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# LGBT 101: Liaisons & Safe Spaces 60 Min Trainer Booklet 2011

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## **GLBT Center**

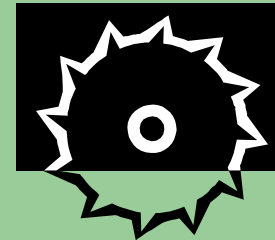
Adams Hall, First floor South, Room  
111.

### **Mission Statement:**

**The Gay, Lesbian, Bisexual and Transgender (GLBT) Center at The University of Rhode Island is a great place to get involved with the community and to make friends. We strive to create a welcoming and safe environment for people of all sexual orientations and gender identities. Prioritizing around dimensions of education, support, and advocacy, the Center works directly with students, faculty, staff, and community members to provide meaningful programs and**

## **LGBT 101: Liaisons/ Safe Spaces**

60 Minute Training



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GLBT Center

Date: 08/07/2011

## Introduction

LGBT 101 information is part of a program to create a safer and more receptive campus and work place environment for gay, lesbian, bisexual, transgender and/or questioning people through education and ally development. It is modeled after similar programs at colleges and universities throughout the United States.

This short introduction to LGBT 101 and SafeSpace training will begin to facilitate conversations, increase individuals general knowledge of LGBT issues, and become aware of some LGBT symbols that surrounds us every day .

## Objectives

Participants in SafeSpace training will:

1. Increase their awareness and knowledge of LGBTQ issues district wide and in the community.
2. Engage in discussion of LGBTQ issues and concerns.
3. Learn how to create a physically safe, secure, welcoming and emotionally safe atmosphere for LGBTQ employees and students.
4. Learn how to handle homophobic violence and harassment in the classroom and the workplace.
5. Understand their role in the implementation of the district wide SafeSpace program.

### TERMS

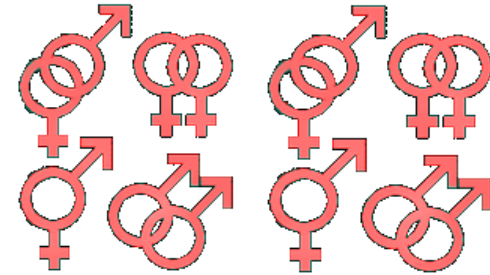
### FAMILIAR UNFAMILIAR

- Homophobia
- Homosexual
- Intersex
- In the closet
- Institutional Discrimination
- Metrosexual
- Opposite- and Same-Sex Sexual Harassment
- Outing
- Sex
- Sexism
- Sexual Orientation
- Socialization
- Stereotype
- Transsexual

# The Facts

TERMS	FAMILIAR	UNFAMILIAR
<i>Lesbian</i>		
<i>Gay</i>		
<i>Bi-sexual</i>		
<i>Transgender</i>		
<i>Questioning</i>		
<i>Queer</i>		
<i>Ally</i>		
<i>Androgyny</i>		
<i>Biphobia</i>		
<i>Coming Out</i>		
<i>Cross-dresser</i>		
<i>Drag King</i>		
<i>Drag Queen</i>		
Gender		
Gender-bending		
Gender Expression		
Gender Identity		
Gender Roles		
Hate Crime		
Heterosexism		
Heterosexual		
Heterosexual Privilege		

# Permission to be Imperfect



I, \_\_\_\_\_, hereby have permission to be imperfect with regards to my understanding of sexual orientation and gender identity. It is OK that I do not know all the answers or if, at times, my lack of knowledge and misunderstandings become obvious.

I understand that I am a product of my culture and that I might struggle with these issues. I have permission to ask questions that appear uninformed. I have permission to be upfront and honest about my feelings.

I don't have to feel guilty about what I know or believe, but I do need to take responsibility for what I can do from now on:

- learning as much as I can
- changing my false or inaccurate beliefs or oppressive attitudes

\_\_\_\_\_  
Signed

\_\_\_\_\_  
Date

## The Facts

**Lesbian:** Preferred term for women who are attracted to women.

**Gay:** Preferred term for men who are attracted to men. Gay is also used as a blanket term for homosexuals and bi-sexuals, male and female.

**Bi-sexual:** A person who is emotionally and/or sexually attracted to persons of both sexes, sometimes referred to as bi-affectionate to take away the emphasis on sex.

**Transgender Person:** A person whose self-identification challenges traditional notions of gender and sexuality. Transgender people include transsexuals and others who do not conform to traditional understandings of labels like male and female or heterosexual and homosexual.

**Questioning:** Refers to individuals who are unsure about their sexual orientation and as a result "question their identity."

**Queer:** A person who feels his/her gender identity and/or sexual orientation is outside the binary. Queer is a word that has been used negatively but has been reclaimed by some LGBT individuals to describe their gender identity and/or sexual orientation.

**Ally:** Any non-lesbian, non-gay, non-bi-sexual or non-transgender person whose attitude and behavior are anti-heterosexist and whose perspective and actions work toward combating homophobia and heterosexism, both on a personal and an institutional level.

**Androgyny:** Blending of what are usually regarded as male and female characteristics, values, or attitudes.

**Biphobia:** Fear, hatred and/or discomfort with bi-sexual persons, bisexuality, or cross-gender role behavior resulting from lack of understanding of bi-sexual culture. Bi-sexual persons may feel this hatred or fear from both heterosexual and homosexual persons.

\* "Statistics regarding child molestation prepared by the Boston Advocates for Human Rights reveal that, "the vast majority of child molestation - over 90% - is performed by heterosexual males. The man who is sexually interested in children is rarely homosexual." ["Facts," *Trinity College Safe Zones* [www.trincoll.edu/prog/safezone/Facts.htm](http://www.trincoll.edu/prog/safezone/Facts.htm) 30 August 2002, 1 March 2003.]

\* "LGBT people are often identified as outsiders, and sexual deviates, and are scapegoated as sex offenders. However, in the vast majority of sexual assaults, offenders are heterosexual men (Anti-Violence Project, male sexual assault statistics, 1992.) Another common myth about LGBT people is that they are child molesters. This is also untrue; in fact a groundbreaking study of sexual-abuse offenders concluded that a heterosexual adult is more likely to be a threat to children than a homosexual adult is (Groth, *Men Who Rape*, Plenum Press, NY, 1979)." ["Fact Sheets: Lesbian, Gay, Bi-Sexual, Transgendered (LGBT) Populations and Sexual Assault," *WCSA* [www.wcasa.org/pages/lesbigay.html](http://www.wcasa.org/pages/lesbigay.html) 1 March 2003]

## A “Simple” Questionnaire for Heterosexuals

1. What do you think *caused* **YOUR** heterosexuality?
2. When and how did you *decide* **you were** a heterosexual?
3. Is it possible that your heterosexuality is *just a phase* that you **may grow** out of?
4. Is it possible that heterosexuality stems from a *neurotic fear* of **others of the same sex**?
5. Do your parents know you are straight? Do your friends, co-workers and/or your roommates know?
6. Why do you insist on flaunting your heterosexuality? *Can't you be who you are and be quiet?*
7. Why do heterosexuals put *so much emphasis* on sex?
8. Why do heterosexuals feel *compelled to introduce* others to their lifestyle?
9. A disproportionate majority of child molesters are heterosexual (97%)\*. *Do you consider it wise to expose children to heterosexual teachers?*
10. Just what do men and women *do in bed together*?
11. Bearing in mind the current divorce rate, why are there *so few stable relationships between* heterosexuals?
12. Considering the menace of overpopulation, how could the human race survive if everyone was heterosexual?
13. There seem to be very few happy heterosexuals. Techniques have been developed that might enable you to change if you really want to. *Have you considered aversion therapy?*
14. Would you want your child to be heterosexual, *knowing the problems they would face?*

**Coming Out:** Slang used to describe the act of a person who has decided to publicly proclaim her or his homosexual, bi-sexual or transgender identity.

**Cross-dresser:** A person who enjoys dressing in clothes typically associated with the other gender. Sometimes called a transvestite (not preferred term). Many cross-dressers are heterosexual .

**Drag King:** A woman who chooses to cross-dress as a male from time to time. Drag kings can be lesbian, bisexual, or heterosexual.<sup>1</sup>

**Drag Queen:** A man who dresses in clothes, typically flamboyant and glamorous styles, associated with female movie stars or singers, all with theatrical intent and sometimes with the intention of poking fun at gender roles.

**Gender:** The assignment of characteristics labeled masculine and feminine expected to correlate to men and women, respectively, in a society's binary system.

**Gender-bending:** Refers to individuals who challenge gender notions through their gender expression and appearance, usually done quite deliberately and sometimes as farce or play.

**Gender Expression:** The expression of one's sense of oneself as male, female, neither or both.

**Gender Identity:** One's psychological sense of oneself as male, female, neither or both.

**Gender Roles:** The socially constructed and culturally specific collection of attitudes and behaviors considered normal and appropriate for people of a particular sex; established sex-related behavioral expectations people are expected to fill.

**Hate Crime:** A "criminal offense committed against person, property, or society which is motivated, in whole or in part, by the offender's bias against a race, religion, disability, sexual orientation, or ethnicity/national origin." ["Section II: Hate Crime," *Federal Bureau of Investigation* www.fbi.gov 2 March 2003]

**Heterosexism:** Cultural, institutional, and individual beliefs and practices based on heterosexuality as the only normal, acceptable, and natural sexual orientation.

**Heterosexual:** Clinical term describing a person whose sexual orientation is directed towards members of the opposite sex.

**Heterosexual Privilege:** The benefits and advantages heterosexuals receive in a heterosexist culture. Also, the benefits lesbians, gay men, and bi-sexual people receive as a result of claiming heterosexual identity or denying homosexual or bi-sexual identity.

**Homophobia:** The fear, hatred, or intolerance of lesbians, gay men, or any behavior that is outside the boundaries of traditional gender roles. Homophobia can be manifested as fear of association with lesbian or gay people or being perceived as lesbian or gay. Homophobic behavior can range from telling jokes about lesbian and gay people to physical violence against people thought to be lesbian or gay.

**Homosexual:** Clinical term describing a person whose primary social, emotional, and sexual orientation is directed towards members of the same sex.

**Intersex:** Individuals with a variety of nonstandard reproductive, chromosomal or sexual anatomies, hormonal blocks or adrenal gland malfunctions.

**In the closet:** A term generally defined as hiding one's non-heterosexual identity from others.

1. I feel uncomfortable when I'm with people who are gay, lesbian, bi-sexual or transgender.
2. If I found out that a close friend was gay, lesbian, bi-sexual or transgender, I think our relationship would be less close in the future.
3. I believe the homosexual life is a valid alternative for those who live it.
4. I don't mind being around gay, lesbian, or bi-sexual people as long as they don't flaunt their homosexuality.
5. I believe that homosexual people are always trying to seduce heterosexual people and win converts to their life.
6. I'm quite uncomfortable around men who are feminine acting and women who are masculine acting.
7. Gays and lesbians shouldn't be teachers because they will make their students gay or lesbian.
8. People in same-sex relationships are completely immoral and unnatural.
9. If a close friend told me that s/he was lesbian, gay, bi-sexual or transgender, it would make us closer because my friend is revealing something very important.
10. Homosexual people are probably going to hell.
11. I'm against programs and groups organized specifically to meet the social and cultural needs of gay, lesbian, bi-sexual and transgender people.
12. I don't really like seeing all the gay, lesbian and bi-sexual characters on TV and in the media. It makes them seem too acceptable in our society.
13. I am able to accept seeing open expression of affection among gay, lesbian, and bi-sexual people.

## WHAT DO YOU FEEL ABOUT LGBTQ LIFE?

Clarifying our attitudes and beliefs helps us to become more conscious of what we feel. The purpose in responding to the following items is not to try to change your attitudes and values, but to bring to your consciousness what those attitudes and values are. There are no “right” or “wrong” answers. The important thing is that you understand what you personally feel, not what you think you should feel. You might want to ask yourself why you feel the way you do.

Please read each statement below write your reaction to it on corresponding line The following are your choices:

**SA=Strongly Agree, A=Agree, N=Neutral, D=Disagree, and SD=Strongly Disagree**

- |          |           |
|----------|-----------|
| 1. _____ | 8. _____  |
| 2. _____ | 9. _____  |
| 3. _____ | 10. _____ |
| 4. _____ | 11. _____ |
| 5. _____ | 12. _____ |
| 6. _____ | 13. _____ |
| 7. _____ |           |

**Institutional Discrimination:** Discrimination that has been incorporated into structures, processes, and procedures of organizations due to prejudice or because of failure to take in to account the particular needs of people based upon race, religion, sexuality, gender, ethnicity/national origin, ablebodiedness, class, age, etc. <sup>2</sup>

**Metrosexual:** Term generally applied to heterosexual men with a strong concern for their appearance, and/or who display many of the lifestyle tendencies of stereotypically gay men.

**Monogamy:** Monogamy means different things to different people and it can be understood simply in these ways. **1.** Monogamy is the practice or condition of having a single sexual partner during a period of time. **2.** Monogamy is the practice or condition of being married to only one person at a time. These last two definitions are often referred to as serial monogamy. **3.** Monogamy is the practice of marrying only once in a lifetime.

**Opposite- and Same-Sex Sexual Harassment:** Opposite-sex sexual harassment occurs when offender and the victim are both heterosexual; Same-sex sexual harassment occurs when offender and victim are both homosexual.

**Outing:** The accidental or intentional disclosure of another person's LGBT status without consideration of their readiness to have this information generally known.

**Polyamorous relationship:** Having two or more intimately loving and/or sexual relationships with others honestly and with the knowledge and consent of the others.



**Sex:** The biological characteristics of genitals, internal reproductive organs, gonads (ovaries and testes), hormones, and chromosomes. Male and female are the labels for these clusters of biological traits.

**Sexism:** The societal/cultural, institutional, and individual beliefs and practices that privilege men, subordinate women, and denigrate women-identified values.

**Sexual Orientation:** The desire for intimate emotional and sexual relationships with people of the same gender (lesbian, gay), the other gender (heterosexual), or either gender (bi-sexual).

**Socialization:** Process whereby our society conveys to the individual behavioral expectations for his/her gender; occurs through parents, siblings, peer groups, schools/books, teachers, mass media, etc. Socialization presents a conflict in identity development for gay, lesbian, bi-sexual and transgender individuals

**Stereotype:** Generalized notion of what a person is like based only on an individual's sex, gender, race, religion, ethnic background, or similar criterion.

**Transsexual:** A person whose biological sex does not match their gender identity and who, through gender reassignment surgery and hormone treatments, seeks to change their physical body to match their gender identity. Transsexuals' sexual orientation can be heterosexual, homosexual, or bi-sexual.

<sup>1</sup>["Gender Definitions," *Gender Identity Consultancy Services* <http://jmembers.aol.com/gics/index.html> 1 March 2003.]

<sup>2</sup>[taken in part from the definition of "Institutionalized Racism" from the following site: The London Borough of Barking & Dagenham: Equalities and Diversity at [www.barking-dagenham.gov.uk](http://www.barking-dagenham.gov.uk), 3 March 2003]

### Confront Overt Incidents

- Interrupt heterosexist jokes, slurs, comments or assumptions
- Make clear to all who are involved both relevant policies and your own feelings
- Provide support to the victim/target of the attack

### Take A Public Stand

- Promote LGBT non-discrimination policies, hate-crime legislation, and domestic partner benefits
- Write a letter to your senator
- Attend a rally or march supporting the LGBT community

### Own Your Own Privilege

- Understand and educate yourself about oppression
- Learn to become an ally to others
- Attend educational conferences and workshops around these topics

**PROMOTING A SUPPORTIVE  
LESBIAN, GAY, BISEXUAL, TRANSGENDER AND ALLY ENVIRONMENT**

**Educate Yourself**

- Listen to and learn from lesbian, gay, bisexual, and transgender (LGBT) people
- Attend LGBT speakers, events, films, workshops, and cultural events
- Try and see things from an LGBT Individual's perspective.

**Model Non-Heterosexist or Non-Homophobic Behavior and Attitudes**

- Use inclusive language like partner or date rather than boyfriend/girlfriend or wife/husband
- Treat an LGBT person the same as you would treat someone who is heterosexual.
- Use the same standards for same-gender affection in public that you use for opposite-gender affection

**Create An Inclusive Culture And A Welcoming Environment**

- Assume the people in your workplace or classroom are LGBT
- Use the words lesbian, gay, bisexual, and transgender when you speak.
- Post fliers announcing events of interest to LGBT individuals and groups

**Educate Others**

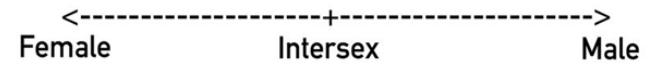
- Have informal discussions at work or in the classroom
- Offer alternatives, accurate information, etc. when you hear homophobia stereotypes or myths
- Sponsor an LGBT program

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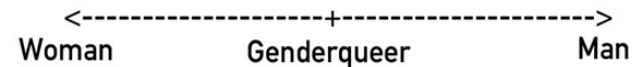
**THE IDENTITY SPECTRUM**

This graph is a fun exercise to help one understand that Sex, Gender Identity, Gender Expression and Sexual Orientation does not have to be black and white as both the Heteronormative/Cisgender Society around us (AKA Straight People) and the LGBT Community ascribe them to be -- find your own identity with this exercise and sincerely explore who YOU are and challenge the stereotypes of Gender and Sexual Orientation. Simply draw a line that best identifies along these spectrums.

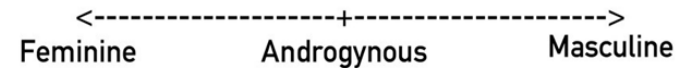
**SEX**



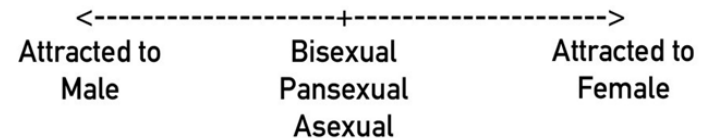
**GENDER IDENTITY**



**GENDER EXPRESSION**



**SEXUAL ORIENTATION**



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