



SAFE

ZONE

TRAINING

PARTICIPANT



PACKET



www.TheSafeZoneProject.com

Training Overview

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Group Norms

1. Be Smarter than Your Phone

No matter how good you are at multi-tasking, we ask you to put away your phone, resist from texting and all that jazz. We will take a break and you can send a quick text, snap, tweet, insta, etc. at that point. If you are expecting a phone call you cannot miss we will not judge!

2. Questions, Questions, Questions

Please feel free to ask questions at any time throughout this training. Unless someone is mid-sentence, it is always an appropriate time to ask questions. Even if it isn't relevant to the topic, throw it out there - get it off your mind and onto ours.

3. Vegas Rule

Slightly modified! So during the training someone may share something really personal, may ask a question, may say something that they wouldn't want attached to their name outside this space. So remember that **what is said here stays here and what is learned here should leave here**. You're welcome to share anything that we say in this space with others and attach it to our name but we respectfully request that you take away the message from others' shares and not their names.

4. LOL

We really appreciate it if, at some point, y'all could laugh! This training is going to be fun, and we'll do our best to keep it upbeat, so just know... it's ok to laugh! Laughter indicates that you're awake, that you're paying attention, and that we haven't killed your soul. So yeah... go ahead and do that!

5. Share the Airtime

If you are someone who participates often and is really comfortable talking - awesome! Do it. Also we ask that you try to remain aware of your participation and after you've shared a few times to leave space for other people to also put their ideas out there. If you usually wait to share... jump in!

6. Reserve the Right to Change Your Mind

If you say something and then later disagree with yourself, that is a-okay! This is a safe space to say something and then later feel differently and change your mind. We even encourage it. As a wise Safe Zone participant once said, "Stop, rewind, I changed my mind."

First Impressions of LGBTQ People

Answer the following questions to the best of your ability:

1. When's the first time you can remember learning that some people are lesbian, gay, bisexual, or queer?
2. Where did most of the influence of your initial impressions/understanding of lesbian, gay, bisexual, and queer people come from? (e.g., family, friends, television, books, news, church)
3. When's the first time you can remember learning that some people are transgender?
4. Where did most of the influence of your initial impressions/understanding of transgender people come from? (e.g., family, friends, television, books, news, church)
5. How have your impressions/understanding of LGBTQ (lesbian, gay, bisexual, transgender, and queer/questioning) people changed or evolved throughout your life?

Core Vocab

Ally - (noun; pronounced “al-lie”) a (typically straight- or cis-identified) person who supports and respects members of the LGBTQ community. While the word doesn’t necessitate action, we consider people to be active allies who take action upon this support and respect, this also indicates to others that you are an ally.

Asexual - (adj) having a lack of (or low level of) sexual attraction to others and/or a lack of interest or desire for sex or sexual partners. Asexuality exists on a spectrum from people who experience no sexual attraction or have any desire for sex to those who experience low levels and only after significant amounts of time, many of these different places on the spectrum have their own identity labels.

Biological Sex - (noun) a medical term used to refer to the chromosomal, hormonal and anatomical characteristics that are used to classify an individual as female or male or intersex. Often referred to as simply “sex,” “physical sex,” “anatomical sex,” or specifically as “sex assigned [or designated] at birth.”

Biphobia - (noun) a range of negative attitudes (e.g., fear, anger, intolerance, invisibility, resentment, erasure, or discomfort) that one may have or express towards bisexual individuals. Biphobia can come from and be seen within the queer community as well as straight society.

Biphobic - (adj) a word used to describe an individual who harbors some elements of this range of negative attitudes towards bisexual people.

Bisexual - (adj) a person emotionally, physically, and/or sexually attracted to male/men and females/women. Other individuals may use this to indicate an attraction to individuals who identify outside of the gender binary as well and may use bisexual as a way to indicate an interest in more than one gender or sex (i.e. men and genderqueer people). This attraction does not have to be equally split or indicate a level of interest that is the same across the genders or sexes an individual may be attracted to.

Cisgender - (adj; pronounced “siss-jendur”) a person whose gender identity and biological sex assigned at birth align (e.g., man and assigned male at birth). A simple way to think about it is if a person is not transgender, they are cisgender. The word cisgender can also be shortened to “cis.”

Coming Out - (1) the process by which one accepts and/or comes to identify one’s own sexuality or gender identity (to “come out” to oneself). (2) The process by which one shares one’s sexuality or gender identity with others (to “come out” to friends, etc.).

Gay - (adj) (1) a term used to describe individuals who are primarily emotionally, physically, and/or sexually attracted to members of the same sex and/or gender. More commonly used when referring to males/men-identified ppl who are attracted to males/men-identified ppl, but can be applied to females/women-identified people as well. (2) An umbrella term used to refer to the queer

community as a whole, or as an individual identity label for anyone who does not identify as heterosexual.

Gender Expression - (noun) the external display of one's gender, through a combination of dress, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity. Also referred to as "gender presentation."

Gender Identity - (noun) the internal perception of an one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be. Common identity labels include man, woman, genderqueer, trans, and more.

Genderqueer - (adj) a gender identity label often used by people who do not identify with the binary of man/woman; or as an umbrella term for many gender non-conforming or non-binary identities (e.g., agender, bigender, genderfluid).

Heteronormativity - (noun) the assumption, in individuals or in institutions, that everyone is heterosexual, and that heterosexuality is superior to all other sexualities. Leads to invisibility and stigmatizing of other sexualities. Often included in this concept is a level of gender normativity and gender roles, the assumption that individuals *should* identify as men and women, be masculine men and feminine women, and finally that men and women are a complimentary pair.

Homophobia - (noun) an umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, erasure, or discomfort) that one may have towards members of LGBTQ community. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ. **Homophobic** - (adj) a word used to describe an individual who harbors some elements of this range of negative attitudes towards gay people.

Homosexual - (adj) a [medical] term used to describe a person primarily emotionally, physically, and/or sexually attracted to members of the same sex/gender. This term is considered stigmatizing due to its history as a category of mental illness, and is discouraged for common use (use gay or lesbian instead).

Intersex - (adj) someone whose combination of chromosomes, gonads, hormones, internal sex organs, and genitals differs from the two expected patterns of male or female. In addition to "intersex," the initialism DSD ("Differences of Sex Development") is also used, often in the medical care of infants. Formerly known as **hermaphrodite** (or hermaphroditic), but these terms are now considered outdated and derogatory.

Lesbian - (noun/adj) a term used to describe females/women-identified people attracted romantically, erotically, and/or emotionally to other females/women-identified people.

LGBTQ / GSM / DSG - (adj) initialisms used as shorthand or umbrella terms for all folks who have a non-normative (or queer) gender or sexuality, there are many different initialisms people prefer. **LGBTQ** is Lesbian Gay Bisexual Transgender and Queer and/or Questioning (sometimes people at a + at the end in an effort to be more inclusive); **GSM** is Gender and Sexual Minorities; **DSG** is Diverse

Sexualities and Genders. Other options include the initialism GLBT or LGBT and the acronym QUILTBAG (Queer [or Questioning] Undecided Intersex Lesbian Trans* Bisexual Asexual [or Allied] and Gay [or Genderqueer]).

Pansexual - (adj) a person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions. Often shortened to “pan.”

Passing - (verb) (1) a term for trans* people being accepted as, or able to “pass for,” a member of their self-identified gender identity (regardless of sex assigned at birth) without being identified as trans*. (2) An LGB/queer individual who is believed to be or perceived as straight.

Queer - (adj) used as an umbrella term to describe individuals who don’t identify as straight. Also used to describe people who have non-normative gender identity or as a political affiliation. Due to its historical use as a derogatory term, it is not embraced or used by all members of the LGBTQ community. The term queer can often be use interchangeably with LGBTQ.

Questioning - (verb & adjective) an individual who or time when someone is unsure about or exploring their own sexual orientation or gender identity.

Romantic Attraction - (noun) an affinity for someone that evokes the want to engage in relational intimate behavior (e.g., flirting, dating, marriage), experienced in varying degrees (from little-to-none, to intense). Often conflated with **sexual attraction** or **emotional/spiritual attraction**.

Sexual Attraction - (noun) an affinity for someone that evokes the want to engage in physical intimate behavior (e.g., kissing, touching, intercourse), experienced in varying degrees (from little-to-none, to intense). Often conflated with **romantic attraction** or **emotional/spiritual attraction**.

Sexual Orientation - (noun) the type of **sexual, romantic, emotional/spiritual attraction** one feels for others, often labeled based on the gender relationship between the person and the people they are attracted to (often mistakenly referred to as sexual preference)

Straight - (adj) a person primarily emotionally, physically, and/or sexually attracted to people who are not their same sex/gender. A more colloquial term for the word **heterosexual**.

Trans*/Transgender - (adj) (1) An umbrella term covering a range of identities that transgress socially defined gender norms. Trans with an * is often used to indicate that you are referring to the larger group nature of the term. (2) A person who lives as a member of a gender other than that expected based on anatomical sex.

Transphobia - (noun) the fear of, discrimination against, or hatred of trans* people, the trans* community, or gender ambiguity. Transphobia can be seen within the queer community, as well as in general society. Transphobia is often manifested in violent and deadly means. While the exact numbers and percentages aren’t incredibly solid on this, it’s safe to say that trans* people are far more likely than their cisgender peers (including LGB people) to be the victims of violent crimes and

murder. Transphobic - (adj) a word used to describe an individual who harbors some elements of this range of negative attitudes, thoughts, intents, towards trans* people.

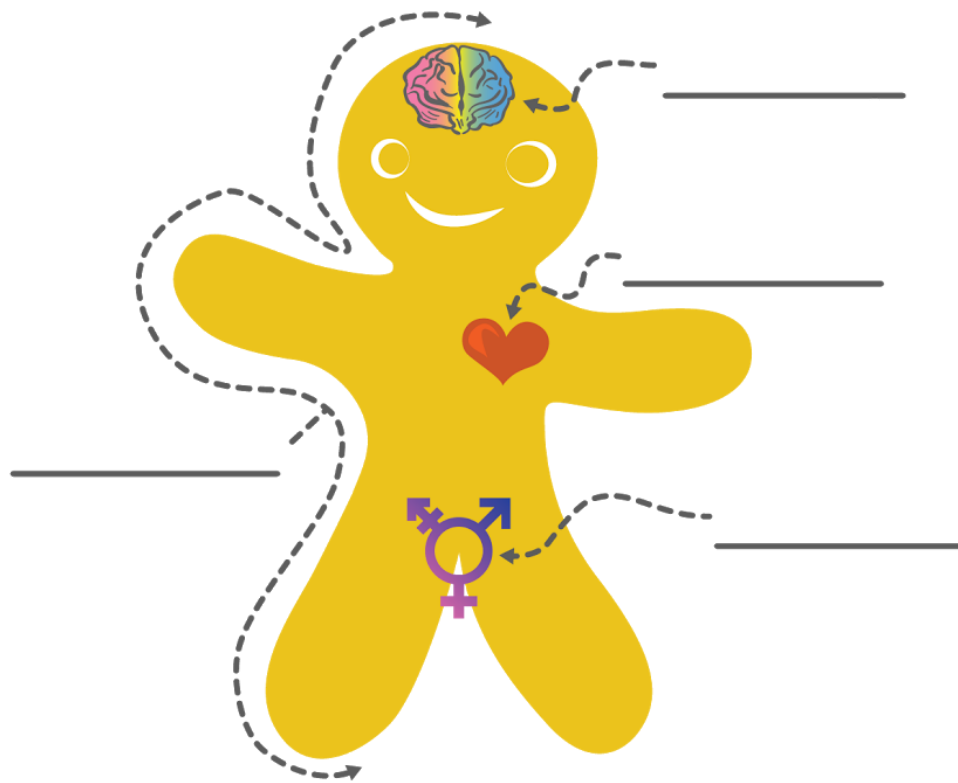
LGBTQ is an acronym

meant to encompass a whole bunch of diverse **sexualities** and **genders**. Folks often refer to the Q (standing for “queer”*) as an **umbrella term**, under which live a whole bunch of identities. This is helpful because **lesbian, gay,** and **bisexual** aren’t the only marginalized sexualities, and **transgender*** isn’t the only gender identity. In fact, there are many more of both!



* The “Q” sometimes stands for “questioning” and “transgender” is often thought of as an umbrella term itself (sometimes abbreviated “trans”; or “trans*” in writing). Lots of asterisks, lots of exceptions, because hey – we’re talking about **lots** of different folks with different lived experiences to be inclusive of.

The Genderbread Person_{v3.3}



Sexuality

♥ Sexually Attracted to

⊖ {  _____

♥ Romantically Attracted to

Gender

 Gender Expression

 Biological Sex

 {
   _____

Privileges for Sale

Please read the following list of privileges. Each privilege costs \$100 to purchase. As a group, you may purchase as many privileges as your money allows.

1. Celebrating your marriage(s) with your family, friends, and coworkers.
2. Paid leave from your job when grieving the death of your partner(s).
3. Inheriting from your partner(s)/lover(s)/companion(s) automatically after their death.
4. Having multiple positive TV role models.
5. Sharing health insurance with your partner(s).
6. Being able to find role models of the same sexual orientation.
7. Being able to see your partner(s) immediately if in an accident or emergency.
8. Not being subjected to scrutiny in your job and not being able to be promoted without your sexuality being questioned
9. Adopting your children.
10. Filing joint tax returns.
11. Able to obtain child custody.
12. Being able to complete forms and paperwork with the information you feel most clearly communicates who you are.
13. Being able to feel unthreatened/safe in your interactions with authority figures/police officers.
14. Kissing/hugging/being affectionate in public without threat or punishment.
15. Being able to discuss and have access to multiple family planning options.
16. Not questioning normalcy both sexually and culturally.
17. Reading books or seeing movies about a relationship you wish you could have.
18. Receiving discounted home-owner insurance rates with your recognized partner(s).
19. Raising children without worrying about state intervention.
20. Having others comfort and support you when a relationship ends.
21. Being a foster parent.
22. Using public restrooms without fear of threat or punishment.
23. Being employed as a preschool or elementary school teacher without people assuming you will “corrupt” the children.
24. Dating the person you desired in your teens.
25. Raising children without worrying about people rejecting your children because your sexuality.
26. Living openly with your partner(s).
27. Receiving validation from your religious community.
28. Being accepted by your neighbors, colleagues, and new friends.
29. Being able to go to a doctor visit and have them understand your sexual orientation.
30. Being able to call/access social services without fear of discrimination around your gender and/or sexual orientation.
31. Sponsoring your partner(s) for citizenship.
32. Being open and having your partner(s) accepted by your family.

Questions, Questions, Questions

1. What bathroom does a transgender person use?
2. Don't all these labels actually make it worse not better?
3. Can I just ask someone how they identify?
4. Aren't all people a "she" or a "he"?
5. Lots of kids say that they "feel like a boy" or are "bisexual" but isn't a lot of trying on identities ultimately just a phase for teenagers?
6. Are all transgender people gay?
7. For sports, do transgender girls play with the girls? Or boys? Is that fair?
8. How do we intervene when someone says homophobic things without trampling their values?

"COMING OUT" ... "of the closet." is the process by which someone...

1. Accepts and identifies with their gender identity and/or sexual orientation; and
2. Shares their identity willingly with others.

Sometimes We talk about coming out as if it were a one time thing. But for most folks coming out is a **series of decisions** – sometimes daily – that LGBTQ people navigate in every new setting they enter. (Most people aren't like Ellen, where they come out once and then the whole world knows.)

People may be "out" ➡ in some spaces, and "in" ➡ in others.

➡/➡ to Family ➡/➡ to Friends ➡/➡ to Classmates/Coworkers ➡/➡ to Religious Community

A decision to come out to a person or group is one of safety, comfort, trust, & readiness.

It's dangerous, unhealthy, and unhelpful to force someone to come out, or to "out" someone else (i.e., disclosing someone's gender identity or sexual orientation to others without the person's consent), **regardless of your intentions** (sometimes people think they're being helpful, or acting on the person's behalf to conquer their fears), but...

IF SOMEONE COMES OUT TO YOU...

DON'T:

1. Say "I always knew," or downplay the significance of their sharing with you.
2. Go tell everyone, bragging about your "new trans friend."
3. Forget that they are still the person you knew, befriended, or loved before.
4. Ask probing questions, or cross personal barriers you wouldn't have crossed earlier.
5. Assume you know why they came out to you.

DO:

1. Know this is a sign of huge trust! (Yay!)
2. Check-in on how confidential this is (Do other people know? Is this a secret?)
3. Remember that their gender/sexuality is just one dimension (of many) of who they are.
4. Show interest and curiosity about this part of them that they are sharing with you.
5. Ask them how you can best support them.

Scenarios

Questions for BGCA

1. You've just been introduced to a new kid who introduces themselves to you as Alex. Alex presents in an androgynous way and you're not sure what pronouns to use for Alex. What do you do?
2. A parent has called expressing concern over sleeping assignments for an overnight trip. Their kid said their roommate is gay, and the parent feels it would be inappropriate to force their son to sleep in the same room as a gay kid. How do you respond?
3. You hear a few kids talking one day and overhear one of them say, "Quit being such a fag," to another kid. How do you address this situation? (Would you handle it any differently if the kid had said the word "queer"?)
4. There is a kid who wants to join your teen programs and has asked to speak with you in order to assess which program would be best for them to attend. They tell you they're genderqueer and use they/them pronouns. How would you advise them?
5. You are in the process of orienting a new staff hire and they reveal to you that they have just begun socially transitioning their gender. So, while their legal paperwork and application are all under Cynthia, he asks to be referred to as Steven. What would you do?

Resource Page

There are many organizations, news, and blog communities for you to continue to explore gender and sexuality. These are just a few of our favorite places to continue learning!

Safe Zone Project Website Links -

- Full list of vocabulary terms – bit.ly/SZP_VocabFULL
- BGCA + SZP bage - thesafezoneproject.com/bgca

Websites for Learning More About Gender, Sexuality, & Social Justice

- Asexual Visibility and Education Network – www.asexuality.org – "The world's largest online asexual community as well as a large archive of resources on asexuality."
- Bisexual.org – www.bisexual.org – "A voice to the bisexual community, share accurate information, answer questions, and provide resources for further learning."
- Everyday Feminism – www.everydayfeminism.com – "Learn how to heal from and stand up to everyday violence, discrimination, and marginalization," with plenty of articles about class, gender, LGBTQIA issues, and race.
- Get Real – www.getrealeducation.org – "Comprehensive Sex Education That Works."
- It's Pronounced Metrosexual – www.itspronouncedmetrosexual.com – an online resource educating on issues of identity, sexuality, gender, privilege, and oppression, but in a fun, approachable way (by Safe Zone Project co-creator, Sam Killermann).
- Salacious – www.salaciousmagazine.com – "A Queer Feminist Sex Magazine"
- Soul Force - <http://soulforce.org/> - Family that travels and does speaking events, have a ton of materials on their site, and do an "equality ride" (super cool), all from a Christian perspective
- TransWhat? – www.transwhat.org – "A Guide Towards [Trans] Allyship"
- We Are The Youth – www.wearetheyouth.org – "Sharing stories of LGBTQ youth in the United States."
- WikiQueer – www.wikiqueer.org – "The free encyclopedia and resource for the queer communities that you can edit."

Organizations Doing Good

Consider these orgs and projects to have the SZP-check-mark-of-approval. We strongly encourage you give them your support – whether that's in time, donations, or just spreading awareness.

- GLAAD – www.glaad.org – Gay & Lesbian Alliance Against Defamation. "GLAAD works with print, broadcast and online news sources to bring people powerful stories from the LGBT community that build support for equality."



- GLSEN – www.glsen.org – Gay, Lesbian, and Straight Education Network. "Every day GLSEN works to ensure that LGBT students are able to learn and grow in a school environment free from bullying and harassment."
- Family Acceptance Project – www.familyproject.sfsu.edu – "Research, intervention, education and policy initiative that works to prevent health and mental health risks for lesbian, gay, bisexual and transgender (LGBT) children and youth, including suicide, homelessness and HIV - in the context of their families."
- God Loves the Gays - <http://godlovesthegays.org> - a queer son of a pastor who writes and shares resources with the goal of making people feel okay being queer and Christian
- It Gets Better Project – www.itgetsbetter.org – "The It Gets Better Project's mission is to communicate to lesbian, gay, bisexual and transgender youth around the world that it gets better, and to create and inspire the changes needed to make it better for them."
- National Gay and Lesbian Task Force – <http://www.thetaskforce.org/> – "The mission of the National Gay and Lesbian Task Force is to build the power of the lesbian, gay, bisexual and transgender (LGBT) community from the ground up." They also run Creating Change the "largest annual gathering of LGBTQ activists, organizers, and leaders within the LGBT movement" in the US.
- The "Not All Like That" (NALT) Project - <http://notalllikethat.org> - videos of (awesome) Christians (mostly families) explaining how they fully support LGBTQ people and that being Christian shouldn't mean being anti-gay.
- The Religious Institute - <http://www.religioustheology.org/> - Religious Institute is a multifaith organization dedicated to advocating for sexual health, education, and justice in faith communities and society.
- The Transcending Gender Project: <http://www.transcendinggender.org>
- PFLAG – www.pflag.org – "Parents, Families, Friends, and Allies United with LGBT People to Move Equality Forward."
- Transgender Law Center – www.transgenderlawcenter.org – "Transgender Law Center works to change law, policy, and attitudes so that all people can live safely, authentically, and free from discrimination regardless of their gender identity or expression."
- The Trevor Project – www.thetrevorproject.org – "Crisis intervention and suicide prevention for LGBTQ youth."

Want even more Resources?

Head to www.thesafezoneproject.com/resources to find more!



Feedback Form

Please answer honestly :).

What is one thing that you learned from the training today? What did you enjoy about today's training?

What could be improved for the next time this training is facilitated? How do you think this training could be improved?

Do you think this workshop will improve your experience at your Club? Why or why not?

Additional feedback for the facilitators? This could be in regards to material covered or the facilitation process.

