CONSULTING & EDUCATION

Safe Space Affirming Ally Workshop

- Pre-test
- Introductions and Ground Rules
- Symbols and Language
- History and Recent Events
- Organizational Climate
- What is an ally?
- Inclusive Spaces
- Quiz Game!
- Post-test

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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.

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Discussion Guidelines

- Respect all participants
- Be 100% present
- Use "I" statements
- Participate freely
- Stay open to new ideas
- Respect confidentiality
- Listen to other participants
- Learn something new

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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

Dyke

Stealth

Otter

Out

Sexual Identity

Trans man

Asexual

Female

Femme

Aggressive

Gender role

Homophobia

Monogamous

Fag

Gender Queer

Boi

Butch

Drag

Gay

Queer

Male

Masculine

Heterosexism

Down-low

Queen

Lesbian

Questioning
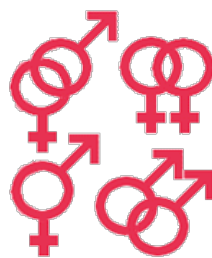
Transsexual

Stud

Polyamorous

Coming out

Cisgender

Transgender

Ally

LGBTQ

Androgynous

Pansexual

Feminine

Heterosexual

Cub

Intersex

Trans woman

Bisexual

Closeted

Gender Identity

Bear

"Reclaiming" Language

- Faggot

- Dyke

- Lezzie

- Homo

Dykes to Watch Out For
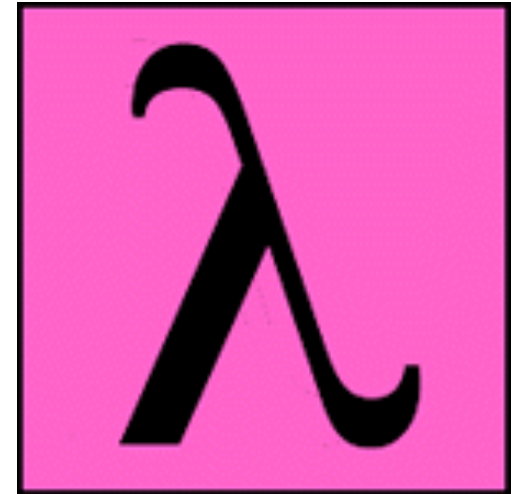
-Alison Bechdel

- Tranny
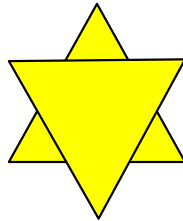
- Queer

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

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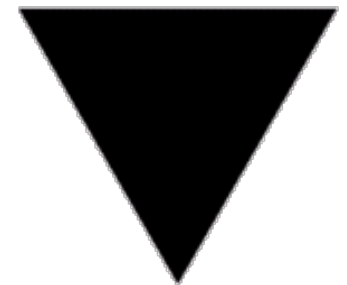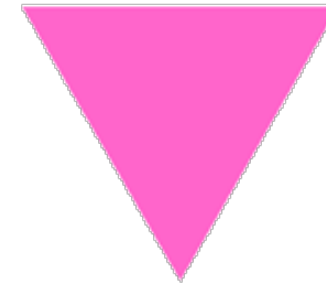
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Triangles – Symbol of Oppression

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 in1978.
- Utilized by Jesse Jackson's 1984 bid for presidency.
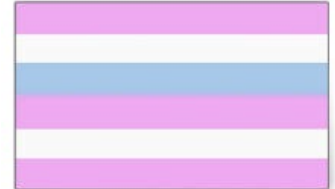- Now a commonly understood symbol.

Bisexual

Transgender

Asexual

Intersex

Genderqueer

Pansexual

Bear

LGBTQ History

- Homophobia

- Heteronormativity

- Heterosexism
    - Heterosexual Questionnaire
    - Privilege

- Social movements context
    - Civil Rights
    - Feminism
    - LGBTQ rights

- Timeline activity
    - Work in teams
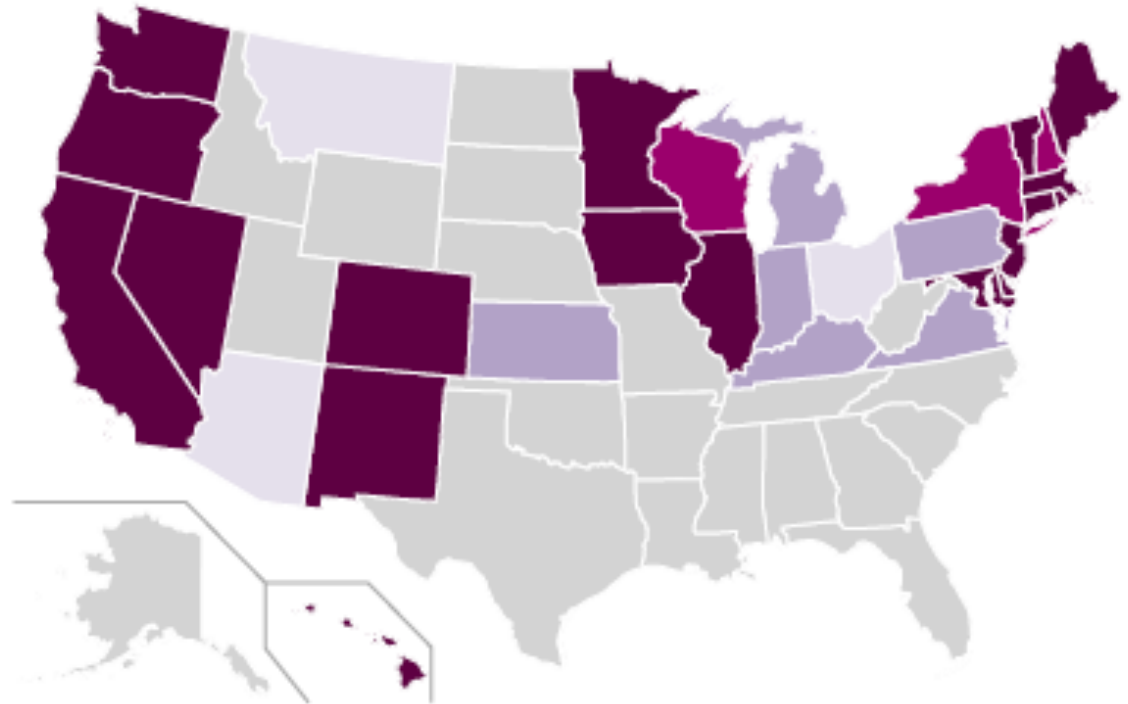   - Share your own place in LGBTQ history

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

HUMAN RIGHTS CAMPAIGN

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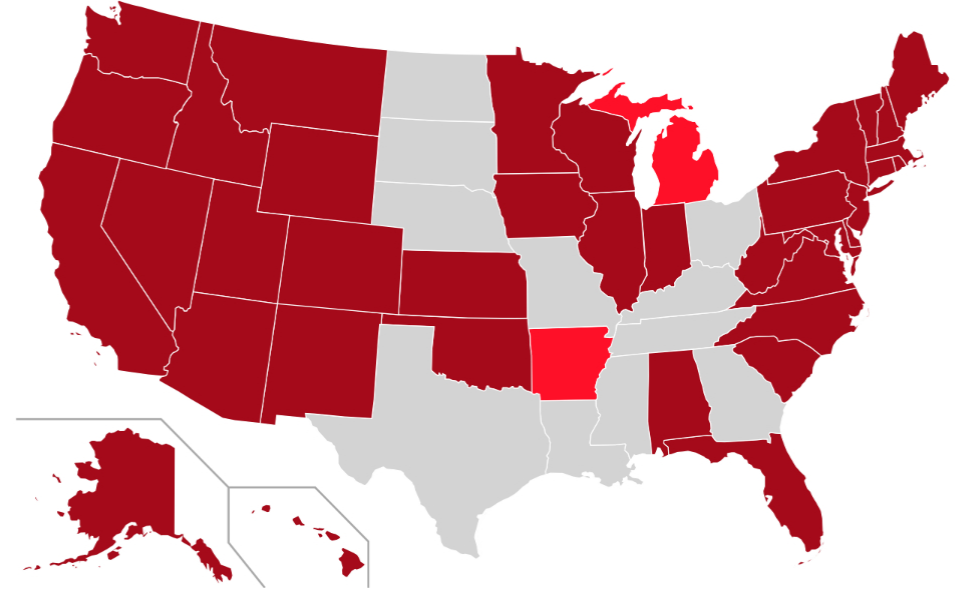
States that prohibit discrimination against public employees based on sexual orientation and gender identity (6 states): Indiana, Kansas, Kentucky, Michigan, Pennsylvania, Virginia

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

HUMAN RIGHTS CAMPAIGN

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.

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Recent Events: Hate Crimes

- Matthew Shepard Act
- First federal law to include transgender people

STATE HATE CRIMES

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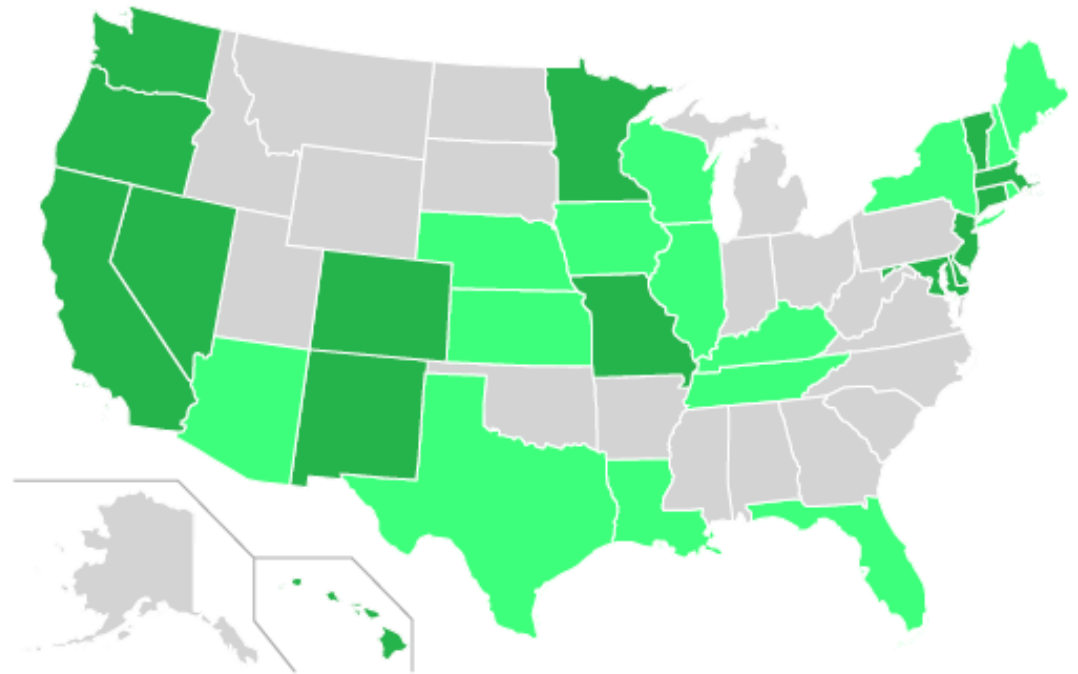
Updated January 14, 2015

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 & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Maryland, Massachusetts, Minnesota, Missouri, Nevada, New Jersey, New Mexico, Oregon, Vermont, Washington

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

*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 (15 states): Alabama, Alaska, Idaho, Michigan, Mississippi, Montana, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, South Dakota, Utah (no categories listed), Virginia and West Virginia.

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Other Recent Events

- Don't Ask, Don't Tell
- Visibility of bullying
- Awareness of youth suicide
- The Trevor Project
- It Gets Better Project

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Organizational Climate

- Inclusiveness within our organization
  - What is organizational climate like here?
  - How do you know?

- Campus and organizational climate surveys

- Organizational climate can contribute to oppression more broadly

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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?

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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

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Why does your organization need allies?

- Create affirming and inclusive climate
  - Affirming vs. promoting

- Underreporting

- Lack of resources

- Inclusive rather than divisive

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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."

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Inclusive Organizational Spaces

- Increase institutional knowledge and understanding
    - Diversity training for management and key personnel

- Investigate organizational climate

- Develop inclusive policies and practices
    - Signage, forms, language

- Include gender diversity

- Take public positions on issues

- Develop a presence within the LGBTQ community

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Building Your Ally Knowledge

- Identify one homophobic image in the mass media.
- Identify images of LGBTQ people of color in mass media.
- Look for a LGBTQ bumper sticker on a car. What did you see? What did it mean?
- LGBTQ magazine/book/social media
- Review glossary (sent via email)

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)

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Wrap-up

- Quiz Game

- Post-test

- Thank you!

Questions?
Comments?
Concerns?
Complaints?

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