Safe Zone Training

Increasing LGBTQ awareness and promoting comprehensive allyship
MISSION

DFS promotes the well-being of the County's diverse community by protecting and improving the lives of children, adults and families through supportive services, education and advocacy.
The LGBTQ Umbrella

LGBTQ is an acronym meant to encompass diverse sexualities and genders.

- The “Q” often refers to queer and represents an umbrella term for many other identities
- The umbrella is helpful because lesbian, gay, and bisexual are not the only marginalized sexualities and transgender is not the only marginalized gender identity
Behavior: how you act
Identity: what you call yourself
Orientation: who you’re attracted to

These may not align the way we assume! You might expect

- **Young woman in your care is:**
  - attracted to men and women (orientation)
  - sleeps with men and women (behavior)
  - identifies as a lesbian (identity)

- **Young man in your care is:**
  - attracted to men (orientation)
  - sleeps with both men and women (behavior)
  - identifies as straight (identity)
Sex

- Biological characteristics of being male or female
  - Assigned at birth by a physician based on physical anatomy

Gender

- Assigned at birth based on sex
- Taught through socialization and cultural norms
- Can be fluid and change over time

Gender Identity

- Inner sense of your gender
  - Way we present to the world
  - Self-identification
  - Words we use to tell the world our gender
The Gender Unicorn

Gender Identity
- Female / Woman / Girl
- Male / Man / Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other / Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Graphic by: TSER (Trans Student Educational Resources)
Gender

Clarify our understanding of gender identities and sexual orientations through fictional superheroes & superhumans

Captain America
Marvel Cinematic Universe

Wonder Woman
DC Universe

Deadpool
Marvel Universe

Nomi Marks
Sense8, Netflix Original Series

Theo Putnam
Chilling Adventures of Sabrina the Teenage Witch, Netflix
Captain America

- Gender identity?
- Gender expression?
- Sex assigned at birth?
- Physically attracted to?
- Emotionally attracted to?
Wonder Woman

- Gender identity?
- Gender expression?
- Sex assigned at birth?
- Physically attracted to?
- Emotionally attracted to?
Deadpool

- Gender identity?
- Gender expression?
- Sex assigned at birth?
- Physically attracted to?
- Emotionally attracted to?
Nomi Marks

- Gender identity?
- Gender expression?
- Sex assigned at birth?
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Theo Putnam

- Gender identity?
- Gender expression?
- Sex assigned at birth?
- Physically attracted to?
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Trans 101

Transgender
• Umbrella term for people whose assigned gender does not match their gender identity

Cisgender
• Person whose assigned gender matches gender identity

Gender non-conforming
• Person who does not conform to cultural expectations of their assigned gender
• May or may not identify as transgender
Transition can include:

- Cutting or growing hair
- Hormone therapy
- Surgery: top or bottom
- Binding chest, packing
- Using breast forms, tucking
- Changing clothes
- Changing names
- Changing pronouns

Adapted from “Open Minds, Open Doors: Transforming Domestic Violence Programs to Include LGBTQ Survivors”, The Network/La Red
"COMING OUT"... "of the closet."

is the process by which someone...

1. Accepts and identifies with their gender identity and/or sexual orientation; and
2. Shares their identity willingly with others.

Sometimes we talk about coming out as if it were a one time thing. But for most folks coming out is a series of decisions -- sometimes daily -- that LGBTQ people navigate in every new setting they enter. (Most people aren’t like Ellen, where they come out once and then the whole world knows.)

People may be “OUT” ⇔ in some spaces, and “IN” ⇔ in others.

 ⇔ to Family ⇔ to Friends ⇔ to Classmates/Coworkers ⇔ to Religious Community

A decision to come out to a person or group is one of safety, comfort, trust, & readiness.

It’s dangerous, unhealthy, and unhelpful to force someone to come out, or to “out” someone else (i.e., disclosing someone’s gender identity or sexual orientation to others without the person’s consent), regardless of your intentions (sometimes people think they’re being helpful, or acting on the person’s behalf to conquer their fears), but...
IF SOMEONE COMES OUT TO YOU...

DON'T:
1. Say “I always knew,” or downplay the significance of their sharing with you.
2. Go tell everyone, bragging about your “new trans friend.”
3. Forget that they are still the person you knew, befriended, or loved before.
4. Ask probing questions, or cross personal barriers you wouldn’t have crossed earlier.
5. Assume you know why they came out to you.

DO:
1. Know this is a sign of huge trust! (Yay!)
2. Check-in on how confidential this is (Do other people know? Is this a secret?)
3. Remember that their gender/sexuality is just one dimension (of many) of them.
4. Show interest and curiosity about this part of them that they are sharing with you.
5. Ask them how you can best support them.
Privilege for Sale & Coming Out

Participants will be able to

- identify privileges that they take for granted in their everyday life,
- discuss what types of privileges (social, financial, legal, etc.) are important to them and why that may differ from others in their group,
- investigate and discuss what groups may have limited access to what privileges and effect that lack of access may have on an individual.
WHY NOW?
Homophobia/biphobia/transphobia
  • Irrational hatred, fear, discrimination and/or belief in stereotypes about LBTQ people

Heterosexism
  • Belief that heterosexuality and heterosexual relationships should be the only acceptable norm and privilege heterosexual identity

Cissexism
  • Belief that being cisgender should be the only acceptable norm and privileges cisgender identity

Discrimination & Oppression
Considerations for LGBTQ Survivors

<table>
<thead>
<tr>
<th>May not see or hear about domestic violence within LGBTQ community, increasing isolation</th>
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<tbody>
<tr>
<td>Survivor may share the same support systems (friends, community groups, social spaces) as their abuser, leaving the abuser means leaving community</td>
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<tr>
<td>Internalized homophobia, biphobia or transphobia, increasing self-blame</td>
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<tr>
<td>Abuser blames the survivor’s sexual or gender identity for the abuse</td>
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<td>Lack of representation of LGBTQ relationships means few models for healthy relationships</td>
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<td>If closeted, unable to turn to friends, family, faith community or employer for support</td>
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<td>Friends and family may not acknowledge the survivor is in a relationship or that the relationship is abusive</td>
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<tr>
<td>Using homophobia, biphobia or transphobia to isolate survivor</td>
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F(earfully) Asked Questions

Sample Questions

• Can I ask someone how they identify?
• Don’t all these labels make it worse, not better?
• What bathroom does a transgender person use? What bathroom should I refer a transgender client to use at our office?
• Can I use the word “queer” if I am not LGBTQ-identified?
Participants will practice working through scenarios they may experience in the workplace of supporting LGBTQ individuals.