QUEER CAFÉ
PRESENTS
WELCOME

Safe Zone Program
Ensuring a Safe, Supportive, and Affirming Environment for our LGBTQ Community
People fail to get along with each other because they fear each other.

They fear each other because they don’t know each other.

They don’t know each other because they have not properly communicated with each other.

Dr. Martin Luther King, Jr.
If you are not personally free to be yourself in the most important of all human activities... the expression of love... then life itself loses its meaning.

Harvey Milk

I do not think homosexuality is a choice... It’s in one’s nature. The choice is whether one expresses one’s nature truthfully or spends the rest of one’s life lying about it.

Marlo Thomas
I can never be what I ought to be until you are allowed to be what you ought to be.

Dr. Martin Luther King, Jr.

All young people, regardless of sexual orientation or identity, deserve a safe and supportive environment in which to achieve their full potential.

Harvey Milk
SAFE ZONE PROGRAM

What is it?

Educational initiative that provides resources and information about the issues and concerns of the gay, lesbian, bisexual, transgender, and queer community.
SAFE ZONE PROGRAM
What is it?

Network of allies and advocates that provides a non-judgmental, supportive and affirming sanctuary for LGBTQ students
SAFE ZONE PROGRAM

What is it?

Diversity program aimed at increasing awareness and understanding of LGBTQ issues and fostering a climate of respect for and acceptance of people who are different.
SAFE ZONE PROGRAM
What is it?

Organization of LGBTQ allies and advocates seeking to address bigotry, prejudice, discrimination, harassment, hatred, and violence
SAFE ZONE PROGRAM
What is it?

Group of concerned activists seeking to confront injustice and reduce homophobia, heterosexism, and other forms of oppression.
SAFE ZONE PROGRAM
Guiding Assumptions

All learning and work environments should be safe and free of discrimination, prejudice, and harassment.
SAFE ZONE PROGRAM
Guiding Assumptions

All sexual orientations and gender representations are part of our culture and should be acknowledged and supported.
SAFE ZONE PROGRAM
Guiding Assumptions

Sharing and discussing feelings is important to understanding the issues of difference and diversity
SAFE ZONE PROGRAM
Guiding Assumptions

We value education and the need to be informed about current issues...

It is important to learn as much as we can about marginalized and misunderstood populations
SAFE ZONE PROGRAM

Guiding Assumptions

It is important to civilized people to preserve human dignity, guard human rights, confront injustice, and to end all forms of oppression.
Heterosexism is a form of oppression, like racism, which leads to discrimination, prejudice, harassment, and violence.
SAFE ZONE PROGRAM
Guiding Assumptions

It is possible to maintain one’s individual moral perspectives, values and beliefs while behaving in ways that are respectful of people that are different from oneself
DEFINITIONS AND TERMINOLOGY

Sexual Orientation

Enduring emotional, spiritual, romantic, or sexual attraction that a person feels toward another person...
DEFINITIONS AND TERMINOLOGY

Sexual Orientation

One’s natural fondness or affection for another person...

One’s inherent or innate sexual interest in members of the same, opposite, or both sexes...
DEFINITIONS AND TERMINOLOGY

Sexual Orientation

One’s intimate relationship with another person...

One’s feelings of love for another person...
DEFINITIONS AND TERMINOLOGY

Sexual Orientation

It is not a choice, lifestyle or behavior...

It is an inner sense of identity
DEFINITIONS AND TERMINOLOGY

Gender Identity

Psychological understanding of one’s self...

Personal conception of oneself as male or female...

Roles, perception, self concept...
DEFINITIONS AND TERMINOLOGY

Gender Identity

The way in which a person views him or herself...

How they feel inside
DEFINITIONS AND TERMINOLOGY

Gender Expression

Social expectations or interpretations...

Manner in which a person expresses his or her gender publicly...
DEFINITIONS AND TERMINOLOGY

Gender Expression

The way a person communicates his or her gender to others...

Outward appearance...

Mannerisms, clothing, hair style, speech pattern...
DEFINITIONS AND TERMINOLOGY

LGBTQ

Acronym used as an umbrella term to refer to...

Lesbian, Gay, Bisexual, Transgender, and Queer
DEFINITIONS AND TERMINOLOGY

Gay

Term used to describe men who have an emotional, spiritual, romantic or sexual attraction or affection for other men...

Sometimes the term is used to refer to all sexual orientations
DEFINITIONS AND TERMINOLOGY

Lesbian

Term used to describe women who have an emotional, spiritual, romantic, or sexual attraction or affection for other women...

Some women prefer to use the term “gay”
DEFINITIONS AND TERMINOLOGY

Bisexual

One who has significant sexual and romantic attractions to members of both the same and opposite sex...

This is an actual orientation and does not refer to someone who is confused or questioning.
DEFINITIONS AND TERMINOLOGY

Transgender

Person whose core gender identity or psychological aspect is different from their physical or biological assignment...

Some, but not all, transgender people want to have gender reassignment surgery
DEFINITIONS AND TERMINOLOGY

Cisgender

Person whose core gender identity or psychological aspect matches their physical or biological assignment
DEFINITIONS AND TERMINOLOGY

Straight

People with a heterosexual orientation...

One who is attracted to members of the opposite sex
DEFINITIONS AND TERMINOLOGY

Questioning

Person who is exploring his or her sexual orientation or gender identity...

They are described as curious or unsure
DEFINITIONS AND TERMINOLOGY

In the Closet

LGBTQ persons who conceal their sexual orientation or gender identity from others...

LGBT persons who unable to tell their secret or reveal their true self to others
DEFINITIONS AND TERMINOLOGY

Coming Out

Act of telling another person that you are gay, lesbian, bisexual, or transgender...

Process by which someone is able to reveal or disclose his/her sexual identity to another person
DEFINITIONS AND TERMINOLOGY

Homophobia

Intense and irrational fear, hatred, and intolerance of same-sex relationships and LGBTQ people...

LGBTQ people are seen as sick, crazy, immoral, sinful, wicked...

Anything is believed to be justified in order to change them, including discrimination, harassment, and violence
DEFINITIONS AND TERMINOLOGY

Heterosexism

Assumption that everyone is or needs to be heterosexual.

Oppressive, prejudiced, bigoted, heteronormative attitude or mindset.

The notion that heterosexuality is more natural and normal.

The belief that heterosexuality is inevitable, superior, and preferred
DEFINITIONS AND TERMINOLOGY

Heterosexual Privilege

Heterosexuality is identified as the norm in our culture...

It is an exclusive position benefitting from societal and institutional reinforcement and entitlement...

It carries with it the elitist assumption that everyone should identify as heterosexual
SYMBOLS OF PRIDE
SYMBOLS OF PRIDE
SYMBOLS OF PRIDE
SYMBOLES OF PRIDE

- Bisexual
- Transgender
- Asexual
SYMBOLS OF PRIDE

- Gender Queer
- Pansexual
- Intersex
- Agender
WHO ARE LGBTQ PEOPLE?

On average, about 4-7% of the population is gay, lesbian, bisexual, transgender, or queer...

Over 10 million people
WHO ARE LGBTQ PEOPLE?

Gay, lesbian, bisexual, transgender, and queer people have existed...

in every time period in history...
in every culture...
In every segment of society...
in every walk of life...
WHO ARE LGBTQ PEOPLE?

Lord Byron
Walt Whitman
Oscar Wilde
Langston Hughes
Ralph Waldo Emerson
Tennessee Williams
Edward Albee
Truman Capote
WHO ARE LGBTQ PEOPLE?

Barney Frank
Former US Representative
From Massachusetts

Alan Turing
Father of the
Modern Computer

Tammy Baldwin
US Senator
From Wisconsin
WHO ARE LGBTQ PEOPLE?

Sally Ride
American Astronaut

Rachel Maddow
MSNBC Television
Talk Show Host

Gene Robinson
Episcopal Bishop
WHO ARE LGBTQ PEOPLE?

Jason Collins  
NBA Basketball Player

Martina Navratilova  
US Tennis Player

Greg Louganus  
US Olympic Swimmer
WHO ARE LGBTQ PEOPLE?

Michael Sam  
NFL Football Player

Laverne Cox  
Orange is the New Black

Tim Cook  
CEO of Apple Computers
WHO ARE LGBTQ PEOPLE?

Elton John
Janis Joplin
George Michael
Michael Stipe
Joan Baez
Tracy Chapman
KD Lang
Lance Bass
Ricky Martin
WHO ARE LGBTQ PEOPLE?

Ellen Degeneres
Lily Tomlin
B.D. Wong
Rosie O'Donnell
Portia de Rossi
Neil Patrick Harris
Wanda Sykes
Raven Symone
Suze Orman
WHO ARE LGBTQ PEOPLE?

Jim Parsons (Big Bang Theory)
Robin Roberts (Good Morning America)
David Hyde Pierce (Frazier)
Graham Chapman (Monty Python)
George Takei (Star Trek)
Cynthia Nixon (Sex & The City)
Meredith Baxter (Family Ties)
Kelly McGillis (Top Gun, Witness)
Jim Nabors (Gomer Pyle)
Gillian Anderson (X Files)
Caitlyn Jenner (Olympic Athlete)
CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are considered to be an at-risk population…

because they are members of a stigmatized minority

because they see themselves as fundamentally different

Because of the way society treats them
CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are considered to be an at-risk population...

They are often victims of bullying, harassment, abuse, threats, violence, and hate crimes.
CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are at risk for...

Missed classes
Lower grades
Higher drop out rate
Verbal abuse
Physical assault and injury
CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are at risk for...

Lower self esteem
Limited coping skills
Lack of support
Peer and family rejection
Homelessness
CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are at risk for...

Feelings of fear, insecurity, isolation, loneliness, confusion, uncertainty, and shame
CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are at risk for…

Higher anxiety
Higher depression
Higher suicide rate
Higher drug and alcohol abuse
CHALLENGES OF LGBTQ STUDENTS

Hate Speech
CHALLENGES OF LGBTQ STUDENTS

Discrimination

Workplace
Military
Marriage
Adoption
Hospitals
Housing
CHALLENGES OF LGBTQ STUDENTS

Anti-Gay Legislation

Federal Protections for LGBT People Reversed

New Anti-Gay State Laws

Increased Violence to LGBTQ People Under New Administration
CHALLENGES OF LGBTQ STUDENTS

Incidence of Violence

Matthew Shepherd
Lawrence King
Billy Jack Gaither
Tyler Clementi
CHALLENGES OF LGBTQ STUDENTS

Incidence of Violence
CHALLENGES OF LGBTQ STUDENTS

Incidence of Violence
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

84% of LGBTQ youth reported being verbally harassed at school
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

39% of LGBTQ youth reported being physically harassed at school
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

90% of LGBTQ youth reported hearing homophobic remarks from classmates
82% of LGBTQ youth reported that faculty and staff never intervened when homophobic remarks were made in their presence.
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

39% of LGBTQ youth reported hearing homophobic remarks from faculty and staff.
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

9 out of 10 LGBTQ youth have experienced some kind of anti-gay harassment at school
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

60% of LGBTQ youth felt unsafe at school because of their sexual orientation
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

LGBTQ youth are bullied 2 to 3 times more often than their straight peers.
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

LGBTQ youth are 190% more likely to abuse drugs and alcohol than their straight peers.
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

44% of LGBTQ youth have been the target of harassment, verbal abuse, and physical abuse at home.
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

49% of LGBTQ youth have been the target of anti-gay hate acts at school
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

48% of LGBTQ youth were the target of discrimination, harassment and violence at work, including 15% who were fired
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

39% of LGBTQ youth report acts of vandalism, threats, and assault in their neighborhoods and communities.
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

LGBTQ youth are 4 times more likely to commit suicide than their straight peers.
CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

Suicide is the leading cause of death among LGBTQ youth

30% of all teen suicides are committed by LGBTQ youth
ALLIES AND ADVOCATES

Friends of the LGBTQ community
Faculty, staff, administrators, and students
They may be part of the LGBTQ population…
Or they may be straight
ALLIES AND ADVOCATES

Active supporters of the LGBTQ community

Treat LGBTQ people with unconditional positive regard
ALLIES AND ADVOCATES

Committed to protecting and safeguarding the rights of LGBTQ people

Seek to foster a safe and affirming environment for LGBTQ students
ALLIES AND ADVOCATES

Actively, publicly, and courageously practice acceptance of LGBTQ people

Speak out in behalf of LGBTQ people
ALLIES AND ADVOCATES

Help LGBTQ people in the coming-out process

They help others understand the importance of equality, fairness, tolerance and mutual respect
ALLIES AND ADVOCATES

Their message to LGBTQ people…

You will be treated with dignity and respect

You will not be judged or condemned

You can trust me
ALLIES AND ADVOCATES

Their message to LGBT people…

You can be yourself with me

You do not have to hide who you are or guard your speech

You can speak freely about aspects of your life
RESPONDING AS AN ALLY OR ADVOCATE

COMMUNICATION
COMPASSION
CREDIBILITY
COURAGE
RESPONDING AS AN ALLY OR ADVOCATE

COMMUNICATION

Be an active and engaged listener…

Be ready to respond and willing to discuss…

Facilitate open and honest dialogue…
RESPONDING AS AN ALLY OR ADVOCATE

COMPASSION

Be open minded…
Be sensitive….
Be inclusive…

Use inclusive language…
Avoid heterosexist language and assumptions…
RESPONDING AS AN ALLY OR ADVOCATE

COMPASSION

Be respectful…
Be trustworthy…
Be empathetic…
Be available…

Let LGBTQ people know that you are a safe person with whom to discuss their issues…
RESPONDING AS AN ALLY OR ADVOCATE

CREDIBILITY

Educate yourself about LGBTQ issues and concerns…

Be knowledgeable of news and current events in the LGBTQ community…

Be aware of the latest research relevant to LGBTQ topics…
RESPONDING AS AN ALLY OR ADVOCATE

CREDIBILITY

Be aware of available LGBTQ resources and services…

Attend LGBTQ events, activities, and programs…

Socialize with your LGBTQ friends…
RESPONDING AS AN ALLY OR ADVOCATE

COURAGE

Confront politely…
Educate others...

Dispel myths, misconceptions,
And misinformation…

Let your others know that homophobic comments and jokes are offensive…
RESPONDING AS AN ALLY OR ADVOCATE

COURAGE

Don’t ignore the topic of sexual orientation and gender identity…

Speak up…
Defend your LGBTQ friends against discrimination…
SHOWING RESPECT

Choose the right words and proper language

Communicate respect

Avoid being offensive

More than just being politically correct
SHOWING RESPECT

NO:
Homosexual

YES:
Gay
Lesbian
Bisexual
LGBTQ
SHOWING RESPECT

NO:
Sexual Preference

YES:
Sexual Orientation
SHOWING RESPECT

NO:
Admitted Homosexual
Avowed Homosexual

YES:
Openly Gay
SHOWING RESPECT

NO:
Gay Lifestyle
Homosexual Lifestyle

Is There Such a Thing as a Straight Lifestyle?
SHOWING RESPECT

GOOD: Gay Marriage
BETTER: Same Sex Marriage
BEST: Marriage Equality
OR HOW ABOUT JUST: Marriage
SHOWING RESPECT

NO:
Homosexual Agenda
Gay Agenda

YES:
Gay Rights Movement
Civil Rights Movement
SHOWING RESPECT

NO:
Special Rights

YES:
Equal Rights
Equal Protection
Human Rights
SHOWING RESPECT

NO:
That’s so gay

YES:
That’s so bad
That’s so stupid
SHOWING RESPECT

NO:
fag, faggot, homo, dyke

YES or NO:
queer

depending on the context, situation, individual person
SHOWING RESPECT

NO:
pervert, deviant, depraved, unnatural, immoral, sinful

NO:
disorder, disease, illness, sickness, dysfunctional, crazy, unstable
SHOWING RESPECT

NO:
in need of curing
in need of repair
in need of conversion
SHOWING RESPECT

NO:
promiscuity, pedophilia, child sexual abuse, sodomy, bestiality, polygamy, adultery, incest
COMING OUT

What if someone comes out to you?

What if someone tells you they are gay?

How should you respond?
Coming Out

Regardless of your own personal or moral belief about LGBTQ people, keep in mind that the person has made him or herself vulnerable.

Don’t judge.

Simply listen to the person.
COMING OUT

Don’t express shock or dismay

Don’t act awkward or uncomfortable

Offer support, acceptance, understanding, and comfort
COMING OUT

Acknowledge them

Let them know that you heard what they said

Ask open-ended questions to show that you are interested and that you care about them
COMING OUT

Recognize the trust

If someone voluntarily comes out to you, he or she is putting a lot of trust in you and has displayed a lot of courage

Acknowledge their courage and trust

Be trustworthy
COMING OUT

Match their words and mirror their emotions

Maintain contact…
Let the person know that he/she is still important to you

You don’t need to treat him/her differently

Keep confidentiality
THANK YOU

Safe Zone Program
QUEER CAFÉ LGBTQ INFORMATION NETWORK

www.queercafe.net