A Partnership between Enrollment Management & Student Affairs, The Multicultural Center, The Office of Student Life, Student Health & Psychological Services, Loker Student Union, Associated Students Inc., University Housing, and CSUDH Gay Straight Alliance
Safe Space Website

http://www.csudh.edu/safespace

- Presenter Contact Information
- Training Handouts
- Mission and Goals
- Participant Expectations
- Resources
WORKSHOP OUTLINE

- Introductions
- Safe Space Mission Statement, Goals & Objectives
- Expectations for Safe Space Participants
- Understanding Heterosexual Privilege and Homophobia
- Overview of GLBT History, Terminology and Symbols
- Anti-Gay Bullying and Digital Citizenship
- How to Support a CSUDH Student (Student Panel)
- What is an Ally?
- Campus and community resources
WELCOME & INTRODUCTIONS

- Introduction of presenters
- Introduction of participants
  - Who are you?
  - What brought you to today’s training?
Communication Guidelines

- Confidentiality
- Respect
- Listening
- Cultural Sensitivity
- Speak for yourself
- Honesty
- Patience
- Risk Taking
SAFE SPACE MISSION STATEMENT

The California State University Dominguez Hills, Safe Space Program seeks to promote awareness of and respect for the diverse LGBT culture on our campus.

Through training, the safe space program seeks to:

- Establish a visible network of students, faculty, staff, and administrators.
- Offer safe, nonjudgmental, and supportive advocates for people of all races, ethnicities, nationalities, genders, sexual orientations, religions, ages, immigration status and abilities.
GOALS SAFE SPACE & OBJECTIVES

- Establish a campus-wide network of easily visible allies who provide support to LGBT students
  - Directs LGBT students to campus resources and student organization
  - Advocates for LGBT students
- Foster an atmosphere on campus which supports the success of LGBT persons
- Provide LGBT students access to trustworthy, knowledgeable and sensitive people who can provide them a safe and non-discriminatory environment.
- Provide an opportunity for CSUDH faculty and staff to demonstrate their support for people who are LGBT or questioning.
GOALS SAFE SPACE & OBJECTIVES

- Serve as a resource to campus referrals regarding instances of discrimination and harassment based on perceived or self-reported sexual orientation.
- Educate members of the campus community on the needs and concerns of LGBT students.
- Assist heterosexual personnel in understanding that homophobia and discrimination based on sexual orientation is hurtful to everyone on campus.
- Advance CSUDH’s progress towards a campus that discourages discrimination and openly celebrates diversity.
EXPECTATIONS FOR SAFE SPACE ALLIES

- Be a first line of contact/support for LGBT students
- Continue to explore your own personal comfort with LGBT issues
- Engage in continual education about the LGBT community
- Provide relevant campus resources, referrals, and policy information
- Maintain confidentiality
- Be an active listener
- Do no harm
- Do not exceed your own training, expertise, or knowledge
- Treat all students equitably
- Be comfortable with public identification as safe space
- Assess your time constraints ahead of time, and obtain prior approval from your supervisor
“The harsh reality is that YOU might be the most or ONLY positive influence in this person’s life, and that doesn’t mean that you yourself have to be gay.”

Source: Project10.org
Thoughts:
- Stereotype
- Prejudice
- Discrimination

Values Associated with Thoughts:
- Stereotype
- Prejudice
- Discrimination
- -ism (racism, heterosexism, sexism, classism, ableism, etc.)

Action:
- Discrimination
- + Power
Cycle of Oppression

Fill in the blank with the correct terms

1. STEREOTYPES (thoughts)

2. PREJUDICE (feelings/values)

3. DISCRIMINATION (action)

4. OPPRESSION (action + power)
HETEROSEXUAL PRIVILEGE

Advantages given to heterosexual persons simply because they are heterosexual (heteronormativity) (similar to white privilege)
Heterosexual Questionnaire
HOMOPHOBIA

Fear of, aversion to, or discrimination against homosexuality or homosexuals.

Fear of being perceived as gay or supportive of the LGBT community and “gay issues”.
COMING OUT STAR
Group Exercise

From the Trevor Project
HATE CRIME

A criminal act against a person or property in which the perpetrator chooses the victim because of the victim’s affiliation (real or perceived) with a minority or protected group.

- Protected groups include: race, religion, national origin, ethnicity, orientation, disability or gender, or gender identity.
- Hate crimes carry harsher penalties than non-biased motivated crimes
- Hate crime laws vary state-to-state
BIAS or HATE INCIDENT

- A speech, act, or harassing action that does not raise to the level of a criminal act, but targets, threatens, or attacks an individual or group because of their actual or perceived race, color, national origin, ethnicity, religious affiliation, gender, disability, or sexual orientation.
  - Name calling
  - Hateful public speech that targets a specific group
Definitions

- **LGBTIQ**  Lesbian, Gay, Bisexual, Transgender, Intersex, Queer (or Questioning)
- **Lesbian** A woman attracted to a woman.
- **Gay** Men attracted to men. Colloquially used as an umbrella term to include all LGBTIQ people
- **Bisexuality** Also Bi. A person who is attracted to two sexes or two genders, but not necessarily simultaneously or equally.
- **Transgender** Transgender people are those whose psychological self ("gender identity") differs from the social expectations for the physical sex they were born with.
- **Genderqueer** A person who redefines or plays with gender, or who refuses gender altogether. A label for people who bend/break the rules of gender and blur the boundaries.
- **Heterosexual/Straight** Person who is attracted to a gender other than their own. Commonly thought of as “attraction to the opposite gender,” but since there are not only two genders (see transgender), this definition is inaccurate.
- **Homosexuality** Sexual, emotional, and/or romantic attraction to the same sex. In 1952, when the American Psychiatric Association published its first Diagnostic and Statistical Manual of Mental Disorders, homosexuality was included as a mental disorder. It was removed from the DSM in 1973; “homosexual” is considered to be derogatory by some due to this history.
- **Queer** An umbrella term to refer to all LGBTIQ people. Older
- **Intersex** Intersex people are born with "sex chromosomes," external genitalia, or internal reproductive systems that are not considered "standard" for either male or female. The existence of intersexuels shows that there are not just two sexes and that our ways of thinking about sex (trying to force everyone to fit into either the male box or the female box) is socially constructed.
Definitions

- **Sex**  Refers to a person based on their anatomy (external genitalia, chromosomes, and internal reproductive system). Sex terms are male, female, transsexual, and intersex. Sex is biological.

- **Gender**  A socially constructed system of classification that ascribes qualities of masculinity and femininity to people. Words that refer to gender include: man, woman, transgender, masculine, feminine, and gender queer. One's sense of self as masculine or feminine regardless of external genitalia.

- **Gender identity**  The gender that a person sees themselves as. Gender identity does not cause sexual orientation. For example, a masculine woman is not necessarily a lesbian.

- **Sexual Orientation**  The direction of one's sexual attraction. Sometimes referred to as affection, orientation or sexuality. Sexual orientation evolves through a multistage developmental process, and may change over time.
Definitions Evolve!

Allow students to define themselves
**PRIDE SYMBOLS**

**Rainbow Flag** - debuted in 1978 GLBT parade in SF, represents diversity and idealism of community.

**Pink Triangle** - required to be worn by Gays in Nazi death camps, larger than size than other classes of citizens. In 1970’s adopted by Gay activists to serve as reminder of forgotten part of Gay history.

**Orientation Symbols**
- Lesbian, Gay, Heterosexual

**Bisexual Triangle**

**AIDS Awareness Ribbon**

**Trans Symbol**
STONEWALL: June 28, 1969

- Response to New York City Police raids and abuse of the working-class LGBT community in a Greenwich Village bar.

- The patrons resisted the repeated abuse and the resistance escalated into a riot that continued for several days.

- Most people look to this event as the beginning of the American Gay Liberation movement and all subsequent LGBT movements.
Briggs Initiative - 1978

• **California Proposition 6**
  - The initiative stated that any teacher who was found to be “advocating, imposing, encouraging or promoting” homosexual activity could be fired. It was the first attempt to restrict gay and lesbian rights through a ballot measure.
  - Harvey Milk, a teacher and later President of San Francisco Board of Supervisors, mobilized the community with the slogan, “Come out! come out! wherever you are”.

[Image of a protest banner and Harvey Milk]
Proposition 8

- The measure added a new provision, Section 7.5 of the Declaration of Rights, to the California Constitution, which provides that "only marriage between a man and a woman is valid or recognized in California."
- By restricting the definition of marriage to opposite-sex couples, the proposition overturned the California Supreme Court's ruling that same-sex couples have a constitutional right to marry.
- On-going public dialogue & often hateful speech has had a significant negative impact on many LGBT Californians

“I totally support gay rights, but …”
<table>
<thead>
<tr>
<th>Name</th>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Billy Lucas (15)</td>
<td>September 9, 2010</td>
<td>Indiana</td>
</tr>
<tr>
<td>Cody J. Barker (17)</td>
<td>September 13, 2010</td>
<td>Wisconsin</td>
</tr>
<tr>
<td>Seth Walsh (13)</td>
<td>September 19, 2010</td>
<td>California</td>
</tr>
<tr>
<td>Tyler Clementi (18)</td>
<td>September 22, 2010</td>
<td>New Jersey</td>
</tr>
<tr>
<td>Asher Brown (13)</td>
<td>September 23, 2010</td>
<td>Texas</td>
</tr>
<tr>
<td>Harrison Chase Brown (15)</td>
<td>September, 25 2010</td>
<td>Colorado</td>
</tr>
<tr>
<td>Raymond Chase (19)</td>
<td>September 29, 2010</td>
<td>Rhode Island</td>
</tr>
<tr>
<td>Felix Sacco (17)</td>
<td>September 29, 2010</td>
<td>Massachusetts</td>
</tr>
<tr>
<td>Caleb Nolt (14)</td>
<td>September 30, 2010</td>
<td>Indiana</td>
</tr>
<tr>
<td>Brandon Bitner (14)</td>
<td>November 8, 2010</td>
<td>Pennsylvania</td>
</tr>
<tr>
<td>Jamey Rodemeyer (14)</td>
<td>September 18, 2011</td>
<td>New York</td>
</tr>
</tbody>
</table>
Jamey RoDemeyer, teen contributor to 'It Gets Better Project' takes his own life
Digital Life & Cyber Bullying

Online Interactions:

- Interactions happen at a distance, diminished action & consequence
- Vast, invisible & unknowable audience
- Anonymity may increase participation in unethical or illegal behavior
- Searchability
- Replicatibility
- Persistence
- Digital Footprint

- Anti-gay bullying may target anyone
  - Importance of establishing “zero-tolerance” environment regarding anti-gay slurs
Digital Citizenship

Digital Citizen: Someone who navigates the possibilities and pitfalls of the digital world safely, responsibly, and respectfully

Issues to consider:

- **Privacy** - the internet as a public space
- **Connected culture** - ethics of online relationships, cyberbullying, hate speech
- **Self-expression & identity** - self-presentation online, acting online as one would in person
- **Respecting creative work** - downloading content legally, respecting copyright, commenting constructively, cheating & plagiarism

- Common Sense Media
10 Minute Break
Supporting the “COMING OUT PROCESS”

• What does it mean to “come out”?  
  • “coming out” (of the closet) refers to the life-long process of the development of a positive gay identity.  
  • Individuals find they need to “come out” over and over depending on their life circumstances.

• Why come out?

• What does coming out entail?

Author Unknown. Retrieved June 18, 2008 at John Carroll University at http://www.jcu.edu
Supporting the “COMING OUT PROCESS”

• **Active Listening**
  ◦ Empathize, Restatement, Summary, Paraphrase, Questioning Techniques
    • What are they afraid will happen?
    • Why they may or may not want to come out to friends/relatives.
    • What do they expect it to be like.

• **Avoid**
  ◦ Judgment
  ◦ Predicting the future
  ◦ Instruct them to keep quite or to come out
  ◦ Asking questions such as: “are you sure?” “is this a phase?” “are you worried about your image”
  ◦ Assuming an orientation
CSUDH Student Panel
Hypothetical Ally Situation

A student, who is clearly upset, sees your Safe Space magnet and asks to speak with you for a few minutes. She tells you that recently a student made a homophobic joke and used the word “faggot” in one of her classes. The professor did not respond to the comment (she is unsure whether the professor didn’t hear the comment or just chose to ignore it). She identifies as LGBT and was too frightened to say anything, so she just sat quietly in class feeling alone and isolated.

- What are ways you can support this student?
- What additional resources or potential recourse can you offer to the student?
- Have you ever been in a situation where you needed and received similar support? What did it look and feel like?
WHAT IS AN ALLY?

- A “gay friendly” staff, faculty, student, or administrator
- A provider of support and resources for LGBTQ students
- Does not accept homophobic or heterosexist comments or action
- Dispels myths and misinformation
- Provides accurate information in a respectful and educational manner
- Takes a stand against all prejudice and discrimination
- Acknowledges and takes responsibilities for their own prejudices and biases
- Listens openly
- Works to develop other allies within the community
ALLY QUALITIES

- Is willing to risk discomfort
- Expects to make some mistakes
- Is committed to maintaining confidentiality and respecting privacy
- Has a good sense of humor!

Information from California State University Fullerton Multicultural Leadership Center and Lavender Working Group SafeSpace Training.
WHAT AN ALLY IS NOT

- An advice giver
- A counselor or therapist
- Expected to take responsibilities for students’ problems or lives
- The “expert” on LGBT issues.
On-Campus Resources

**Office of Student Life** - Leadership, clubs and organizations, campus events.
Loker Student Union, Suite 111, (310) 243-2081

**Multicultural Center** - Multi-ethnic, culturally conscious programming
Loker Student Union, Suite 110, (310) 243-2519

**Student Health & Psychological Services** – Basic health care services, confidential individual and group counseling
Located across from Welch Hall, (310) 243-3818

**University Police**
9-1-1 or x3333 from any campus phone (Emergency)
310-243-3639 (Non-emergency & 24-hr Campus Escort)

**Gay Straight Alliance**
Updated information available through The Office of Student Life

**LGBTQA Mentor Program** – LGBTQA-identified staff/faculty mentors for students. Nari Darst, (310) 243-3629
On-Campus Resources

All questions or concerns related to unlawful discrimination or sexual harassment should be directed to:

Enrollment Management and Student Affairs
Welch Hall (WH), Room A-410, (310) 243-3784

To file a complaint, complete the Form for Filing Discrimination, Harassment and Retaliation Complaints. Student/Applicant must file a written complaint, no later than twenty (20) work days after the end of the academic term (semester/quarter) in which the most recently alleged discriminatory/ harassing/ retaliatory act occurred

Executive Order 1045  http://www.calstate.edu/eo/EO-1045.html

Form for Filing Discrimination, Harassment and Retaliation Complaints available online:
Community Resources

The Gay & Lesbian Center of Greater Long Beach – (562) 434-4455
2017 E. 4th Street, Long Beach, CA. 90817 – www.centerlb.org

South Bay Center - (310) 328-6550
Torrance, CA 90510, www.southbaycenter.org

LA Gay & Lesbian Center – (323)-993-7400
1624 N. Schrader Blvd, Los Angeles, CA. 90028, www.lagaycenter.org

Parents and Friends of Lesbians and Gays (PFLAG) – www.pflag.org
Local chapter information available online

Friends of Project 10 – (626)-577-4553
Educational support services to LGBTQ youth who attend public school campuses
115 W. California Blvd, Suite 116, Pasadena, CA 91105. www.project10.org

Gay, Lesbian, Straight Education Network (GLSEN) www.GLSEN.org
(323) 460-4573, 1125 McCadden Place, Suite 150, Los Angeles, CA. 90038-1212
(714) 562-0862 X 368 12832 Garden Grove Blvd. Suite A, Garden Grove, CA. 92843
LGBT Suicide Prevention

The Trevor Project - National 24-hour, toll free confidential suicide hotline for gay and questioning youth.
www.thetrevorproject.org
Hotline: 866-4-U-Trevor (866-488-7386)
# National Online Resources

<table>
<thead>
<tr>
<th>Organization</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Civil Liberties Union: Gay And Lesbian Rights</td>
<td><a href="http://www.aclu.org/LesbianGayRights/">www.aclu.org/LesbianGayRights/</a></td>
</tr>
<tr>
<td>Deaf Queer Resource Center</td>
<td><a href="http://www.deafqueer.org">www.deafqueer.org</a></td>
</tr>
<tr>
<td>Gay, Lesbian, and Straight Education Network</td>
<td><a href="http://www.glsen.org">www.glsen.org</a></td>
</tr>
<tr>
<td>Human Rights Campaign</td>
<td><a href="http://www.hrc.org">www.hrc.org</a></td>
</tr>
<tr>
<td>Lambda Legal Defense and Education Fund</td>
<td><a href="http://www.lambdalegal.org">www.lambdalegal.org</a></td>
</tr>
<tr>
<td>National Association of People with AIDS</td>
<td><a href="http://www.napwa.org">www.napwa.org</a></td>
</tr>
<tr>
<td>National Center for Lesbian Rights</td>
<td><a href="http://www.nclrights.org">www.nclrights.org</a></td>
</tr>
<tr>
<td>National Gay and Lesbian Task Force</td>
<td><a href="http://www.ngltf.org">www.ngltf.org</a></td>
</tr>
<tr>
<td>Out Proud, The National Coalition for Gay, Lesbian, and Bisexual Youth</td>
<td><a href="http://www.outproud.org">www.outproud.org</a></td>
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<td>Parents, Families, and Friends of Lesbians and Gays (PFLAG)</td>
<td><a href="http://www.pflag.org">www.pflag.org</a></td>
</tr>
<tr>
<td>Career Planning and Job Search Guide for LGBT Students and Alumni</td>
<td><a href="http://www.vpul.upenn.edu/careerservices/LGBTguide.html">www.vpul.upenn.edu/careerservices/LGBTguide.html</a></td>
</tr>
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</table>
Would You Like to Be a Safe Space Ally?

- Safe Space sticker to identify you as a ally
- Discuss role & commitment with supervisor
- Keep resources accessible
- Public contact information on CSUDH Safe Space website
Safe Space Website

http://www.csudh.edu/safespace

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