





Safe Space Affirming Ally Workshop



- Introductions and Ground Rules



- Symbols and Language



- History and Recent Events



- What is an ally?



- Inclusive Spaces



What is a Safe Space?

A safe space is an area within an organization where people who identify as LGBTQ are welcomed.

These spaces are created and maintained by LGBTQ allies within the organization who have committed to creating a more affirming and inclusive organizational climate for all.



Language is *culture*!

 The problem of “orientation” and “preference” and some basic definitions:


Sex

 Male ←————→ Female


Gender

 Masculine ←————→ Feminine

Sexuality

Heterosexual ←————→ Not



Alphabet Soup of LGBTQQIA Terms



Trans man

Female

Asexual

Otter

Stealth

Dyke

Out

Sexual Identity

Aggressive

Monogamous

Femme

Homophobia

Gender role

Gender Queer

Fag

Butch

Drag

Gay

Queer

Male

Boi

Heterosexism

Down-low

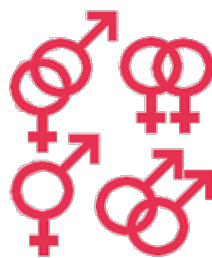
Masculine

Lesbian

Transsexual

Questioning

Queen



Stud

Coming out

Polyamorous

Transgender

Cisgender

Ally

LGBTQ

Pansexual

Feminine

Androgynous

Heterosexual

Cub

Intersex

Trans woman

Bisexual

Closeted

Gender Identity

Bear

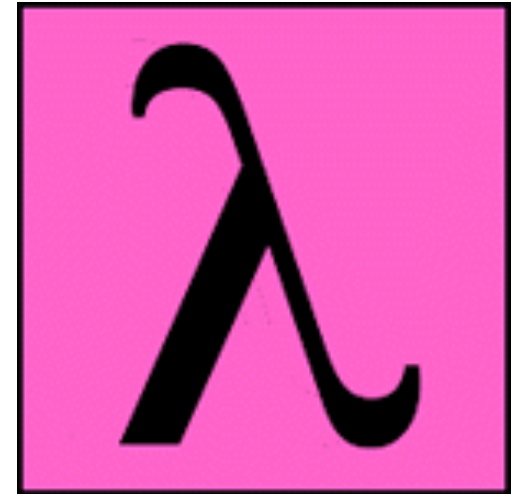


A long history of symbols

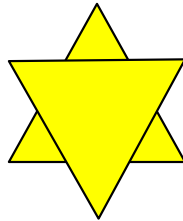


The Greek Lambda flag
was carried by Greek
male lovers.

Homosexuality was
encouraged, as it
created an army of
fierce warriors,
protecting their lovers



Triangles – Symbol of Oppression

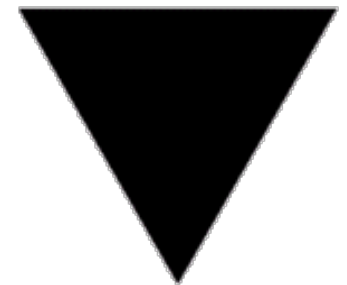
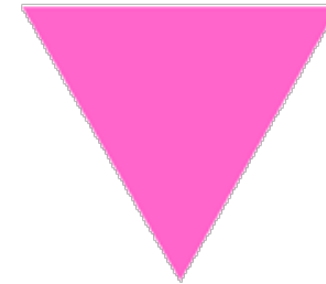


The Holocaust: 1933-1945

6 million Jewish people murdered;

11 million people perished altogether

Estimates of homosexuals murdered vary; range up to 2 million. The allies left gay men and lesbians imprisoned.



Flags

Rainbow Flag

- San Francisco artist Gilbert Baker designed the rainbow flag in 1978.
- Utilized by Jesse Jackson's 1984 bid for presidency.
- Now a commonly understood symbol.



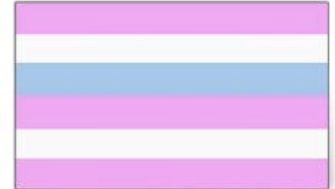
Bisexual



Transgender



Asexual



Intersex



Genderqueer



Pansexual



Bear

LGBTQ History

- Homophobia
- Heteronormativity
- Heterosexism
 - Heterosexual Questionnaire
 - Privilege
- Social movements context
 - Civil Rights
 - Feminism
 - LGBTQ rights



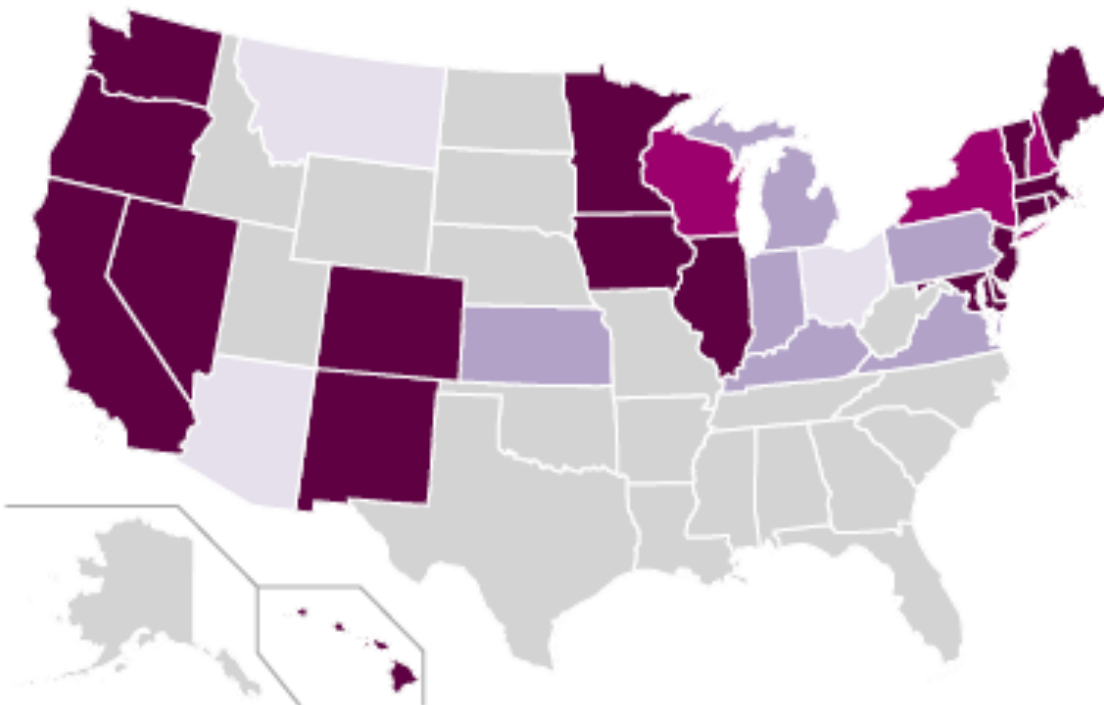


Recent Events: ENDA

- Employment Non-Discrimination Act
 - Adds SO and GI to federal employment laws
 - Has never passed both the House and Senate



STATEWIDE EMPLOYMENT LAWS & POLICIES



Updated January 16, 2015

The Federal Equal Employment Opportunity Commission is now accepting complaints of gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.

States that prohibit discrimination based on sexual orientation and gender identity (18 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Jersey, New Mexico, Oregon, Rhode Island, Vermont, Washington

States that prohibit discrimination based on sexual orientation only (3 states): New Hampshire, New York, Wisconsin

States that prohibit discrimination against public employees based on sexual orientation and gender identity (6 states): Indiana, Kansas, Kentucky, Michigan, Pennsylvania, Virginia

States that prohibit discrimination against public employees based on sexual orientation only (3 states): Arizona, Montana, Ohio

*State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida and New York.

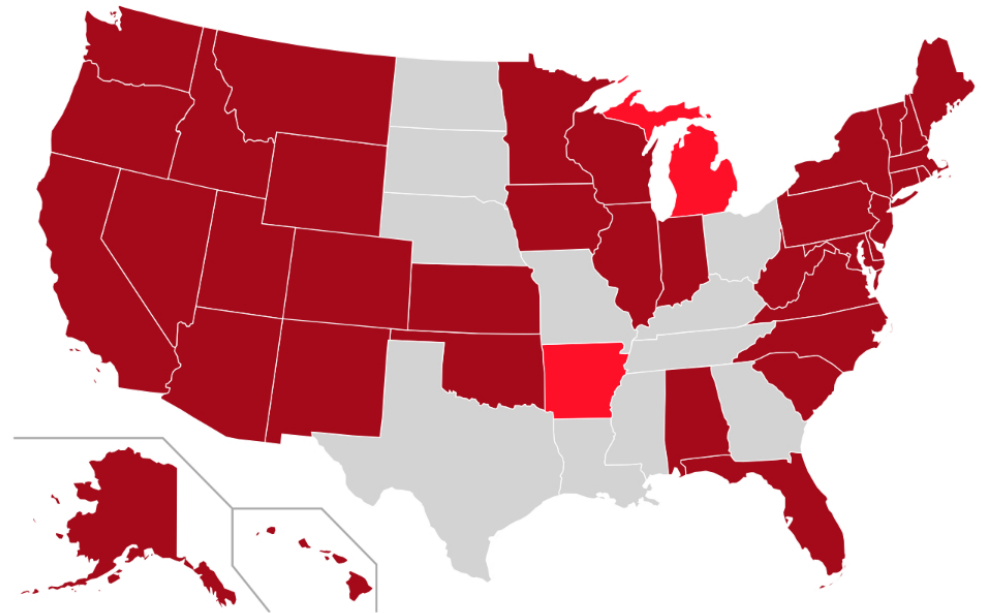


Recent Events: Marriage

- Defense of Marriage Act
 - Section 3 struck down by SCOTUS summer 2013
- Rights and responsibilities of marriage



MARRIAGE EQUALITY AND OTHER RELATIONSHIP RECOGNITION LAWS



Updated February 09, 2015

States that issue marriage licenses to same-sex couples (37 states & D.C.): Alabama, Alaska, Arizona, California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Maine, Maryland, Massachusetts, Minnesota, Montana, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, Wyoming

States in which same-sex couples legally married prior to a court stay (2 states): Arkansas, Michigan

Historical Category: States that provided comprehensive civil unions or domestic partnerships prior to issuing marriage licenses to same-sex couples

Historical Category: States that provided limited statewide spousal rights prior to issuing marriage licenses to same-sex couples

*States that, in addition to marriage equality, provide either civil unions or domestic partnerships to same-sex couples within the state (9 states and D.C.): California (domestic partnerships), Colorado (civil unions), District of Columbia (domestic partnerships), Hawaii (civil unions), Illinois (civil unions), Maine (limited domestic partnerships), Nevada (domestic partnerships), New Jersey (civil unions), Oregon (domestic partnerships), Washington (limited domestic partnerships) and Wisconsin (domestic partnerships).

**Missouri recognizes out-of-state marriages.



Recent
Events:



Hate Crimes



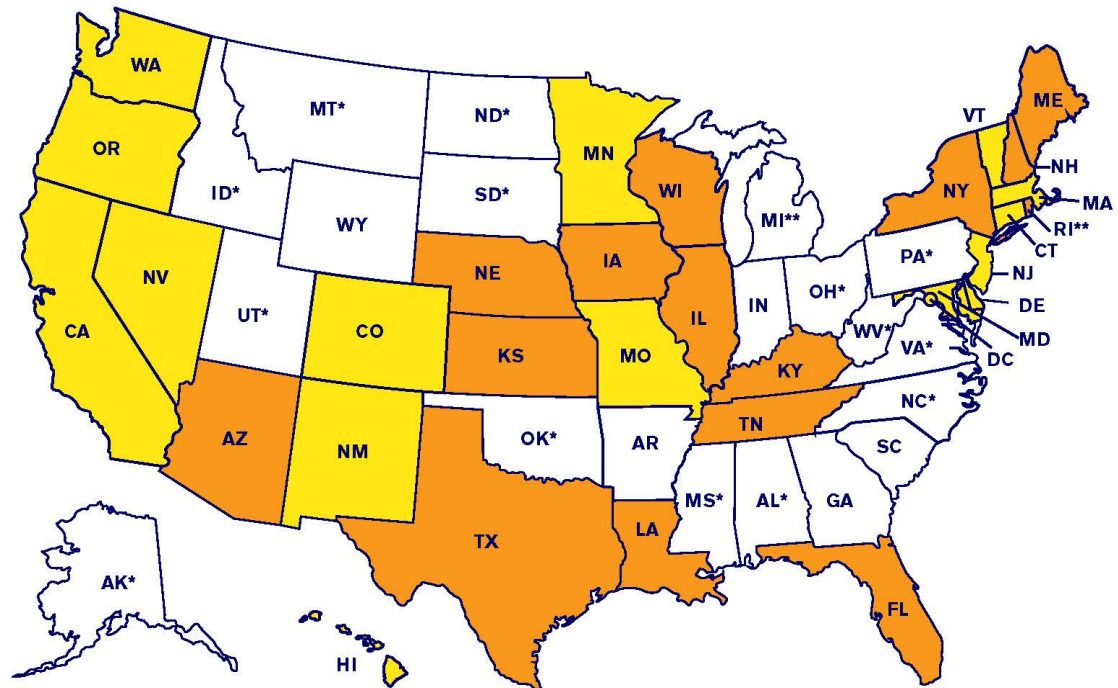
- Matthew Shepard Act



- First federal law to include transgender people



STATE HATE CRIMES LAWS



Updated June 19, 2013

All but five states (Arkansas, Georgia, Indiana, South Carolina and Wyoming) have laws addressing the scourge of hate crimes, but there is variation in the list of protected classes. The laws that address hate or bias crimes against LGBT people are as follows.



States that have a law that addresses hate or bias crimes based on sexual orientation and gender identity (15 states and D.C.): California (1999), Colorado (2005), Connecticut (2004), Delaware (2001/2013), District of Columbia (1989), Hawaii (2003), Maryland (2005), Massachusetts (2002/2011), Minnesota (1993), Missouri (2001), Nevada (2001/2013), New Jersey (2002/2008), New Mexico (2003), Oregon (2001/2008), Washington (1993/2009) and Vermont (2001).



States that have a law that addresses hate or bias crimes based on sexual orientation only (15 states): Arizona (2003), Florida (2001), Illinois (2001), Iowa (2002), Kansas (2002), Kentucky (2001), Louisiana (2002), Maine (2001), Nebraska (2002), New Hampshire (2002), New York (2002), Rhode Island (2012), Tennessee (2001), Texas (2002) and Wisconsin (2002).

*** Laws lacking LGBT inclusion:** States that have a law that addresses hate or bias crimes based, but do not address sexual orientation or gender identity (14 states): Alabama, Alaska, Idaho, Mississippi, Montana, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, South Dakota, Utah (no categories listed), Virginia and West Virginia.

**** Data Collection Only:** Michigan (sexual orientation), Rhode Island (gender identity)



What is an ally?

- Someone who advocates for and supports members of a community other than their own. Reaching across differences to achieve mutual goals.

Gender Equity Resource Center, UC Berkeley

- How can you be an ally or encourage others to be allies?




How to be an ally:

- Don't be surprised if one 'comes out'
- Confidentiality
- Listen
- Seek help
- Balanced perspective
- Sense of humor
- Feelings
- Affirming language
- Interrupt homophobia and heterosexism
- Don't get into the "guessing game"
- Come out as an ally
- Increase knowledge and understanding



Ally response, made easy:

• NAME IT

 “Help me understand what you mean when you say _____.”

• CLAIM IT

“ I know someone who is _____ and she/he thinks that the issue is more about fear and hate.”

• STOP IT

 “I certainly respect diverse opinions, but discriminatory remarks are not acceptable.”



Resources

- City of Fort Wayne Metropolitan Human Relations Commission
- Northeast Indiana LGBTQ Coalition
- Fort Wayne Pride
- Northeast Indiana Diversity Library
- Indiana Equality
- Human Rights Campaign
- The Trevor Project
- It Gets Better Project
- GLSEN (Gay, Lesbian, and Straight Education Network)
- GLAAD (Gay and Lesbian Alliance Against Defamation)





Questions?
Comments?
Concerns?
Complaints?

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