Becoming a Safe Zone Ally:

Respecting the Dignity of All People

Cuyahoga Community College

SOGE
Sexual Orientation and Gender Equality Council

SAFE ZONE
a safe place to be
l g b t q

LAMBDA
Gender-Sexuality Alliance

Training Overview

GOALS:

- Improve awareness of LGBTQ+ Issues
- Understand importance of Safe Zones at Tri-C
- Understand role of allies in LGBTQ+ community

ORGANIZATION

- **MODULE 1:** Awareness of LGBTQ+ issues
- **MODULE 2:** The Importance of Safe Zones
- **MODULE 3:** The Role of Allies in the LGBTQ+ Community

MODULE 1:
Awareness of LGBTQ+ Issues

GOAL:

Improve awareness of LGBTQ+ issues

- LGBTQ+ terminology and meanings
- Outdated vs. currently accepted terminology
- Effects of local and national laws
- Educational outcomes between non-cisgender and cis-gender students/employees
- Spectrum of gender and sexuatity

We all have unique perspectives!

GOAL:

Improve awareness

How many terms do you know?

Sex vs. Gender

Gender Identity vs. Expression

Sexual Orientation

LGBTQ+

GSA

SOGE

Outing

Conversion/Reparative Therapy

Bisexual

Pansexual

Ally

Asexual

Intersex

Cisgender

Transgender

Polyamorous

0-8

9-16

DEFINITIONS- GENDER

Sex

A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics and hormonal balances.

Gender

The role of a male or female in society (gender role), or an individual's concept of themselves (gender identity).

Gender Identity

One's innermost concept of self as male, female, or a blend of both or neither- how individuals perceive themselves and what they call themselves. Can be the same or different from their sex assigned at birth.

Gender Expression

External Appearance of one's gender identity, usually expressed through behavior, clothing, haircut, or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Additional Terms Pertaining to Gender

Gender Expansive

Conveys a wider, more flexible range of gender identity and/or expression that typically associated with the binary gender system.

Gender-fluid

A person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity.

Gender-noncomforming

A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into this category.

Genderqueer/Genderneutral

Typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside of these categories.

DEFINITIONS of LGBTQ+ TERMS

Lesbian
A woman who is emotionally, romantically, or sexually attracted to other women.

Gay
A person who is emotionally, romantically, or sexually attracted to members of the same gender.

Bisexual
A person who is emotionally, romantically, or sexually attracted to more than one sex, gender or gender identity, though not necessarily simultaneously, in the same way, or to the same degree.

Transgender
An umbrella for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Does not imply specific sexual orientation.

Queer
A term people often used to express fluid identities and orientations. Often used interchangeably wit "LGBTQ+." Considered a slur by some, but a preferred identity term by others.

Questioning
A term used to describe people who are in the process of exploring their sexual orientation or gender identity.

DEFINITIONS

Outing

Exposing someone's lesbian, gay, bisexual or transgender identity to others without their permission. Can have serious repercussions for employment, economic stability, personal safety, or religious/family situations.

Conversion/ Reparative Therapy

Range of dangerous/discredited practices that falsely claim to change a person's sexual orientation or gender identity or expression, based on the idea that anything other than being straight is a disorder.

Intersex

Someone whose combination of chromosomes, gonads, hormones, internal sex organs, and genitals differs from the two expected patterns of male and female. Formerly known as "hermaphrodite," but this is now considered outdated and derogatory

MORE on CONVERSION/REPARATIVE THERAPY

Conversion therapy refers to any of several dangerous and discredited practices aimed at changing an individual's sexual orientation or gender identity.

For example, that could mean attempting to change someone's sexual orientation from lesbian, gay, or bisexual to straight or their gender identity from transgender or nonbinary to cisgender. Learn more from The Trevor Project.

The American Counseling Association (ACA) and all other credible mental health organizations reject conversion or reparative therapy as it is deemed harmful and traumatic to individuals.

Currently this type of therapy is still legal in the state of Ohio, however it is banned in 19 other states.

Organizations' Policy/Position Statements

WHAT DOES INTERSEX MEAN?

- An intersex individual is one who is born with variation or ambiguity of external genitalia, internal genitalia, gonads and/or sex chromosomes.

- Though these variances don't usually cause any medical or functional impairment, families are often counseled to conform to the binary gender construct by "assigning" a sex to the baby through surgical intervention.

- The Intersex Society of North America reports that 1 in 100 babies have some sort of variation of the external genitalia but are not labeled as intersex. About 1 in 1,000 babies are born with ambiguous external genitalia and labeled as intersex.

- As an ally, take the time to learn about specific variations. Consider the emotional impact of having non-normative biology and being forced to choose from two categories that don't necessarily fit a person's felt sense, or internal bodily awareness. Finally, respect that many intersex individuals have a single, binary gender identity and are not gender variant.

Visit Intersex Society of North America for more information

DEFINITIONS PART 1

Sexual Orientation

An inherent or immutable enduring emotional, intimate, romantic, or sexual attraction to other people (includes same gender/sex, another gender/sex, or multiple genders/sexes).

Asexual

The lack of sexual attraction or desire for other people. Asexual may have various definitions from biological and other perspectives. ("Aromantic" is someone who experiences little or no romantic attraction to others.)

Pansexual

A person who is sexually attracted to all or many gender expressions. Dismisses labels; "Hearts, not parts" is the focus of the attraction.

Bisexual

A person emotionally, romantically, or sexually attracted to more than one sex, gender, or gender identity, though not necessarily simultaneously, in the same way, or to the same degree.

DEFINITIONS PART 2

Cisgender

A person whose gender identity, for the most pat, aligns with those typically associated with the sex assigned to them at birth (e.g., born male, identifies as masculine).

Transgender

An umbrella term for people whose gender identity and/or expression is different form cultural expectations based on the ex they were assigned at birth. Does not imply a specific sexual orientation.

Polyamorous

The practice of, desire to, or orientation toward having ethical, honest, and consensual nonmonogamous relationships, which my include many partners.

FLAGS

Like the many terms, flags can be a good talking point about the need for visibility and representation within a group.

LGBTQ+

Lesbian

Bisexual

Transgender

Pansexual

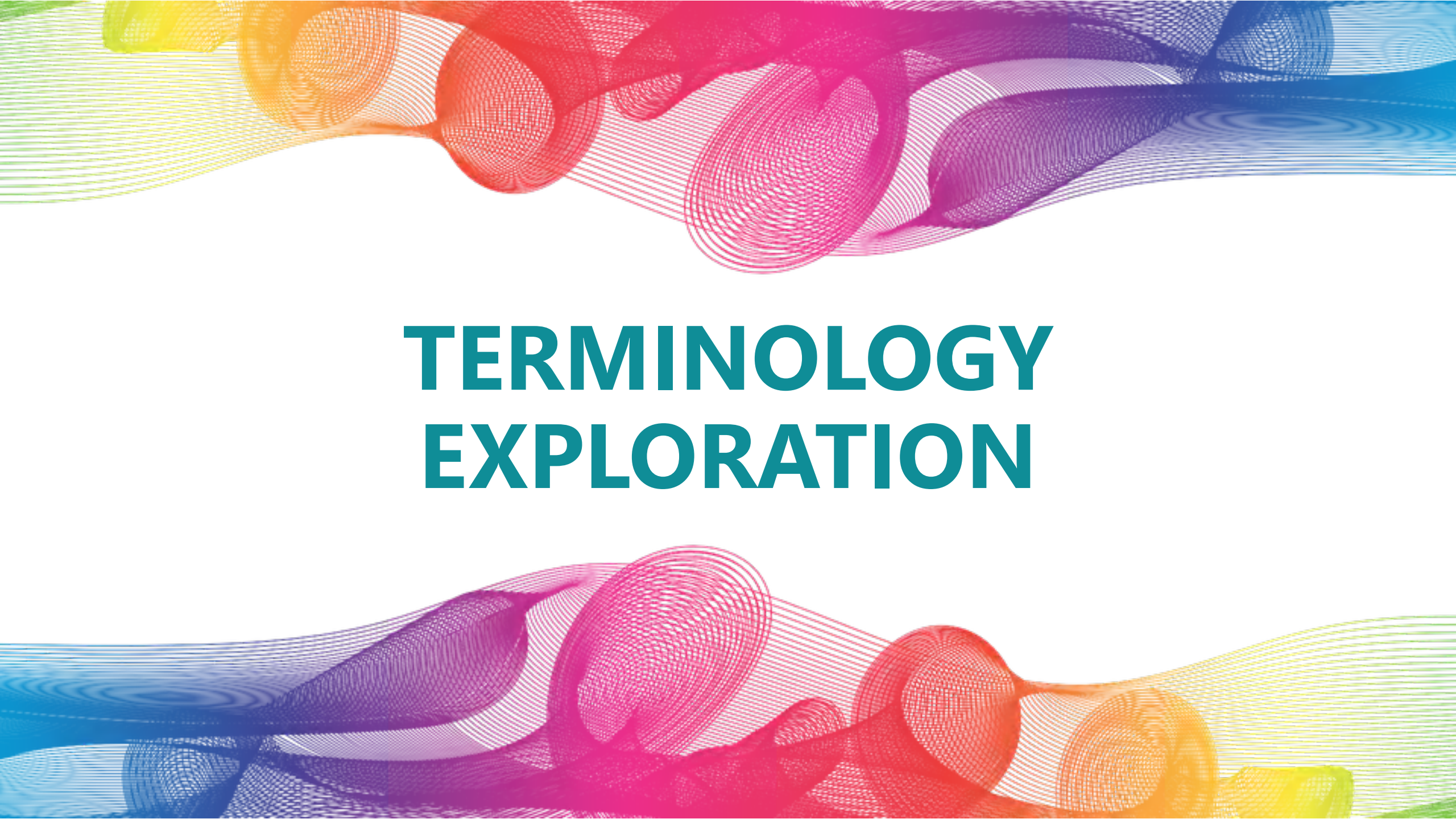
Asexual

Intersex

Genderqueer

Changes in Terminology

- One way to be an advocate for LGBTQ+ equality
- Definitions are fluid and changing
- Spectrum, not binary
- Gender expression, gender identity, and sex can all change



TERMINOLOGY EXPLORATION

CHANGES in TERMINOLOGY 1

OUTDATED TERM	CORRECT TERM
"Homosexual" (n. or adj.)	"Gay" (adj.), "gay man" or "lesbian"(n.), "gay person/people"

Explanation:

Please use gay or lesbian to describe people attracted to members of the same sex. Because of the clinical history of the word "homosexual," it is aggressively used by anti-gay extremists to suggest that gay people are somehow diseased or psychologically/emotionally disordered - notions discredited by the American Psychological Association and the American Psychiatric Association in the 1970s.

CHANGES in TERMINOLOGY 2

OUTDATED TERM	CORRECT TERM
"Sexual preference"	"Sexual orientation" or "Orientation"

Explanation:

The term "sexual preference" is typically used to suggest that being lesbian, gay, or bisexual is a choice and therefore can and should be "cured." Sexual orientation is the accurate description of an individual's enduring physical, romantic, and/or emotional attraction to members of the same and/or opposite sex and is inclusive of lesbians, gay men, bisexuals, as well as straight men and women.

CHANGES in TERMINOLOGY 3

OUTDATED TERM	CORRECT TERM
"Gay lifestyle" or "homosexual lifestyle"	"Gay lives" or "Gay and lesbian lives"

Explanation:

There is no single lesbian, gay or bisexual lifestyle. Lesbians, gay men, and bisexuals are diverse in the ways they lead their lives. The phrase "gay lifestyle" is used to denigrate lesbians, gay men, and bisexuals suggesting that their orientation is a choice and therefore can and should be "cured."

CHANGES in TERMINOLOGY 4

OUTDATED TERM	CORRECT TERM
"Special rights" or "Gay rights"	"Equal rights" or "Equal protection"

Explanation:

Anti-gay extremists frequently characterize equal protection of the law for lesbian, gay, bisexual, and transgender people as "special rights" to incite opposition to such things as relationship recognition and inclusive non-discrimination laws.

CHANGES in TERMINOLOGY 5

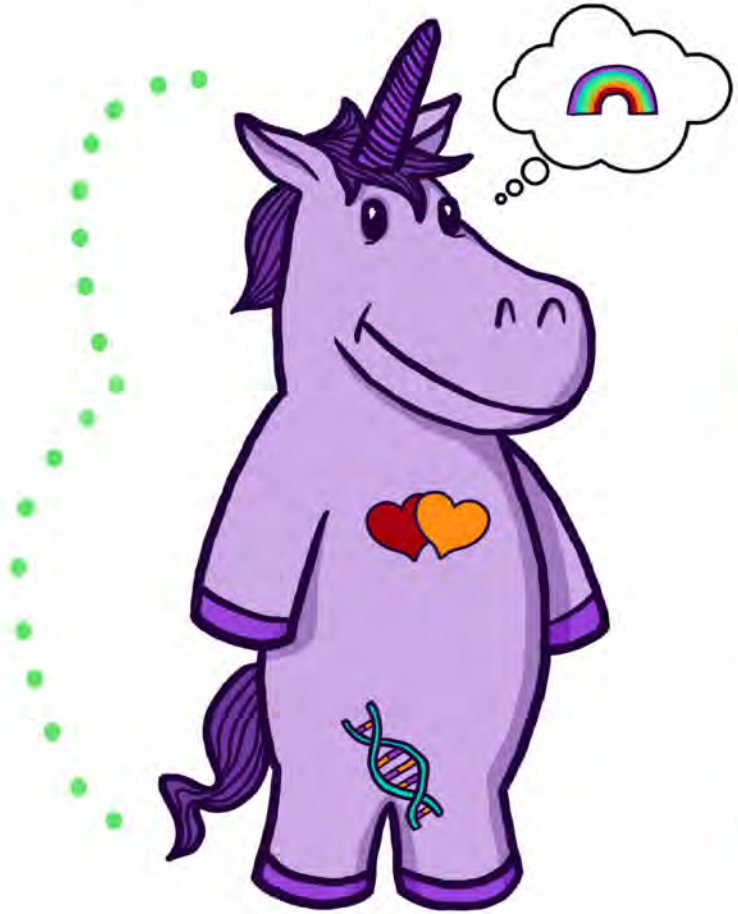
OUTDATED TERM	CORRECT TERM
"Transgendered," "a transgender" (n.), "transgenders" (n.), "transvestite," "tranny."	"Transgender" (adj.), "trans" (adj.), "transgender people," "a transgender person."

Explanation:

Transgender is an adjective, not a noun. Be careful not to call someone "a transgender." Do not add an unnecessary "-ed" to the term ("transgendered"), which connotes a condition of some kind. Never use the term "transvestite" to describe a transgender person. The shorthand trans is often used within the LGBT community.

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity

- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression

- Feminine
- Masculine
- Other

Sex Assigned at Birth

Female | Male | Other/Intersex

Physically Attracted to

- Women
- Men
- Other Gender(s)

Emotionally Attracted to

- Women
- Men
- Other Gender(s)

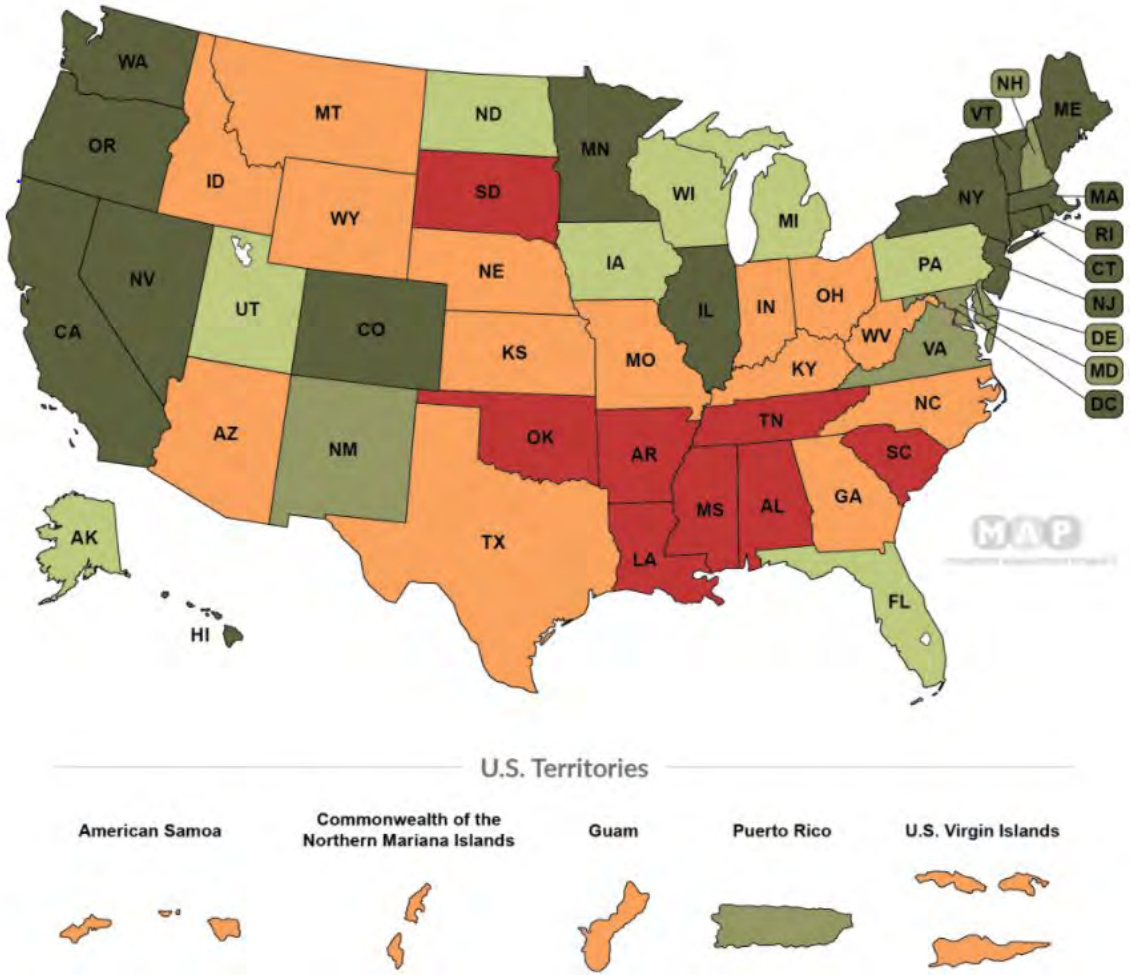
To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

LEGAL IMPACT

POLICY TALLY

Number of laws and policies within the state that help drive equality for LGBTQ+ people.



- High Overall Policy Tally *(15 states, 0 territories + D.C.)*
- Medium Overall Policy Tally *(5 states, 1 territory)*
- Fair Overall Policy Tally *(8 states, 0 territories)*
- Low Overall Policy Tally *(14 states, 4 territories)*
- Negative Overall Policy Tally *(8 states, 0 territories)*

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POLICY CATEGORIES

- Relationship and parental recognition
- Nondiscrimination
- Religious exemptions
- LGBTQ+ youth
- Healthcare
- Criminal justice
- Identity documents

SUPREME COURT DECISIONS

2015:

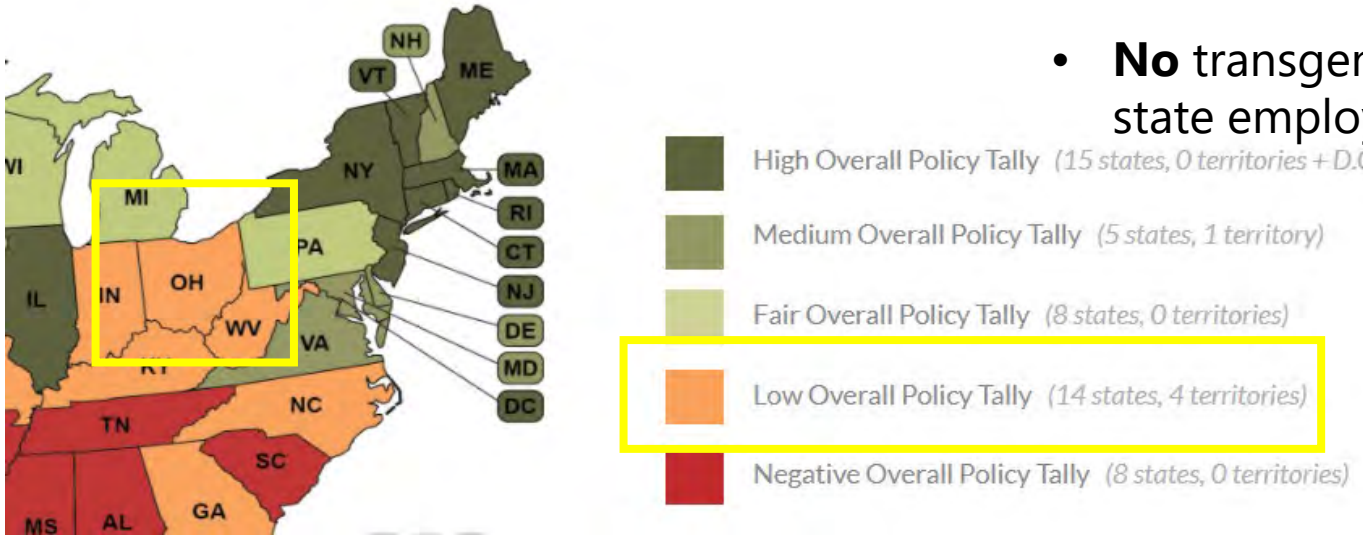
- Same-sex couples can marry nationwide
- States must extend rights/benefits

2020:

- People in all states can seek recourse for employment discrimination based on sexual orientation and gender identity
- Federal Equal Employment Opportunity Commission
- Federal courts
- Individual states may vary in terms of protections

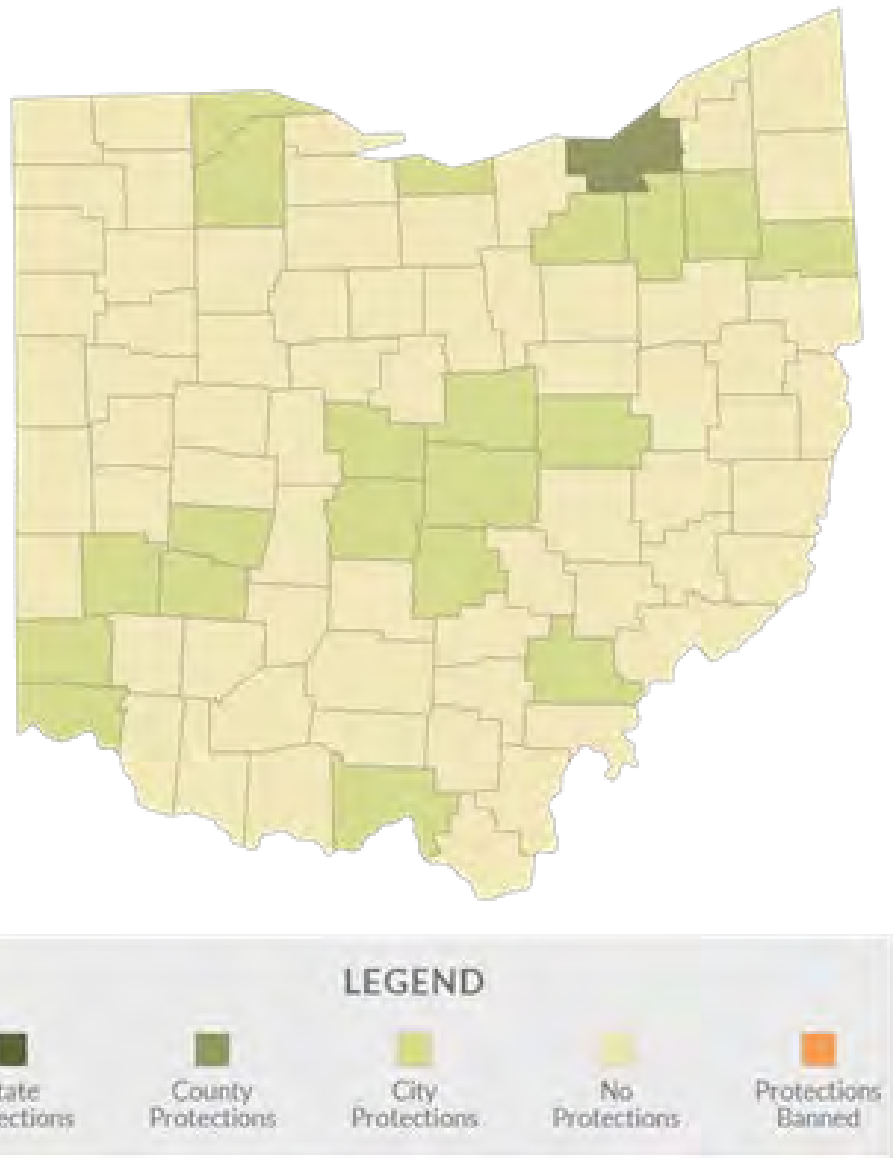
Why does Ohio have a low policy tally?

- **No** state law that addresses discrimination based on sexual orientation nor gender in housing, employment, or public accommodations.
- Gender identity and sexual orientation are **not** a protected class (hate crimes).
- **No** nondiscrimination laws/policies for LGBTQ+ students.
- **No** Medicaid coverage for transgender people.
- **No** transgender inclusive health benefits for state employees.



These policies often change. For an up-to-date map of Ohio, click here.

IMPACT in OHIO



- 88 counties
- Only Cuyahoga County has full protections for both sexual orientation and gender identity
- 33 cities have full protections for both sexual orientation and gender identity.
- Only 30% of the state population has full protection

FULL PROTECTION:

Prohibits discrimination based on sexual orientation, and gender identity in private employment, housing, and public accommodations

LOCAL SEXUAL ORIENTATION PROTECTIONS

*The tables below outline legal protections for **sexual orientation** in a few local municipalities.*

Lorain

Category	Local	County/ State
Employment		Yes
Housing	Yes	Yes
Public Accommodations		Yes

Cleveland

Category	Local	County/ State
Employment	Yes	Yes
Housing	Yes	Yes
Public Accommodations	Yes	Yes

Shaker Heights

Category	Local	County/ State
Employment	Yes	Yes
Housing	Yes	Yes
Public Accommodations	Yes	Yes

North Olmsted

Category	Local	County/ State
Employment		Yes
Housing	Yes	Yes
Public Accommodations		Yes

LOCAL GENDER IDENTITY PROTECTIONS

*The tables below outline legal protections for **gender identity** in a few local municipalities.*

Lorain (no protections)

Category	Local	County/ State
Employment		
Housing		
Public Accommodations		

Cleveland

Category	Local	County/ State
Employment	Yes	Yes
Housing	Yes	Yes
Public Accommodations	Yes	Yes

Shaker Heights

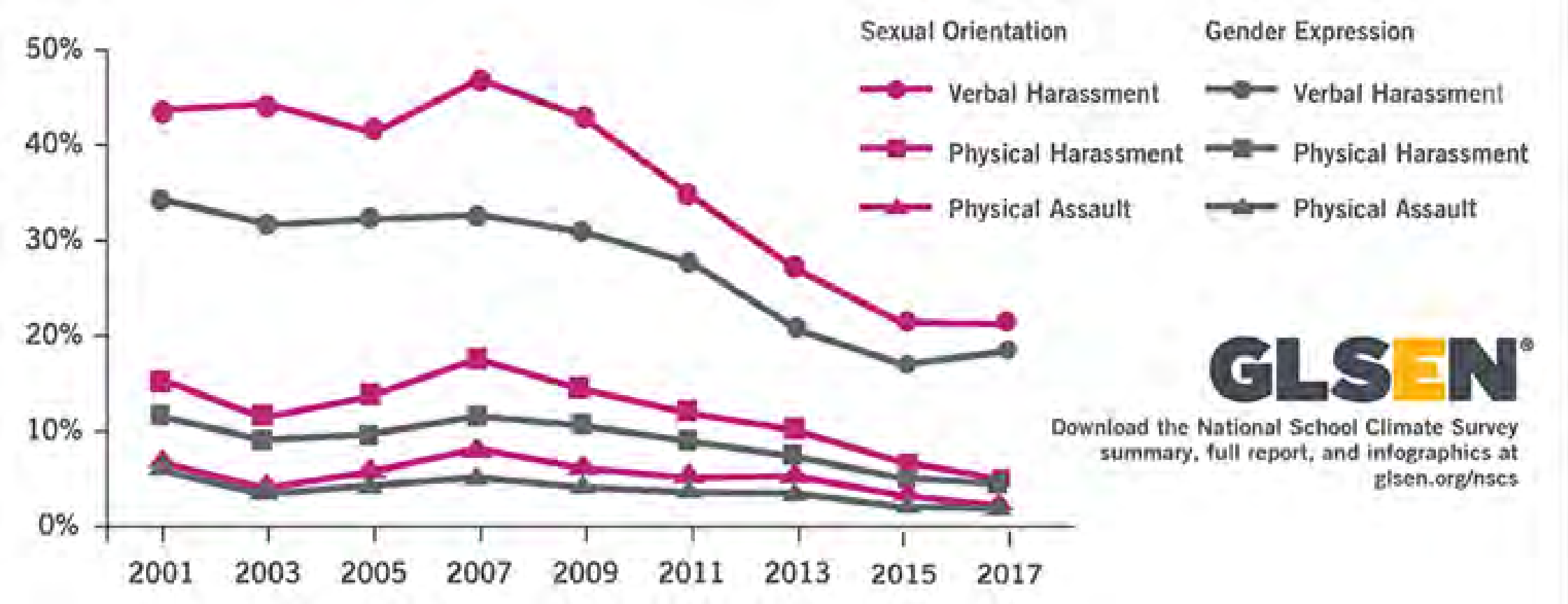
Category	Local	County/ State
Employment	Yes	Yes
Housing	Yes	Yes
Public Accommodations	Yes	Yes

North Olmsted

Category	Local	County/ State
Employment		Yes
Housing		Yes
Public Accommodations		Yes

EXPERIENCE by the NUMBERS

GLSEN SURVEY



TRANS DAY OF REMEMBERANCE

Every November 20th, we remember those transgender individuals who were lost to acts of violence.

- A transgender person is murdered every 1.5 days worldwide (most often transwomen of color)*
- In 2019, at least 26 transgender people were fatally shot or killed by other violent means; 91% Black women**
- 2020 is on track to be the most deadly year yet, since the Human Rights Campaign began tracking transgender murders in 2013.
- In 2020, at least 44 transgender or gender non-conforming people were fatally shot or killed by other violent means, the majority of which were Black and Latinx transgender women***

*GLAAD **HRC ***HRC

MODULE 2:
Importance of Safe Zones at Tri-C

GOAL:

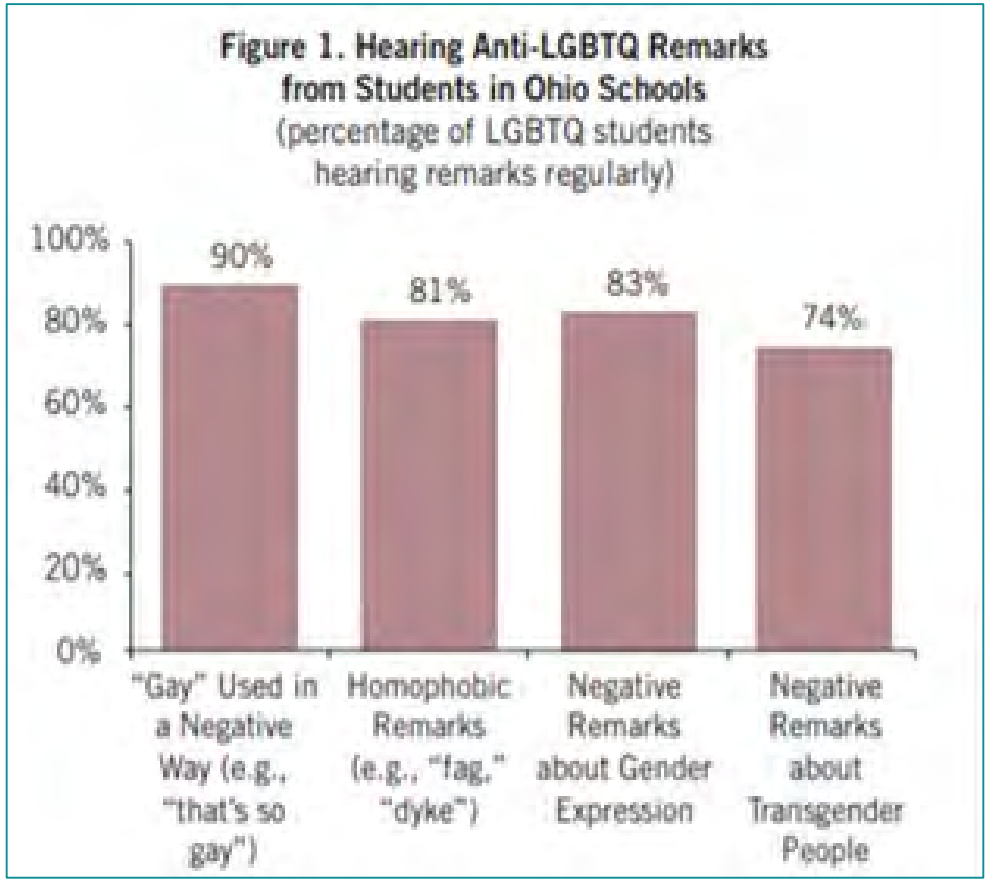
Understand the importance of Safe Zones at Tri-C

- Effect of Safe Zones on student and employee experiences
- Examples of inclusive language
- Programs that support the LGBTQ+ Community

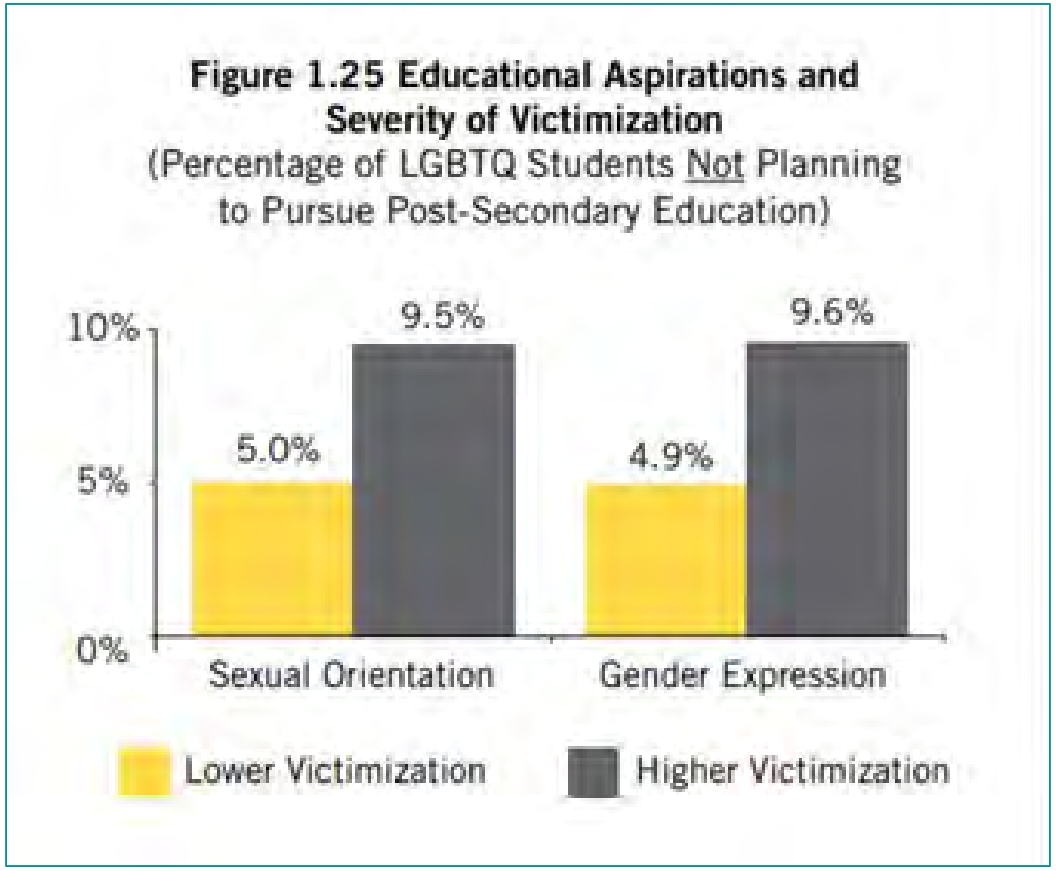
What is a Safe Zone?

A Safe Zone is a space in which everyone will be respected and heard, regardless of sexual orientation, gender identity, and/or gender expression. The Safe Zone logo designates a “safe space,” whether on an office window, door, or button. People should feel comfortable discussing LGBTQ+/ally-related issues in this open and affirming space.

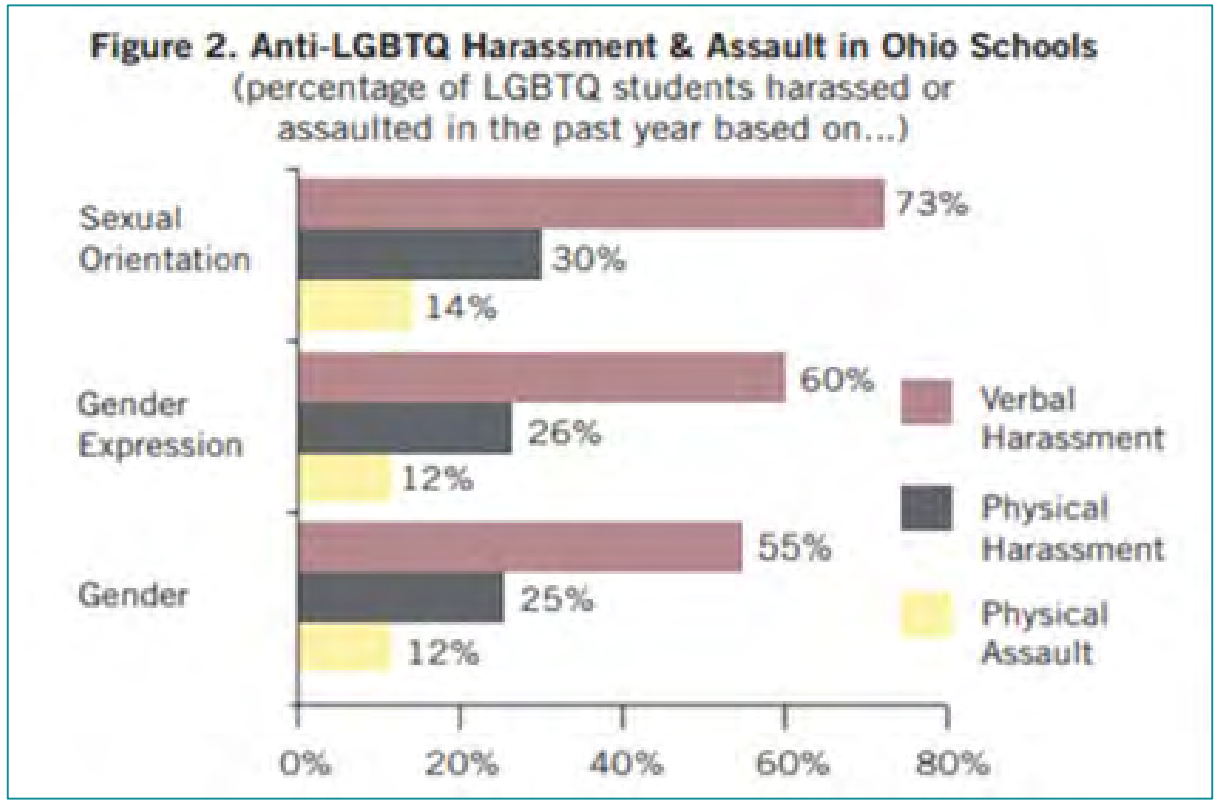
BY the NUMBERS- *Graph 1*



BY the NUMBERS- *Graph 2*



BY the NUMBERS- *Graph 3*



INCLUSIVE LANGUAGE

- Identifiers are core to sense of self.
- **This Is Me:** Indicate preferred name, personal pronoun, or gender identity in My Tri-C Space profile.
- Seen by instructors, administrators, and counselors.

Learn more about This is Me

INCLUSIVE STRATEGIES:

On the First Day of Class

- To avoid misidentifying someone, consider not calling roll.
- Instead, have students sign in on a sheet of paper that includes a preferred name column.

INCLUSIVE STRATEGIES:

Calling on Someone

- Use first names instead of pronouns
- This may feel awkward, but it is also a more personal way to refer to someone.

INCLUSIVE STRATEGIES:

Discussing LGBTQ+ Topics

- Provide definitions to students ahead of time.
- Helps the class to feel prepared and builds awareness in advance.

PRONOUNS:

Everyone can introduce themselves with their personal pronouns.

PHRASES to AVOID

"That's so gay"/"No homo"

- Stigmatizes gay and queer people.
- Uses their identities to describe something as undesirable and bad.
- Replaces negative adjectives with words related to LGBTQ+ identities.

PHRASES to AVOID

"Bisexuality doesn't really exist. People are just gay or straight."

- This denies the fluidity of sexuality and dismisses people's experiences and definitions of self.

- People deserve the right to define their own identities any way they wish and have those definitions honored.

PHRASES to AVOID

"You guys"

- Erases the identities of people who are in the room.
- Generalizing a group of people to be masculine.
- The phrase doesn't work the other way- one would not say "Hey, you gals" to address a group of people of multiple genders.

PHRASES to AVOID

"That person doesn't really look like a woman/man."

- What does it mean to look like a man or woman? There are no set criteria.
- It also should not be assumed that all trans men strive to fit within dominant ideas of masculinity or all trans women strive to fit within dominant ideas of femininity, or that all trans people want to look like men or women.
- Gender presentation is fluid and distinct from gender identity, and all forms of gender expression deserve affirmation.

TRI-C RESOURCES

TRI-C SUPPORT

Safe Zone Website

- Students and employees can use a list of certified allies on each campus to find someone to reach out to.

- Ally Resource Manual (accessible to those who choose to become allies after this training).

- Information about student organizations (LAMBDA GSA's).
- Link to presentation with hyperlinks for further learning.

Click here to visit the Safe Zone Website.

TRI-C SUPPORT

Counseling and Psychological Services

- Free short-term counseling by licensed mental health professionals at all campuses.
- Available to all currently enrolled students.

Click here to visit the Counseling Center website.

TRI-C SUPPORT

Help is Here Website

- Mobile App
- Resources for suicide prevention, mental health, and wellness
- Options for talk, text, and online chat24-hour resources
- Available in App Store (iOS) and Google Play (Android)

Click here to visit the Help Is Here Website

TRI-C SUPPORT

LGBT Community Center of Greater Cleveland

Information on:

- Community and local events
- Events at the center
- Support groups
- Social groups
- Educational trainings
- Advocacy
- Pride in CLE

Click here to visit the LGBT Community Center of Greater Cleveland Website

Gender-Inclusive Restrooms

Who benefits from gender-inclusive restrooms?

- People with disabilities
- People with caregivers of a different gender
- People with small children
- Transgender, nonbinary, and gender nonconforming individuals

Learn more about Tri-C's Gender Inclusive Restrooms

MODULE 3:

The Role of an Ally to the LGBTQ+ Community

GOAL:

Understand the role of being an ally to the LGBTQ+ Community

- Respond to scenarios from an ally
- Recognize college, local, and national resources
- Identify actions necessary to become an ally

What is an Ally?

Core Values and Purpose

- Value learning accurate information, creating a celebratory and diverse community.
- Recognize heterosexism as a form of oppression.
- Appreciate that coming out is a process for everyone involved.
- Work to create a safe space in which feelings can be shared and discussed.
- Acknowledge that homophobia perpetuates heterosexism.
- Accept our own learned beliefs and take responsibility for them, in order to create change.

What is an Ally?

An Effective Ally

- Stops offensive language.
- Stays updated on current events in the LGBTQ+ community.
- Interacts with and supports LGBTQ+ family, friends, and coworkers.
- Knows where to find resources and referrals, and when to refer.
- Listens to understand, not to reply, judge, or have all the answers.
- Understands their boundaries.Respects confidentiality.
- Doesn’t try to “fix” problems or change people.
- Never assumes sexual orientation or gender identity, using gender-neutral terms when possible.

What is an Ally?

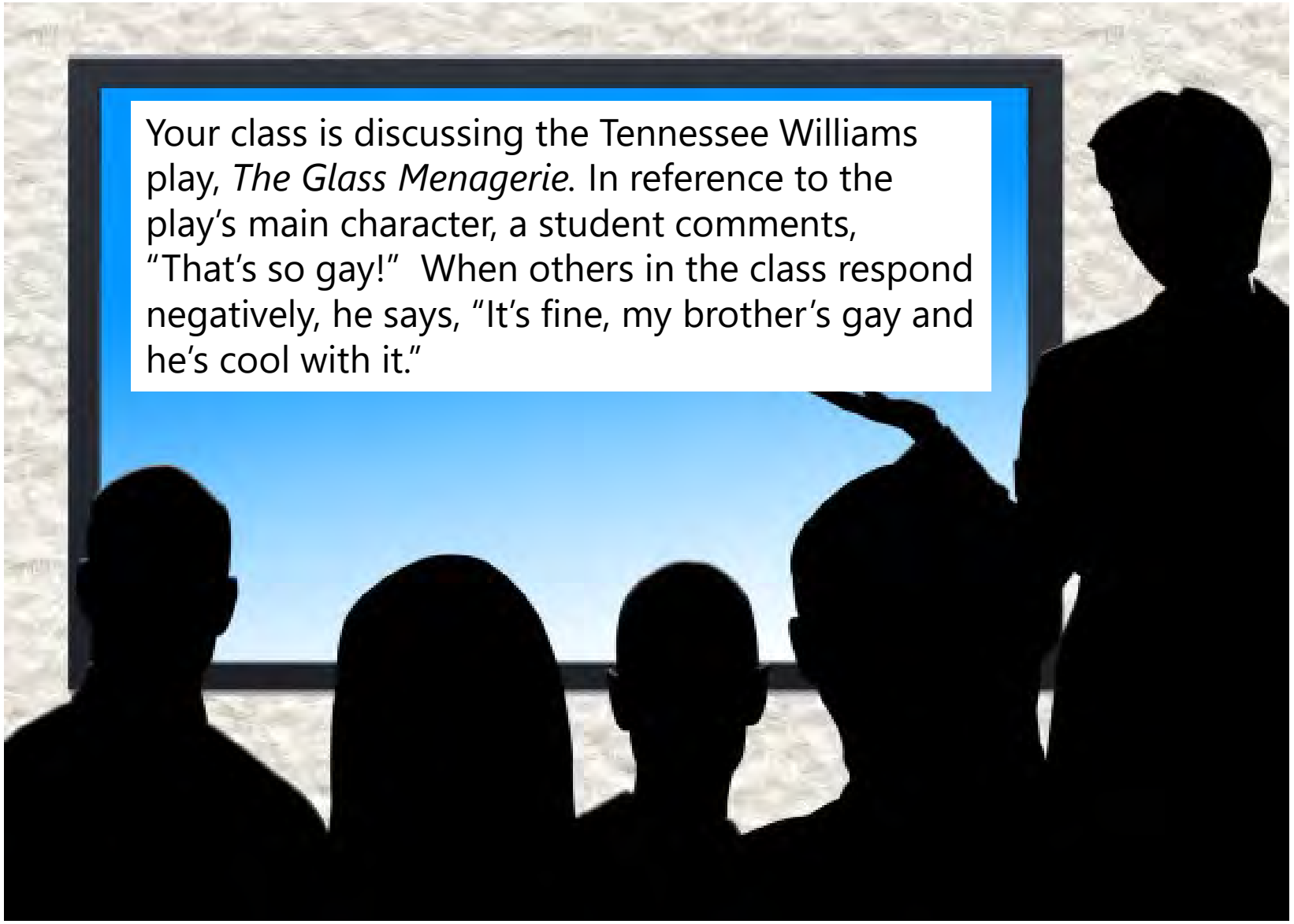
Who is a Safe Zone Ally?

A Safe Zone Ally displays the Safe Zone logo in their workspace to indicate that they have attended training and signed a contract in which they acknowledge that they:

- Are aware of the spectrum of sexual orientation, gender identity, and gender expression.
- Will listen to those students and employees who seek to discuss LGBTQ+/ally-related issues with them.
- Understand the importance of using preferred pronouns and names.
- Have access to current referral and resource information.
- Will help promote an environment in which all individuals are respected.

SCENARIO EXPLORATION

SCENARIO 1


Your class is discussing the Tennessee Williams play, *The Glass Menagerie*. In reference to the play's main character, a student comments, "That's so gay!" When others in the class respond negatively, he says, "It's fine, my brother's gay and he's cool with it."

WHAT SHOULD YOU DO?

The best response in this scenario is to discuss with the student and the class why that language is inappropriate.

By having an open discussion with the class, everyone can share in the learning experience.

You might say something like, “I understand that your relationship with your brother might allow for the use of that language, but you don’t have that same relationship with everyone in the class — some of whom might be hurt by that language.”

SCENARIO 2

Josie and Penny are two students who are active in the GSA and are dating. You're volunteering at the information table at Tri-C JazzFest when Penny comes over with her mom to say hello. You ask Penny about her girlfriend, but it quickly becomes apparent that Penny's mom doesn't know about Josie. You may have accidentally outed her.

WHAT SHOULD YOU DO?

The best course of action is to apologize to Penny privately, and soon. Make sure she is safe, and provide resources.

Trying to have a conversation with Penny in front of her mom may make the situation worse.

By following up with Penny privately, as soon as possible, you can apologize for your mistake, and ask her if the situation has had any negative consequences or made her feel unsafe.

You can also provide resources from PFLAG to Penny and her mom.

SCENARIO 3

You are leaving work when you overhear one of your colleagues make a disparaging joke about LGBTQ+ people. The people surrounding him erupt in laughter.

WHAT SHOULD YOU DO?

The best practice in this situation is to approach your colleagues and politely interrupt, letting them know this type of joke may be offensive.

This can be done in a non-confrontational way by basing your response on the assumption that the joke teller did not realize the joke was offensive.

You can point out that you find this type of humor offensive, and ask them to please be considerate of others in a shared space.

RESOURCES

TRI-C RESOURCES

Safe Zone Website	Counseling Center	Safe Zone Website
• **Certified Allies:** List of employees who agreed to share their information online • Ally Manual • PowerPoint presentation with hyperlinks to learn more • Student Organizations (GSAs)	• Free short-term counseling sessions by licensed mental health professionals at all campuses • Available to currently enrolled students	• **Certified Allies:** List of employees who agreed to share their information online • Ally Manual • PowerPoint presentation with hyperlinks to learn more • Student Organizations (GSAs)

LOCAL RESOURCES

LGBT Center of Greater Cleveland

- Social, Support, and Education- support groups, events, etc.
- Community/local events, events at the center, support groups, social groups, educational trainings, advocacy, Pride in the CLE and more!

PFLAG CLEVELAND

- Local chapter of the national PFLAG organization
- Inclusive group of family members, friends and LGBTQ+-identifying folks
- Monthly support and education meetings

Equality Ohio

- **Vision:** An Ohio where people are welcome, affirmed, and flourishing.
- **Mission:** Identify and transform systems and institutions so LGBTQ+ Ohioans can fully access legal and lived equality.

NATIONAL RESOURCES

Equality Profile

- See how Ohio measures up against other states.
- The Movement Advancement Project provides independent research to evaluate existing policies that speed equality and opportunity for all.

HRC Laws and Policies Maps

- Human Rights Campaign.
- 3 million+ members and growing.
- Largest LGBTQ civil rights organization.
- Goal: Basic equal rights for LGBTQ+ persons at home, at work, and in their communities.

National LGBTQ Taskforce

- Advances full freedom, justice, and equality for LGBTQ people.
- Working to build a future where everyone can be free to be their entire selves in every aspect of their lives.

BECOMING an ALLY

ALLY CONTRACT: *Responsibilities*

As a Safe Zone Ally at Cuyahoga Community College, I make the following pledge to:

- Provide positive support to all those struggling to understand LGBTQ+ issues, whether it be for themselves or for others (e.g., roommate, sibling, friend, etc.).
- Provide, to the best of your ability, appropriate resources for those LGBTQ+ persons who seek my help, or to direct them to agencies where resources concerning their particular concern may be available.
- Respect every individual's privacy and confidentiality to the extent practicable under College policy and the law.
- Promote an atmosphere of confidentiality and inform the person coming into my office/room of the limitations to that confidentiality.
- Offer support and referral to assistance for anyone who has been harassed because of their sexual orientation or gender presentation, including but not limited to an appropriate campus office or program.
- Represent the Tri-C Safe Zone network in a positive, empowering way when it is within my power.

ALLY CONTRACT: *Rights*

As a Safe Zone Ally, I recognize that I have the following rights:

- I can, at any time, refer the person seeking assistance to the Counseling & Psychological Services Center if I do not feel comfortable with a particular situation.
- I can, at any time, call upon other Safe Zone Coordinators to answer questions or receive support.
- I can, at any time, call upon any other resources I find helpful that are consistent with the mission and purposes of the Tri-C Safe Zone Project.
- I understand that behavior contrary to the spirit of the Safe Zone project may be handled in one or more of the following ways:
    - An individual meeting(s) may be held with a member of the planning committee;
    - Additional training may be required or requested; and/or
    - Membership as a Safe Zone provider may be revoked.

RESOURCES and TAKEAWAYS

TOP TEN TAKEAWAYS

- How to be an ally
- How to be inclusive
- Use of personal pronouns
- List of resources

TRI-C SAFE ZONE ALLY MANUAL

- Models of sexual identity and development
- History of LAMBDA
- And more!

CONGRATULATIONS!

You have completed Safe Zone Ally Training

CREDITS

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For more information, visit www.tri/c.edu/safezone