

# **SAFE ZONE TRAINING**

Sponsored by the Pride Center  
With content adapted from the Safe Zone Project

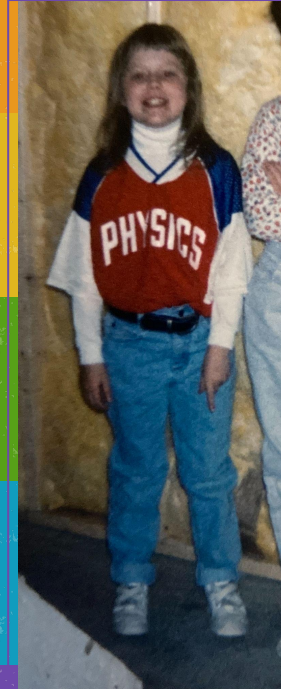


# 01

## **Intro/Group Norms**

# Introductions

- Tiff French
- Pronouns: she/hers
- Co-Chair or Advisor for:
  - LGBTQ Task Force
  - Rainbow Jaspers
  - MC Pride Employee Resource Group



# Introductions

Please share:

- Your name
- Your pronouns

# Group Norms



## Phones

Please put them away or, step out if you need to.



## Have some fun!

It's ok to laugh. It let's me know you're awake :)



## Questions?

Unless someone is mid-sentence, it's a great time to ask a question.



## Share the Airtime

Pass the "mic" if you've been sharing. Jump in if you haven't been!



## Vegas Rule

Modified! What is said, stays here. What is learned, leaves here.



## An Open Mind

You can always adjust later with new info, that's just good practice.

**“Thank you for  
correcting me.”**

There's no shame in a mistake, only in refusing to learn.



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# 02

## **First Impressions**

# First Impressions Activity



**Open your packet!**

We're on page 4



**Time**

~5 mins Writing



**Process**

We'll process this afterwards together.





# 03

**Core Vocab, and some Do's  
& Don'ts**

# Core Vocab Sheet



## Open your packet!

We're going  
through pages 5-7.



## Read

Just the bolded  
words on the left.



## Take Notes

Star a word that is new  
to you.  
Place a check next to a  
word you want to ask  
about.  
Or, heck, do both

# Do's & Dont's



## Open your packet!

We're going through page 8.



## Read

Go down the "Avoid Saying" and "Say Instead" columns.



## Process

Ask your questions!  
Let's talk through this as a group.

# LGBTQ-Inclusive Language Dos & Dont's

Avoid Saying	Say instead	?	Example
Hermaphrodite	Intersex	Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.	"What are the best practices for the medical care of intersex infants?"
Homosexual	Gay	"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"We want to do a better job of being inclusive of our gay employees."
Born Female or Male/ Female-bodied or male-bodied	"Assigned female/male at birth"	Assigned is more accurate. Someone may not transition, and can still identify that way.	Max was assigned female at birth, and he transitioned in high school

# LGBTQ-Inclusive Language Dos & Dont's

Avoid Saying	Say instead	?	Example
<b>"A Gay" or "A Transgender"</b>	<b>A gay or transgender person</b>	<b>Adjectives vs. nouns, Y'all.</b>	<b>We had a transgender athlete in our kickball league this year.</b>
<b>Transgender people and normal people</b>	<b>Transgender people and cisgender people</b>	<b>Saying normal implies the other word you said is abnormal, and that can feel stigmatizing.</b>	<b>This is inclusive of transgender and cisgender people.</b>
<b>Both gender, opposite sexes, sons and daughters</b>	<b>All genders or, your student.</b>	<b>There are more than two genders that people may identify with, and there's no need to make genders opposing. Your student is just more inclusive of gender and different family structures.</b>	<b>I look forward to having your student in my class.</b>

# LGBTQ-Inclusive Language Dos & Dont's

Avoid Saying	Say instead	?	Example
Ladies and Gentlemen or your sons and daughters	Y'all, Folks etc.	Let's be less binary about this, unless you're a robot. And I'm pretty certain none of you are robots.	Welcome, y'all! Or, your students.
Mailman, fireman, policeman etc.	Mail clerk, firefighter etc.	People of all genders do these jobs.	The firefighter scooped that cat out of the tree! It was wild!
"It" when referring to someone (e.g., when you are unaware of someone's pronouns)	They	It is for referring to things, not people.	Ya know, I'm not sure how they identify.

Four vertical stripes of equal width in orange, yellow, green, and teal colors are positioned on the left side of the slide.

**04**

**Umbrellas aren't just  
useful in the rain!**

# LGBTQ is an acronym

meant to encompass a whole bunch of diverse **sexualities** and **genders**. Folks often refer to the Q (standing for “queer”\*) as an **umbrella term**, under which live a whole bunch of identities. This is helpful because **lesbian**, **gay**, and **bisexual** aren’t the only marginalized sexualities, and **transgender\*** isn’t the only gender identity. In fact, there are many more of both!



\* The “Q” sometimes stands for “questioning” and “transgender” is often thought of as an umbrella term itself (sometimes abbreviated “trans”; or “trans\*” in writing). Lots of asterisks, lots of exceptions, because hey – we’re talking about **lots** of different folks with different lived experiences to be inclusive of.





# 05

## **Genderbread Person**

# Genderbread Person



## Open your packet!

We're going through page 10.



## Fill in the Blanks

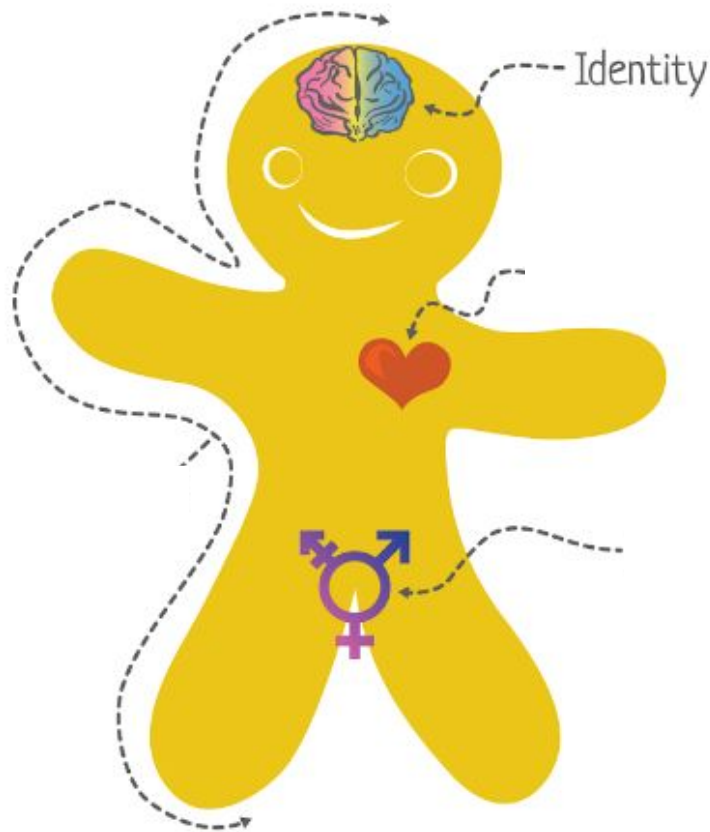
Fill in the blanks as we go through them.



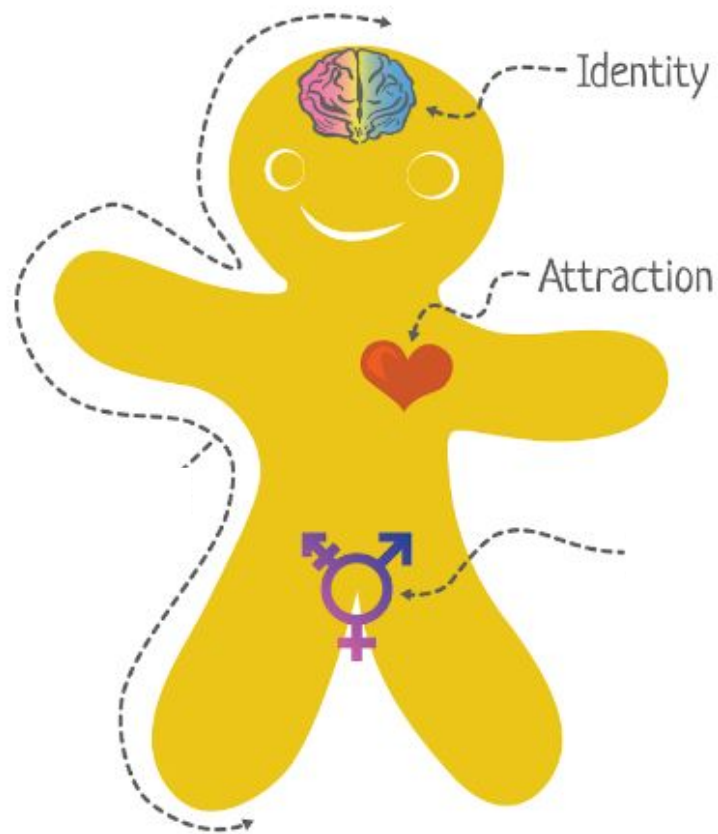
## Process

Ask your questions!  
Let's talk through this as a group.

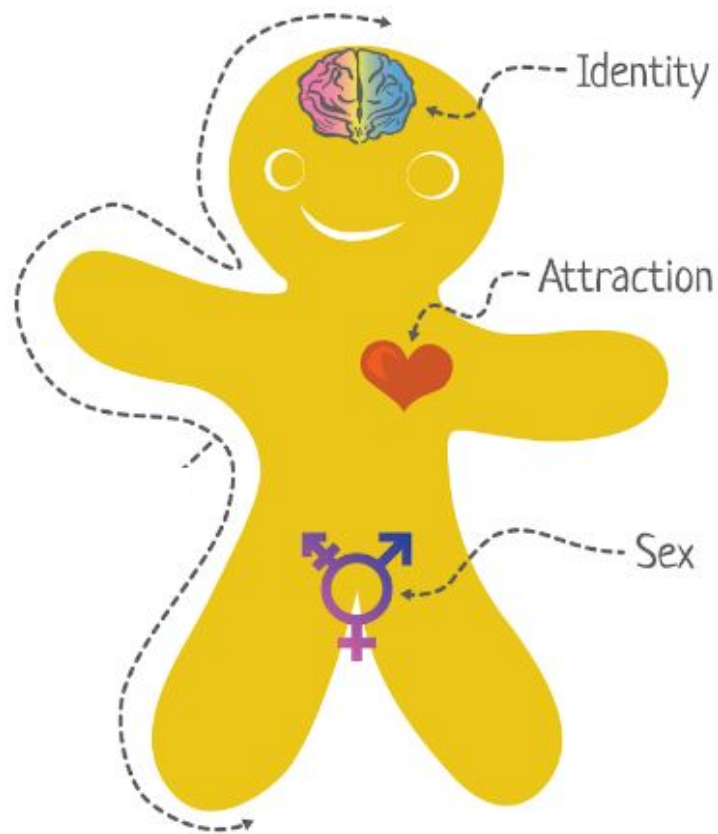
# The Genderbread Person v4 by it's pronounced METROsexual.com



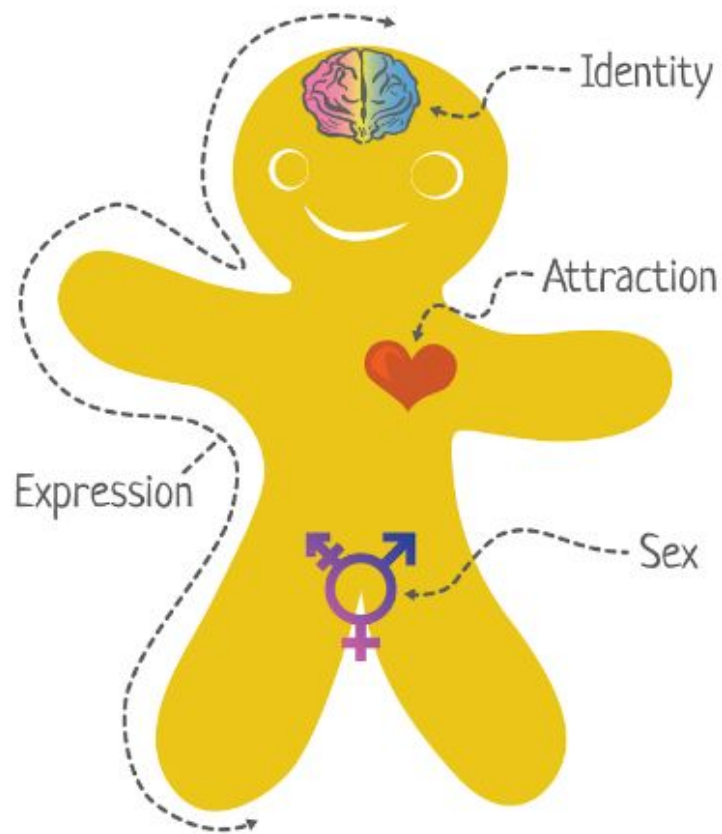
# The Genderbread Person v4 by it's pronounced METROsexual.com



# The Genderbread Person v4 by it's pronounced METROsexual.com



# The Genderbread Person v4 by it's pronounced METROsexual.com



# Fill in on your own

⊘ means a lack of what's on the right side.



Gender Identity



→ Woman-ness



→ Man-ness



Gender Expression



→ Femininity



→ Masculinity



Anatomical Sex



→ Female-ness



→ Male-ness

Identity  $\neq$  Expression  $\neq$  Sex  
Gender  $\neq$  Sexual Orientation

Sex Assigned At Birth  
☐ Female ☐ Intersex ☐ Male



Sexually Attracted to... and/or (a/o)



→ Women a/o Feminine a/o Female People



→ Men a/o Masculine a/o Male People



Romantically Attracted to...



→ Women a/o Feminine a/o Female People



→ Men a/o Masculine a/o Male People



# 06

## Q&A



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# 07

## Scenarios

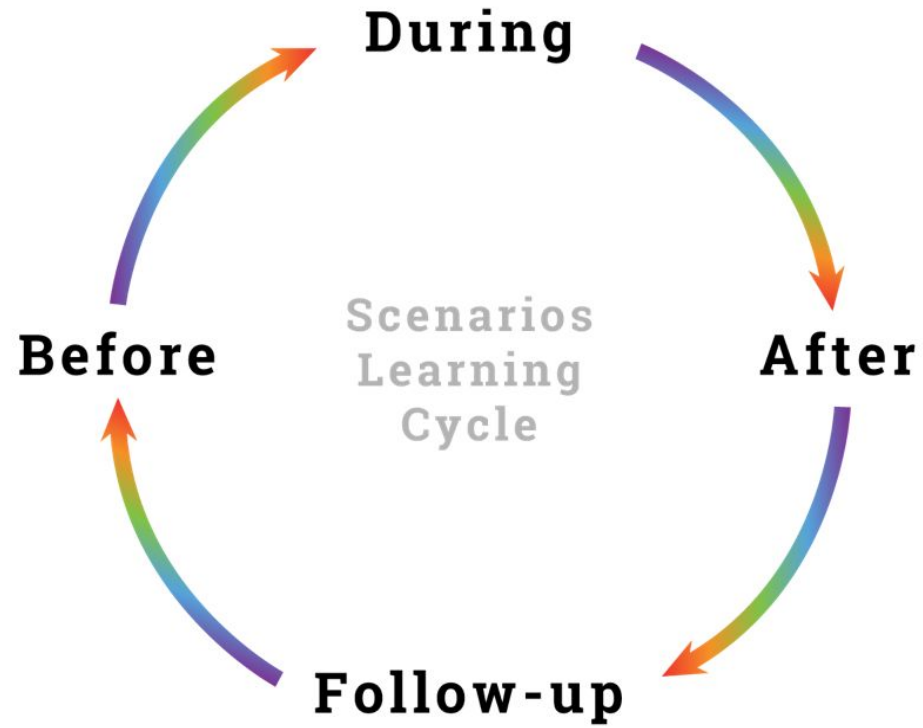
# Scenarios



**Get into a small group**



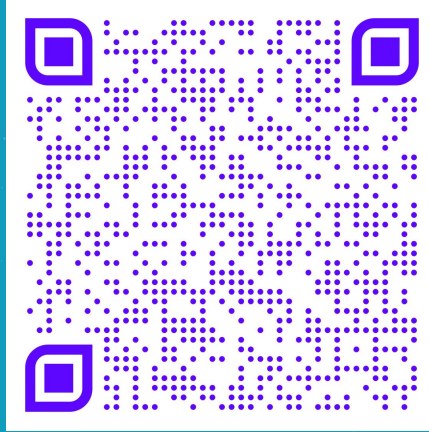
**Ask your questions!  
Let's talk through this  
as a group.**





# 08

## **Wrap Up & Feedback**



Please complete the feedback form so we can keep improving. Thank you!



# THANKS!

Do you have any questions?

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# 06

## **Privilege for Sale**

# Privilege for Sale



## Open your packet!

We're going through page 11.



## Check your "Account"

Review how much money you were given and "purchase" what your group agrees on.



## Process

Ask your questions!  
Let's talk through this as a group.



A background consisting of six horizontal stripes of equal width in the colors of the rainbow flag: red, orange, yellow, green, blue, and purple.

**5 minute Break!**

# Fonts & colors used

This presentation has been made using the following fonts:

## **Changa One**

(<https://fonts.google.com/specimen/Changa+One>)

## **Open Sans**

(<https://fonts.google.com/specimen/Open+Sans>)

#f12121

#e9971e

#e0b61f

#57a118

#119cbe

#6e49aa

#ffffff

# LET'S LEARN WHO IS IN THE ROOM!

Tiffany French- Your Trainer for today

Pronouns: she | hers

Role: Senior Programmer/Analyst

Why am I your trainer today?

Now it's your turn!

Please share (if you feel comfortable):

- Your name
- Your pronouns
- Your role
- One thing you'd like to learn today.

# Grounded in our Lasallian Mission

- The Lasallian Core Principles include:
  - Faith in the Presence of God
  - Respect for All Persons
  - Inclusive Community
  - Concern for the poor and social justice
  - Quality Education

