



SAFE SPACE

The Power of **AND**

University of Wisconsin-Eau Claire



GS&SRC

UW-Eau Claire | Gender & Sexuality Resource Center

uwec.ly/gsrc • gsrc@uwec.edu





We acknowledge that UW-Eau Claire occupies the sacred and ancestral lands of Indigenous Peoples. We honor the land of the Ojibwe and Dakota Nations.

Land Acknowledgment Statement



But first, a quick assessment!

Rate the following statements.
Remember, this is anonymous, so lay
it all out there.



Statement #1

Not even close. (1)

I am comfortable with LGBTQIA+ terminology.

Sure am! (5)



Statement #2

Absolutely not. (1)

I understand each identity represented by the LGBTQIA+ acronym.

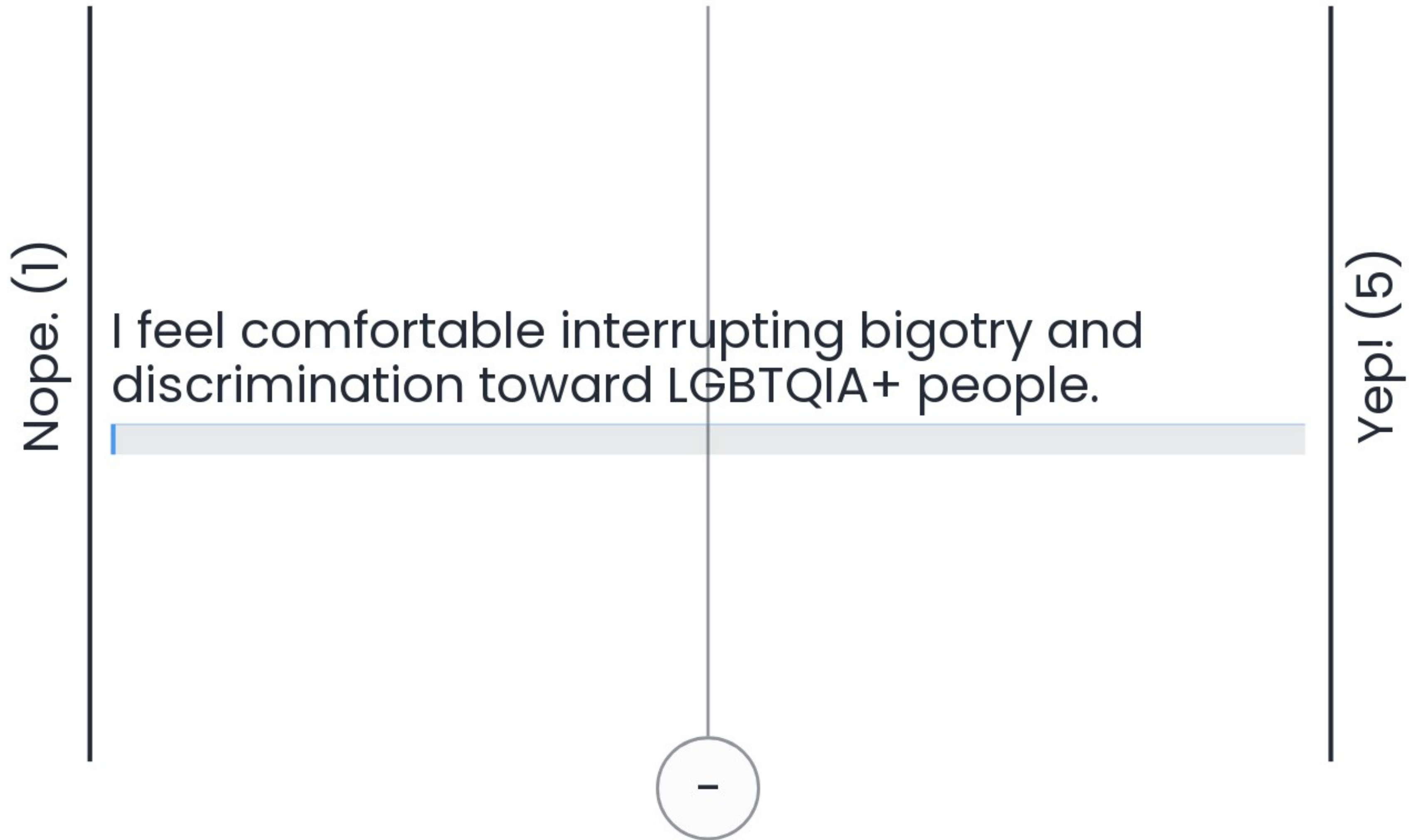
Yepersi (5)



Statement #3



Statement #4



What are you looking to learn during this Safe Space training? (Raise your hand & share!)

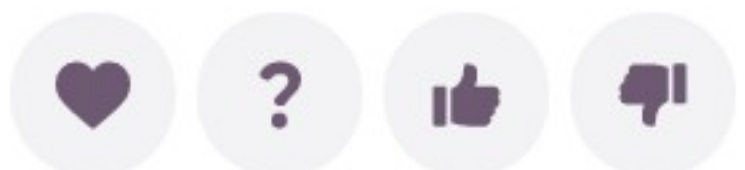


PART ONE



Social Justice Framework

Embracing Discomfort • Critical Self-Reflection • Language Evolution • Intersectionality



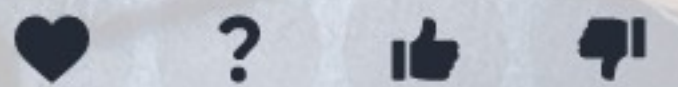


CATHARTIC DISCOMFORT

“I knew how to make sense of
complicated things,
as long as they had nothing to do
with me.”

—Roxane Gay

(American writer, professor, editor,
and social commentator.)



Anticipating discomfort... (self-assessment)

Nope. Not even a little. (1)

I am worried about saying the wrong thing or using an incorrect term.

I don't want to be unintentionally offensive.

My religion has very specific feelings about LGBTQ+ people. Challenging my beliefs makes me anxious and uneasy.

I'm an LGBTQ+ person, and I sometimes feel exposed or vulnerable during these conversations.

Eau Claire Area School District provides a safe place for LGBTQ+ people.

I don't feel I know enough to be an effective ally.

Yep, that's me. (5)

CRITICAL SELF-REFLECTION

"Not everything that is faced can be changed, but nothing can be changed until it is faced."

–James Baldwin

(American novelist, playwright, essayist, poet, and activist.)



What messages do you receive (or have you received) about LGBTQIA+ people? (Write on Post-It!, ball it up, and throw it at your facilitator!)



EVOLUTION

Identity & Language



What you know today **WILL** change tomorrow.

There is no one size fits all approach to language. It is dynamic, flexible, and ever-changing. Change with it!

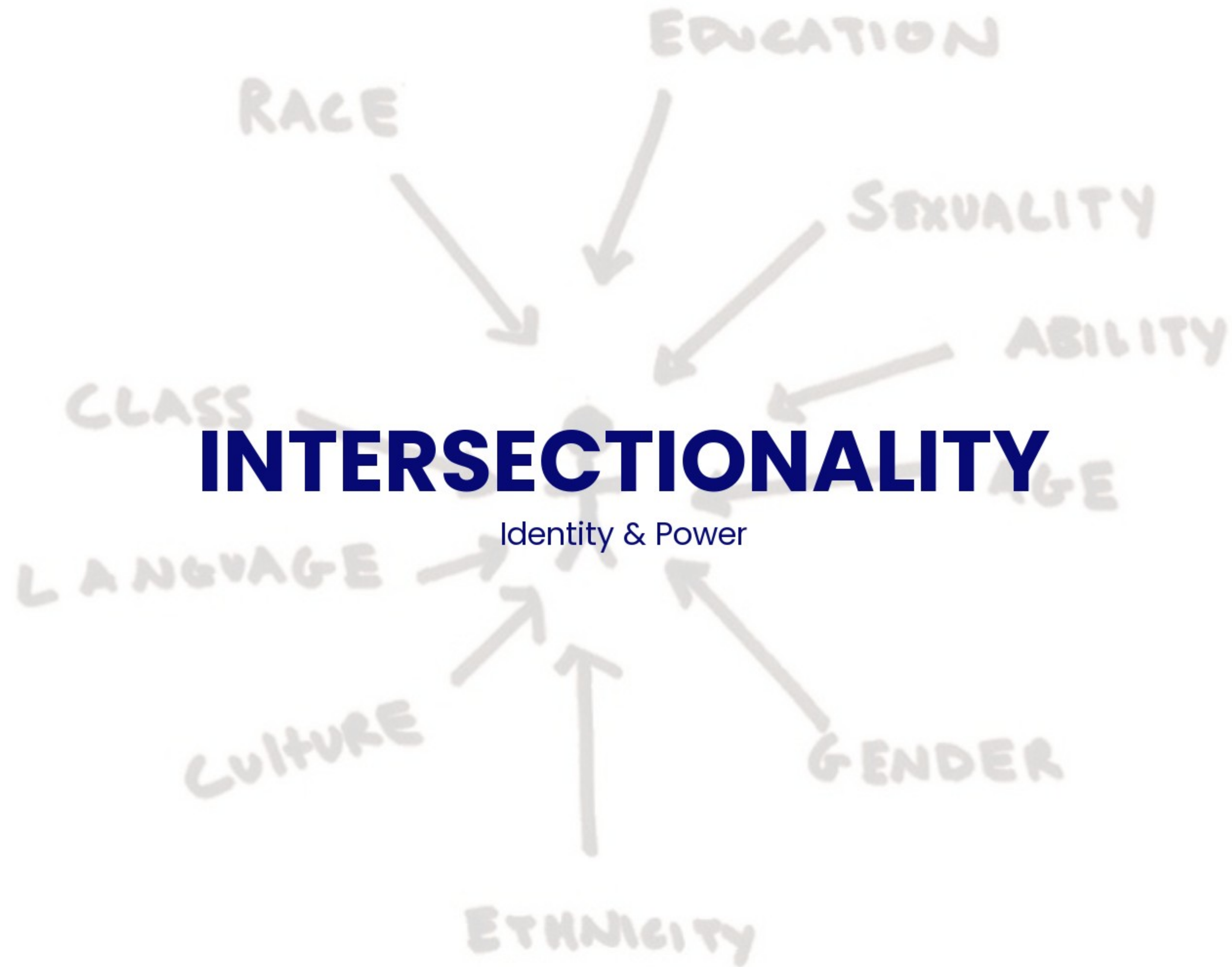


Some Advice

- Be specific. Know what you mean to say. Observe critical context. (e.g., BIPOC vs. Black | Queer vs. Gay)
- Language and people don't necessarily evolve in tandem. When in doubt, listen. When in doubt, ask.
- Be responsive & respectful.
- What's more important: how YOU see someone else, or how THEY see themselves?

WHAT'S THE **WORD** I'M TRYING TO THINK OF?







What is intersectionality?



Watch later

Share



Watch on  YouTube





5-Minute Pair & Share!

Share a time you had to hide or alter an aspect of your identity in order to succeed and/or survive.



Strategize your POWER!

Intersectionality involves more than simply cataloguing your various intersecting identities. It requires of you a critical examination of the POWER attendant to each of those identities. How/When/Where can you use your power and privilege to mitigate inequity?



LGBTQIA+



LGBTQIA+

LESBIAN



LG B T Q I A +

LESBIAN • GAY



LESBIAN • GAY • BISEXUAL



LGBTQIA+

LESBIAN • GAY • BI • TRANSGENDER



NOT TRANSGENDER**ED**

L G B T Q I A +

NOT TRANSGENDER**S**



LGBTQIA+

LESBIAN • GAY • BI • TRANS • QUEER/QUES.



L G B T Q I A +

LESBIAN • GAY • BI • TRANS • QUEER/QUES. • INTERSEX



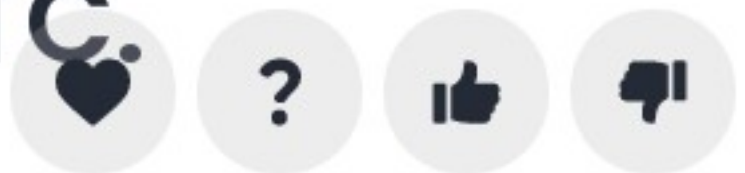


LESBIAN • GAY • BI • TRANS • QUEER/QUES. • INTERSEX • ASEXUAL





LESBIAN • GAY • BI • TRANS • QUEER/QUES. • INTERSEX • ACE • ETC



LGBTQIA+

Sexual Orientation



LGBTQIA+

Gender Identity

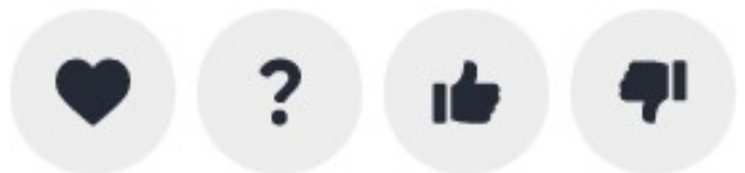


Assigned Female at Birth (AFAB)

Assigned Male at Birth (AMAB)

LGBTQIA+

Assigned Sex





QTPoC

Queer Trans People of Color

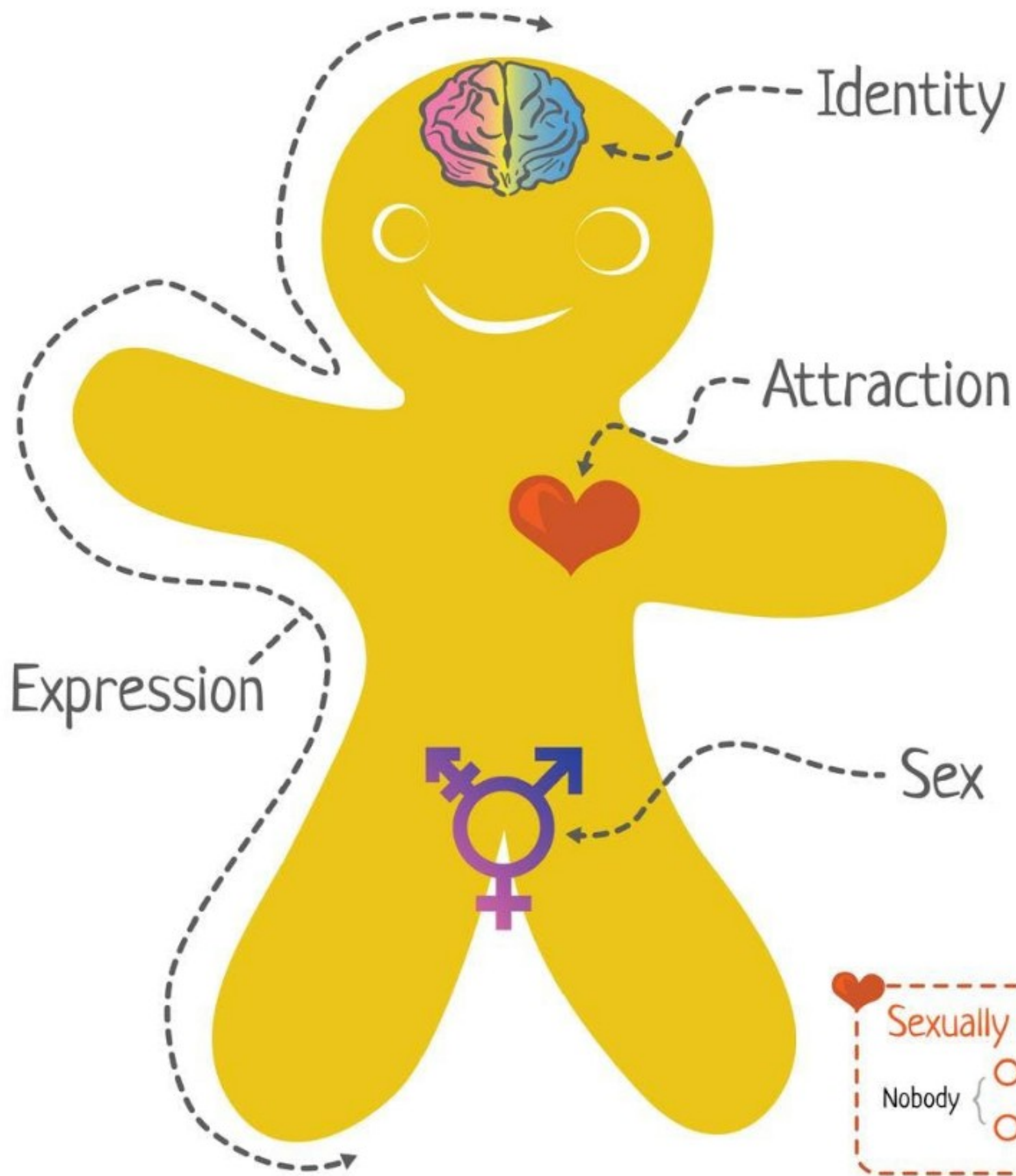


The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.

Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread. 4 (of infinite) possible plot and label combos



Gender Identity

Indicates a lack of what's on the right.

Woman-ness

Man-ness

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Labels: "woman", "man", "two-spirit", "genderqueer"

Gender Expression

Feminine

Masculine

The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Labels: "butch", "femme", "androgynous", "gender neutral"

Biological Sex

Female-ness

Male-ness

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Labels: "male", "female", "intersex", "MtF Female"

Sexually Attracted to

Nobody { (Women/Females/Femininity), (Men/Males/Masculinity)

Romantically Attracted to

Nobody { (Women/Females/Femininity), (Men/Males/Masculinity)

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

For a bigger bite, read more at <http://bit.ly/genderbread>



A close-up portrait of Queen Elizabeth II, wearing a tiara and a necklace, looking slightly to the left. The background is a soft, out-of-focus brown.

POP QUIZ

I DON'T BELIEVE IN DEFEAT



Instructions

- You have 3 MINUTES to complete this quiz
- Prizes awarded to those with 100% correct answers
- It's more important that you learn than win



PART TWO





QUEER PEOPLE & UNITED STATES LAW

"When we speak we are afraid our words
will not be heard nor welcomed, but
when we are silent we are still afraid, so it
is better to speak."

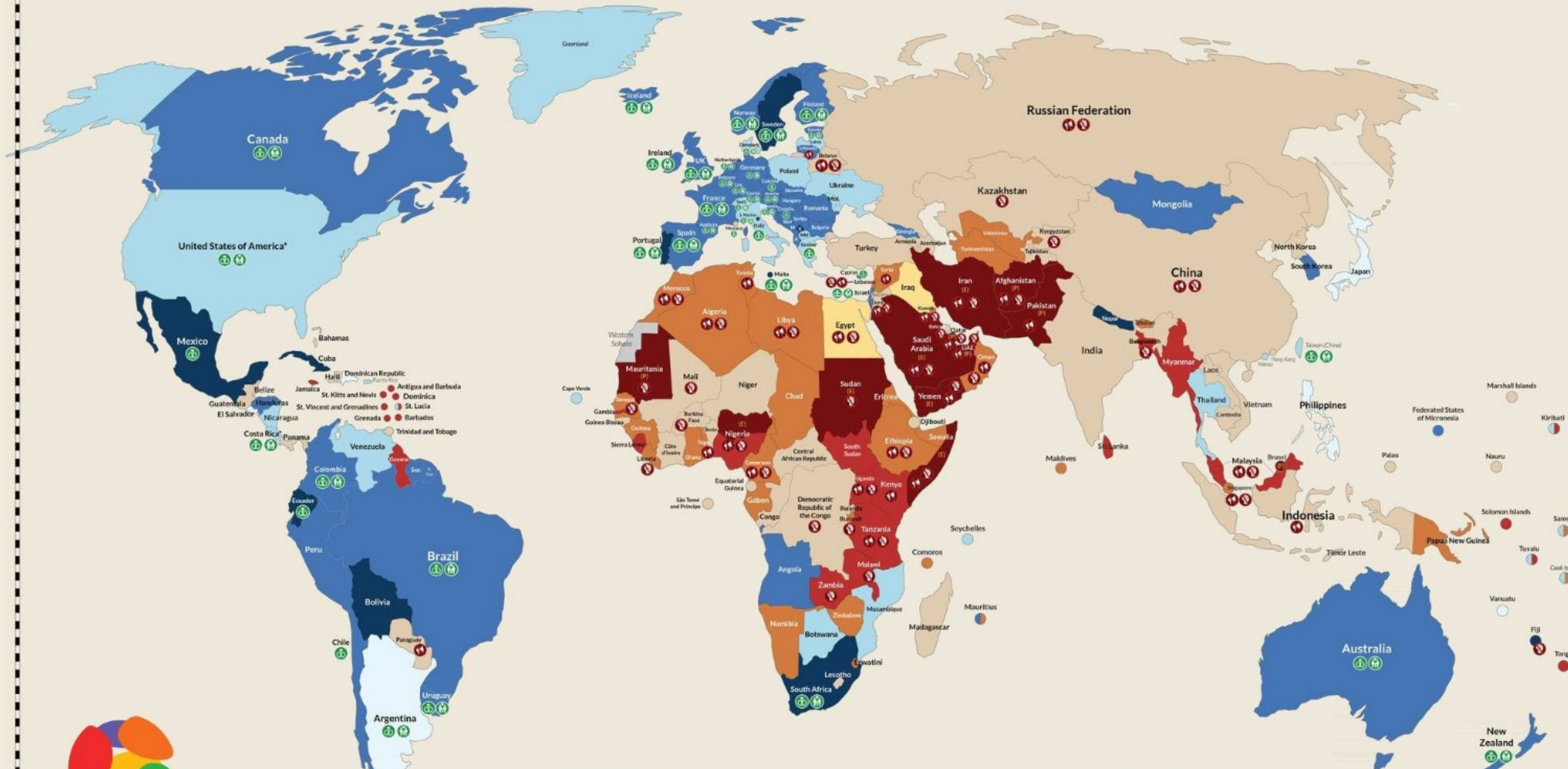
—Audre Lorde

(American writer, feminist, womanist,
librarian, and civil rights activist.)



SEXUAL ORIENTATION LAWS IN THE WORLD

From criminalisation of consensual same-sex sexual acts between adults to protection against discrimination based on sexual orientation



The data presented in this map is based on *State-Sponsored Homophobia*, an ILGA report by Lucas Ramón Mendos. This map can be reproduced and printed without permission as long as ILGA is properly credited and the content is not altered. ilga.org

Protection against discrimination based on sexual orientation

Constitutional Protection	11	Broad Protection	56	Employment Protection	78	Limited/Uneven Protection	7	No Prot. / No Crim.	55
---------------------------	----	------------------	----	-----------------------	----	---------------------------	---	---------------------	----

Legal recognition of families

- Marriage or other forms of legal union for same-sex couples
- Adoption open to same-sex couples (either jointly or via second parent adoption)

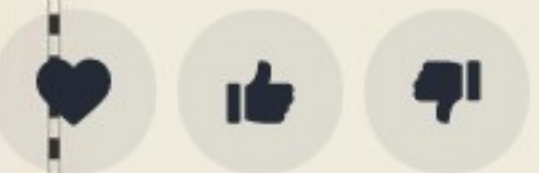
Criminalisation of consensual same-sex sexual acts between adults

De Facto Criminalisation	2	Up to 8 Years Imprisonment	30	10 Years to Life In Prison	26	Death Penalty	6 (10 Effective, 6 Possible)
--------------------------	---	----------------------------	----	----------------------------	----	---------------	------------------------------

Legal barriers to the exercise of rights

- Legal barriers to freedom of expression on SOGIESC issues
- Legal barriers to the registration or operation of sexual orientation related CSOs

DECEMBER 2019



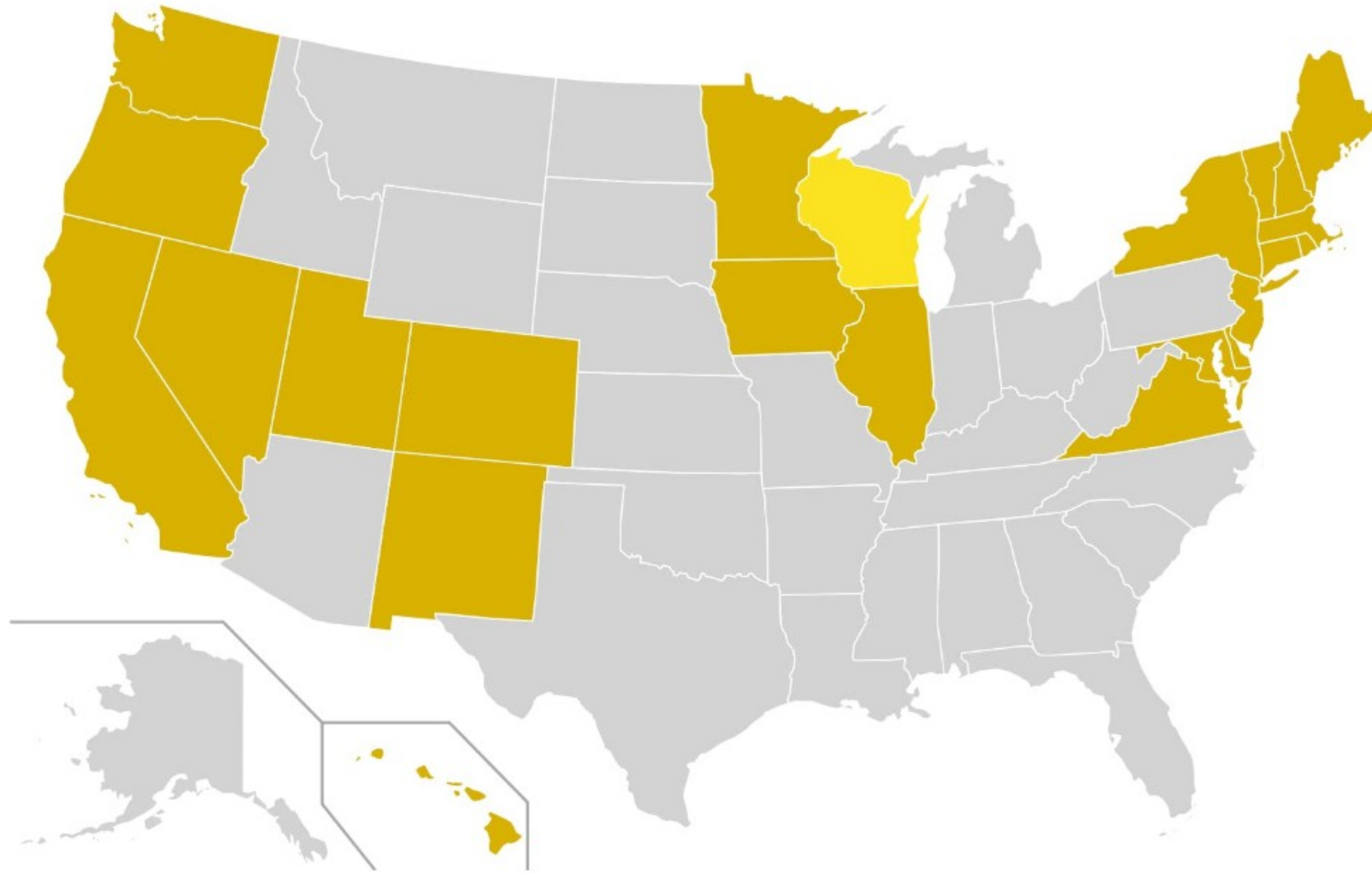
Minority Stress Theory





People who are members of a group that is stigmatized by mainstream society are more vulnerable to psychological and physical distress. It is common for people to experience minority stress in response to discrimination and prejudice.

While other minorities are able to seek solace and support from religion and religious communities, such communities are often the source of LGBTQIA+ discrimination and oppression.



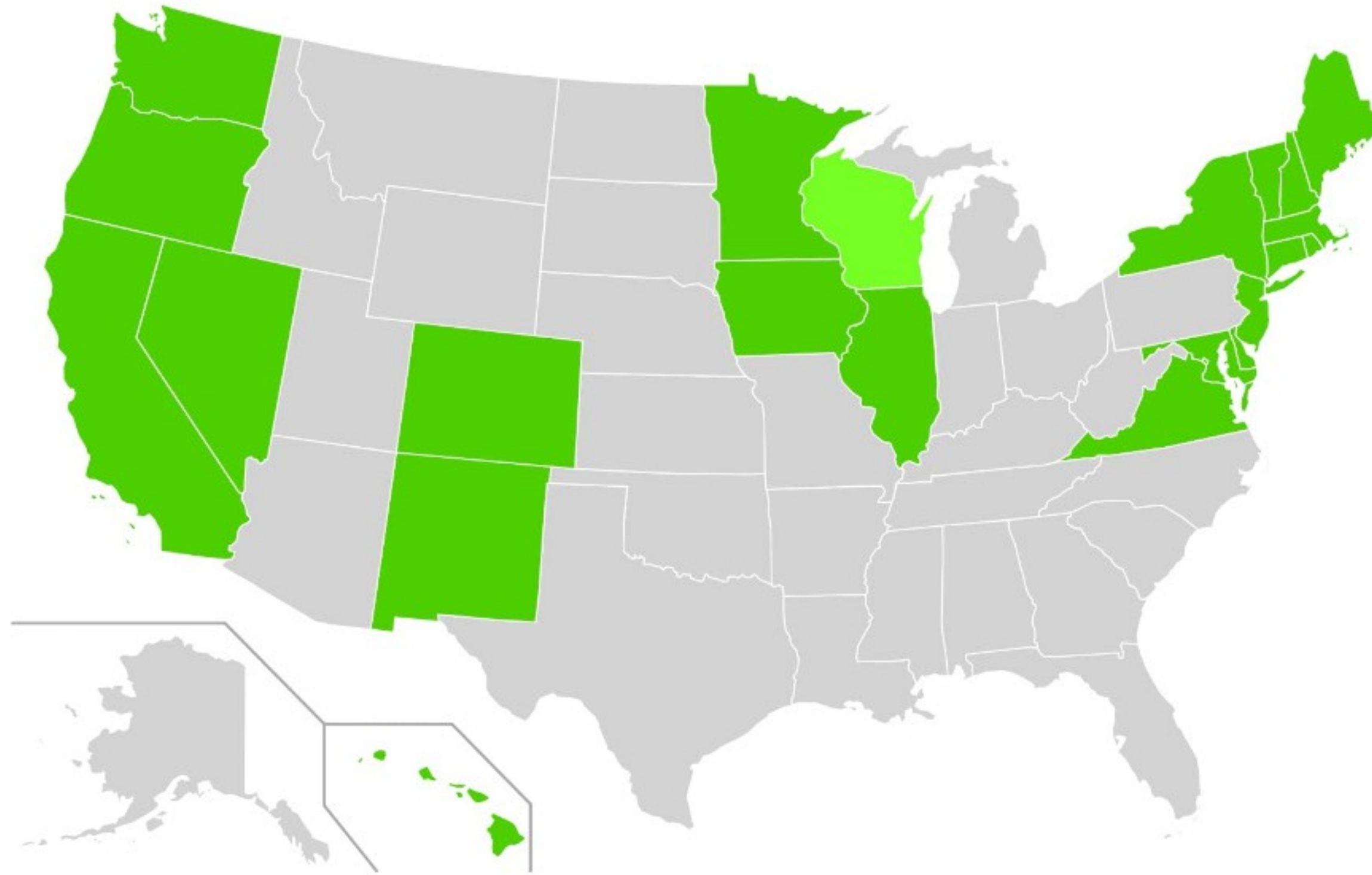


Updated April 15, 2020

-  **Prohibit discrimination based on sexual orientation and gender identity** (22 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Utah, Vermont, Virginia, Washington
-  **Prohibit discrimination based on sexual orientation only** (1 state): Wisconsin

FAIR HOUSING?





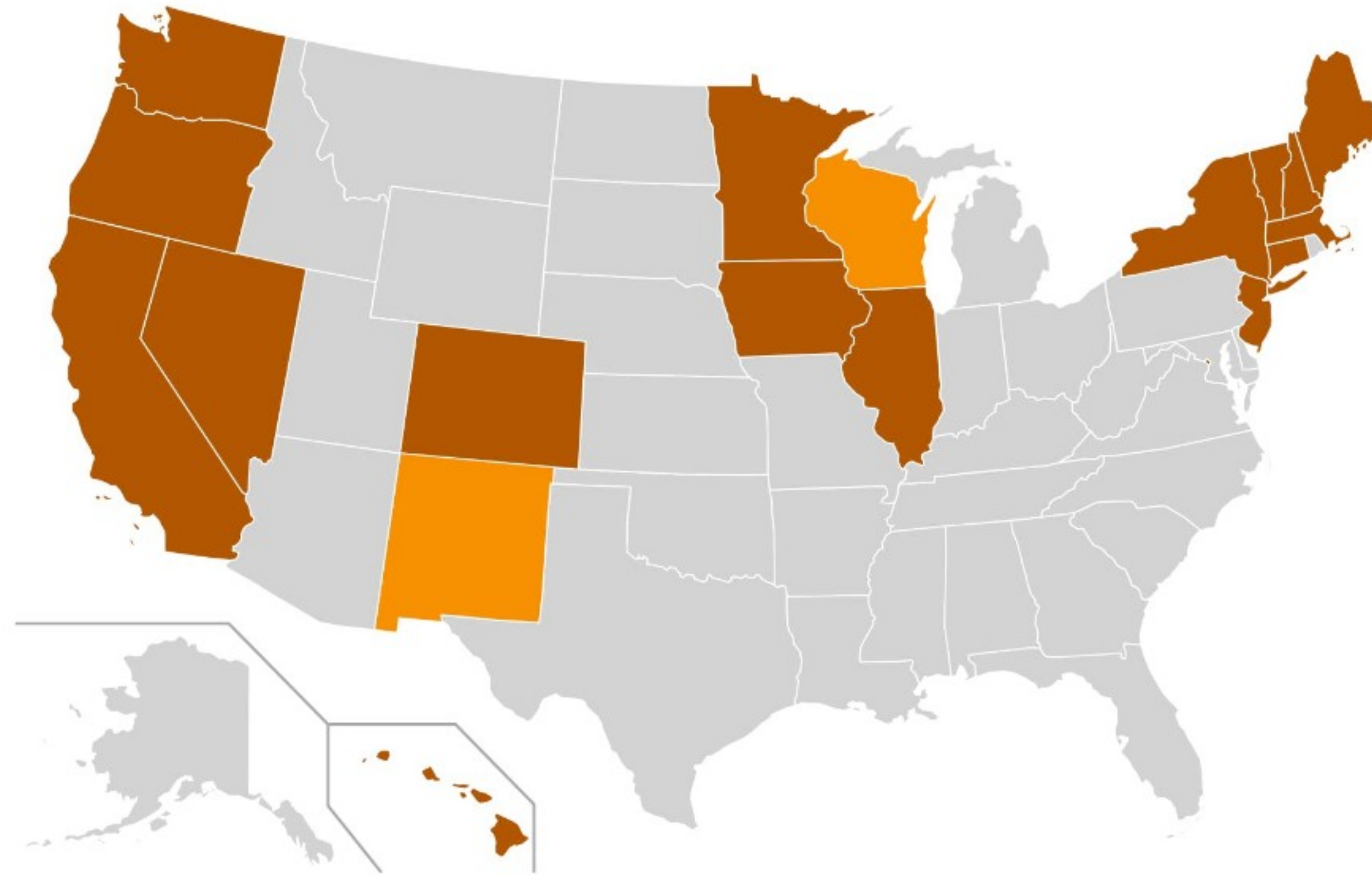
Updated April 15, 2020

Public accommodations refers to both governmental entities and private businesses that provide services to the general public such as restaurants, movie theaters, libraries and shops. It does not encompass private clubs that have a membership or dues process.

- Prohibit discrimination based on sexual orientation and gender identity** (21 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont, Virginia, Washington
- Prohibit discrimination based on sexual orientation only** (1 state): Wisconsin



PUBLIC ACCOMMODATIONS





Updated January 02, 2020

Increasingly, states are explicitly addressing discrimination against LGBTQ elementary and high school students. This map indicates state laws that prohibit discrimination against students in public education on the basis of sexual orientation or gender identity. The states that explicitly address discrimination against LGBTQ students are shown.

-  **Address discrimination against students based on sexual orientation and gender identity** (16 states & D.C.): California, Colorado, Connecticut, District of Columbia, Hawaii, Illinois, Iowa, Maine, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New York, Oregon, Vermont, Washington
-  **Address discrimination against students based on sexual orientation only** (2 states): New Mexico, Wisconsin

IS DISCRIMINATION TAUGHT?





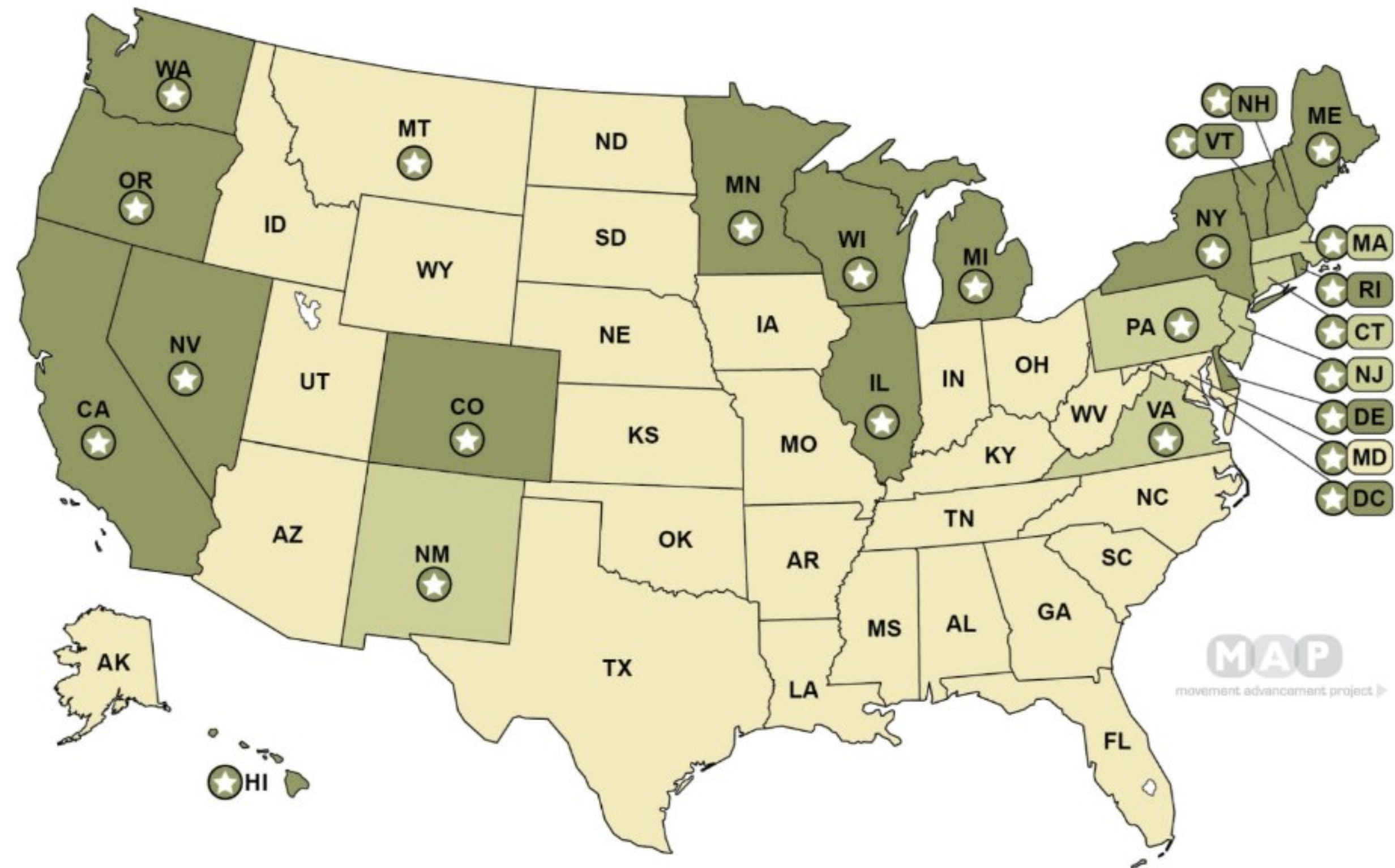
K-12 Dropout Rates

5.9% General Population

17.9% LGBTQ

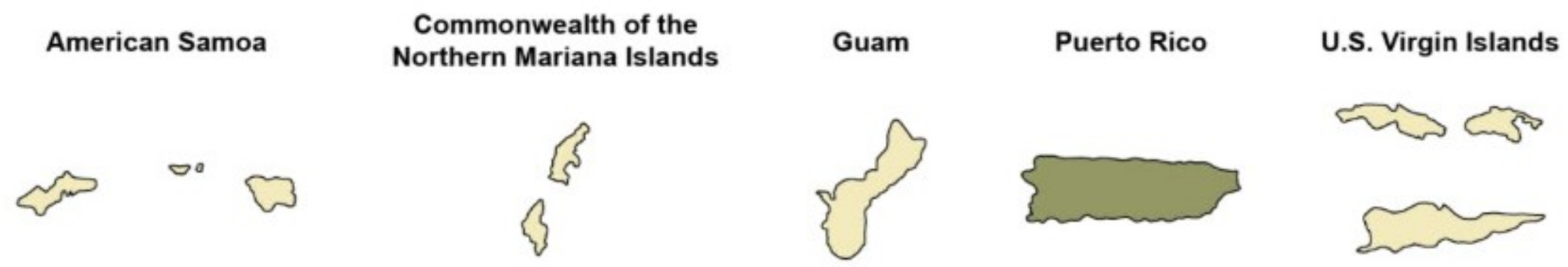
National Center for Educational Statistics
(nces.ed.gov)





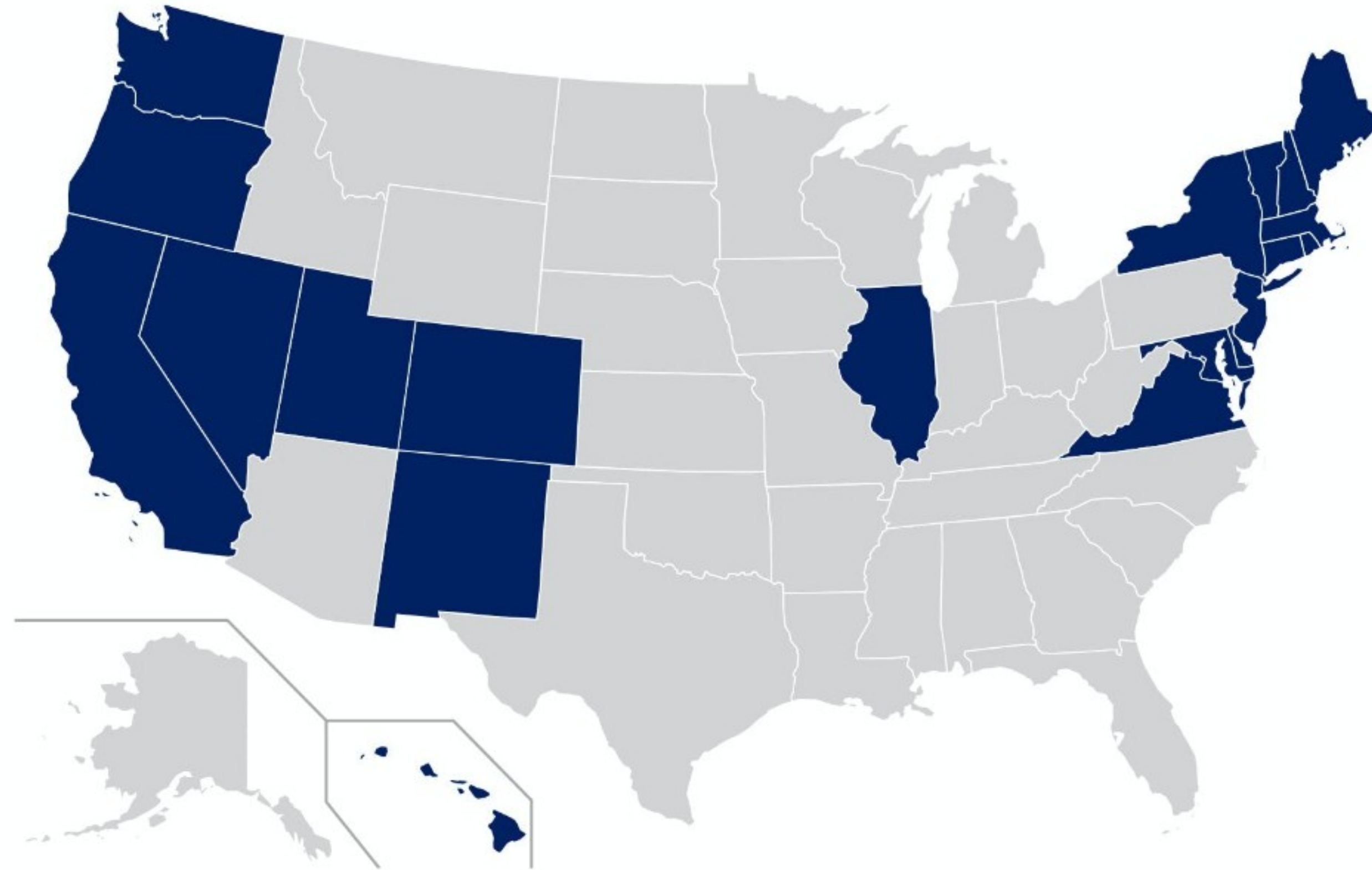
- ★ Transgender exclusions in health insurance service coverage prohibited (24 states, 0 territories + D.C.)
- Law prohibits health insurance discrimination based on sexual orientation and gender identity (16 states, 1 territory + D.C.)
- Law prohibits health insurance discrimination based only on gender identity only (6 states, 0 territories)
- Law prohibits health insurance discrimination based only on sexual orientation only (0 states, 0 territories)
- No law providing LGBTQ inclusive insurance protections (28 states, 4 territories)

U.S. Territories



Health Insurance Access





Updated March 04, 2020

This map indicates states that protect LGBTQ youth from conversion therapy through licensing restrictions which prevent licensed mental health service professionals from conducting conversion therapy on youth under age 18.

State Protects Youth From So-Called "Conversion Therapy" (20 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Maine, Maryland, Massachusetts, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Utah, Vermont, Virginia, Washington

CONVERSION "THERAPY"





Updated March 04, 2020



This map indicates states that protect LGBTQ youth from conversion therapy through licensing restrictions which prevent licensed mental health service professionals from conducting conversion therapy on youth under age 18.

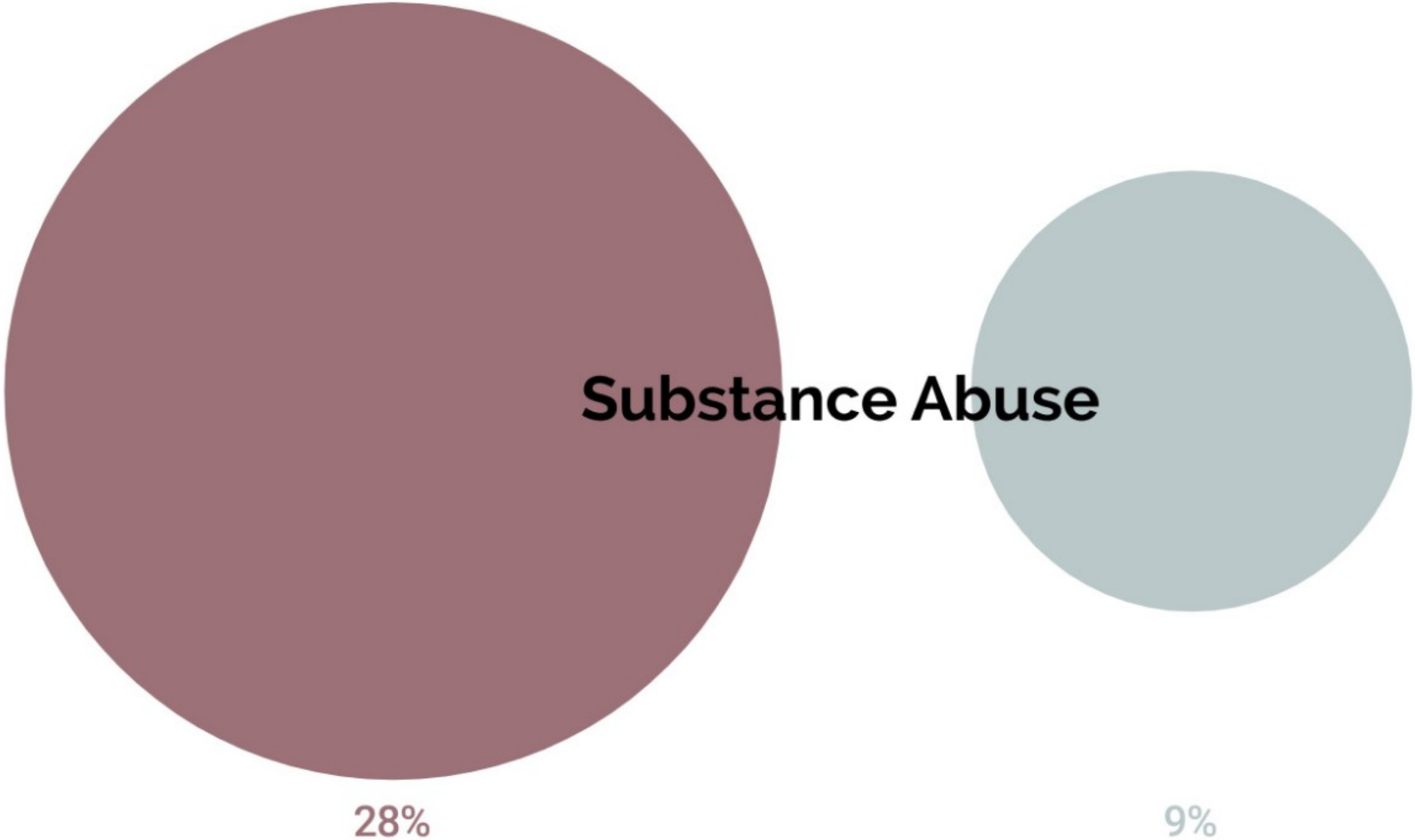
State Protects Youth From So-Called "Conversion Therapy" (20 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Maine, Maryland, Massachusetts, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Utah, Vermont, Virginia, Washington



● 40% Homeless Youth ● 7% of All Youth

truecolorsfund.org





● 20-30% LGBTQ ● 9% General Population



Attempt Suicide

● 1.6% General Population ● 29.4% LGB ● 41% Transgender

American Foundation for Suicide Prevention (The Williams Institute)
American Association of Suicidology (suicidology.org)



Talk amongst yourselves! (5-Min.)

Though overwhelming, statistics like these are not inevitable. That said, teachers often find themselves in positions of trust with LGBTQ+ youth, because they cannot seek solace and support from their parents (see Minority Stress Theory). How might you strategize the support of your LGBTQ+ students, without the support of their parents?



Remember!

- Religion is not the problem...
- Discrimination is the problem.
- Bigotry as ideology is the problem.
- The weaponization of religious beliefs against marginalized people is the problem.



SO YOU WANT TO BE AN ACCOMPLICE?

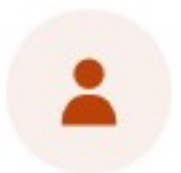
"When an individual is protesting society's refusal to acknowledge [their] dignity as a human being, [their] very act of protest confers dignity on [them]."

–Bayard Rustin

(American leader in social movements for civil rights, socialism, pacifism, and gay rights. Largely credited with A. Philip Randolph for organizing Martin Luther King's 1941 March On Washington.)



What makes an effective ally? (Raise your hand & share!)





AVOID Performative Allyship





Are you an ALLY or an ACCOMPLICE?



PRONOUNS





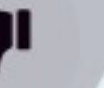
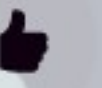
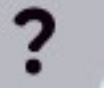
Why do pronouns matter?



The background of the image is a repeating pattern of stylized human icons in various colors (red, yellow, teal, pink, white) on a grey background. The icons represent different genders and ages, including adults and children.

MYPRONOUNS.ORG

Your one-stop-shop for everything pronouns!



Integrate pronouns into...

- Email Signatures
- Nametags
- Business Cards
- Syllabus Language
- Office Forms
- Meeting/Class Introductions (not compulsory)
- Website/Program Bios
- It is particularly important for cisgender people to engage inclusive pronoun use!

HELLO

My name is:

Please use: **HE, HIM, HIS**

Please use: **SHE, HER, HERS**

Please use: _____

Please use: **ZE, ZIR, ZIRS**

Please use: **XE, XEM, XYRS**

Please use: **THEY, THEM, THEIRS**

SECOND CLASS
CITIZENSHIP
MUST GO

QUEER HISTORY





A Brief Queerstory



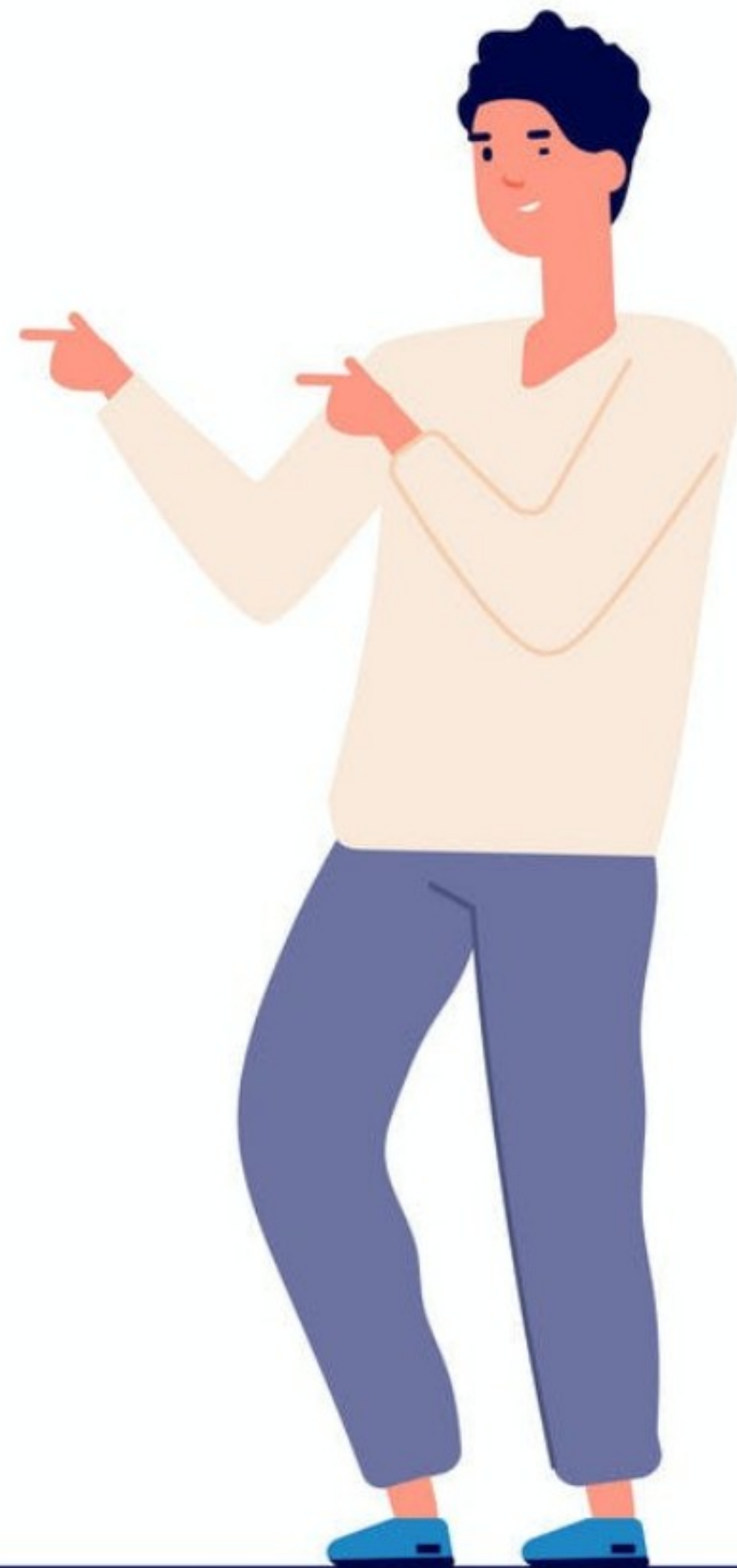


Scenario (Get into groups of 4!)

You're eating lunch in the staff lounge. A group of teachers are chit-chatting about students, and you overhear one of your colleagues saying, "Get this. Simone just came to me after class and told me she's now going by Simon. She's using male pronouns, and her parents are apparently okay with it. I mean, they may be supportive, but it's my classroom. I'm not about to confuse the entire class. They're kids, for crying out loud."

How do you respond? (10 Minutes)





Be Reflective!

- Use whichever terminology an individual prefers (e.g., identity, pronouns, name, etc.). It isn't up to you who someone else is.
- Reach out for additional information; there are OODLES of resources out there!
- Do not ask someone about their genitals. Just don't. Rude.
- Do not ask about someone's deadname.
- Remember: Sexual orientation, gender identity, and assigned sex are not choices we make. We do, however, choose how to react to difference.

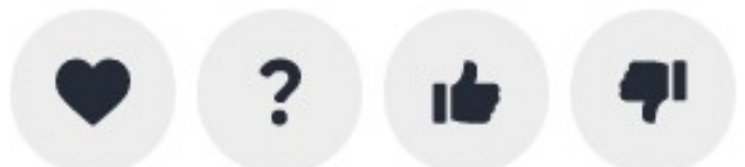


Don't sweat perfection!

- You will make mistakes. That's perfectly okay!
- Do not make your mistakes about you. Course-correct, and move on.
- Remember, not everyone is hurtful on purpose. While it's critical we acknowledge impact, there's no need to attack.



DARIUS FOROUX



Intent vs. Impact

- Do not attempt to justify intent.
- Acknowledge impact, and do better next time.
- If you have hurt/offended someone, you don't get to deny that you have. Validate impact and move on.



Lingering Questions?



Before we go...

Thank you for joining us for this training! Let's take one more look at these assessment questions.



Statement #1

Not even close. (1)

I am comfortable with LGBTQIA+ terminology.

Sure am! (5)



Statement #2

Absolutely not. (1)

I understand each identity represented by the LGBTQIA+ acronym.

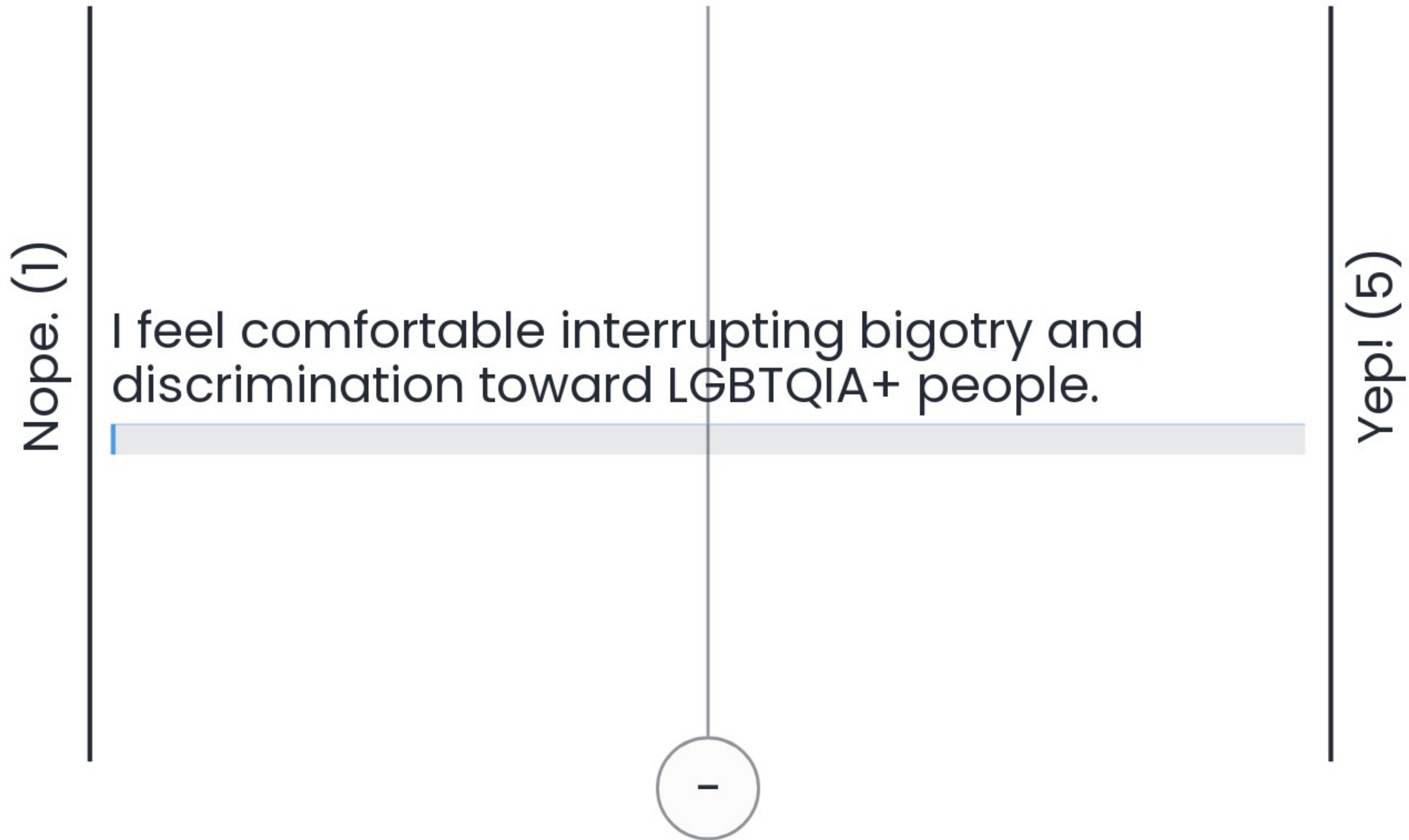
Yeppersi (5)



Statement #3



Statement #4





The End. Now, go out there and vote, protest, listen, intervene, and LOVE!

