SAFE ZONE TRAINING
OBJECTIVES

- Assess personal beliefs and biases regarding gender and sexuality
- Develop familiarity with vocabulary used to describe gender and sexual identity
- Understand some challenges faced by people who identify as LGBT
- Learn to communicate more effectively about gender and sexual identity
- Become an Ally
1ST IMPRESSIONS

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

Gender Identity

Attraction

Gender Expression

Biological Sex
CORE VOCABULARY

- Changes frequently
- In general, use terms as adjectives, not nouns
- Trust an individual’s personal definition of a term over any other definition
- Not an exhaustive list
CORE VOCABULARY

- Ally
- Heteronormativity
- Questioning
- Transgender
- Cisgender
- Gender Fluid
- Passing
- Gender Confirmation Surgery
# Pronouns

<table>
<thead>
<tr>
<th>Gender Binary</th>
<th>Subject</th>
<th>Object</th>
<th>Pronoun</th>
<th>Pronunciation</th>
</tr>
</thead>
<tbody>
<tr>
<td>she</td>
<td>her</td>
<td>hers</td>
<td>as it looks</td>
<td></td>
</tr>
<tr>
<td>he</td>
<td>him</td>
<td>his</td>
<td>as it looks</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender Neutral</th>
<th>Subject</th>
<th>Object</th>
<th>Pronoun</th>
<th>Pronunciation</th>
</tr>
</thead>
<tbody>
<tr>
<td>they*</td>
<td>them*</td>
<td>their*</td>
<td>as it looks</td>
<td></td>
</tr>
<tr>
<td>ze</td>
<td>hir</td>
<td>hirs</td>
<td>zhee, here, heres</td>
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<tr>
<td>xe</td>
<td>zir</td>
<td>zirs</td>
<td>zhee, zhere, zheres</td>
<td></td>
</tr>
</tbody>
</table>

*used as singular
Privilege for Sale

- Each privilege costs $100
- You have $500 to spend
- Decide as a group what you will purchase
Privilege for Sale

- How did this activity make you feel?
- Was it difficult to choose?
- What on the list surprised you?
- Why did we specifically use money for this exercise?
COMING OUT

- A series of decisions
- May vary in different spaces
- Helpful and not-so-helpful responses...
SCENARIOS

- Break into groups of 3-4
- Discuss your scenarios for ~10 minutes
- Be ready to present to the group
WHAT CAN I DO NOW?

- Identify yourself as an Ally/Safe Zone
- Encourage communication with open ended questions
- Become familiar with local resources
QUESTIONS, COMMENTS & FEEDBACK
Thank You!