

# Online Safe Space Workshop Project Alignment

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## Project Overview:

The focus of this project is to plan and develop curriculum for a web-based Safe Space workshop, which will serve as an additional revenue stream for Q Consulting and Education (QCE). The organization currently offers face-to-face workshop options that pose budgetary and scheduling challenges. Q Consulting and Education (QCE) is an Indiana-based non-profit organization that works with non-profit and for-profit organizations to develop LGBTQ inclusive and affirming organizational climates for all.

## *Module 1 Terminology and Symbols*

Terminal Objective: Workshop participants will review and recognize LGBTQ terminology.				
Enabling Objectives	Assessment Idea	Absorb Activity	Do Activity	Connect Activity
Participants will list LGBTQ terminology of which they have prior knowledge.	Timed list making activity	Video or slide lecture on LGBTQ terminology	Crossword game Timed list making activity	Timed list making activity
Participants will accurately define LGBTQ terminology of which they have prior knowledge.	Matching game based upon words from list that participants created and pre/post-tests.	Video or slide lecture on LGBTQ terminology	Matching game based upon words from list that participants created and pre/post-tests.	Timed list making activity
Participants will match new LGBTQ terminology and definitions.	Matching game based upon words that were not listed or that participants did not know in the previous matching game and pre/post-tests.	Video or slide lecture on LGBTQ terminology  Review glossary of key terms and meanings	Matching game based upon words that were not listed or that participants did not know in the previous matching game and pre/post-tests.	Glossary of common LGBTQ terms

Participants will identify appropriate usage of LGBTQ terminology within context.	Interview simulation game	Video or slide lecture on LGBTQ terminology	Matching game Interview simulation game	Glossary of common LGBTQ terms
Using web-based search tools, participants will research LGBTQ terminology and definitions.	Fill-in-the-blank quiz	Read self-selected and guided online resources on LGBTQ terminology	Web search Fill-in-the-blank quiz	Web search

**Terminal Objective: Workshop participants will review and recognize LGBTQ symbols.**

Enabling Objectives	Assessment Idea	Absorb Activity	Do Activity	Connect Activity
Participants will identify key LGBTQ symbols within their historical context.	Matching game and pre/post-tests	Video or slide lecture on LGBTQ symbols	Matching game and pre/post-tests	Glossary of common LGBTQ symbols
Participants will match key LGBTQ symbols with their meanings.	Matching game and pre/post-tests	Video or slide lecture on LGBTQ symbols	Matching game and pre/post-tests	Glossary of common LGBTQ symbols
Using web-based search tools, participants will research LGBTQ symbols and their meanings.	Fill-in-the-blank quiz	Read self-selected and guided online resources on LGBTQ symbols	Web search Fill-in-the-blank quiz	Web search

*Module 2 History and Recent Events*

**Terminal Objective: Workshop participants will demonstrate knowledge and understanding of LGBTQ United States history spanning 200 years.**

Enabling Objectives	Assessment Idea	Absorb Activity	Do Activity	Connect Activity
Participants will identify key events in LGBTQ history in the United States during the last 200 years.	Pre/post-tests and fill-in-the-blanks quiz	Video or slide lecture on LGBTQ history	Web search Pre/post-tests and fill-in-the-blanks quiz	Web search
Participants will match key LGBTQ historical events with the time periods during which they took place.	Pre/post-tests and sequence quiz	Video or slide lecture on LGBTQ history	Matching game Pre/post-tests and sequence quiz	None
Using web-based search tools, participants will research LGBTQ historical events.	Fill-in-the-blank quiz	Read self-selected and guided online resources on LGBTQ history	Web search Fill-in-the-blank quiz	Web search
Participants will apply understanding of LGBTQ historical events to modern contexts and current social issues.	Brief written response pieces, assessed by workshop facilitator according to a rubric	Video or slide lecture on LGBTQ history	Case study and written reaction/response piece, assessed by workshop facilitator according to a rubric	Evaluate case study example

Participants will identify their personal location in LGBTQ history.	Brief written response pieces, assessed by workshop facilitator according to a rubric	Video featuring five brief stories from instructor and LGBTQ allies, exemplifying personal location	Written reaction/response piece based on stories shared in absorb activity, assessed by workshop facilitator according to a rubric	Participants will share personal examples and stories
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**Terminal Objective: Workshop participants will demonstrate knowledge and understanding of LGBTQ current events.**

Enabling Objectives	Assessment Idea	Absorb Activity	Do Activity	Connect Activity
Participants will review and recognize primary contemporary social issues concerning employment non-discrimination.	Pre/post-tests and matching game	Video or slide lecture on LGBTQ employment non-discrimination issues: ENDA, state rights, recent legislation	Pre/post-tests and matching game	Web search for examples of legal challenges regarding primary social issues
Participants will review and recognize contemporary social issues concerning LGBTQ families.	Pre/post-tests and matching game	Video or slide lecture on matters of LGBTQ families: adoption, child support, custody, visitation, surrogacy, birth, parenting children from previous heterosexual relationships	Pre/post-tests and matching game	Case studies on LGBTQ family issues followed by written responses, including comparison to personal experiences
Participants will review and recognize primary contemporary social issues concerning hate crimes protection.	Pre/post-tests and matching game	Video or slide lecture on LGBTQ hate crimes protection  Read guided web-based resources	Pre/post-tests and matching game	Guided web search on hate crimes prevention, legislation, and rationale for such legislation

Participants will review and recognize primary contemporary social issues concerning LGBTQ youth.	Pre/post-tests and matching game	Video or slide lecture on LGBTQ youth: homelessness, bullying, suicide/prevention, substance abuse, pregnancy, victimization	Pre/post-tests and matching game	Web search on LGBTQ youth stats followed by citation of examples and brainstorming activity for solutions
Participants will review and recognize primary current social issues concerning the trans* community.	Pre/post-tests and matching game	Video or slide lecture on trans* identity, terms, pronouns, social issues, legal issues, victimization, intersectionality of gender identity and race/ethnicity	Pre/post-tests and matching game	Guided web search on social issues regarding the trans* community followed by summary

*Module 3 Identity Development and Society*

Terminal Objective: Workshop participants will demonstrate knowledge and understanding of sexual identity and gender identity development.				
Enabling Objectives	Assessment Idea	Absorb Activity	Do Activity	Connect Activity
Participants will compare and contrast key social and biological models for sexuality and gender identity development.	Pre/post-test	<p>Video or slide lecture on social and biological models of sexuality and gender identity development</p> <p>Guided readings on sexuality and gender identity development</p>	Pre/post test	Summary activity

Participants will correctly organize the stages of sexuality and gender identity development.	Sequence quiz	Video or slide lecture on social and biological models of sexuality and gender identity development	Sequence quiz	None
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Terminal Objective: Workshop participants will demonstrate knowledge and understanding of relevant LGBTQ social justice concepts.

Enabling Objectives	Assessment Idea	Absorb Activity	Do Activity	Connect Activity
Participants will define homophobia, heterosexism, and heteronormativity.	Pre/post-test	Video or slide lecture on homophobia, heterosexism, and heteronormativity and their connection to other types of historical and contemporary oppression and civil rights issues	Pre/post-test and matching game requiring participants to match correct term with examples	Web search for examples of homophobia, heterosexism, and heteronormativity
Participants will match examples of homophobia, heterosexism, and heteronormativity with the appropriate concept.	Matching game	Video or slide lecture on homophobia, heterosexism, and heteronormativity and their connection to other types of historical and contemporary oppression and civil rights issues	Pre/post-test and matching game requiring participants to match correct term with examples	None

Participants will identify examples of homophobia, heterosexism, and heteronormativity in their personal and professional lives.	Worksheet/composition questions	Video featuring ten brief stories from instructor and LGBTQ individuals, exemplifying personal experiences with homophobia, heterosexism, and heteronormativity in their personal and professional lives	Review of case studies followed by written response pieces  Worksheet/composition questions	Participants will share examples they have witnessed or heard about in their personal or professional lives
Participants will explain how homophobia, heterosexism, and heteronormativity are interrelated.	Composition questions/ response piece evaluated according to a rubric	Video or slide lecture on homophobia, heterosexism, and heteronormativity and their connection to other types of historical and contemporary oppression and civil rights issues	Composition questions/ response piece evaluated according to a rubric	None
Participants will identify ways in which LGBTQ U.S. history, current events, and culture contribute to homophobia, heterosexism, and heteronormativity.	Composition questions/ response piece evaluated according to a rubric	Video or slide lecture on homophobia, heterosexism, and heteronormativity and their connection to other types of historical and contemporary oppression and civil rights issues	Composition questions/ response piece evaluated according to a rubric	Identifying and citing examples of ways in which LGBTQ U.S. history, current events, and culture contribute to homophobia, heterosexism, and heteronormativity.

Participants will construct possible ally solutions for reducing homophobia, heterosexism, and heteronormativity within organizational and interpersonal contexts.	Interview game and composition questions/ response piece evaluated according to a rubric	Video featuring ten brief stories from instructor and LGBTQ individuals, exemplifying personal experiences with homophobia, heterosexism, and heteronormativity in their personal and professional lives	Review of case studies followed by written responses  Interview game and composition questions/ response piece evaluated according to a rubric	Brainstorming for personal solutions to homophobia, heterosexism, heteronormativity
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#### *Module 4 Being an Ally*

Terminal Objective: Workshop participants will demonstrate understanding of the importance of building LGBTQ-affirming and inclusive organizational spaces.				
Enabling Objectives	Assessment Idea	Absorb Activity	Do Activity	Connect Activity
Participants will recognize the interpersonal impact of LGBTQ-affirming and inclusive organizational spaces.	Interview game	Video or slide lecture on inclusive organizational spaces  Video featuring five brief stories from instructor and LGBTQ individuals on the impact of affirming and inclusive spaces	Review of case studies followed by written response pieces  Interview game	Ponder activity: participants will evaluate examples of organizational spaces and suggest ways in which they might be more affirming and inclusive



Participants will identify the organizational impact of LGBTQ-affirming and inclusive organizational spaces.	Interview game	Video or slide lecture on inclusive organizational spaces	Simulation/interview game	Ponder activity: participants will evaluate examples/case studies of organizational spaces and suggest ways in which they might be more affirming and inclusive
Participants will describe their personal philosophy regarding LGBTQ-affirming and inclusive organizational spaces.	Composition questions/ response piece evaluated according to a rubric	Video or slide lecture on inclusive organizational spaces	Composition questions/ response piece evaluated according to a rubric	Journal activity: participants describe their personal philosophy regarding LGBTQ-affirming and inclusive organizational spaces.

**Terminal Objective: Workshop participants will demonstrate understanding of the role and importance of LGBTQ allies.**

Enabling Objectives	Assessment Idea	Absorb Activity	Do Activity	Connect Activity
Participants will recognize what an LGBTQ ally is	Pre/post-test	Video or slide lecture on LGBTQ allies	Guided web search and pre/post-tests	Guided web search
Participants will identify what an LGBTQ ally does.	Pre/post-test and matching game	Video or slide lecture on LGBTQ allies	Guided web search and pre/post-tests	Guided web search

Terminal Objective: Workshop participants will identify LGBTQ-affirming behaviors expected of allies.

Enabling Objectives	Assessment Idea	Absorb Activity	Do Activity	Connect Activity
Participants will identify ways in which they will serve as LGBTQ allies in interpersonal and organizational contexts.	Composition questions/ response piece evaluated according to a rubric	Video or slide lecture on LGBTQ allies	Composition questions/ response piece evaluated according to a rubric	Participants will identify/ cite a minimum of 10 ways in which they will serve as LGBTQ allies in interpersonal and organizational contexts.
Participants will identify ways in which allies may reduce homophobia, heterosexism, and heteronormativity in interpersonal and organizational contexts.	Interview game	Video featuring ten brief stories from instructor and LGBTQ individuals, exemplifying personal experiences with homophobia, heterosexism, and heteronormativity in their personal and professional lives	Interview game and written responses to case studies	Participants will evaluate the list ^above^ and explain how each strategy may reduce homophobia, heterosexism, and heteronormativity in interpersonal and organizational contexts.
Participants will describe their personal philosophy regarding serving as an LGBTQ ally.	Composition questions/ response piece evaluated according to a rubric	Video or slide lecture on LGBTQ allies  Guided reading on personal philosophies and ally experiences	Composition questions/ response piece evaluated according to a rubric	Participant summaries of their personal philosophy regarding serving as an LGBTQ ally.

Terminal Objective: Workshop participants will identify local, state, and national LGBTQ resources.

Enabling Objectives	Assessment Idea	Absorb Activity	Do Activity	Connect Activity
Participants will identify local, state, and national LGBTQ resources.	Matching game and pre/post-tests	Video or slide lecture on LGBTQ state and national LGBTQ resources  Guided web reading on local LGBTQ resources	Matching game and guided web search	Matching game and guided web search
Using web-based search tools, participants will research local, state, and national LGBTQ resources.	Composition questions/response piece evaluated according to a rubric	Read self-selected and guided online resources on LGBTQ resources	Guided web search  Composition questions/response piece evaluated according to a rubric	Evaluation and comparison of resources found in guided web search
Participants will explain how they will use at least 3 of each LGBTQ resource (local, state, and national) in their roles as allies.	Composition questions/response piece evaluated according to a rubric	Video featuring five brief stories from social service providers on utilization of LGBTQ resources	Composition questions/response piece evaluated according to a rubric	Participants will summarize how they will use at least 3 of each LGBTQ resource (local, state, and national) in their roles as allies.

Terminal Objective: Workshop participants will apply LGBTQ-affirming behaviors to real-life scenarios.

Enabling Objectives	Assessment Idea	Absorb Activity	Do Activity	Connect Activity
Participants will compare and contrast examples of LGBTQ affirmation and inclusion	Using a Likert-type scale, participants will rate examples given in a minimum of 10 scenarios	Video case studies	Case studies  Using a Likert-type scale, participants will rate examples given in a minimum of 10 scenarios	None
Participants will suggest ways in which allies could better demonstrate affirmation and inclusion.	Participants will make suggestions on scenarios	Video case studies	Participants will make suggestions on scenarios	Evaluation of strategies exemplified in case studies