

# Safe Zone

NEW MEMBER WORKSHOP

YOUR NAME HERE

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# Safety & Confidentiality

WHAT PEOPLE SHARE ABOUT THEMSELVES TODAY  
SHOULD NOT LEAVE THIS ROOM.

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# What is Safe Zone?

Safe Zone is a **voluntary** network of faculty, staff and students who believe that every member of the university community should have an equal opportunity to grow and learn in a safe and open environment.

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## What we ask of each other

- Display the sticker
- Be listed on our website as a resource
- Maintain confidentiality
- Self-educate and demonstrate openness
- Work on inclusion and advocacy




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## Advocacy Challenge

A FACE-TO-FACE OR SOCIAL MEDIA WORKSHEET

WE'LL DO MUCH OF IT TODAY.

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## LGBTQ+ Inclusivity

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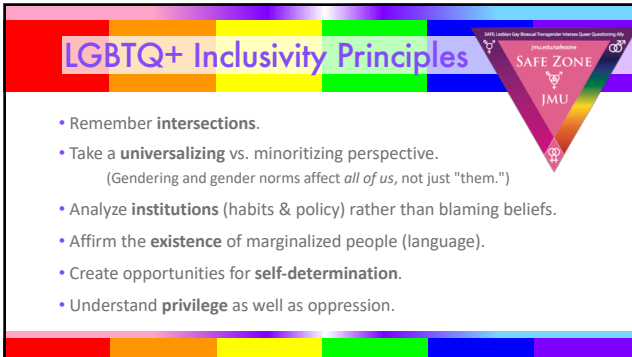
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## LGBTQ+ Inclusivity Principles

- Remember **intersections**.
- Take a **universalizing** vs. minoritizing perspective.  
(Gendering and gender norms affect *all of us*, not just "them.")
- Analyze **institutions** (habits & policy) rather than blaming beliefs.
- Affirm the **existence** of marginalized people (language).
- Create opportunities for **self-determination**.
- Understand **privilege** as well as oppression.

SAFE ZONE JMU

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## Gender, Romance & Sexuality

...BUT MOSTLY GENDER AND ROMANCE

SAFE ZONE JMU

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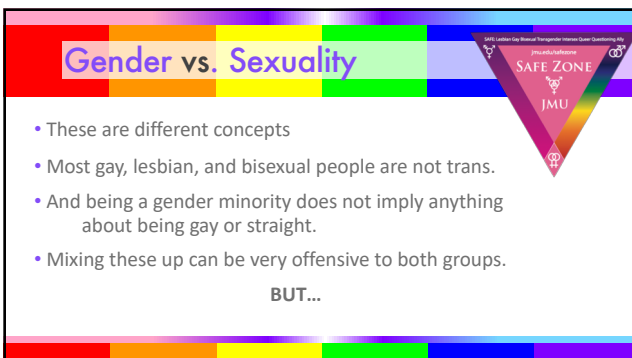
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## Gender vs. Sexuality

- These are different concepts
- Most gay, lesbian, and bisexual people are not trans.
- And being a gender minority does not imply anything about being gay or straight.
- Mixing these up can be very offensive to both groups.

**BUT...**

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## The Heterosexual Assumption Fuses Gender & Sexuality

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- The Heterosexual Assumption**  
 ...implies that biological sex = sexuality  
 That's why **sex** meant both biological gender & sexual activity.

*The Heterosexual Assumption* is the reason that:

- Not coming out = lying
- Coming out is an exhausting lifelong process



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## Let's unglue everything

START BY USING THE TERMS GENDER & SEXUALITY, NOT SEX.

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★ remember this for policy, intake forms & data management.


### Gender Dimensions

**GENDER**


1. Assignment
2. Identity
3. Expression
4. Attribution / Perception

**SEXUALITY & ROMANCE**

1. Emotional Attraction
2. Physical Attraction



## The Gender Unicorn



To learn more, go to [www.transcovenant.org/gender](http://www.transcovenant.org/gender)  
Design by Landon Pan and Anne Moore

**Gender Attribution / Perception**

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

**Gender Identity**

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

**Gender Expression**

Feminine  
Masculine  
Other

**Sex-Assigned at Birth**

Female/Assigned Female  
Male/Assigned Male  
Other/Intersex

**Physically Attracted to**

Women  
Men  
Other Gender(s)

**Emotionally Attracted to**

Women  
Men  
Other Gender(s)

Graphics by TSER

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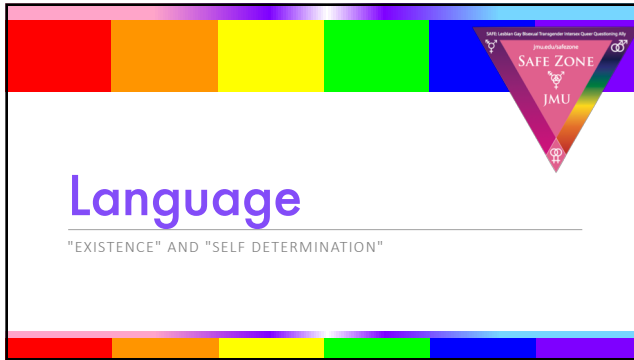
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# Language

"EXISTENCE" AND "SELF DETERMINATION"

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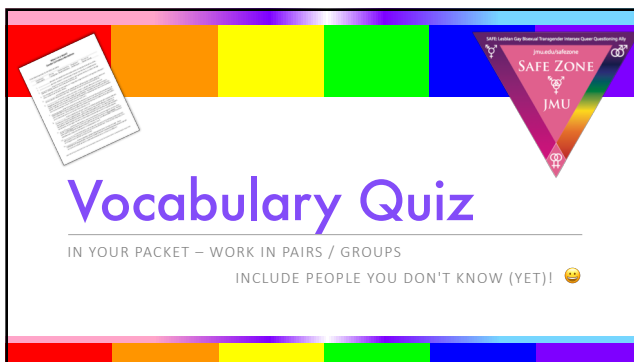
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# Vocabulary Quiz

IN YOUR PACKET – WORK IN PAIRS / GROUPS  
INCLUDE PEOPLE YOU DON'T KNOW (YET)! 😊

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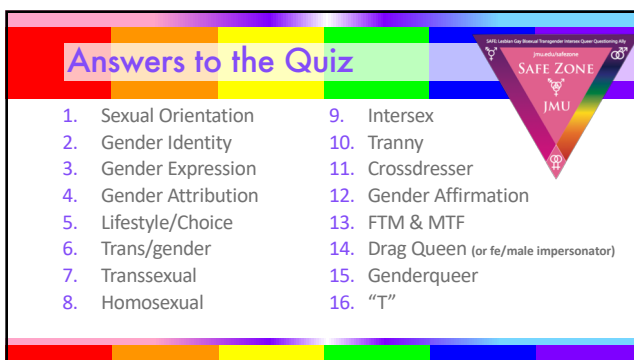
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# Answers to the Quiz

1. Sexual Orientation	9. Intersex
2. Gender Identity	10. Tranny
3. Gender Expression	11. Crossdresser
4. Gender Attribution	12. Gender Affirmation
5. Lifestyle/Choice	13. FTM & MTF
6. Trans/gender	14. Drag Queen (or fe/male impersonator)
7. Transsexual	15. Genderqueer
8. Homosexual	16. "T"

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## Binary Gender Isn't Inclusive





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## Sexual Orientation Alphabet

**L:** Lesbian  
**G:** Gay  
**B:** Bisexual  
**T:** Trans/gender, Agender, fluid, 3<sup>rd</sup> gender, genderqueer, 2-sprit, neutrois  
**Q:** Queer  
**Q:** Questioning  
**I:** Intersex  
**P:** Pansexual / Panromantic (Omni)  
**A:** Asexual / A-romantic / Demi-

**Not:**

- ~~homosexual~~
- ~~lifestyle~~
- ~~choice~~


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# Self-Determination: Pronoun, Noun, & Title Examples

Gender	subject	object	possessive
feminine	she	her	hers
neutral	they	them	theirs
neutral	ze	zir	zirs
masculine	he	him	his

Binary Forms of Address	Neutral Alternatives
Mr. Miss. Mrs. Ms.	Ind. M. Mx. (Dr. Prof. Rev.)
Men & women, boys & girls, ladies & gentlemen	Y'all, everybody, people, folks, friends, colleagues. (Formalize w/dear __, kind __...)
Sir and ma'am	Sweeten your sentence, as above.

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When appropriate, ask everyone for pronouns, not just people who seem "different."

Universalize these by always using gender-free language.

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# Be Gender-Free, Yourself

About 20% of Safe Zone member allies on our website requested gender-free pronouns (they/them), asked for "no pronouns," (just use my name), or said that any pronoun will do !

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## Best Practices for Intake Forms

★ Explain what you want to know and why. ★

- Say whether your records are confidential, anonymous, or neither.
- Balance data management with making clientele feel included.
- Include write-in & allow skipping or provide a "prefer not to say" option.
- Remember that many people you would call "trans" just identify as men or women. If that matters, add a trans option.


*refer to the gender unicorn to help with this*

**Gender** (check all that apply):

<input checked="" type="checkbox"/> female	<input checked="" type="checkbox"/> male	<input checked="" type="checkbox"/> non-binary/third gender/genderqueer
<input checked="" type="checkbox"/> self-description _____	<input checked="" type="checkbox"/> prefer not to say	

**Do you identify as trans or transgender?**

<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> no	<input checked="" type="checkbox"/> prefer not to say
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## Privilege, Preference, Fear, & Hate




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## Homophobia & Transphobia

- Fear and hatred of LGBTQ+ people
- Associated harassment, discrimination, threats and violence.
- Words, actions, policies and habits that:
  - erase LGBTQ+ identities or
  - give preference to hetero and cis (*non-trans*) people & ways of being
  - This one is also called "heterosexism."
  - **It's the common/normal belief that straight & cis are expected & good.**




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Privilege

"If Straight People Had to Come Out."

[https://youtu.be/F3tFaw8m\\_YC4](https://youtu.be/F3tFaw8m_YC4)

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Some Hetero Privileges  
(minus Intersections)

- human and civil rights.
- adopt children and give blood.
- show affection in public.
- A wide variety of opportunities for "meeting people."
- No one considers your very existence "inappropriate."
- Not having to worry about how family might treat you and your loved ones (incl. children) in the event of you or your partner's incapacitation or death.
- Are there privileges in your workplace?

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Cis Privilege

- use public restrooms. (basic humanity.)
- correct housing facilities.
- serve in the armed forces.
- Never having to think about pronouns or how people gender you.
- Not spending thousands on health care that's excluded in JMU Health Insurance.
- Not having to worry about how family might treat or present you in the event of your incapacitation or death.

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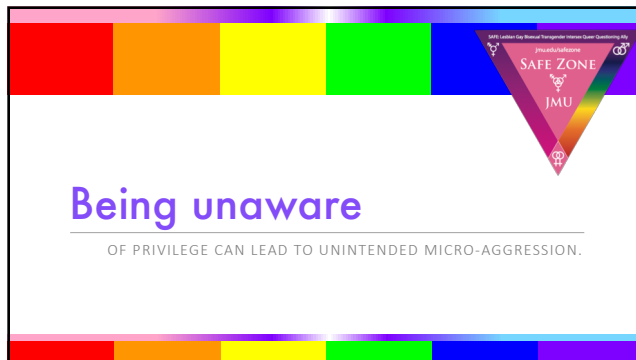
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## Being unaware

OF PRIVILEGE CAN LEAD TO UNINTENDED MICRO-AGGRESSION.

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## Micro-aggression & Beyond

- Making or laughing at cross-dressing or same-gender sex jokes.
- Evaluating clothes, hair, etc. according to gendered rules.
- "Are you sure?" "A pretty girl like you shouldn't be a lesbian."
- Using lesbian or gay to mean that someone's gender presentation is not in line.
- "Supporters" who tell you to fear others (e.g., the legislature or family members) create a climate of fear and phobia.
- Defining queer identities by sexual behavior.
- **BINARY GENDER** (limits us to men-&-women, male-&-female, he-&-she)

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## Micro-aggression Humor

"If Lesbians Said the Stuff Straight People Say."

<https://youtu.be/19dt5SEjWHM>

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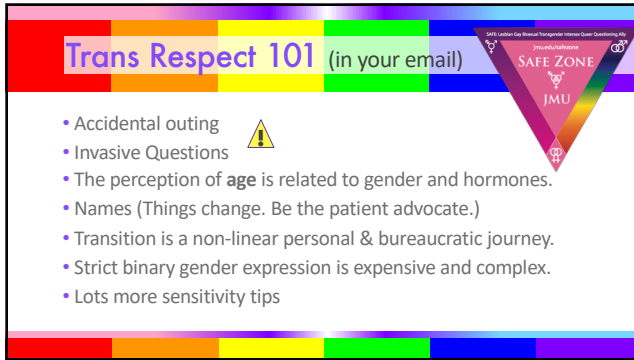
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## Trans Respect 101 (in your email)

- Accidental outing ⚠️
- Invasive Questions
- The perception of **age** is related to gender and hormones.
- Names (Things change. Be the patient advocate.)
- Transition is a non-linear personal & bureaucratic journey.
- Strict binary gender expression is expensive and complex.
- Lots more sensitivity tips

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## If someone comes out to you...

- Hugs, high fives, smiles, love, validation: "I'm so glad you shared that with me! I know it means you trust me."
- "I'll keep this confidential if that's what you want."
- Be normal. Treat [me] as a whole person.
- Ask normal questions about [my] life and welfare.
- Listen. No lectures today.
- **Demand respect in spaces you control & ask what else you can do.**
- "How does out-ness work for you right now?" "What name and pronouns do you want me to use in public, and when it's just us?"

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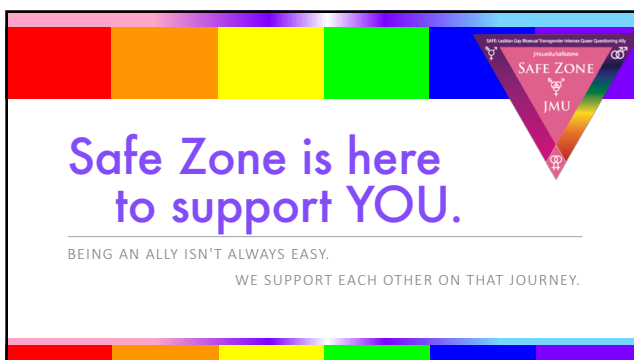
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## Safe Zone is here to support YOU.

BEING AN ALLY ISN'T ALWAYS EASY.  
WE SUPPORT EACH OTHER ON THAT JOURNEY.

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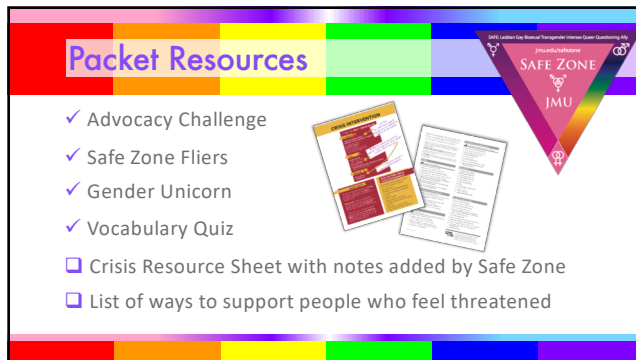
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## Packet Resources

- ✓ Advocacy Challenge
- ✓ Safe Zone Fliers
- ✓ Gender Unicorn
- ✓ Vocabulary Quiz
- Crisis Resource Sheet with notes added by Safe Zone
- List of ways to support people who feel threatened

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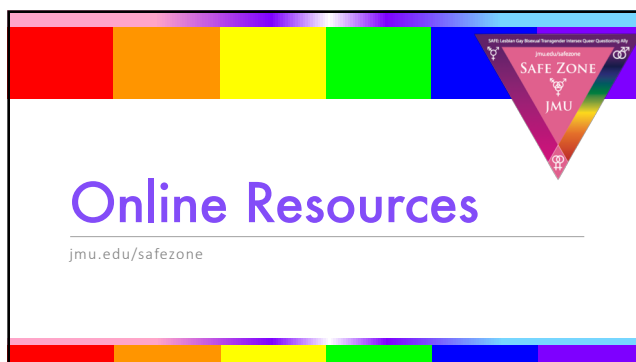
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## Online Resources

[jmu.edu/safezone](http://jmu.edu/safezone)

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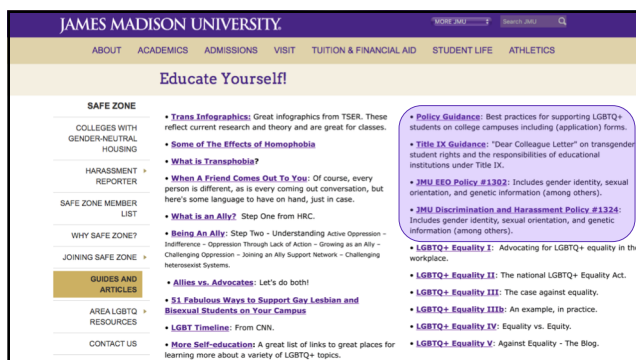
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**JAMES MADISON UNIVERSITY**

ABOUT ACADEMICS ADMISSIONS VISIT TUITION & FINANCIAL AID STUDENT LIFE ATHLETICS

### Educate Yourself!

**SAFE ZONE**

- COLLEGES WITH GENDER-NEUTRAL HOUSING
- HARASSMENT REPORTER
- SAFE ZONE MEMBER LIST
- WHY SAFE ZONE?
- JOINING SAFE ZONE
- GUIDES AND ARTICLES**
- AREA LGBTQ+ RESOURCES
- CONTACT US

- **Trans Infographics:** Great infographics from TSER. These reflect current research and theory and are great for classes.
- **Some of The Effects of Homophobia**
- **What is Transphobia?**
- **When A Friend Comes Out To You:** Of course, every person is different, as is every coming out conversation, but here's some language to have on hand, just in case.
- **What is an Ally?** Step One from HRC.
- **Being An Ally: Step Two - Understanding Active Oppression -** Inference - Oppression Through Lack of Action - Growing as an Ally - Challenging Oppression - Joining an Ally Support Network - Challenging Heterosexist Systems.
- **Allies vs. Advocates:** Let's do both!
- **51 Fabulous Ways to Support Gay Lesbian and Bisexual Students on Your Campus**
- **LGBT Timeline:** From CNN.
- **More Self-education:** A great list of links to great places for learning more about a variety of LGBTQ+ topics.

- **Policy Guidance:** Best practices for supporting LGBTQ+ students on college campuses including (application) forms.
- **Title IX Guidance:** "Dear Colleague Letter" on transgender student rights and the responsibilities of educational institutions under Title IX.
- **JMU EEO Policy #1303:** Includes gender identity, sexual orientation, and genetic information (among others).
- **JMU Discrimination and Harassment Policy #1324:** Includes gender identity, sexual orientation, and genetic information (among others).
- **LGBTQ+ Equality I:** Advocating for LGBTQ+ equality in the workplace.
- **LGBTQ+ Equality II:** The national LGBTQ+ Equality Act.
- **LGBTQ+ Equality III:** The case against equality.
- **LGBTQ+ Equality IIIb:** An example in practice.
- **LGBTQ+ Equality IV:** Equality vs. Equity.
- **LGBTQ+ Equality V:** Against Equality - The Blog.

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JAMES MADISON UNIVERSITY

ABOUTACADEMICSADMISSIONSVISIT TUITION & FINANCIAL AIDSTUDENT LIFEATHLETICS

JMU & Community LGBTQIQA Resources

SAFE ZONE

COLLEGES WITH GENDER-NEUTRAL HOUSING

HARASSMENT REPORTER

SAFE ZONE MEMBER LIST

WHY SAFE ZONE?

JOINING SAFE ZONE

GUIDES AND ARTICLES

ARIALGBTQ RESOURCES

JMU & Community

Madison Equality

JMU LGBTQ Employee Group

The Lesbian, Gay, Bisexual, Transgender, Queer and Ally (LGBTQA) Education Program

Shenandoah Valley Equality

Shenandoah Valley YES! Alliance

ROSMY

Equality Virginia

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SAFE ZONE JMU

Student Panel

COLLABORATION BETWEEN MADISON EQUALITY AND JMU'S LGBTQ & ALLY EDUCATION PROGRAM

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SAFE ZONE JMU

Contract & Evaluation

IN THE BACK OF YOUR FOLDER.

PLEASE TURN IN THE CONTRACT TO ME, AND LEAVE YOUR EVALUATION ON THE TABLE

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