

Indiana University-Purdue University Fort Wayne



Safe Zone Participant Manual



2012

Safe Zone is a program of the Indiana University-Purdue University Center for Women and Returning Adults with support from the IPFW Chancellor's Council on Diversity, the Office of Diversity and Multicultural Affairs, and the office of the Vice Chancellor for Student Affairs.

This guide is a collaboration of resources intended for use by Safe Zone workshop participants at IPFW and was created in 2012 by:

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This guide serves as an update of the 2006 Safe Zone Resource Manual created by Safe Zone Subcommittee members:

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Additionally, this guide incorporates material from the IPFW Safe Zone for Students 2008 manual, edited by Chris Schlarb.

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What is Safe Zone?

A Safe Zone is a place where you can feel free to talk about being lesbian, gay, bisexual, or transgendered without fear of criticism or hatred. It is a place where you can feel not only supported, but affirmed. It is a place where you are not only accepted, but valued. –DiClementi, 2004

Look for the sign:



The person displaying this sign has completed a Safe Zone workshop on the challenges and issues facing lesbian, gay, bi-sexual, and transgender individuals, and has pledged to be welcoming, supportive, and affirming to all LGBT individuals. Safe Zone is a program of the Center for Women and Returning Adults at Indiana University–Purdue University Fort Wayne (IPFW), with support from the Chancellor's Council on Diversity, the Office of Diversity and Multicultural Affairs, and the Office of the Vice Chancellor for Student Affairs.



Safe Zone for Students is a program of the Center for Women and Returning Adults at Indiana University–Purdue University Fort Wayne (IPFW), with support from the Office of Diversity and Multicultural Affairs and the Office of the Vice Chancellor for Student Affairs.



People displaying this sign have taken a Safe Zone training workshop and have signed a pledge to be positive, supportive, and affirming to students, staff, and faculty who wish to talk about being gay, lesbian, bisexual, or transgendered. In a Safe Zone, you are free to be yourself.

Safe Zone at IPFW Mission:

The mission of Safe Zone at IPFW is to give IPFW faculty and staff members the tools they need to help make the university a welcoming, accepting, affirming and safe place for all members of the LGBTQ community. That mission is fulfilled through the organization and promotion of programming that affirms the identity and aspirations of the LGBTQ community at IPFW.

Safe Zone at IPFW Goals:

- To help staff and faculty workshop participants – especially straight allies - better understand the history, culture and symbols of the LGBTQ community.
- To promote learning for staff and faculty to help them better understand the unique challenges LGBTQ students face as they navigate inequities, insensitivity, and hostile interactions in the larger community.
- To provide staff and faculty with strategies that will help them become more effective listeners, advocates and allies for their LGBTQ students, colleagues and neighbors.
- Curriculum review and revision on a three year cycle.

Safe Zone at IPFW Learning Outcomes:

- Workshop participants will be able to trace the broad outlines of LGBTQ history and cultural development.
- Workshop participants will be able to list some of the unique challenges their LGBTQ students face in their daily lives, and the effects of those experiences on the students' physical and mental health, and academic performance.
- Workshop participants will be able to recall some strategies for becoming more effective listeners, advocates and allies.
- Workshop participants will identify student development theories that relate to their roles as LGBTQ allies.
- Workshop participants will identify key terms common to the LGBTQ community.

History of LGBTQ Services at IPFW

1999-2001

A subcommittee of the Diversity Council was asked to investigate models for creating safe spaces for LGBT individuals on campus and propose an action plan. The subcommittee's plan was similar to the Safe Zone program currently in place. A sign was created bearing a rainbow logo and the name "Safe Haven."

2001-2004

A new faculty member, Jeannie Di Clementi, joined IPFW and assumed leadership of the initiative. The logo was redesigned and the name changed to Safe Zone because "Safe Haven" was associated with a pro-life group known to be intolerant of LGBT individuals. Professor DiClementi offered the first Safe Zone workshops in the fall of 2003 and spring of 2004.

2004-2005

The Diversity Council allocated funding for Safe Zone (printing of brochures, a handbook, and posters). Leslie Raymer offered a workshop titled "Strategies for Interrupting Homophobia in the Classroom," and also assumed responsibility for Safe Zone workshops. Raymer introduced the principle that facilitator teams should reflect racial/ethnic and gender diversity. The Diversity Council administered a comprehensive Campus Climate Survey in February 2005. Safe Zone had a poster at the March Diversity Initiatives Showcase.

2005-2006

A concerted effort was made to make progress, with the intent of finding a permanent institutional home for Safe Zone by the end of the academic year. While that goal was not achieved, the following steps were accomplished:

- The results of the spring Climate Survey were analyzed and published.
- Three additional Safe Zone workshops were held.
- 1,000 copies of the Safe Zone brochure were printed
- A new workshop, "Implicit Stereotyping and Bias Toward Others," was facilitated by Professor Craig Hill.
- Individuals who had completed Safe Zone training were surveyed and the results of the survey were reported to the Diversity Council.
- Audio conference "Providing Services for GLBT Students: The Campus Resource Center." (January 26th, 2006; 21 individuals attended).
- Safe Zone poster presentation at March 2006 Diversity Initiatives Showcase.
- Plan for initiating facilitator training.
- Safe Zone Handbook developed and published online and in hard copy.
- Safe Zone website launched summer 2006.
- Safe Zone was moved to the Dean of Students office for the 2006-2007 academic year, with Garrett Gilmer coordinating activities.
- Safe Zone Advisory Board first meeting, June 20th, 2006.

2006-2009

The Safe Zone Resource Manual was created in 2006 by the Safe Zone subcommittee. Safe Zone for Students was created in spring of 2008 by Chris Schlarb with the support of Dr. McClellan the Vice Chancellor of Student Affairs and Dani Witzigreuter, Coordinator of Student Government. The Safe Zone for Students curriculum was created with additional interactive components from the IPFW Safe Zone curriculum. Safe Zone for Students hired three student facilitators who were then trained and facilitated three workshops. Safe Zone and Safe Zone for Students were moved under the direction of the Center for Women and Returning Adults in the Office of Diversity and Multicultural Affairs in fall of 2008. United Sexualities, a student organization for LGBTQ students and allies, is formed (prior to 2006). Pat Turner and Leslie Raymer co-facilitate Safe Zone for faculty and staff.

2010

The Resource Center opens under the direction of Dr. DiClementi and with the support of Vice Chancellor McClellan and is staffed part-time under the Dean of Students. The Resource Center provides education and support services for IPFW's lesbian, gay, bisexual, transgender, and questioning community. The search for funding sources beyond the three year initial funds begins. Safe Zone, Safe Zone for Students, The Resource Center, and United Sexualities represent IPFW at Fort Wayne Pride. Safe Zone hosts Erin Davies, director of "Fagbug" for a day on campus with her car on display, screening of the film, and Q&A session. The Resource Center and Safe Zone partner to offer a session on bullying for residents in student housing. Lindsey Dixon facilitates Safe Zone for Students. Kim Myers joins Safe Zone as a co-facilitator, filling the vacancy left by Leslie Raymer. Pat Turner continues to co-facilitate Safe Zone, The Resource Center, and United Sexualities are represented at Fort Wayne Pride.

2011

The Resource Center, coordinated by Chris Schlarb, hosts the first Transgender Day of Remembrance with victims of trans hate crimes on fliers in rainbow colors displayed across the Willis Family Bridge and in WALB. The Resource Center offered a series of brown bag presentations on LGBTQ topics: gender and gender identity development; queering cinema; manhood on campus; world AIDS day; safe sex education; gender, sexual orientation, and sexual arousal. The Resource Center held a Queer Quote series spreading empowering and thought provoking quotes across campus in order to improve positive LGBTQ visibility and diversity competence. Chris Schlarb held a workshop for Career Services, Assisting LGBTQ Students with Career Concerns. Safe Zone facilitator and participant curriculum revision begins. Safe Zone presents workshops at Raytheon. Safe Zone, The Resource Center, and United Sexualities are represented at Fort Wayne Pride. Activist and spiritual leader Roland Stringfellow is invited to campus to speak.

2012

Safe Zone presented workshops at Raytheon, The Sexual Assault Treatment Center, and the Center for Nonviolence. Safe Zone, represented by Julie Creek and Kim Myers, joins the newly-formed NE IN LGBTQ Coalition. Safe Zone curriculum revision is finalized and Safe Zone trained additional IPFW staff as co-facilitators: Bob Brewer, Assistant Director of the Mastodon Academic Performance Center; and Julie Dominguez, Equity Officer for the Office of Institutional Equity. Additionally, Paula Ashe, English Instructor at Ivy Tech Community College was trained as a facilitator so that Ivy Tech may offer Safe Zone workshops for faculty and staff.

Safe Zone Workshop 1 Topics/Activities

Nametags and Introductions
What is Safe Zone?
Ground Rules
Sex, Gender, and Sexuality 101
Terms and Symbols
Transgender 101
LGBTQ History
Timeline Activity
Homophobia, Heterosexism, and Civil Rights
Campus Climate
Assign "Homework"

Safe Zone Workshop 2 Topics/Activities

"Homework" Discussion
Visualization Activity
What is an Ally?
Violence and Oppression
Student Development Theories
Inclusive Campus Spaces
Student Rights and Responsibilities at IPFW
Queer Jeopardy

Glossary of Terms

LESBIAN/GAY/BISEXUAL GLOSSARY OF TERMS

Unless otherwise noted, definitions are from Gay & Lesbian Alliance Against Defamation:
<http://www.glaad.org>

Bear

"Bear" is an LGBT slang term for men that are commonly, but not always, overweight and often having hairy bodies and facial hair. Some are also muscular and some project an image of rugged masculinity in their grooming and appearance. It is a subculture in the gay and bisexual male communities and to an emerging subset of LGBT communities with events, codes, and a culture-specific identity. *Source: http://en.wikipedia.org/wiki/Bear_%28gay_culture%29*

Biphobia

Fear of bisexuals, often based on inaccurate stereotypes, including associations with infidelity, promiscuity and transmission of sexually transmitted diseases.

Bisexual

An individual who is physically, romantically, emotionally and/or spiritually attracted to men and women. Bisexuals need not have had equal sexual experience with both men and women; in fact, they need not have had any sexual experience at all to identify as bisexual.

Cisgender/Cissexual

An individual whose gender identity (masculine/feminine) matches their biological sex.

Civil Union

Legal recognition of committed same-sex relationships (see HRC resources at www.hrc.org for current relationship recognition laws)

Closeted

Describes a person who is not open about his or her sexual orientation.

Coming Out

A lifelong process of self-acceptance. People forge a lesbian, gay, bisexual or transgender identity first to [himself or herself] and then may reveal it to others. Publicly identifying one's sexual orientation may or may not be part of coming out.

Domestic Partnership

Civil or legal recognition of a relationship between two people (domestic partners) that sometimes extends limited protections to them (see HRC resources at www.hrc.org for current relationship recognition laws)

Gay

The adjective used to describe people whose enduring physical, romantic, emotional and/or spiritual attractions are to people of the same sex (e.g., gay man, gay people) - though in contemporary contexts, gay is more commonly used to describe men, while lesbian (n.) is usually the preferred term for women. Avoid identifying gay men and lesbians as "homosexuals" (see Offensive Terminology to Avoid).

Heterosexual Man/Woman

A person whose enduring physical, romantic, emotional and/or spiritual attraction is to people of the opposite sex. Also **straight**.

Heterosexism

The attitude that heterosexuality is the only valid sexual orientation. Often takes the form of ignoring lesbians, gay men and bisexuals. For example: a feature on numerous Valentine's Day couples that omits same-sex couples.

Homosexual

(See Offensive Terminology to Avoid) Outdated clinical term considered derogatory and offensive by many gay men and lesbians. Gay and/or lesbian accurately describe people who are attracted to members of the same sex.

Homophobia

Fear of lesbians and gay men. Prejudice is usually a more accurate description of hatred or antipathy toward LGBT people.

Lesbian

A woman whose enduring physical, romantic, emotional and/or spiritual attraction is to other women. Avoid identifying lesbians as "homosexuals," a derogatory term (see Offensive Terminology to Avoid).

LGBT/GLBT

Acronyms for "lesbian, gay, bisexual and transgender." LGBT and/or GLBT are often used because they are more inclusive of the diversity of the community.

Lifestyle

(See Offensive Terminology to Avoid) Inaccurate term often used by anti-gay extremists to denigrate lesbian, gay, bisexual and transgender lives. Avoid using. There is no one heterosexual or straight lifestyle, nor is there one lesbian, gay, bisexual or transgender lifestyle.

Openly Gay

Describes people who self-identify as lesbian or gay in their public and/or professional lives. Also openly lesbian, openly bisexual, openly transgender.

Outing

The act of publicly declaring (sometimes based on rumor and/or speculation) or revealing another person's sexual orientation without his or her consent. Considered inappropriate by a large portion of the LGBT community.

Pansexuality/Polysexuality

Sexual attraction, sexual desire, romantic love, or emotional attraction toward persons of all gender identities and biological sexes. Self-identified pansexuals may consider pansexuality a sexual orientation, and refer to themselves as gender-blind, asserting that gender and sex are insignificant or irrelevant in determining whether they will be sexually attracted to others. The *Oxford English Dictionary* defines pansexuality as, "not limited or inhibited in sexual choice with regards to gender or activity". The concept of pansexuality deliberately rejects the gender

binary, the "notion of two genders and indeed of specific sexual orientations",^[4] as pansexual people are open to relationships with people who do not identify as strictly men or women

Polyamory

The practice, desire, or acceptance of having more than one intimate relationship at a time with the knowledge and consent of everyone involved. Many contend that it is distinct from both swinging (which often emphasizes sex with others as merely recreational) or with polysexuality (which is attraction towards multiple genders and/or sexes).

Queer

Traditionally a pejorative term, queer has been appropriated by some LGBT people to describe themselves. Some value the term for its defiance, and because it can be inclusive of the entire LGBT community. Nevertheless, it is not universally accepted, even within the LGBT community, and should be avoided unless quoting someone who self-identifies that way.

Sexual Orientation

The scientifically accurate term for an individual's enduring physical, romantic, emotional and/or spiritual attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual and heterosexual orientations. Avoid the offensive term "sexual preference," which is used to suggest that being gay or lesbian is a choice and therefore "curable."

Sodomy Laws

Historically used to selectively persecute gay men, lesbians and bisexuals, the state laws often referred to as "sodomy laws" were ruled unconstitutional by the U.S. Supreme Court in *Lawrence v. Texas* (2003). "Sodomy" should never be used to describe gay, lesbian or bisexual relationships, sex or sexuality.

Two-Spirit People (also Two Spirit or Twospirit)

An umbrella term sometimes used for what was once commonly known as berdaches. Indigenous North Americans who fulfill one of many mixed gender roles found traditionally among many Native Americans and Canadian First Nations communities. Third gender roles historically embodied by Two-Spirit people include performing work and wearing clothing associated with both men and women. The presence of male two-spirits "was a fundamental institution among most tribal peoples." Male and female two-spirits have been "documented in over 130 tribes, in every region of North America. Source: <http://en.wikipedia.org/wiki/Two-Spirit>

TRANSGENDER GLOSSARY OF TERMS*

From Gay & Lesbian Alliance Against Defamation: <http://www.glaad.org>

GENERAL TERMINOLOGY

Gender Identity

One's internal, personal sense of being a man or a woman (or a boy or girl.) For transgender people, their birth-assigned sex and their own internal sense of gender identity do not match.

Gender Expression

External manifestation of one's gender identity, usually expressed through "masculine," "feminine" or gender variant behavior, clothing, haircut, voice or body characteristics. Typically, transgender people seek to make their gender expression match their gender identity, rather than their birth-assigned sex.

Sex

The classification of people as male or female. At birth, infants are assigned a sex based on a combination of bodily characteristics including: chromosomes, hormones, internal reproductive organs, and genitals.

Sexual Orientation

Describes an individual's enduring physical, romantic, emotional and/or spiritual attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be heterosexual, lesbian, gay, or bisexual. For example, a man who becomes a woman and is attracted to other women [may identify as lesbian].

TRANSGENDER-SPECIFIC TERMINOLOGY

Cross-Dressing

To occasionally wear clothes traditionally associated with people of the other sex. Cross-dressers are usually comfortable with the sex they were assigned at birth and do not wish to change it. "Cross-dresser" should NOT be used to describe someone who has transitioned to live full-time as the other sex, or who intends to do so in the future. Cross-dressing is a form of gender expression and is not necessarily tied to erotic activity. Cross-dressing is not indicative of sexual orientation.

Gender Identity Disorder (GID)

A controversial DSM-IV diagnosis given to transgender and other gender-variant people. Because it labels people as "disordered," Gender Identity Disorder is often considered offensive. The diagnosis is frequently given to children who don't conform to expected gender norms in terms of dress, play or behavior. Such children are often subjected to intense psychotherapy, behavior modification and/or institutionalization. Replaces the outdated term "gender dysphoria."

Intersex

Describing a person whose biological sex is ambiguous. There are many genetic, hormonal or anatomical variations which make a person's sex ambiguous (i.e., Klinefelter Syndrome, Adrenal Hyperplasia). Parents and medical professionals usually assign intersex infants a sex and perform surgical operations to conform the infant's body to that assignment. This practice has become increasingly controversial as intersex adults are speaking out against the practice, accusing doctors of genital mutilation.

Sex Reassignment Surgery (SRS)

Refers to surgical alteration, and is only one small part of transition (see **Transition** above). It is the preferred term to "sex change operation." Not all transgender people choose to or

can afford to have SRS. Journalists should avoid overemphasizing the importance of SRS to the transition process.

Transgender

An umbrella term for people whose gender identity and/or gender expression differs from the sex they were assigned at birth. The term may include but is not limited to: transsexuals, cross-dressers, and other gender-variant people. Many transgender people can identify as female-to-male (FTM) or male-to-female (MTF). Use the descriptive term (transgender, transsexual, cross-dresser, FTM or MTF) preferred by the transgender person. Transgender people may or may not choose to alter their bodies hormonally and/or surgically.

Transsexual (also Transexual)

An older term, this originated in the medical and psychological communities. Some transsexual people still prefer to use the term to describe themselves. However, unlike transgender, transsexual is not an umbrella term, and many transgender people do not identify as transsexual. It is best to ask which term an individual prefers.

Transvestite

DEROGATORY See **Cross-Dressing**

Transition

Altering one's birth sex is not a one-step procedure — it is a complex process that takes place over a long period of time. Transition includes some or all of the following cultural, legal, and medical adjustments: telling one's family, friends, and/or co-workers; changing one's name and/or sex on legal documents; hormone therapy; and possibly (though not always) some form of chest and/or genital alteration.

OFFENSIVE TERMS TO AVOID

From Gay & Lesbian Alliance Against Defamation: <http://www.glaad.org>

LESBIAN, GAY, AND BISEXUAL TERMINOLOGY TO AVOID

OFFENSIVE: “homosexual” (n. or adj.)

PREFERRED: “gay” (adj.); “gay man” or “lesbian” (n.); “gay person/people”

Please use “gay” or “lesbian” to describe people attracted to members of the same sex.

Because of the clinical history of the word “homosexual,” it is aggressively used by anti-gay extremists to suggest that gay people are somehow diseased or psychologically/emotionally disordered — notions discredited by the American Psychological Association and the American Psychiatric Association in the 1970s.

Please avoid using “homosexual” except in direct quotes. Please also avoid using “homosexual” as a style variation simply to avoid repeated use of the word “gay.”

OFFENSIVE: “homosexual relations/relationship,” “homosexual couple,” “homosexual sex,” etc.

PREFERRED: “relationship” (or “sexual relationship”), “couple” (or, if necessary, “gay couple”), “sex,” etc. Identifying a same-sex couple as “a homosexual couple,” characterizing their relationship as “a homosexual relationship,” or identifying their intimacy as “homosexual sex” is extremely offensive and should be avoided. These

constructions are frequently used by anti-gay extremists to denigrate gay people, couples and relationships. As a rule, try to avoid labeling an activity, emotion or relationship “gay,” “lesbian” or “bisexual” unless you would call the same activity, emotion or relationship “straight” if engaged in by someone of another orientation.

OFFENSIVE: “sexual preference”

PREFERRED: “sexual orientation” or “orientation” [or “sexuality”]

The term “sexual preference” is typically used to suggest that being lesbian, gay or bisexual is a choice and therefore can and should be “cured.” *Sexual orientation* is the accurate description of an individual’s enduring physical, romantic and/or emotional attraction to members of the same and/or opposite sex and is inclusive of lesbians, gay men, bisexuals and straight men and women. [Sexuality is generally acceptable as a substitute for “sexual orientation”.]

OFFENSIVE: “gay lifestyle” or “homosexual lifestyle”

PREFERRED: “gay lives,” “gay and lesbian lives”

There is no single lesbian, gay or bisexual lifestyle. Lesbians, gay men and bisexuals are diverse in the ways they lead their lives. The phrase “gay lifestyle” is used to denigrate lesbians and gay men, suggesting that their orientation is a choice and therefore can and should be “cured.”

OFFENSIVE: “admitted homosexual” or “avowed homosexual”

PREFERRED: “openly lesbian,” “openly gay,” “openly bisexual”

Dated term used to describe those who are openly lesbian, gay or bisexual or who have recently come out of the closet. The words “admitted” or “avowed” suggest that being gay is somehow shameful or inherently secretive. Avoid the use of the word “homosexual” in any case.

OFFENSIVE: “gay agenda” or “homosexual agenda”

PREFERRED: Accurate descriptions of the issues (e.g., “inclusion in existing non-discrimination and hate crimes laws,” “ending the ban on openly gay service members”) Lesbian, gay, bisexual and transgender (LGBT) people are motivated by many of the same hopes, concerns and desires as other everyday Americans. They seek to be able to earn a living, be safe in their communities, serve their country, and take care of the ones they love. Their commitment to equality is one they share with many allies and advocates who are not necessarily LGBT. Notions of a so-called “homosexual agenda” are rhetorical inventions of anti-gay extremists seeking to create a climate of fear by portraying the pursuit of equal opportunity for LGBT people as sinister.

OFFENSIVE: “special rights”

PREFERRED: “equal rights” or “equal protection”

Anti-gay extremists frequently characterize equal protection of the law for lesbian, gay, bisexual and transgender people as “special rights” to incite opposition to such things as relationship recognition and inclusive non-discrimination laws.

OFFENSIVE: “fag,” “faggot,” “dyke,” “homo,” “sodomite,” “she-male,” “he-she,” “it,” “tranny” and similar epithets

The criteria for using these derogatory terms should be the same as those applied to vulgar epithets used to target other groups: they should not be used except in a direct quote that reveals the bias of the person quoted.

OFFENSIVE: "deviant," "disordered," "dysfunctional," "diseased," "perverted," "destructive" and similar descriptions

The notion that being gay, lesbian or bisexual is a psychological disorder was discredited by the American Psychological Association and the American Psychiatric Association in the 1970s. Today, words such as "deviant," "diseased" and "disordered" often are used to portray gay people as less than human, mentally ill, or as a danger to society. Words such as these should be avoided in discussion about the gay community. If they must be used, they should be quoted directly in a way that clearly reveals the bias of the person being quoted. Associating gay, lesbian, bisexual and transgender people or relationships with pedophilia, child abuse, sexual abuse, bestiality, bigamy, polygamy, adultery and/or incest is harmful and inaccurate. Being gay, lesbian, bisexual or transgender is neither synonymous with nor indicative of any tendency toward pedophilia, child abuse, sexual abuse, bestiality, bigamy, polygamy, adultery and/or incest. Such claims, innuendoes and associations often are used to insinuate that lesbians and gay men pose a threat to society, to families, and to children in particular. Such assertions and insinuations are defamatory and should be avoided, except in direct quotes that clearly reveal the bias of the person quoted.

PROBLEMATIC TRANSGENDER TERMINOLOGY TO AVOID

PROBLEMATIC: "transgenders," "a transgender"

PREFERRED: "transgender people," "a transgender person"

Transgender should be used as an adjective, not as a noun. Do not say, "Tony is a transgender," or "The parade included many transgenders." Instead say, "Tony is a transgender person," or "The parade included many transgender people."

PROBLEMATIC: "transgendered"

PREFERRED: "transgender"

The word transgender never needs the extraneous "ed" at the end of the word. In fact, such a construction is grammatically incorrect. Only verbs can be transformed into participles by adding "-ed" to the end of the word, and transgender is an adjective, not a verb.

PROBLEMATIC: "sex change," "pre-operative," "post-operative"

PREFERRED: "transition"

Referring to a sex change operation, or using terms such as pre- or post-operative, inaccurately suggests that one must have surgery in order to truly change one's sex.

PROBLEMATIC: "hermaphrodite"

PREFERRED: "intersex person"

The word "hermaphrodite" is a stigmatizing and misleading word, usually used to sensationalize intersex people.

DEFAMATORY TRANSGENDER TERMINOLOGY TO AVOID

Defamatory: "deceptive," "fooling," "pretending," "posing," or "masquerading"

Gender identity is an integral part of a person's identity. Please do not characterize transgender people as "deceptive," as "fooling" other people, or as "pretending" to be, "posing" or "masquerading" as a man or a woman. Such descriptions are extremely insulting.

Defamatory: "she-male," "he-she," "it," "trannie," "tranny," "gender-bender"

These words only serve to dehumanize transgender people and should not be used (See Defamatory Language).

*Some of these terms may be repeated in the "Transgender 101 section.

NAMES & PRONOUN USAGE

[Use] a transgender person's chosen name. Often transgender people cannot afford a legal name change or are not yet old enough to change their name legally. They should be afforded the same respect for their chosen name as anyone else who lives by a name other than their birth name (e.g., celebrities).

We also encourage you to ask transgender people which pronoun they would like you to use. If a person identifies as a certain gender, whether or not they have taken hormones or had surgery, should be referred to using the pronouns appropriate for [the individual's identity].

If it is not possible to ask the person which pronoun he or she prefers, use the pronoun that is consistent with the person's appearance and gender expression. For example, if the person wears a dress and uses the name "Susan," feminine pronouns are appropriate. This is consistent with AP Stylebook guidelines.

NOTE: It is never appropriate to put quotation marks around either the transgender person's chosen name or the pronoun that reflects their gender identity. A transgendered person may also use no pronouns or gender neutral pronouns such as zhe, ze, zher, zer, zhim, mer, or xe.

ADDITIONAL TERMS

Are there additional terms that you have heard of in relation to the LGBTQ community or LGBTQ identities? List them here, look them up, and discuss them:

RECLAIMING LANGUAGE

The following are examples of words that have been “reclaimed” by the LGBTQ community as a measure of empowerment:

- Fag/Faggot

Faggot, often shortened to fag, is a pejorative term and common slur used chiefly in North America against homosexual males. Its pejorative use, broadly meaning a "repellent male", has spread from the United States to varying extents elsewhere in the English-speaking world through mass culture, including movies, music, and the Internet.

The word meaning "bundle of sticks" is ultimately derived, via Old French, Italian and Vulgar Latin, from Latin fascis (also the origin of the word fascism). The origins of the word as an offensive epithet for homosexuals are rather obscure, although the word has been used in English since the late 16th century as an abusive term for women, particularly old women, and reference to homosexuality may derive from this, as female terms are often used with reference to homosexual or effeminate men (cf. nancy, sissy, queen). The application of the term to old women is possibly a shortening of the term "faggot-gatherer", applied in the 19th century to people, especially older widows, who made a meagre living by gathering and selling firewood. It may also derive from the sense of "something awkward to be carried" (compare the use of the word "baggage" as a pejorative term for old people in general). Use of the word as a general insult, not necessarily implying homosexuality, is either a continuation or extension of this older usage or of the homosexual usage.

~Wikipedia, April 2012

- Dyke

Slang terminology referring to a lesbian or lesbianism. It originated as a derogatory label for a masculine woman, and this usage still exists. However, some attempt to use it in a manner they see as positive, or simply as a neutral synonym for lesbian.

The origin of the term is obscure, and many theories have been proposed. The OED dates the first recorded use of *dike*, *dyke* in 1942, in Berrey and Van den Bark's *American Thesaurus of Slang*. In his review of a short-lived 1930 Broadway play, Robert Benchley says “[the hero]...is confronted with several engineering problems which he solves by mistake. There’s your story. Interlard it with every known crack which has been made along Broadway for the past two years (and several which haven’t, chief among them being: ‘Did you employ dikes in building the Barge Canal?’ ‘No, we just had a gang of Italians.’ This I consider top for the evening.”) and there you have “So Was Napoleon.” The term *bulldyker*, which *dyke* may be shortened from, first appeared in 1920s novels connected with the Harlem Renaissance. For example, in the 1928 novel *Home to Harlem*, Claude McKay wrote: “[Lesbians are] what we calls bulldyker in Harlem. ... I don’t understan’ ... a bulldyking woman.”

(The term is unattested in the OED.) From the context in the novel, the word was considered crude and pejorative at the time.

Several theories have been proposed for the origin of *bulldyker*. One is that it was an abbreviation of *morphadike*, a dialect variant of *hermaphrodite*, commonly used for homosexuals in the early twentieth century. This in turn may be related to the late 19th century slang use of *dyke* (meaning *ditch*) for the vulva. *Bull* is also a common expression for "masculine" or "aggressive" (as in "bullish"), and bulldyke implied a "masculine woman." Another theory claims bulldyker was a term used for bulls used to impregnate cows. The word "stud" was extended for sexually promiscuous men or a man successful with women. The terms "bulldyker" and "bulldagger" were also taken from their original context and used for the same purpose. A man who was a great lover was called a "bulldyker." "Bulldyking woman" and "bulldyker" became terms for women who resembled a "bulldyker," a male stud, and were assumed to perform the role.

~Wikipedia, April 2012

- **Homo**
A slang term for a lesbian or gay person.
- **Lezzie**
A slang term for a lesbian—more common in the late 20th century.
- **Tranny**
This is a slang or pejorative term to refer to transsexual or transgendered persons which is sometimes used by members of those communities.
- **Queer**
Queer is an umbrella term for sexual minorities that are not heterosexual, heteronormative, or gender-binary. In the context of Western identity politics the term also acts as a label setting queer-identifying people apart from discourse, ideologies, and lifestyles that typify mainstream LGBT (lesbian, gay, bisexual, and transsexual) communities as being oppressive or assimilationist.

This term is controversial because it was re-appropriated only two decades ago from its use as an anti-gay epithet. Furthermore, some LGBT people disapprove of using *queer* as a catch-all because they consider it offensive, derisive or self-deprecating given its continuous use as a form of hate speech. Other LGBT people may avoid *queer* because they associate it with political radicalism, or simply because they perceive it as the faddish slang of a "younger generation."

Since its emergence in the English language in the 16th century (related to the German *quer*, meaning "across, at right angle, diagonally or transverse"), *queer* has generally meant "strange", "unusual", or "out of alignment". It might refer to something suspicious or "not quite right", or to a person with mild derangement or who exhibits socially inappropriate

[behavior]. The expression "in Queer Street" was used in the UK as of the 1811 edition of Francis Grose's *A Classical Dictionary of the Vulgar Tongue* for someone in financial trouble.

Queer as Folk is a reference to the common expression unrelated to homosexuality "There's not so queer as folk". In the 1904 Sherlock Holmes story "The Adventure of the Second Stain", the term is still used in a completely non-sexual context (Inspector Lestrade is threatening a misbehaving constable with "finding himself in Queer Street", i.e., in this context, being severely punished).

By the time that story was published, however, the term was already starting to gain a connotation of sexual deviance (especially that of homosexual and/or effeminate males), which is already known in the late 19th century; an early recorded usage of the word in this sense was in a letter by John Sholto Douglas, 9th Marquess of Queensberry to his son Lord Alfred Douglas.

Subsequently, for most of the 20th century, "queer" was frequently used as a derogatory term for effeminate gay males who were believed to engage in receptive or passive anal/oral sex with men, and others exhibiting untraditional (i.e., trans) gender [behavior]. Furthermore, masculine males, who performed the role of the "penetrator" were considered "straights".

One of the most famous attempts by the LGBT community to re-claim the term "queer" was through an [organization] called Queer Nation, which was formed in March 1990; a few months later, an influential though anonymous flier was distributed at the New York Gay Pride Parade in June 1990 entitled "Queers Read This".^[5]

Because of the context in which it was reclaimed, queer has sociopolitical connotations, and is often preferred by those who are activists; by those who strongly reject traditional gender identities; by those who reject distinct sexual identities such as gay, lesbian, bisexual, and straight; and by those who see themselves as oppressed by the heteronormativity of the larger culture. In this usage it retains the historical connotation of "outside the bounds of normal society" and can be construed as "breaking the rules for sex and gender". It can be preferred because of its ambiguity, which allows "queer"-identifying people to avoid the sometimes strict boundaries that surround other labels. In this context, "queer" is not a synonym for LGBT as it creates a space for "queer" heterosexuals as well as "non-queer" [LGBT people].

The term is sometimes capitalized when referring to an identity or community, rather than merely a sexual fact (cf. the capitalized use of Deaf). In the late 2000s and early 2010s, a number of internet communities started to use the term 'LGBTQ,' the 'Q' standing for 'queer,' to represent forms of sexuality that fall outside of the original LGBT

framework, in order to promote awareness and acceptance of these forms of sexuality. The term has a similar function to that of LGBTI, except LGBTQ focuses on sexuality rather than gender.

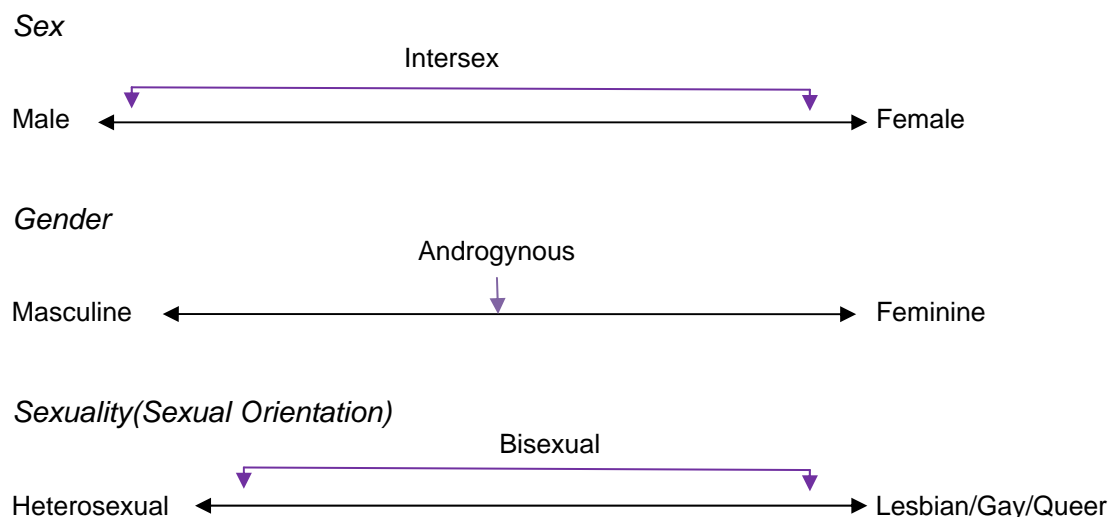
~Wikipedia, April 2012

Please note that there is controversy within the LGBTQ community as a whole, and between subgroups within the community regarding usage and application of the above terms.

A side note on Wikipedia: While some, academics and laypeople alike, may balk at the use of Wikipedia in this manual, it was found to be a concise and accurate source for our purposes.

Sex, Gender, and Sexuality 101

Keep in mind that sex, gender, and sexuality are distinct, though we often make assumptions based on presumed sex, gender, or sexuality. Additionally, appropriation of sex and gender terms in the LGBTQ community sometimes contributes to confusion regarding these terms. Sex is biological and generally falls in three categories: male, female, and intersex. Gender is a social construction and generally falls along a continuum of masculine to feminine. A person who is equally masculine and feminine may identify as androgynous. Sexuality generally falls along a continuum from LGQ (lesbian, gay, or queer) to heterosexual (or straight). A person who identifies as bisexual may fall anywhere along that continuum. Bisexual individuals are not necessarily attracted to men and women equally. It is important to recognize these difference and work to better understand that a person's identity in any one category does not necessarily influence or predict a person's identity in the other categories.



Resources

NASW GLBT RESOURCE LIST 2011 (SEE APPENDIX)

Facilitators may offer Safe Zone participants printed copies.

AFFIRMING INTERNET RESOURCES

As listed in the Ball State University Safe Zone Participant Manual

Human Rights Campaign www.hrc.org

The Human Rights Campaign, the largest national lesbian and gay political organization, envisions an America where lesbian and gay people are ensured of their basic equal rights—and can be open, honest and safe at home, at work and in the community. HRC has more than 360,000 members, both gay and non-gay -- all committed to making this vision a reality.

Adapted from Daniel Sullivan, JD

PFLAG www.pflag.org

Parents, Families & Friends of Lesbians & Gays (PFLAG) is a national non-profit organization with over 200,000 members and supporters and over 500 affiliates in the United States. This vast grassroots network is cultivated, resourced and serviced by the PFLAG national office, located in Washington, D.C., the national Board of Directors and 13 Regional Directors.

GNC (Gay Christian Network) www.gaychristian.net

The Gay Christian Network is a nonprofit ministry serving Christians who happen to be lesbian, gay, bisexual, or transgender.

National Gay and Lesbian Task Force (NGLTF) www.thetaskforce.org

The mission of the NGLTF is to build the grassroots power of the lesbian, gay, bisexual and transgender (LGBT) community. We do this by training activists, equipping state and local organizations with the skills needed to organize broad-based campaigns to defeat anti-LGBT referenda and advance pro-LGBT legislation, and building the organizational capacity of our movement.

Rainbow Law www.rainbowlaw.org/html/directoryIN.htm

Indiana Directory-LGBT business and Organizations Listings. Free legal documents for LGBT!

Youth Resource a project of ADVOCATES FOR YOUTH www.youthresource.com

Advocates for Youth is dedicated to creating programs and advocating for policies that help young people make informed and responsible decisions about their reproductive and sexual health. Advocates provide information, training, and strategic assistance to youth-serving organizations, policy makers, youth activist, and the media in the United States and the developing world.

NON-AFFIRMING INTERNET RESOURCES

As listed in the Ball State University Safe Zone Participant Manual

The following internet resources are very homophobic, hateful, and consist of propaganda promoting heterosexist attitudes. Be aware that if you visit some of these websites, it will actually donate money to promote anti GLBT organizations.

American Family Association www.afa.net

The AFA specializes in leading corporate boycotts. The AFA's main interests are fighting pornography, depictions of sexuality, and positive portrayals of gays in art and in the media. They have led the attack on ABC for showing "Ellen" as well as any other company with dares acknowledge gay customers, such as American Airlines.

Exodus International www.stonewallrevisited.com

Exodus bills itself as the largest "gay reclamation" ministry. Exodus promotes the conversion of gay men and lesbians to heterosexuals through therapy and submission to Jesus Christ. Providing that turnabout is fair play, the founders of Exodus have since denounced their creation as a mistake and something which hurts thousands of very vulnerable people.

The National Association for Research and Therapy of Homosexuality www.narth.com

NARTH is the leading pseudo-scientific group claiming to be able to "cure" gays and lesbians. Their mission statement reads: "A non-profit psychoanalytic, educational organization dedicated to research, therapy, and prevention of homosexuality." They are led by disbarred former psychiatrist Charles W. Socarides.

Operation Rescue www.operationrescue.org

Led by Randall Terry, Operation Rescue is perhaps best known for blockading abortion clinics; however, with the decline of abortion as a major issue, they are branching out into anti-gay activities as well. They advocate the use of force against gays and lesbians, including imprisonment and execution, and have considerable influence amongst the far, far right.

Traditional Values Coalition www.traditionalvalues.org

Lou Sheldon leads this organization. It places opposition to equal rights for gays high on its agenda

ADDITIONAL RESOURCES

Local

Fort Wayne Pride (<http://www.fwpride.org/>)

Pride has been celebrated for decades in Fort Wayne, but the celebration we know and love today began in 1997 at Friemann Square. From there venues changed from Follinger Theater to Lawton Park to the West Side of Headwater's to our current home of the East Side festival plaza. Throughout the years our crowds have grown from 100 to over 5,000 with 60 vendor booths and a two day event. One thing has remained the same and that is Pride's commitment to bringing safe, fun events to the GLBT community and our straight allies. None of this would be possible if it wasn't for our committee of volunteers.

Pride happens throughout the year with more than a dozen events, many of them open to all ages! For more info check out our events page.

Director: Nikki Fultz
Email: nikki@fwpride.org

Northeast Indiana LGBTQ Consortium

The NE IN LGBTQ Consortium was formed in 2012 is comprised of non-profit and educational organizations in Northeast Indiana.

Contact: Elka Jackson
Email: ejackson@centerfornv.org

Northeast Indiana Diversity Library (www.nidl.info)

The mission of the Northeast Indiana Diversity Library is to serve the gay, lesbian, bisexual, transgender community and its allies in the Fort Wayne and the surrounding area by acquiring, preserving and providing access to materials that embody the culture and history of gay, lesbian, bisexual and transgender persons, with a focus on items of local or regional interest whenever possible. Through sound management of resources our hopes are that the collection will contain the knowledge to dispel homophobia, encourage the exploration of diversity and promote personal discovery.

NIDL is located in room B41 on the basement level of the Helmke Library on IPFW's campus.

NIDL's presence on the IPFW Campus is a collaboration between the Fort Wayne Community Educational Center, Inc., IPFW, and the Walter E. Helmke Library.

Director: Scott Mertz
Email: thelibrary@nidl.info

National/International Organizations

- Astraea Lesbian Foundation For Justice <http://www.astraea.org/>
- GLSEN, (Gay, Lesbian & Straight Education Network) <http://www.glsen.org/>
- Gender Education and Advocacy <http://www.gender.org/>
- Human Rights Campaign <http://www.hrc.org/>
- International Foundation for Gender Education <http://www.ifge.org/>
- International Lesbian and Gay Association <http://www.ilga.org/>
- Intersex Society of North America <http://www.isna.org/>
- Lambda Legal <http://www.lambdalegal.org/>
- OutProud - The National Coalition for LGBT youth. <http://www.outproud.org/>
- National Consortium of Directors of Lesbian Gay Bisexual and Transgender Resources in Higher Education <http://www.lgbtcampus.org/>
- Parents, Families and Friends of Lesbians and Gays (PFLAG) <http://www.pflag.org/>
- PlanetOut <http://planetout.com/>

Additional Resources

- GLBTQ: An Encyclopedia of Gay, Lesbian, Bisexual, Transgender, & Queer Culture <http://www.glbtq.com/>
- Google Directory of LGBT Resources A directory listing hundreds of Web sites dealing with various aspects of LGBT life - from coming out to health and wellness. [http://directory.google.com/Top/Society/Gay, Lesbian, and Bisexual/](http://directory.google.com/Top/Society/Gay,_Lesbian,_and_Bisexual/)
- People with a History: An Online Guide to Lesbian, Gay, Bisexual and Trans* History <http://www.fordham.edu/halsall/pwh/>
- Pridenet <http://www.pridenet.com/>
- TransBiblio: A Bibliography of Print, AV, and Online Resources Pertaining to Transgendered Persons and Transgender Issues http://www.library.uiuc.edu/circ/transgender_bibliography/transbibliocontents.htm

LGBTQ Financial Aid/Scholarships

Financial Aid for Lesbian, Gay, Bisexual and Transgendered Students
<http://www.finaid.org/otheraid/gay.phtml>

GLBT scholarship information

<http://www.washburn.edu/sobu/broach/glbtscholar.html>

CURRENT SAFE ZONE GRADUATES LIST

<http://new.ipfw.edu/offices/cwra/programs/safe-zone.html>

BOOKS AND OTHER LIBRARY RESOURCES

Author	Title	Date
	50 Ways to Support Lesbian & Gay Equality : The Complete Guide to Supporting Family, Friends, Neighbors-- or Yourself/edited by Meredith Maran with Angela Watrous	2005
Bass, Ellen	Free Your Mind : The Book for Gay, Lesbian, and Bisexual Youth-- and Their Allies	1996
Carter, David	Stonewall : The Riots that Sparked the Gay Revolution	2004
Chandler, Kurt	Passages of Pride : Lesbian and Gay Youth Come of Age	1995
Gates, Gary J.	The Gay & Lesbian Atlas	2004
	Gay, Lesbian, and Transgender Issues in Education: Programs, Policies, and Practices / James T. Sears, editor.	2005
	Gay Rights/Kate Burns, editor	2006
	Homosexuality : Opposing Viewpoints	2004
Marcus, Eric	Is it a choice? : Answers to the Most Frequently Asked Questions about Gay and Lesbian People	2005
Owens, Robert E.	Queer Kids : The Challenges and Promise for Lesbian, Gay, and Bisexual Youth	1998
	Preventing Heterosexism and Homophobia	1996
Rhoads, Robert A.	Coming Out in College: The Struggle for a Queer Identity	1994
Seidman, Steven	Beyond the Closet : The Transformation of Gay and Lesbian Life	2002
	Sexual Orientation and Mental Health: Examining Identity and Development in Lesbian, Gay, and Bisexual People/edited by Allen M. Omoto and Howard S. Kurtzman	2006
	Speaking for Our Lives: Historic Speeches and Rhetoric for Gay and Lesbian Rights (1892-2000)/Robert B. Ridinger, editor	2004
Stewart, Chuck	*Gay and Lesbian Issues [electronic resource]: A Reference Handbook	2003
Winfeld, Liz	Straight Talk about Gays in the Workplace: Creating an Inclusive, Productive Environment for Everyone in Your Organization	2005
Woog, Dan	Friends & Family: True Stories of Gay America's Straight Allies	2002

*Available on campus and off-campus with authorized login.