



# Safe Space Affirming Ally Workshop

- Introductions and Ground Rules
- Symbols and Language
- Transgender 101
- History and Recent Events
- Violence and Oppression
- Organizational Climate
- Identity Development
- What is an ally?
- Inclusive Spaces
- Quiz Game!
- Post-test



# 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.



# 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



# 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

Down-low

Heterosexism

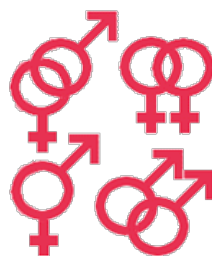
Masculine

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



# “Reclaiming” Language

- Faggot

- Dyke

- Lezzie

- Homo

- Tranny

- Queer



-Alison Bechdel

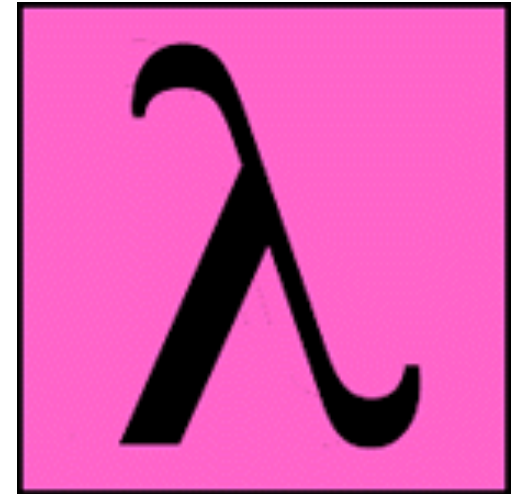


# A long history of symbols

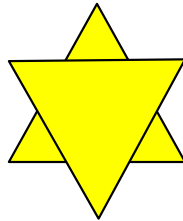


The Greek Lambda flag  
was carried by Greek  
male lovers.

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



# Triangles – Symbol of Oppression

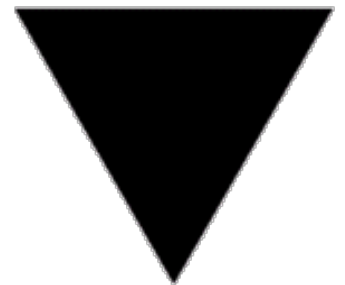
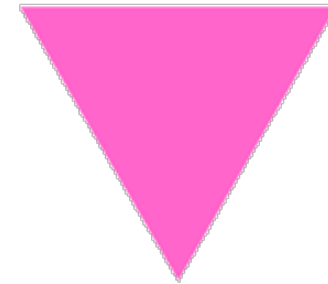


The Holocaust: 1933-1945

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.



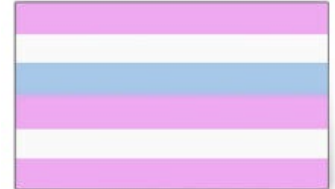
Bisexual



Transgender



Asexual



Intersex



Genderqueer



Pansexual



Bear

# Transgender 101

- Diversity within the community
- Not necessarily intersex or transsexual
- MTF or FTM
- Pronouns
- Transphobia
  - Asking about “real” name
  - Outing
  - Pronouns and “it”
  - Personal questions/comments about physical characteristic
- Victimization
- Laws and ordinances
- Inclusive organizational spaces



# Pronouns



Subjective	Objective	Possessive adjective	Possessive pronoun	Reflexive	Pronunciation
She	Her	Her	Hers	Herself	pronounced as it looks
He	Him	His	His	Himself	pronounced as it looks
Ze	Zim	Zir	Zirs	Zirself	Pronounced as it looks
Sie/Zie	Hir	Hir	Hirs	Hirself	pronounced: zee, here, here, heres, hereself
Zie	Zir	Zir	Zirs	Zirself	pronounced: zee, zere, zere, zeres, zereself
Ey	Em	Eir	Eirs	Eirself	pronounced: A, M, ear, ears, earsself
Per	Per	Pers	Pers	Persself	pronounced as it looks
They	Them	Their	Theirs	Themself	Pronounced as it looks

[www.forge-forward.org](http://www.forge-forward.org)



# 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



# Effects of Homophobia

- Influences laws
- Rigid gender roles
- Communication and relationships
- Stigmatization
- Silence
- Targeting
- Increased substance abuse
- LGB youth increased suicide risk
- Leads to prejudice and discrimination



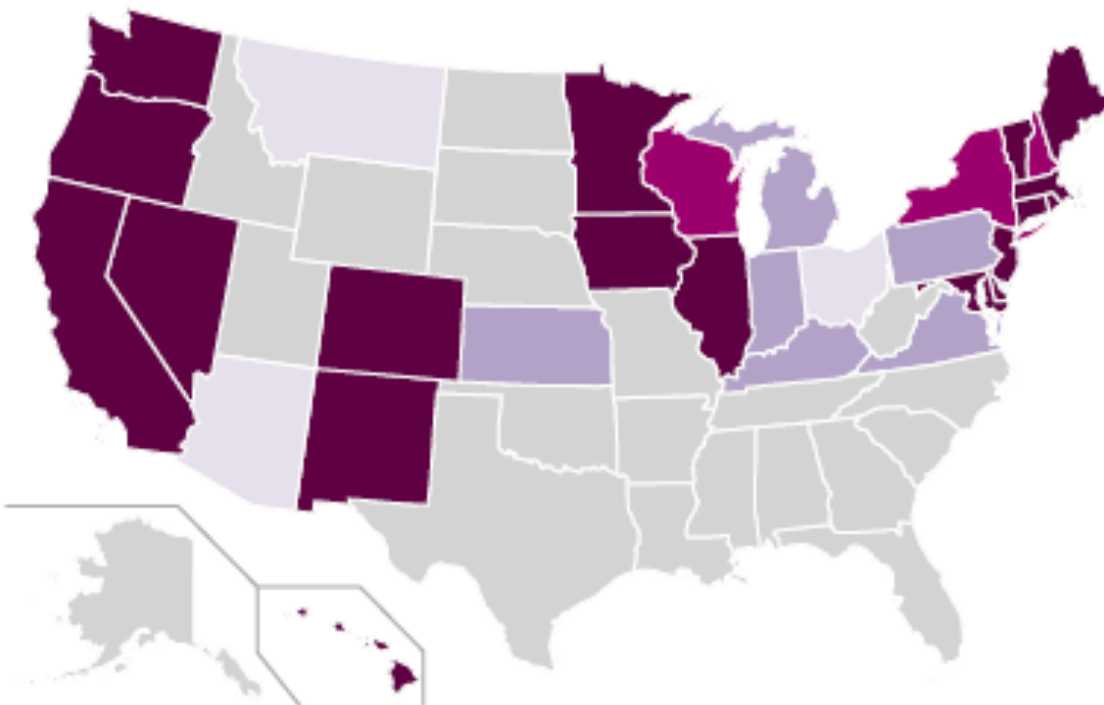


# Recent Events: ENDA

- 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.

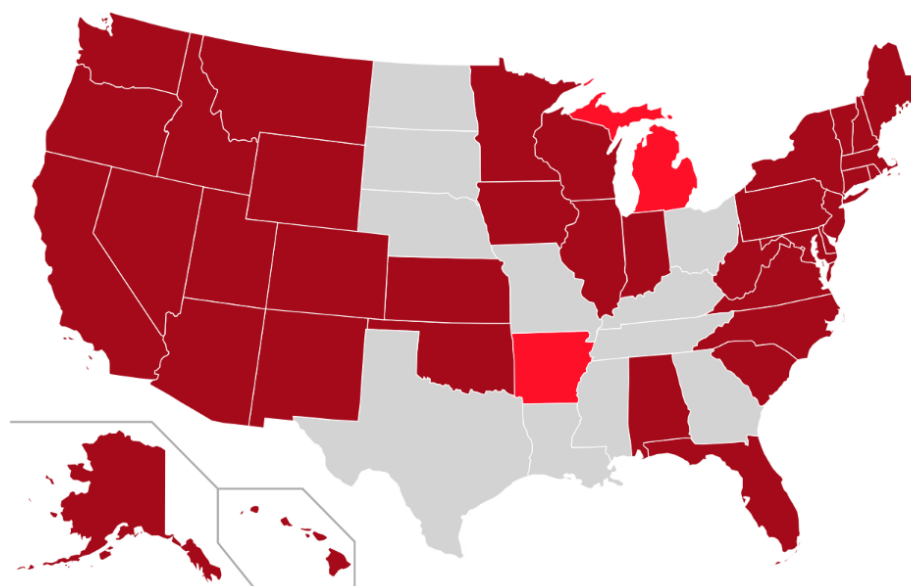


# Recent Events: Marriage

- 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



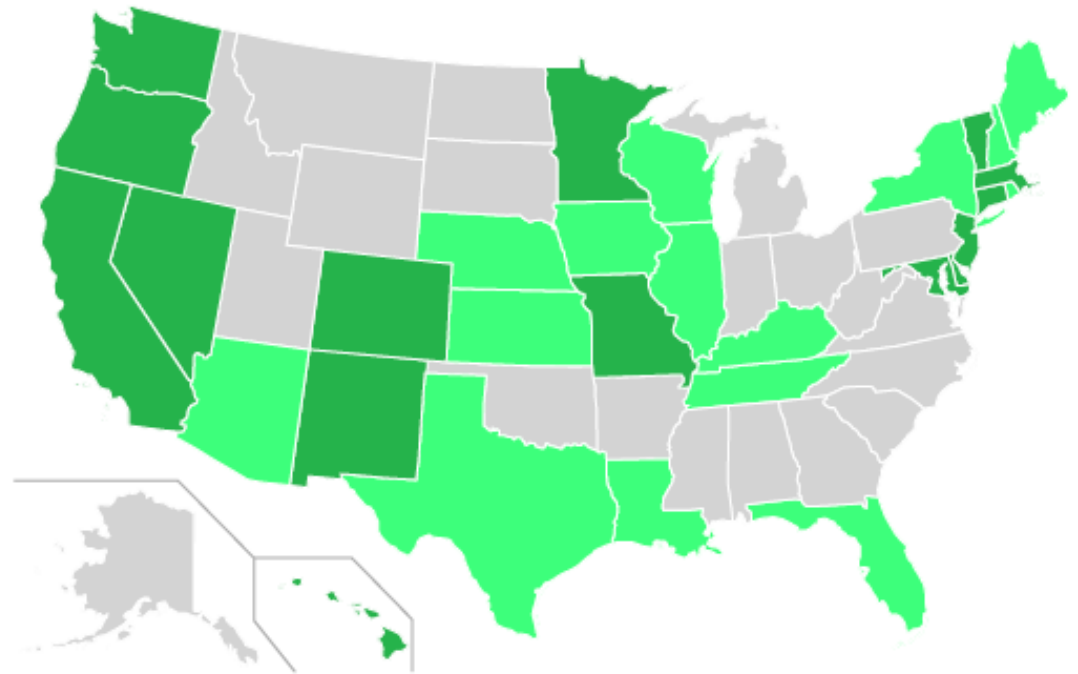
- Matthew Shepard Act



- First federal law to include transgender people



## STATE HATE CRIMES



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 Carolina, South Dakota, Utah (no categories listed), Virginia and West Virginia.

# Other Recent Events



- Don't Ask, Don't Tell



- Visibility of bullying
- Awareness of youth suicide







- The Trevor Project



- It Gets Better Project



# Common Elements of Oppression

-  • Defined Norm
-  • Institutional Power
-  • Economic Power
-  • Myth of Scarcity
-  • Violence
- Threat of Violence
- Isolation
- Horizontal Hostility
- Invisibility
- Distortion
- Stereotyping
- Blaming the Victim
- Internalized Oppression
- Assimilation
- Tokenism

- Suzanne Pharr, 1988



# Ending Oppression



- Organizational norms



- Organizational policies



- Local ordinances and laws








- State laws



- National laws








# 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
- 

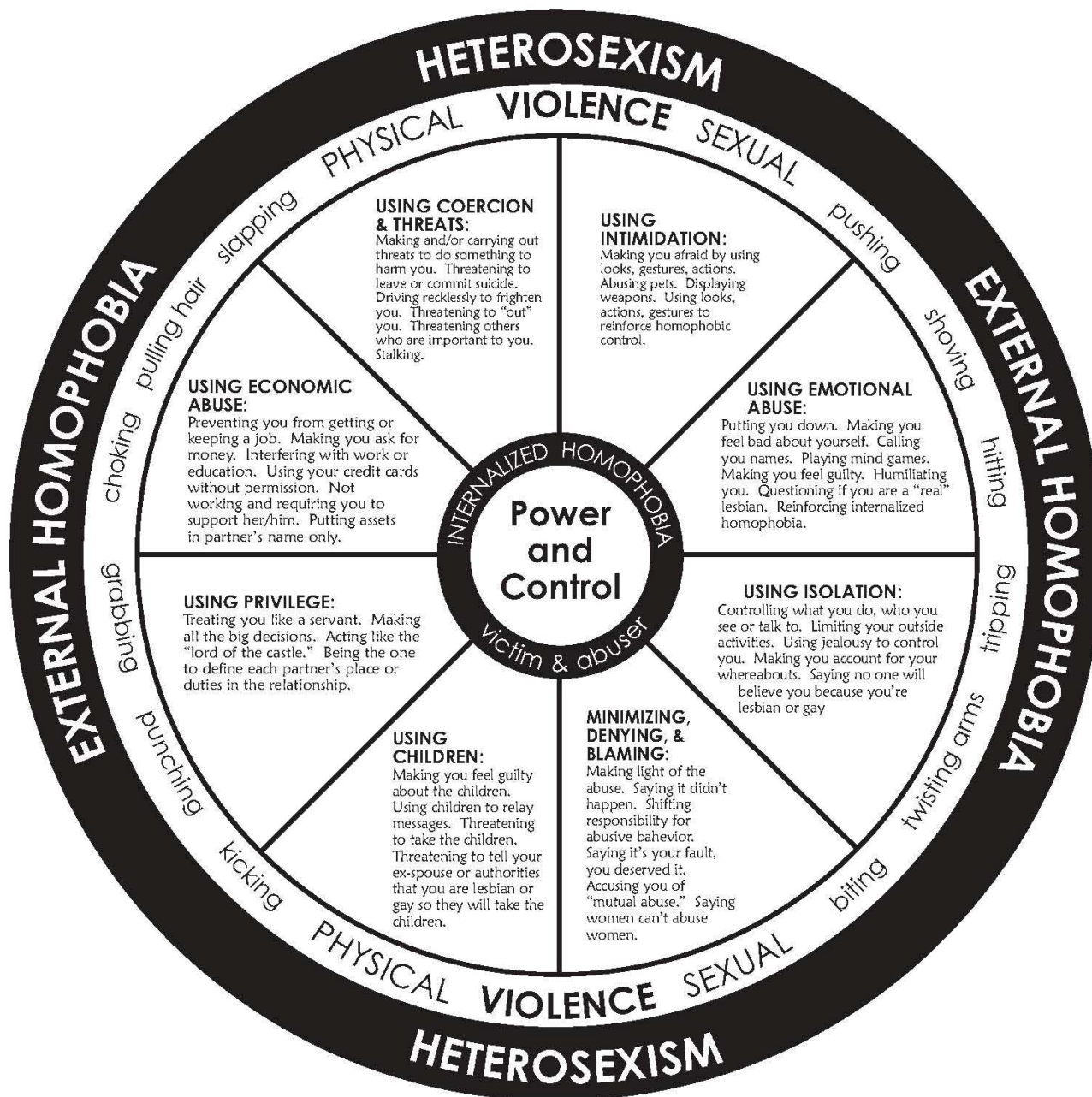




# Violence and Oppression

- 
- Review common elements of oppression
- 
- Oppression and violence
    - Emotional
    - Financial
    - Physical
    - Sexual: up to 8 times higher
      - Transgender and military communities
- 
- 
- 
- Intimate partner/domestic violence
    - Frequency
    - Shelter
    - Access to services
    - Dynamics





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Developed by Roe & Jagodinsky;  
inspired and adapted from:  
Domestic Abuse Intervention Project  
202 East Superior Street  
Duluth, MN 55802



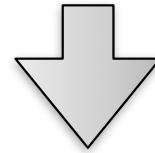
**NATIONAL CENTER**  
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training • consulting • advocacy

4612 Shoal Creek Blvd. • Austin, Texas 78756  
512.407.9020 (phone and fax) • [www.ncdsv.org](http://www.ncdsv.org)

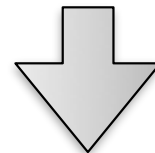
# Fassinger's (1998) Model of Sexual Identity Development

Individual Sexual Identity      Group Membership Identity

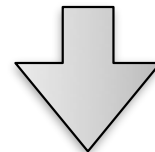
Awareness



Exploration



Deepening Commitment



Internalization/Synthesis



# 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



# Why does your organization need allies?

- Create affirming and inclusive climate
  - Affirming vs. promoting
- Underreporting
- Lack of resources
- Inclusive rather than divisive



# 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.”



# 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



# 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

- IYG: Indiana Youth Group
- Northeast Indiana LGBTQ Coalition
- Pride: Indianapolis, Fort Wayne, Lafayette
- 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)
- College and University LGBTQ Resource Centers



# Wrap-up



- Quiz Game



- Post-test



- Thank you!



Questions?  
Comments?  
Concerns?  
Complaints?

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