

# Safe Zone Training 101

University of Cincinnati LGBTQ Center  
565 Steger Student Life Center  
Monday – Friday, 9:00 a.m. – 5:00 p.m.  
(513) 556-4329

# Trigger Warning

While we do not anticipate the following conversations to be triggering to anyone in the room, we cannot know what topics may arise over the next 2 hours or what may be triggering to those in the room. Please note that it is not our intention to create an uncomfortable or unsafe space for anyone. **If at any point you need to leave the room, please feel free.** You may return to the conversation at any time.

# LGBTQPIA

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer/Questioning
- Pansexual
- Intersex
- Asexual/Ally

# Ice Breaker/Introductions



- Name
- Pronouns (ex. she/her/hers, he/him/his, they/them/theirs)
- Favorite Color

# Preferred Pronouns

		Nominative (subject)	Objective (object)	Possessive Determiner	Possessive Pronoun	Reflexive
<b>Traditional Pronouns</b>						
Masculine	<b>He</b>	<i>He</i> laughed	I called <i>him</i>	<i>His</i> eyes gleam	This is <i>his</i>	He likes <i>himself</i>
Feminine	<b>She</b>	<i>She</i> laughed	I called <i>her</i>	<i>Her</i> eyes gleam	This is <i>hers</i>	She likes <i>herself</i>
Gender Neutral	<b>They</b>	<i>They</i> laughed	I called <i>them</i>	<i>Their</i> eyes gleam	That is <i>theirs</i>	They like <i>themselves</i>
<b>Invented Pronouns</b>						
Gender Neutral	<b>Ne</b>	<i>Ne</i> laughed	I called <i>nem</i>	<i>Nir</i> eyes gleam	That is <i>nirs</i>	Ne likes <i>nemself</i>
Gender Neutral	<b>Ve</b>	<i>Ve</i> laughed	I called <i>ver</i>	<i>Vis</i> eyes gleam	That is <i>vis</i>	Ve likes <i>verself</i>
Gender Neutral	<b>Spivak</b>	<i>Ey</i> laughed	I called <i>em</i>	<i>Eir</i> eyes gleam	That is <i>eirs</i>	Ey likes <i>emself</i>
Gender Neutral	<b>Ze (or Zie) and Zir</b>	<i>Ze</i> laughed	I called <i>hir</i>	<i>Hir</i> eyes gleam	That is <i>hirs</i>	Ze likes <i>hirself</i>
Gender Neutral	<b>Ze (or Zie) and Zir</b>	<i>Ze</i> laughed	I called <i>zir</i>	<i>Zir</i> eyes gleam	That is <i>zirs</i>	Ze likes <i>zirself</i>
Gender Neutral	<b>Xe</b>	<i>Xe</i> laughed	I called <i>xem</i>	<i>Xyr</i> eyes gleam	That is <i>xyr</i> s	Xe likes <i>xemself</i>

# Goals of Safe Zone Training

- Becoming comfortable with discussing sexuality and gender identifications
- The importance of language
- Why it's important to have Safe Zones
- How to be a supportive advocate for LGBTQ students
- How issues of sexual orientation and gender non-conforming identifications affect students at UC
- What resources are available both on campus and in the greater Cincinnati community

# How Training Works

- 2 hours
- Dialogue not lecture around the topics of sexuality & gender
- Shared learning experience, so we'll all participate and share our current knowledge and perceptions of LGBTQ issues
- The point is to start to understand how fluid sexuality & gender identities and issues can be
- If you don't know or you're unsure- ASK!!

# Ground Rules

- Respect for Privacy
- Respect for Time Constraints
- E.L.M.O.
- W.A.I.T.
- Positive Identifiers
- One Diva, One Mic
- Other group ground rules?

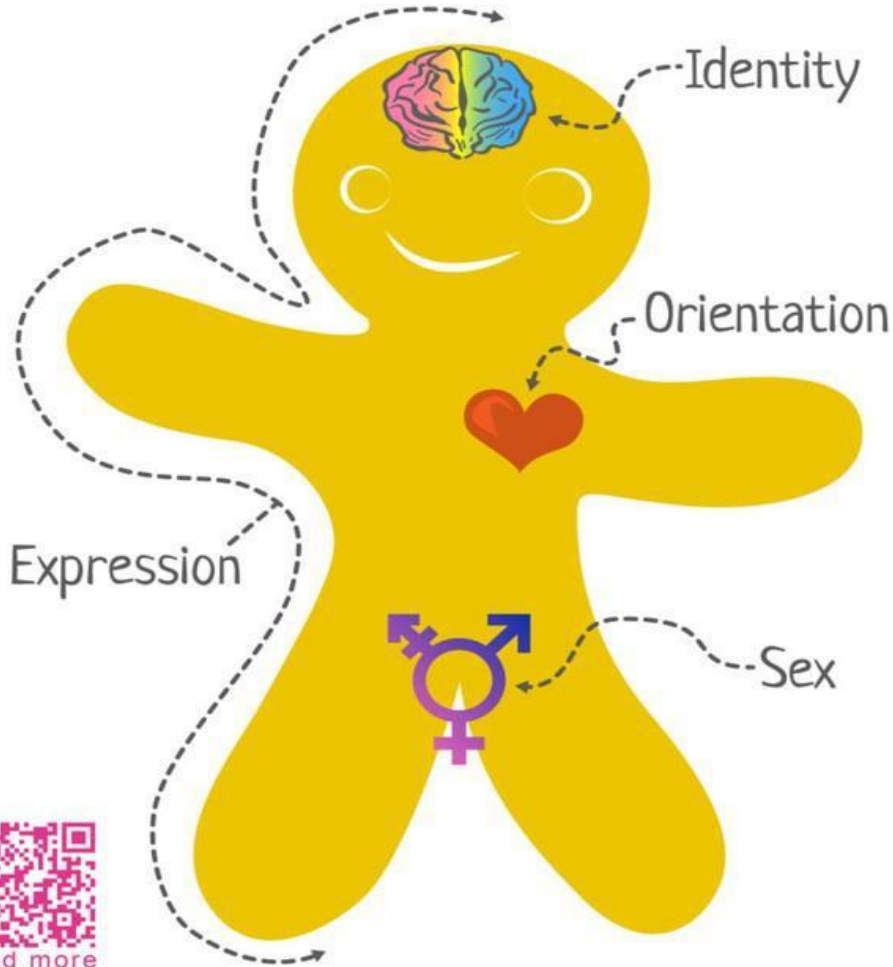


# Key Words

- Ally
- Asexual
- Assigned Sex
- Cisgender
- Closeted
- Coming Out
- Gender
- Gender Binary
- Gender Identity
- Genderqueer
- Heterosexism
- Homophobia
- Intersectionality
- Intersex
- Outing
- Pansexual
- Queer
- Transgender

# The Genderbread Person

by [www.ItsPronouncedMetrosexual.com](http://www.ItsPronouncedMetrosexual.com)



## Gender Identity

← Woman Genderqueer Man →

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

## Gender Expression

← Feminine Androgynous Masculine →

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

## Biological Sex

← Female Intersex Male →

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

## Sexual Orientation

← Heterosexual Bisexual Homosexual →

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.



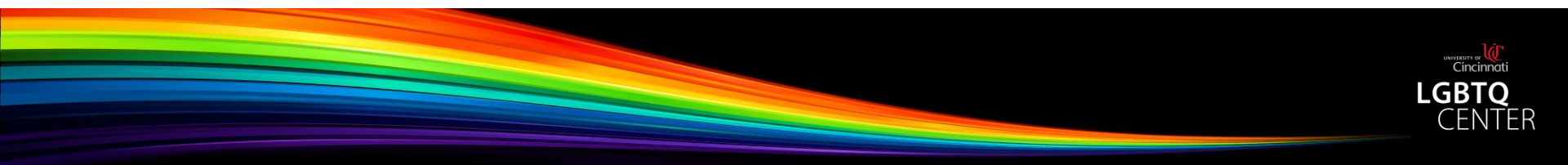
# Language

- Homosexual
- Transsexual
- Hermaphrodite
- Friend
- Choice/Preference
- Lifestyle
- Special Rights
- Queer
- LGBTQ
- Transgender
- Intersex
- Partner
- Orientation
- Life
- Equal Rights
- Queer

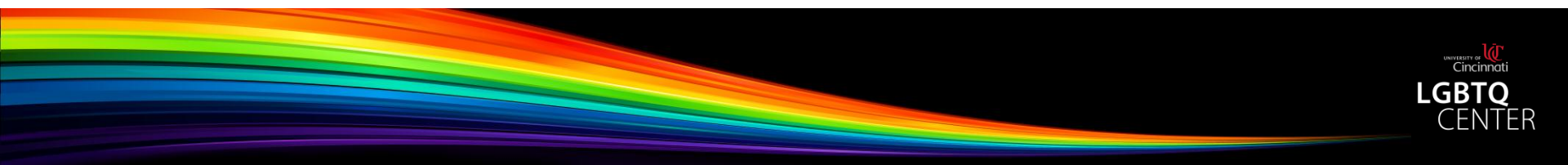
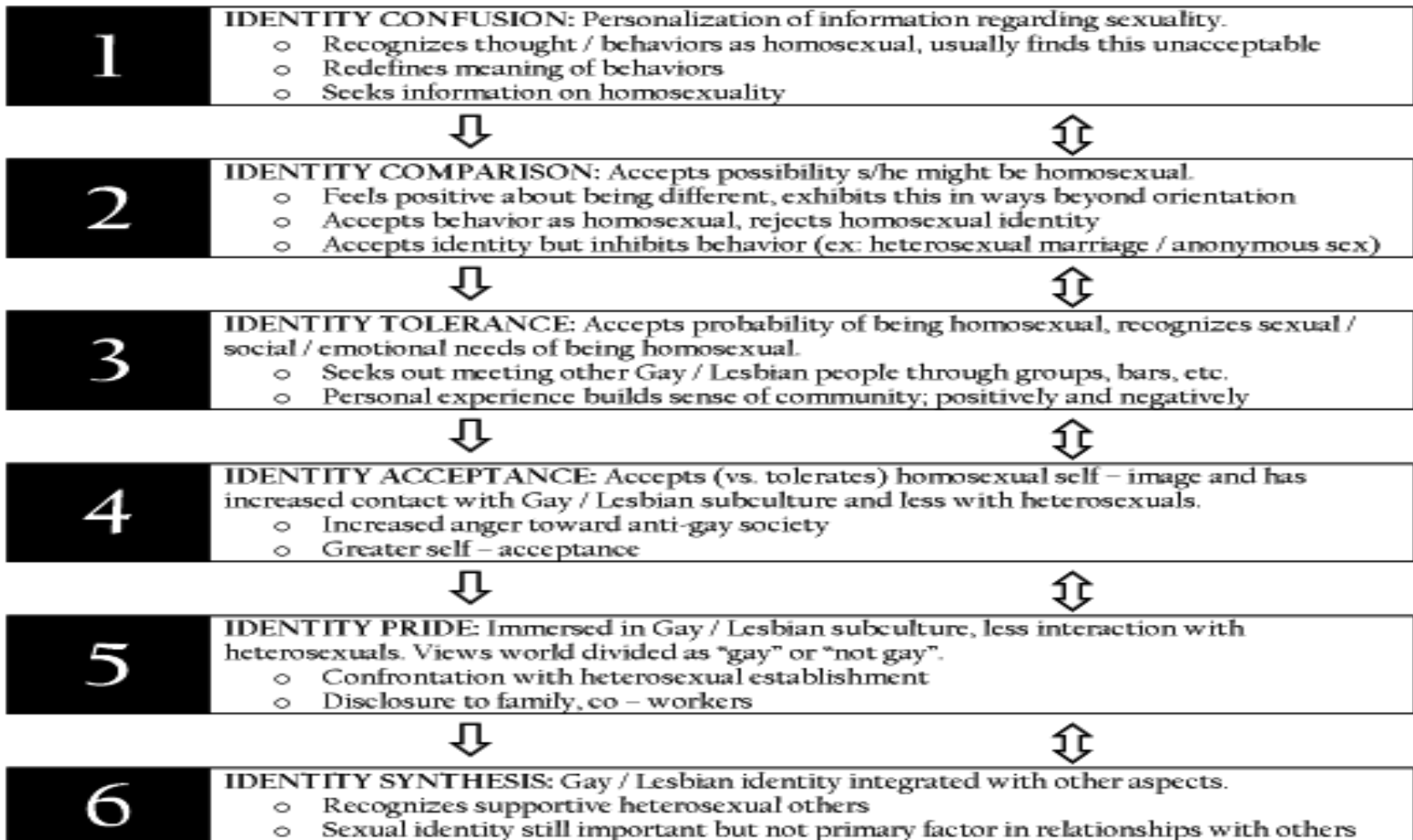
# Campus Conversations

- That's so gay!
- No homo.
- It
- Fag, Faggot
- Shemale
- Dyke
- He-she
- Lesbo
- Tranny
- Queer

# No Homo



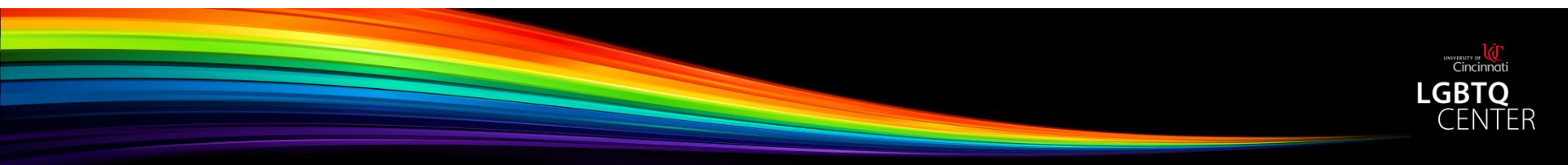
# Cass's Model of Identity Formation





KEEP  
CALM  
AND  
COME  
OUT

# Questions Activity





# Heterosexual Questionnaire

**HOW  
LONG  
HAVE  
YOU  
BEEN  
A  
HETEROSEXUAL?**



# Heterosexual Questionnaire

- Many lesbians and gay men- in therapeutic situations as well as in the “outside world”- are put into situations where they have to defend their sexuality. This places a considerable burden on people who are frequently only wanting to deal with a relationship problem, “coming out” on the job or with family and friends, or some sexuality-related situation.
- To help non-gay people understand how it feels to be put into such a position, Alan K. Malyon, Ph.D., devised a questionnaire, parts of which are excerpted here. This questionnaire is based on “heterophobic” premises, rather than homophobic premises, which exist chronically in our society.

# Concerns of LGBTQ Students

- Safety
- Bathrooms
- Fear of losing family and financial support
- Enduring homophobic/transphobic comments by faculty/students/staff
- Residence Hall Issues
- Concerns about being graded fairly
- Concerns that their contributions may not be valued
- Concerns that friends may stop inviting them to events/study groups, etc.
- Fear of losing work-study or campus job
- Feeling disconnected from other students, faculty and staff
- Being misgendered by faculty/students/staff

# Being an Ally



# Being an Ally

- Educate yourself.
- Complete all parts of the Ally Training Curriculum Series.
- Assume that making mistakes is part of the learning process of being an effective ally. Acknowledge and apologize for mistakes; learn from them but don't retreat.
- Use appropriate language. Learn new terms as language and terminology evolve.
- Confront inappropriate language and behaviors.
- Take responsibility for equalizing power.
- Ask questions.
- Appreciate the risk people who are LGBTQ take in coming out.
- Regard people who are LGBTQ as whole human beings.
- Attend events with LGBTQ themes (movies, speakers, QueerCat Pride Week, etc.).
- Continue to work on your level of acceptance.

# UC Campus Resources

- **The LGBTQ Center**  
565 Steger Student Life, 556-4329
- **The Women's Center**  
571 Steger Student Life, 556-4401
- **Title IX Coordinator-Jyl Shaffer**  
3115 Edwards 1, 556-5597
- **University Ombuds Office**  
607 Swift Hall, 556-5956
- **Counseling and Psychological Services 225**  
Calhoun Street Suite 200, 556-0648

# UC Student Groups

- **GenderBloc**

- A radical queer activist, support and social student group at the University of Cincinnati for lesbian, gay, bisexual, transgender, queer and allied students focusing on gender issues including transgender and genderqueer activism. Thursdays, 5:00pm, 565 Steger Student Life Center

- **UC Alliance**

- Aims to develop interpersonal relationships in a social and educational atmosphere through activities and events for the LGBTQ community and its allies. Wednesdays 7:00pm, Campus Rec Center 3200

# UC Student Groups

- **Queer Spirituality**

- Weekly program facilitated by students and religious leaders from the Camus Ministry Association on varying topics.  
Thursdays, 1:00pm, 565 Steger Student Life Center

- **Colors of Pride**

- UPCOMING! UC's student organization for LGBTQ+ people of color and their allies who are interested in discussing the intersections of race, gender, and sexuality. Tuesdays, 5:00pm, 565 Steger Student Life Center



# Questions



# Contracts & Evaluations

# For More Information...

University of Cincinnati  
565 Steger Student Life Center  
(513) 556-4329  
[www.uc.edu/lgbtq](http://www.uc.edu/lgbtq)