



Faculty SafeZone Workshop

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UT Dallas Office of Educational Enhancement

IN PARTNERSHIP WITH THE GALERSTEIN WOMEN'S CENTER & THE UTD MULTICULTURAL CENTER

Agenda

- ❖ Welcome
- ❖ LGBT Diversity
- ❖ LGBT Student Development
- ❖ Inclusive Classrooms
- ❖ Interrupting Bias



LGBT BASICS



CONCEPTS & LANGUAGE

COMMUNITIES

INDIVIDUALS

LABELS

LOCATIONS

SELF-IDENTITY

R a c e

Ethnicity

Gender identity

Geographical
location

Socio-economic
status

ME?

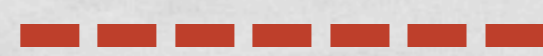
Religion

Sexuality

National Origin

IDENTITY 101

Sex



Gender

Biological

Socially
Constructed



IDENTITY 101

Gender Identity

Male

Female



IDENTITY 101

Gender Expression

Masculine

Feminine



IDENTITY 101

Sexual Orientations

Same

Bisexual

Hetero



Other orientations include:

Asexual

Pansexual

IDENTITY 101

Sexual Expression

Same

Hetero



TRANSGENDER UMBRELLA



Transsexual

Intersexed

Androgynes

Crossdressing

Drag

Gender queer

TRANS ETIQUETTE

- Use the requested pronouns
 - zhe / she / he & zhir / her / his
- Do not ask about former name
- Do not ask about transitional status
- Do not assume sexuality

COMING OUT

LGBT IDENTITY DEVELOPMENT



Different for
everyone



Avoid
assumptions



Listen & Respect



COMING OUT

- Process
- Ongoing
- Not always one direction
- Different emotions and issues for different people

CONFLICTS BETWEEN DIFFERENT ASPECTS OF SELF-IDENTITY

R a c e

Ethnicity

Gender identity

Geographical location

Socio-economic status

ME?

Religion

Sexuality

National Origin

COMING OUT

What to do if a student
comes out to you?

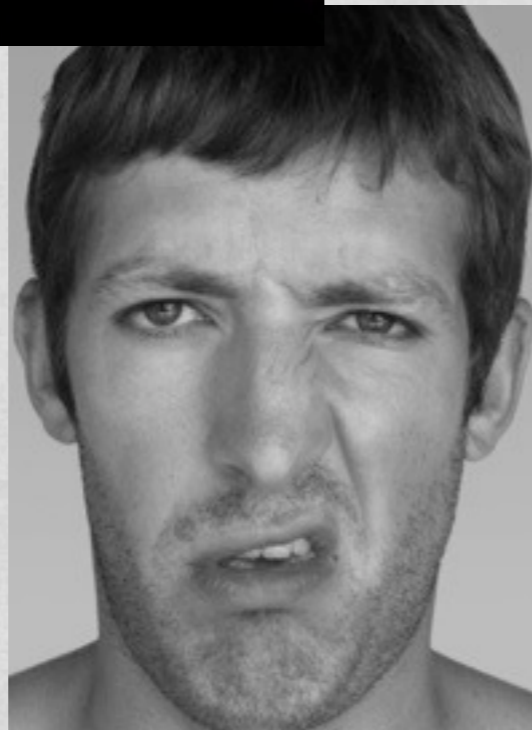
BIAS & DISCRIMINATION

LEVELS OF ATTITUDE



Repulsion

Pity



Tolerance

Acceptance

LEVELS OF ATTITUDE

Support

Admiration

Appreciation

Nurturance



HOW BIAS AGAINST LGBT PEOPLE AFFECTS US ALL

- Rigid gender-based roles.
- Limits relationships with members of one's own gender.
- Disrupts family relationships and communication.
- It inhibits some GLBT people from developing an authentic self-identity, causing undue stress.
- Pressure to be heterosexually active to prove they are 'normal'.



HOW BIAS AGAINST LGBT PEOPLE AFFECTS US ALL

- Stigmatizes and targets people who are **perceived** to be GLBT.
- Denies the benefits and gifts that GLBT people offer to the overall culture and society.
- It diverts energy away from more constructive endeavors.
- It encourages bias for everyone because each person has unique traits not considered mainstream or dominant.





CASE STUDIES

CREATING A
SAFE
ENVIRONMENT

INTERUPTING STEREOTYPES & ANTI-LGBT BIAS

- Much of what we do in our classrooms regarding diversity begins from before the first class.
- Think about diversity in your course planning and be explicit in your syllabus.



LANGUAGE IN / OF THE CLASSROOM

- Be openly inclusive in your syllabus.
- Use gender neutral language. Use same sex examples.
- Do not presume straightness or gender identity.
- Model inclusiveness.

PEDAGOGICAL BENEFITS OF LGBT INCLUSIVENESS

- Diversity content, even in the examples we use, encourages higher levels of critical thinking. (Nelson, 1999; Chism 2002; Plank, 2007)
- Raises awareness of different perspectives within one's own education.
- Highlights positionality and self-awareness.
- An opportunity to stress professionalism.

HOW TO COMBAT BIAS

- Identify bias/homophobia, not homosexuality as the problem to be addressed.
- Think about similarities between different types of bias. Reflect on what you know about racism, classism, sexism to look for ways to respond to homophobia.
- Listen to the experiences of LGBT people and assume that their experiences with bias are valid,

Out in the classroom

- ❖ As an LGBT faculty
- ❖ As an LGBT or straight ally



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