


Welcome! We will get started in a few minutes!



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Community & Equity Certificate
for WSU Faculty and Staff


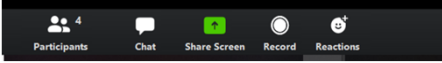
LGBTQ+ Ally Training
Matthew Jeffries, Ph.D. (he/him)
Marco Cerqueira (he/him)



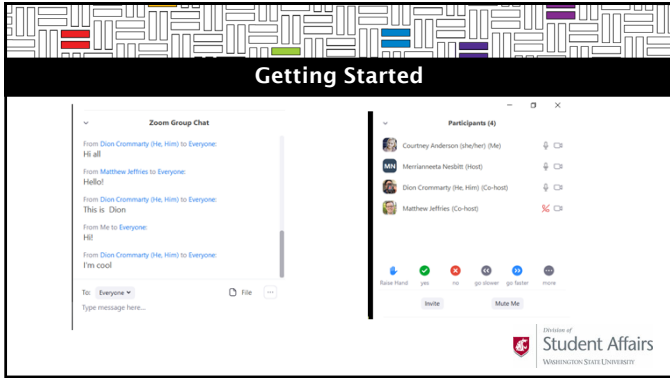
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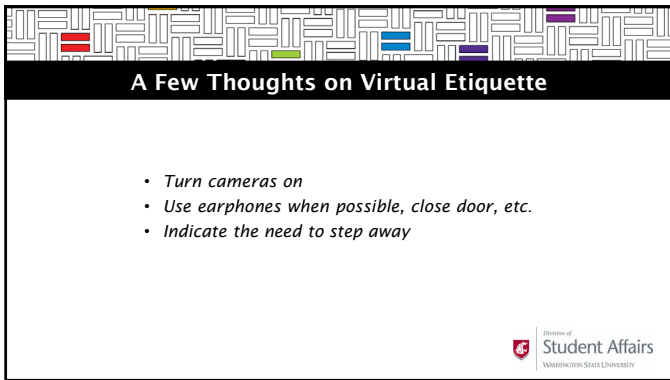
Getting Started: The Zoom Platform



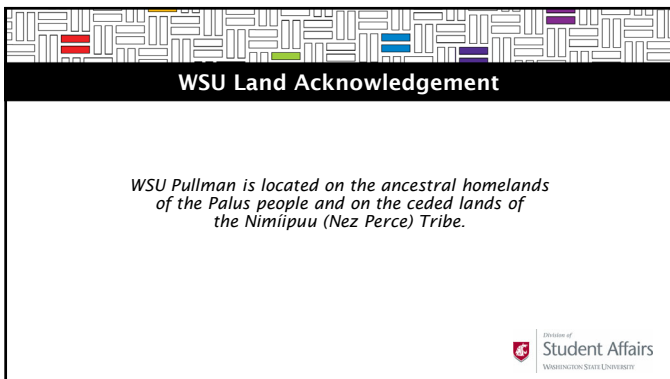
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Acknowledgement of America's First Peoples

Washington State University acknowledges that its locations statewide are on the homelands of Native peoples, who have lived in this region from time immemorial. Currently, there are 43 tribes, 36 of which are federally recognized, that share traditional homelands and waterways in what is now Washington state. Some of these are confederacies that represent multiple tribes and bands.



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Acknowledgement of America's First Peoples, cont.

The University expresses its deepest respect for and gratitude to these original caretakers of the region. As an academic community, we acknowledge our responsibility to establish and maintain relationships with these tribes and Native peoples, in support of tribal sovereignty and the inclusion of their voices in teaching, research, and programming.

Washington State University established the [Office of Tribal Relations](#) and [Native American Programs](#) to guide us in our relationship with tribes and service to Native American students and communities.

We also pledge that these relationships will consist of mutual trust, respect, and reciprocity.



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Workshop Overview

- Introductions
- Cultivating Community by Building Commitments
- What is an ally?
- Unpacking the LGBTQ+ Umbrella
- Definitions & Concepts
- Coming Out
- Overview of Pronouns
- Campus Policies & Pronouns
- Case Studies




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Introductions



When we call your name, we invite you to type the following into the Chat Box...

- **Pronouns** you use, example:
 - (he/him/his)
 - (she/her/hers)
 - (they/them/theirs)
 - other
- **Department**



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Moving Toward Brave Spaces





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Cultivating a Safe, yet Brave Learning Environment

What is one (1) hope you have for this workshop?

Take a moment to reflect and share your thoughts in the Chat box.




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Cultivating a Safe, yet Brave Learning Environment, cont.

What is **one (1) fear, apprehension, or barrier** that may keep you from achieving your hope and prevent you from fully engaging and getting a bit *uncomfortable or vulnerable*?

Take a moment to reflect and share your thoughts in the Chat box.




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Community Commitments

What do you need from this space, the facilitators, and the other participants in order to put aside a fear, apprehension, or barrier and challenge yourself to get a bit uncomfortable so you can really learn/grow today?

- *Feel free to add 1 Community Commitment into the Chat box*
- *Please write down the Community Commitments to use as we work together*




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Strategies for "Speaking Up"

- Acknowledge; Correct; Move Forward
- I'm really nervous/scared/uncomfortable saying this and/but...
- From my experience/perspective as [identity]...
- I'm afraid I may offend someone, and please let me know if I do, but...
- I'm not sure if this will make any sense, and/but...
- I just felt something shift in the space. I'm wondering if anyone else did too.
- It seems as though some people may have had a reaction to that. Can you help me understand why?
- Can you help me understand whether what I'm thinking right now is problematic?
- I'm having a "yeah but." Can you help me work through it?

Adapted from Ozlem Sensoy, Robin DiAngelo, & Equity Series Collective




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I consider myself an ally to LGBTQ+ people.

Agree Disagree



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Why Does the LGBTQ+ Community Need Allies?

- Allies can help cultivate change
- Raise awareness to LGBTQ+ issues
- Allies can influence those around them




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What roles do allies serve?

- "Allies are some of the most effective and powerful voices of the LGBT movement. [They] help people in the coming-out process...help others understand the importance of equality, fairness, acceptance and mutual respect" - GLAAD
- Educate others whose knowledge of the LGBTQ+ community might not be as up-to-date or accurate
- Support members of the LGBTQ+ community
- Addressing acts of discrimination




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Steps to Being an Ally

- Understanding why the LGBTQ+ community needs allies
- Supporting & listening to those around you
- Continuously educating yourself on current LGBTQ+ events and up-to-date language
- Advocating for the LGBTQ+ community that is the most educational for your given environment

Adapted from GLSEN




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Ally Pro Tip #1

"People in dominant groups must respectfully listen to how oppressed people define their own needs, work with them to support getting those needs met, and operate in solidarity with their organizations, efforts, and social movements" (Bell, 21; Kivel, 2006)




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I feel confident in my language about LGBTQ+ individuals.

Agree Disagree



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Who Belongs to the LGBTQ+ Community

- Simply put, anyone that does not identify as heterosexual and cisgender belongs in the LGBTQ+ or Queer community
- List of LGBTQ+ Identities
 - Gay
 - Lesbian
 - Transgender
 - Bisexual
 - Intersex
 - Pansexual
 - Asexual
 - Queer
 - Non-binary




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Sexual Orientation

A person's physical, aesthetic, and/or other form of attraction to others.




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- Gay: When someone is attracted to one's own gender.
- Lesbian: A woman who is attracted to other women.
- Bisexual: Attraction to both one's own gender and other genders
- Pansexual: When a person is attracted to someone regardless of their gender
- Queer: Applicable for both gender identity and sexual/romantic orientation as well. It is a term that can be used by anyone who does not identify as heterosexual or cisgender.
- Asexual: Someone who does not experience sexual attraction. Exists on a spectrum.

Explanation of Terms: Sexual Orientations



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Romantic Orientation

A person's romantic, emotional, and/or other form of attraction to others.



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Romantic vs. Sexual Orientations

The Difference

- Romantic orientation: describes who someone is romantically attracted to.
- Sexual orientation: describes who someone is sexually attracted to
- They are separate identities

ex.) Tyree identifies as biromantic and asexual.
ex.) Andrea identifies as aromantic and straight.



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Ace Identities

- Asexual: Someone who does not experience sexual attraction toward anyone.
- Aromantic: Someone who does not experience romantic feelings.
- Demisexual/Demiromantic: Someone who only experiences sexual or romantic attraction to those they are deeply emotionally connected to.
- Grey-sexual/Grey-romantic: When one is between sexual and asexual or romantic and aromantic.





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Sex

A biological term dividing a species into male, female, or intersex. Criteria include chromosomes, hormone levels, secondary sex characteristics, and internal and external genitalia.



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Gender

A social construct encompassing customs and norms related to masculinity, femininity, both, and/or neither of these.



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Gender Identity

One's internal sense of being a man, woman, neither of these, both, or other gender(s).



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Gender Expression

External manifestation of one's gender identity, usually expressed through clothing, haircut, voice, or body characteristics.




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Gender Identities


- Cisgender: Someone whose assigned sex at birth aligns with their gender identity.
- Transgender: A person whose sex assigned at birth does not align with their gender identity.
- Genderfluid: A person whose gender identity shifts from masculine to feminine and exists on a spectrum.
- Non-Binary: A person's whose gender identity falls outside of the "male/female" binary. Exists on a continuum of gender expressions and identities.




Transgender pride flag




Genderfluid pride flag



Non-Binary pride flag




Two-Spirit pride flag




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TWO-SPIRIT EXPLAINED BY GEO SOCTOMAH NEPTUNE



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Let's Talk About Outdated Terminology

<p>Don't Say...</p> <ul style="list-style-type: none"> • Homosexual • A gay lifestyle • Hermaphrodite • Transgendered/transvestite • Sex change or The Surgery 	<p>Instead Say....</p> <ul style="list-style-type: none"> • Gay or lesbian • • Intersex • Transgender or "a transgender person" • Medically transitioning or gender affirmation surgery
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SHORT BREAK #1 (5 MINUTES)

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I see/read LGBTQ+ stories in the news.

Often
Never

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Ally Pro-Tip #2: Following LGBTQ+ Media

- Them
- Color Bloq
- The Advocate



GI: Gender Inequality Eradication Strategy

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LET'S TALK COMING OUT

NATIONAL COMING OUT DAY... OCTOBER 11 - 1988 NATIONAL GAY RIGHTS ADVOCATES




GI: Gender Inequality Eradication Strategy

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Coming Out: The Basics

- What does it mean to “come out”?
- How many times does one have to come out?
- Is it the same for everyone?




GI: Gender Inequality Eradication Strategy

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D'Augelli's Model of Lesbian, Gay & Bisexual Identity Development

- Stage 1: Exiting heterosexual/cisgender identity
- Stage 2: Developing a personal queer identity status
- Stage 3: Developing a queer social identity
- Stage 4: Becoming a queer "offspring"
- Stage 5: Developing a queer intimacy status
- Stage 6: Entering a queer community




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Barriers to Coming Out

- Are all coming out experiences the same?
- What are some things to people consider prior to coming out?
 - Am I ready to come out?
 - Cultural background
 - Is it safe to come out?
 - Will my family/friends still love me?
 - Can I keep my religious beliefs and still be true to myself?




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How to Be an Ally in the Coming Out Process


- Be attune to the other person's needs
- Understand that coming out is a lifelong process
- Do not judge someone for the way they come out
- Be supportive
- Take them seriously
- Know that identity can change over time
 - Someone may initially come out as a queer man, but then later come out as a queer transwoman.



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Pronouns




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I often hear people introduce themselves with their pronouns.

Agree Disagree




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Pronouns

- Names & pronouns are used in reference to others
- He went grocery shopping at his favorite grocery store.
- Pronouns affirm someone's gender-identity
- Pronouns that are used today
 - She/her/hers
 - He/him/his
 - They/them/theirs
 - Zie/zir/zir




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Pronouns: A How-To Guide

Subject: **1** enjoyed a trip to Ferdinand's.
Object: They tried to convince **2** to try every flavor of ice cream.
Possessive: **3** ice cream cone is melting.
Possessive Pronoun: That Grabber is **4** .
Reflexive: **1** spilled ice cream on **5** .

HOW TO USE PRONOUNS




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Pronouns

1	2	3	4	5
she	her	her	hers	herself
he	him	his	his	himself
they	them	their	theirs	themselves
e/ey	em	eir	eirs	emself
sie	hir	hir	hirs	hirsself
zie	zir	zir	zirs	zirself

Note: this list of pronouns is not exhaustive. It is good practice to ask which pronouns a person uses.




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Pronouns: How to Ask

- Worried about misgendering someone? Ask their pronouns!
- "Hi my name is Melissa, I use she/her/hers pronouns. What's your name and what pronouns do you use?"
- It's always better to ask than to assume someone's pronouns



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LAWS & POLICIES



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LGBTQ+ Laws & Policies in the U.S.

- In 28 states, a company can legally fire you for being part of the LGBTQ+ community
- It can be hard for transgender people to get jobs
- Conversion therapy is still legal within 32 states
 - Washington banned conversion therapy in 2018




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Gender inclusive bathrooms should be in all buildings.

Agree Disagree




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Laws & Policies: WSU Specific

- Bathroom policy
- Housing policy
- Student rights
- Using chosen name/pronouns in our system
- Changing one's email address
- Cougar Cards
- Legal sex change/legal name change
- Student Financial Services (Financial Aid)



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Resources at WSU & on the Palouse

- Human Resource Services
- Office of Compliance & Civil Rights (CCR)
- Gender Identity/Expression & Sexual Orientation Resource Center (GIESORC)
- *Student Organizations: GPAWs, GSA, QIA*
- President's Commission on Gender Identity/Expression and Sexual Orientation (GIESO)
- LGBTQ+ Faculty/Staff Association
- Inland Oasis
- PFLAG Moscow
- Free Mom Hugs- Pullman; Free Mom Hugs- Moscow
- Ombuds Office



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SHORT BREAK #2 (5 MINUTES)




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Case Studies/ What Would You Do's

- Move into break out groups
- Read the prompts on the following slides to yourself
- Discuss your thoughts on how you'd handle this situation
- We'll reconvene to discuss these case studies as a group



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What Would You Do #1

You have noticed a fellow staff member making comments that are subtly homophobic and transphobic, which are making you and others uncomfortable. You're unsure if this person realizes what they are saying is problematic or not.

1. What is your first reaction?
2. What would you do in this situation?
3. How might what you do be different if they were a close friend or family member?
4. What kind of follow-up is needed for this situation?

Adapted from The Safe Zone Project.




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What Would You Do #2

A student that you've been working with for a few months visits you during your office hours. You know him rather well as he often visits you to talk. He tells you that he's been stressed out due personal reasons and comes out to you as bisexual. He is already out to his family but he is worried that his friends and teammates will not accept him.

1. What is your immediate reaction?
2. What do you tell the student after he comes out to you?
3. What words of encouragement/advice would you give to them?
4. What resources would you give to them?
5. What kind of follow-up is needed for this situation?



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What Would You Do #3

A student comes to your office hours and is visibly nervous. The student is in one of your smaller classes of about 30 students, and they're very active in class. The student reminds you that they emailed you earlier in the semester before classes started, informing you that they use "they/them" pronouns and you had responded to their email confirming that you understood and would use the correct pronouns. The student admits that you have been misgendering them since the start of the semester and have never used their correct pronouns in class.

1. What is your immediate reaction?
2. How do you go about apologizing to this student?
3. What are some ways you can help repair your relationship with the student?
4. What things can you do to make sure something like this doesn't happen again in your classes?

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QUESTIONS? COMMENTS?

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Next Steps

Community & Equity Certificate
for WSU Faculty and Staff:

- Community & Equity Workshops 101, 102, 103
- Allyship Electives
- Skill Development Electives
- Community Building Electives

hrstraining@wsu.edu

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Thank you for your time and energy today!

This has been a WSU Training and Videoconference offered in partnership between our office and:

WSU Student Affairs
&
Human Resource Services

HRS will be notified of your attendance to receive credit for participation in this Community & Equity Certificate workshop




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