SAFE ZONE

101 TRAINING

Presenters: Casey M. Halcro
            Todd K. Herriott

Safe Zone is a project of the Office for Diversity and Equity
## DUOC Safe Zone Training 1
### AGENDA
**Wednesday, December 10, 2014**  
11:30 - 1:00 p.m.  
Guzman Lecture Hall, Dominican University

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Presenter</th>
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<tbody>
<tr>
<td>11:30 – 11:35 am</td>
<td>Welcome</td>
<td>Dr. Suresh Appavoo</td>
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<td>11:35 – 11:45 am</td>
<td>Introductions &amp; Training Agreements</td>
<td>Todd and Casey</td>
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| 11:45 – 11:55 am | Audience Participation  
 Why did you choose to attend this training? What are you hoping to learn? | ToddHerriott     |
| 11:55 – 12:05 pm | Experiential Exercise                         | Casey Halcro     |
| 12:05 – 12:10 pm | Free to be Me                                 | ToddHerriott     |
| 12:10-12:45 pm   | Powerpoint Presentation                       | Todd and Casey   |
| 12:45 – 1:00 pm  | Questions                                     | Audience         |
EXPERIENTIAL EXERCISE

Take some time to think about the messages that you learned growing up about gay, lesbian, bisexual and transgender people. As you reflect on attitudes you encountered, pay attention not only to explicit messages but to implicit messages as well. Try not to judge your experiences but rather notice what emotions arise as you recollect what you absorbed as a child and adult in regards to people who do not fit gender or sexual orientation expectations. Pay special attention to the following list as you reflect on your memories:

RELIGION
ETHNICITY/CULTURE
FAMILY VALUES
CLASS
WHERE YOU GREW UP
MESSAGES FROM PEERS
LANGUAGE USED IN REFERRING TO LGBT PEOPLE
What is a Safe Zone at DUOC?

...a person who provides a safe space that is highly visible and easily identifiable to lesbian, gay, bisexual, transgender, transsexual, intersex, queer, questioning, and straight individuals. It is where support and understanding are key and bigotry and discrimination are not tolerated.
Goals of Safe Zone Project

- To increase the overall campus community’s understanding and awareness of lesbian, gay, bisexual, and transgender issues
- To provide a greater sense of safety for the gay, lesbian, bisexual, and transgender student community
- To offer information to straight allies in positions where they may be in contact with lesbian, gay, bisexual, and transgender people (as classmates, roommates, friends, residents, students, staff, faculty, etc.)
- To act as a resource of information regarding homophobia, heterosexism, transphobia and LGBTQ issues on the DUOC campus.
Terminology

• A guide to the “alphabet soup.”
• Reminder: This is neither an exhaustive nor an all inclusive/accepted list of terminology. Our hope is to provide you with both a breadth and depth of terminology understanding than when you first entered the room.
• How each person identifies is very personal.
• The language a person chooses is personal and may be unique from the list provided.
• A person may vary their language use situationally.
• Terminology Questions
Coming Out

The term “coming out” (of the closet) makes reference to the lifelong process of developing a positive LGBT identity. For many, coming out is a very arduous task as they must confront homophobic attitudes, harassment, and discriminatory through this process. A large number of LGBT individuals must first confront their own internalized negativity, stereotypes, and homophobia that they learned and internalized since childhood. Before they can have a truly positive self-identity they must confront these personal constraints and gain appreciation for themselves as LGBT individuals. Coming out is a gradual and on-going process that begins when one acknowledges to themselves that they are LGBT and may or may not eventually let others know that they are lesbian, gay, bisexual or transgender.
Identity Development 101

• Identity Development for Gay, Lesbian and Bisexual people
• Gender Identity and its Formation
• Intersectionality
• Heterosexual Ally Development
Issues for LGBTQIA Students

- Bisexuality
- Students of color
- Transgender/Transexual Students
Fear and Loathing

- Homophobia Defined
- Heterosexual Privilege
- Facts
What YOU can do

- Allyship
- Coming Out Support
- Responding to Homophobia and Transphobia
Resources

• National Resources
• Local Resources
• Dominican Resources