ONLINE
SAFE ZONE WORKSHOP
PARTICIPANT PACKET
Instructions for the Online Safe Zone Trainings

Hello!
Thank you so much for registering for The Safe Zone Project’s online Safe Zone Trainings! We are really excited that you’ve decided to join us!

This packet has all the information you will need prior to the day of the training. We have a couple instructions and information for you and a little bit of homework. The homework is essential to allow us to keep the training moving and to best utilize your time with us and each other.

Homework

- Print out this packet!
- Read through the “Group Norms” on pg 4 in detail. These are essential to our online training environment and we will not be going over them during the training.
- Read through “Vocabulary Extravaganza” pgs 5-7. While you read highlight any words or phrases that you do not understand or want to discuss more during the training. Additionally, make a note of any words that aren’t in the packet that you would like to discuss. This will allow us to jump right into the words you and the group don’t know when we start the training!
- Familiarize yourself with google hang out by doing a video chat with someone else prior to that day! (if you need help - just email us!)

Links you will need: -
  bit.ly/SZP_Online_FeedbackForm
  bit.ly/SZP_Online_AnonQA

On the day of your training we ask you to sign on to google chat (e.g. log on to gmail) at least 5 minutes prior to the time of your training so that we can get everyone in the training on time.

Open the links above once you are in the hang out and close all other tabs.

Please have a sticky note with your name on it or piece of paper with your name written in marker.

Goals for this online training.

to provide an opportunity for individuals who do not have another way to experience a Safe Zone training to go through a training
to overview LGBTQ vocabulary, discuss heterosexual privilege, highlight the important differences between gender and sex, and to discuss questions that participants have coming into the training.
to empower individuals to start conversations about the importance of Safe Zone trainings and social justice conversations in their communities
This training will be a mix of self-reflection, discussion, and guided lecture-esque activities.
We have aimed to create an online training that is not a typical webinar, and instead is interactive and dynamic. We are using the google-hang out platform which we feel will assist our efforts to create a dynamic environment.
Training Timeline

10 mins  Introductions
25 mins  Vocabulary Extravaganza
15 mins  First Impressions of LGBTQ
20 mins  Genderbread Person
20 mins  Privilege for Sale
25 mins  Scenarios
5 mins   Wrap-up and Feedback

Total: 2 hours
Group Norms

1. No Phones
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 or what not 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.

Notes
In a short training like a two-hour training spending a lot of time setting up the ground rules or group norms can really eat up your time. We therefore offer these recommendations as a starting place, please add or modify them to include ones that make you establish the environment that you’d like for your training.
Vocabulary Extravaganza

**Ally** - (noun) a (typically straight- or cis-identified) person who supports, and respects for 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,” or specifically as sex assigned (or designated) at birth.

**Biphobia** - (noun) a range of negative attitudes (e.g., fear, anger, intolerance, resentment, erasure, or discomfort) that one may have/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 is 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 male-assigned)
A simple way to think about it is if a person is not trans*, they are cisgender

**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.).

**Emotional/Spiritual Attraction** - (noun) an affinity for someone that evokes the want to engage in emotional intimate behavior (e.g., sharing, confiding, trusting, interdepending), experienced in varying degrees (from little-to-non, to intense). Often conflated with romantic attraction and sexual attraction.
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 ppl 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 measured on scales of masculinity and femininity.

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) often a term for a third gender to indicate someone who identifies with a gender identity outside of the cisgender spectrum of man/woman. Many genderqueer people feel they are a gender, it just may not be outside of the normative labels of woman/man. Genderqueer people may think of themselves as one or more of the following and they may define these terms differently:

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, and 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. The term is extended to bisexual and transgender people as well; however, the terms biphobia and transphobia are used to emphasize the specific biases against individuals of bisexual and transgender communities.

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 - (noun) someone whose combination of chromosomes, gonads, hormones, internal sex organs, and genitals differs from the two expected patterns of male or female. In the medical care of infants the initialism DSD (“Differing/Disorders of Sex Development”). Formerly known as hermaphrodite (or hermaphroditic), but these terms are now considered outdated and derogatory.

Lesbian - (noun) a term used to describe females/women-identified people attracted romantically, erotically, and/or emotionally to other females/women -identified people.
LGBTQ / GSM / DSG / + - (noun) 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 (sometimes people at a + at the end in an effort to be more inclusive); GSM is Gender and Sexual Minorities; DSG is Diverse Genders and Sexualities. Other popular options include the initialism GLBT and the acronym QUILTBAG (Queer [or Questioning] Undecided Intersex Lesbian Trans* Bisexual Asexual [or Allied] and Gay [or Genderqueer]).

Passing - (verb) (1) a term for trans* people being accepted as, or able to “pass for,” a member of their self-identified gender/sex identity (regardless of birth sex) 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 used interchangeably with LGBTQ.

Questioning - (verb & adjective) an individual who or when someone is unsure about or is 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-non, 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-non, 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 - (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.
First Impressions of LGBTQ People - Participant Sheet

Answer the following questions to the best of your ability:

How and when did you come to learn that not all people identified as straight and that some identified as lesbian, gay, bisexual, or other queer identities?

Where did most of the influence of your initial impressions/understanding of lesbian, gay, bisexual, or other queer people come from? (e.g., family, friends, television, books, news, church)

How and when did you come to learn that not all people identified as cisgender and that some people identified as trans*?

Where did most of the influence of your initial impressions/understanding of trans* people come from? (e.g., family, friends, television, books, news, church)

How have your impressions/understanding of LGBTQ people changed or evolved throughout your life?
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 Identity

🧍 Gender Expression

 Biol. Biological Sex

www.TheSafeZoneProject.com
Privileges for Sale

Please look at the following list of privileges; each privilege costs $100 to purchase. As a group, please purchase as many privileges as your money allows.

1. Paid leave from your job when grieving the death of your partner(s).
2. Inheriting from your partner(s)/lover(s)/companion(s) automatically after their death.
3. Having multiple positive TV role models.
4. Sharing health insurance with your partner(s).
5. Being able to find role models of the same sexual orientation.
6. Being able to see your partner immediately if in an accident or emergency.
7. Not being subjected to scrutiny in your job and not being able to be promoted without your sexuality being questioned.
8. Adopting your children.
10. Able to obtain child custody.
11. Kissing/hugging/being affectionate in public without threat or punishment.
12. Freely being able to discuss your relationship with others.
13. Being able to discuss and have access to multiple family planning options.
14. Not questioning normalcy both sexually and culturally.
15. Reading books or seeing movies about a relationship you wish you could have.
16. Receiving discounted home-owner insurance rates with your recognized partner(s).
17. Raising children without worrying about state intervention.
18. Having others comfort you when a relationship ends.
20. Being employed as a pre-school or elementary school teacher without people assuming you will “corrupt” the children.
21. Dating the person you desired in your teens.
22. Raising children without worrying about people rejecting your children because of your sexual preference.
23. Living openly with your partner(s).
24. Receiving validation from your religious community.
25. Being accepted by your neighbors, colleagues, and new friends.
26. Being able to go to a doctor visit and have him or her understand your sexual orientation.
27. Not having to testify against your partner(s) in a court of law.
28. Having people correctly assume your sexuality.
29. Sponsoring your partner(s) for citizenship.
30. Being open and having your partner accepted by your family.
Scenarios

Questions for Staff, Faculty, Employees

1. You have gotten to know this new person in your life (could be a student, a peer, a coworker) and they said they really needed to talk to someone about something and then they tell you, “So I just wanted to let you know, I’m gay.” What do you do to support that person?

2. You meet someone new, they introduce themselves as Alex and they present in an androgynous way. You’re not really sure what pronouns to use - what should you do?

3. You bring up the idea of doing a diversity training at your new job or within the school that you attend with your peers. There is a lot of eye rolling and no one really says anything positive or affirming about the idea. What are some ways you could talk about your interest in diversity training that may get others interested?

4. You find out that someone after the meeting was talking about you and was wondering to others whether you were gay or something. How do you react?

5. You’ve been asked to advise an LGBTQ group on campus or at a local high school. After 2 or 3 meetings one of the students comes to you and says that while they appreciate that you’re there, they feel like they aren’t being included in the discussion because they are asexual and the stuff that the group has been talking about isn’t inclusive of aces. You don’t know much about asexuality. How do you proceed.

6. You’ve been promoting your school, workplace, or group as really LGBTQ friendly. A lot of the people involved are very aware of gay issues and are completely welcoming and accepting of other sexualities. You are part of the recruitment weekend for a new student or hire in your office or cohort and this individual identifies as trans*. While speaking with them you realize that your group/work place doesn’t have gender neutral bathrooms, a lot of people were confusing this person’s gender pronouns all day, and generally not reaching out to this individual as much as others. How do you proceed when you notice this?
Scenarios
Student/Youth Focused Questions

1. You are becoming friends with this guy named Alex. One day you’re hanging out Alex gets oddly quiet and finally after you ask them repeatedly if anything is bothering them they come out and tell you they’re bi. Alex says he’s totally comfortable with it, has known for a long time, but doesn’t really feel like they know how to tell other people at school even though they really want to. What do you do?

2. You leave your dorm room one morning and you notice something on your friend José’s whiteboard on his door just across the hall. José is one of your friends, is gay, and has been out to you since you’ve known him. The whiteboard says, “Hey fag - give me a call later today, we have to pregame that party. Jess.” You know Jess is one of José’s best friends, but you don’t know her that well. What do you do?

3. You and a group of friends are waiting in line for food at a dining hall. Some people behind you in line are chatting about the new Xbox that just came out and you overhear one of them say, “Dude you’re still playing on a PS2, that’s so gay, seriously.” What do you do?

4. One of your teachers (who you know quite well) is talking about sexuality or gender in class. When the discussion goes quiet they turn to you and ask if you have anything additional to add. What do you do?

5. One of your new friends, Dee, who you don’t know that well, meets you and a group of mutual friends for lunch. They start talking about their roommate and how weird and annoying they always are. Dee goes onto say, “She also told me that she’s bisexual, I don’t actually really have a problem with bisexuels but I don’t know how comfortable I am, like, changing in the same room as her, I mean that’s weird right? Like I don’t know it just kind of weirds me out.” What do you do.

6. One of your new friends, Dee, who you don’t know that well, meets you and a group of mutual friends for lunch. They start talking about their roommate and how weird and annoying they always are. Dee goes onto say, “She also told me that she’s bisexual, I don’t actually really have a problem with bisexuels but I don’t know how comfortable I am, like, changing in the same room as her, I mean that’s weird right? Like I don’t know it just kind of weirds me out.” What do you do.
Resource Page

There are many national organizations, regional organizations, and active news and blog communities for you to continue to explore gender and sexuality issues. These are just a few of the many places to continue your exploration!

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."
● Bitch Magazine -- www.bitchmagazine.org -- "Provide and encourage an engaged, thoughtful feminist response to mainstream media and popular culture."
● 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
● 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 Transcending Gender Project: http://www.transcendinggender.org


● 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!