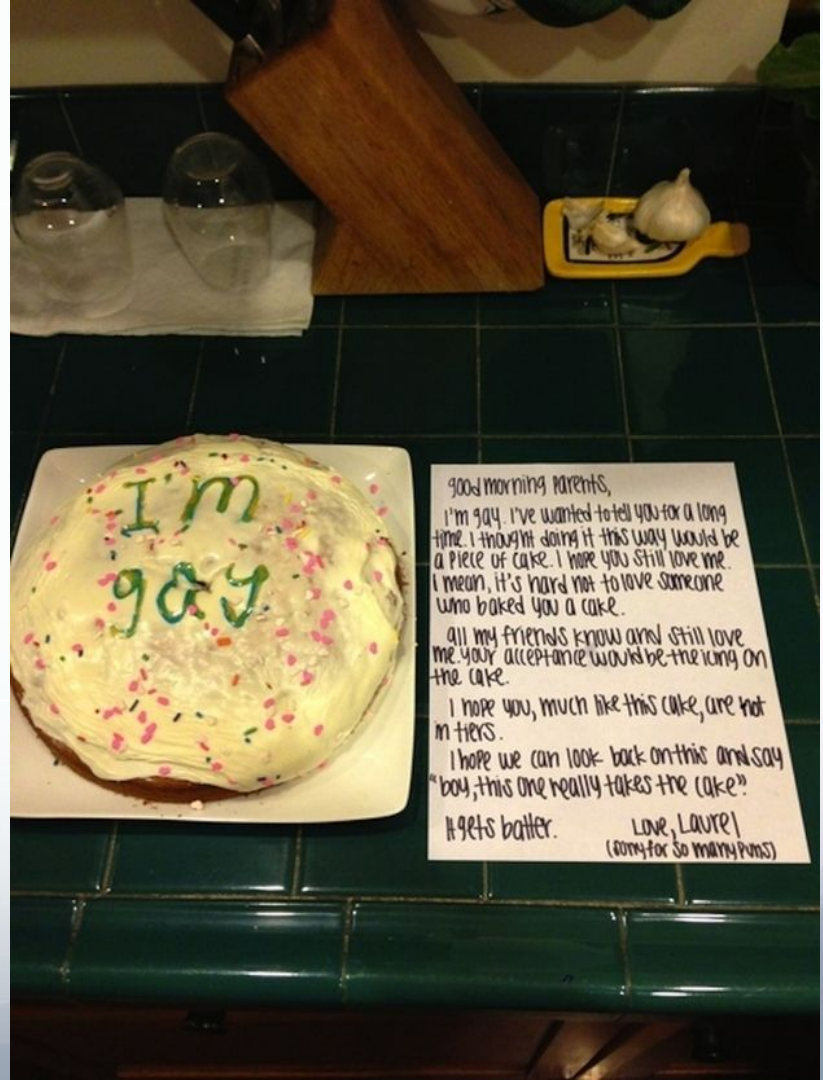


Photo text: A still from the videos, a fox and bear talking.

Empathy Not Sympathy



<https://www.youtube.com/watch?v=1Evwgu369Jw>

Coming Out

- **Offer support, but don't assume a person needs help or advice**
- **Acknowledge the person's courage**
- **LISTEN**
- **Assure and respect privacy-just because they came out to you doesn't mean they are out to everyone**
- **Remember that the person has not changed**
- **Be prepared to give a referral and offer continued support-coming out is not a "one and done" experience**

Coming Out

What NOT to say

- **“I knew it!”**
- **“Are you sure/Are you confused?”**
- **“You just haven’t found the right man/woman”**
- **“Shhh, don’t tell anyone”**
- **“You can’t be gay, you’ve had relationships with people of the opposite sex”**

Coming Out Stories

- What experiences can you share about the coming out process?
- Thoughts on the coming out process or supporting someone going through the process?

“Why is straight the default?” from *Love, Simon*



Heterosexual Privilege and Heterosexism

- Why is straight the default?
 - Addressing Heterosexual Privilege
- Heterosexism assumes that heterosexual orientation is the “default” and is oppressive to individuals who identify on the LGBTQ+ spectrum

How to be an Ally

- Be visible: display your sticker, add the SZ logo to your email signature and/or syllabus
- Respond to anti-LGBTQ+ language and behavior
- Support groups like Spectrum and Q in Question, attend events
- Make your classroom and meeting spaces inclusive
- Be a role model for other staff, faculty, and students-let them know you are SZ trained!
- Discuss with others-stay informed of current social and political issues, current events
- Advocate for professional development-join committees and task forces
- Educate yourself-don't rely on LGBTQ+ individuals
- Examine your own biases

Your ally is someone who...

LISTENS!

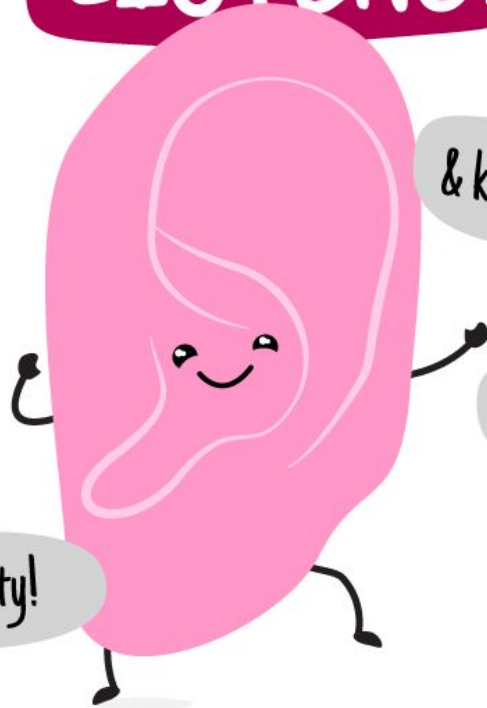
by IT GETS BETTER + its pronounced METROsexual

non-judgmentally!

without interrupting!

with an open mind!

with genuine curiosity!



& makes you feel comfy!

& keeps your secrets safe!

so you can share without fear!

& allows you to be 100% YOU.

Your ally is someone who...

INSPIRES

by IT GETS BETTER + its pronounced METROsexual

by keeping it real!

by thriving in their individuality!

by standing up for what they believe in!

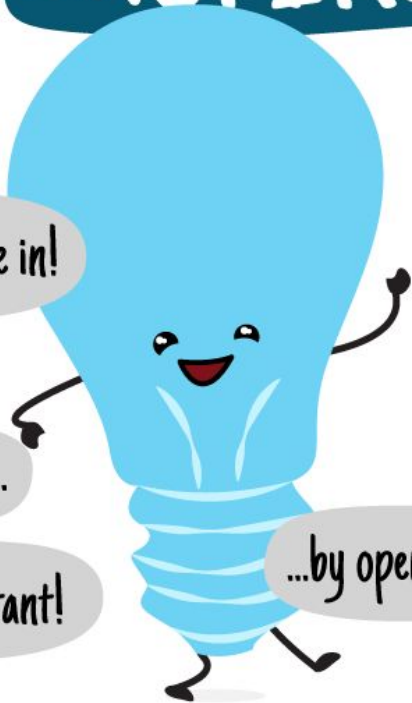
by giving you hope!

by teaching others about allyship...

action in others...

...& why it's important!

...by openly displaying support for LGBT YOUTH.



Resources

- Student of Concern Reporting: www.su.edu > Experience > Health & Wellness
- Counseling Center (Racey Hall)
- The Mosaic Center for Diversity (Brandt Student Center Room 120)
- Spiritual Life (Goodson Chapel)
- Spectrum (LGBTQ+ Student Organization)
- Q in Question (Discussion on Sexual Orientation/Gender Identity/Faith)
- Department of Campus Safety (540-678-4444)
- List of resources in your handbook
- **NEW!** Safe Zone Website: www.su.edu/diversity & click on Safe Zone!

Resources

- Faculty and Staff Affinity Groups
 - **LGBTQ+ and People of Color Affinity Groups are starting at SU - contact Karen if you're interested! kcornejo14@su.edu!**
 - Affinity groups are formed around a shared identity or common goal to build community among members of non-dominant groups and to foster inclusion and awareness in the broader university.
 - Affinity groups have been shown to increase retention rates among faculty and staff with marginalized identities.

Safe Zone Pledge



SAFE

ZONE

at

I respect sexual & gender diversity.

SHENANDOAH