

LGBTQ Academy SafeZone Training

SAFE ZONE

SafeZone Training

Creating Inclusive Spaces So All People
Are Empowered To Reach Their
Full Potential

**Presented by the LGBTQ Academy
at the Out Alliance**

education@outalliance.org

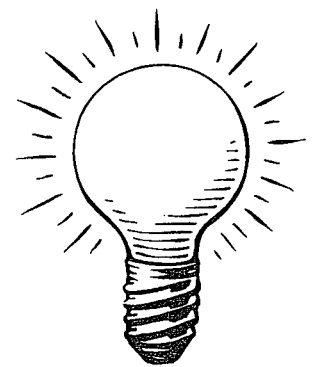
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LGBTQ Academy SafeZone Training

AHA!

"How wonderful it is that nobody need wait a single moment before starting to improve the world." - Anne Frank



What is a SafeZone?

“Speak your mind, even if your voice shakes.” Maggie Kuhn

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LGBTQ+ PEOPLE CAN BE...

CELIBATE ASEXUAL
DEMOCRATS REPUBLICANS
LOW-INCOME, CUBAN, MONOGAMOUS
POLYAMOROUS, VEGAN, LIBERAL, BUDDHIST
OCTOGENARIANS, ISLAMIC, AFFLUENT, ATHEIST
TANZANIAN, KINKY, MUSLIM, HOMELESS, MARRIED
CONSERVATIVE, ISLAMIC, AFFLUENT, MIDDLE-AGED
CANCER SURVIVORS, PARENTS, BLACK, AFGHAN
PUERTO RICAN, GRANDPARENTS, BLIND, JEWISH
TWO-SPIRIT, CHRISTIAN, JAPANESE, PANSEXUAL
TRADITIONAL, AUTISTIC, HEARING, BRAZILIAN
AFRICAN-AMERICAN, INTERSEX, MEXICAN
GENDERFLUID, UKRAINIAN, PAKISTANI
FRENCH, PARAPLEGIC, ETHIOPIAN
TEENAGERS, HINDU, VENEZUELAN
GENDER NON-CONFORMING
SINGLE, INCARCERATED
VIETNAMESE, DYSLEXIC
ABLE-BODIED
CATHOLIC
DEAF

**LET US ALL WORK TOWARDS SAFEZONES
THAT ARE SAFE AND INCLUSIVE FOR ALL**

“THERE IS NO SUCH THING AS A SINGLE-ISSUE STRUGGLE
BECAUSE WE DO NOT LIVE SINGLE-ISSUE LIVES.”
– AUDRE LORDE

A Glossary Of Terms Associated With The LGBTQ+ Communities

This glossary is offered as a starting point for discussion. Language is dynamic, continually growing and changing. This is particularly true with the language we use to identify ourselves. We should strive to ensure that our language does not demean, exclude or offend, by respectfully allowing others to self-identify.

Ally: A person who does not identify with a group, but still advocates for that group's rights.

Aromantic: In its broadest meaning, this umbrella term encompasses anyone who has a low or absent romantic attraction or interest in romantic activity. Sexual relationships may be desired.

Asexual: In its broadest meaning, this umbrella term encompasses anyone who has a low or absent sexual attraction or interest in sexual activity. Intimate romantic/affectional relationships may be desired.

Biphobia: Negative feelings, attitudes, actions, or behaviors against people who are, or are perceived to be, bisexual or pansexual. It may also be a fear of one's own bisexual or pansexual attractions.

Bisexual: A person who is sexually and/or romantically attracted to men and women.

Cisgender: Someone who is comfortable with the gender they were assigned at birth. The state of not being transgender.

Cissexism: The systems of advantages bestowed on people who are cisgender. It can also be the assumption that all people are, or should be, cisgender.

Crossdresser: A cisgender person who dresses in clothing deemed inappropriate by society for the gender assigned them at birth. The purpose is usually emotional comfort or erotic fulfillment.

Drag King & Drag Queen: A person who cross-dresses as a means of performance or entertainment.

Gay: While most often associated with men, in its broadest meaning this is a person who is sexually and/or romantically attracted to people of the same gender.

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Gender Expansive: A person whose gender expression and/or identity broadens or overflows our binary cultural and societal expectations for men and women. Some people prefer this term to "gender non-conforming."

Gender Expression: The part of a person's identity that is about expressing masculinity or femininity as influenced by society, culture and individual expectations.

Gender Identity: The part of a person's identity that is about their sense of self as male or female, neither or both.

Heterosexism: The systems of advantages bestowed on people who are heterosexual. It can also be the assumption that all people are, or should be, heterosexual and gender-conforming.

Homophobia: Negative feelings, attitudes, actions, or behaviors against LGBTQ+ people or people perceived to be LGBTQ+. It may also be a fear of one's own same-sex attractions.

Homosexual: An outdated clinical term used to describe someone who is gay or lesbian. This is a dated term. Many prefer the terms: gay or lesbian.

Intersex: A person whose biological anatomy and/or genes vary from the expected male or female anatomy and/or genetics.

Lesbian: A woman who is sexually and/or romantically attracted to other women.

LGBTQ+: Lesbian, Gay, Bisexual, Transgender, Queer, plus so much more!

MSM: An abbreviation for men who have sex with men. These individuals may or may not identify as gay, bisexual or pansexual.

Non-Binary: A person who does not identify as a man or a woman. They might identify as both, neither, somewhere between, a different gender or no gender at all. They may prefer other terms for themselves, like: genderqueer, gender-expansive, gender fluid, two-spirit, agender, etc.

Pansexual: A person who is sexually and/or romantically attracted to people regardless of their gender identity, gender expression or biological sex. This term goes beyond a gender binary.

Polyamory: The practice of or desire for intimate relationships with more than one partner at a time. These relationships depend upon consent and knowledge of all involved.

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Queer: A simple label to explain orientations, gender identities and/or gender expressions that do not conform to societal expectations. Some people view this as a term of empowerment and others strongly dislike this term.

Questioning: A person who is unsure about their orientation and/or gender identity.

Romantic Orientation: The part of our identity related to whom we are romantically attracted; also known as affectional orientation.

Same-Gender Loving: A term used most frequently in communities of color that affirms the same-sex attraction of individuals. The term may be preferred over lesbian, gay or bisexual.

Sexual Orientation: The part of our identity related to whom we are sexually attracted.

Transgender: In its broadest meaning, this umbrella term encompasses anyone whose gender identity does not correspond to the gender they were assigned at birth.

Transphobia: Negative feelings, attitudes, actions, or behaviors against transgender people or people perceived to be transgender. It may also be a fear of one's own gender non-conformity.

Transsexual: A person whose gender identity is not congruent with the gender they were assigned at birth. Medical and surgical interventions that bring congruency are typically desired. This is a dated term. Many prefer the terms: transgender or trans.

Two-Spirit: A Native American term for LGBTQ+ individuals with dual or multiple genders. It can mean having both a masculine and a feminine spirit. It has different meanings in different communities.

NOTE: Not sure how to respond to "Why do there have to be so many labels?! Can't we just be people?" Consider reading the article "Why We Need More Queer Identity Labels, Not Fewer" by Alex Myers (Slate.com Jan. 16, 2018)

"Adding more labels to the acronym isn't about making sure all the snowflakes know they are special. These labels save lives. These labels create a powerful sense of understanding and self-acceptance. The fact that the acronym has become a target for mockery only indicates the amount of work that still needs to be done around LGBTQIA+ civil rights." – Alex Myers

The Cass Model of Identity Development

Adapted from: Cass, Vivienne. Homosexual Identity Formation: A Theoretical Model. *Journal of Homosexuality*, 4 (3), 1979.

Identity Confusion

Individuals in this stage feel "different," but are often unable to identify why. They may begin to wonder if they are LGBTQ+. They rely on the reactions of people around them to understand whether being LGBTQ+ is "right" or "wrong."

Identity Comparison

Individuals in this stage compare themselves to other LGBTQ+ individuals in their environment and in the media and ask themselves "does this fit for me?"

Identity Tolerance

Individuals in this stage admit to themselves that they are LGBTQ+, but view it as no one's business but their own. They may grieve for the loss of privilege and fear potential alienation and loss of family, friends, employment, etc.

Identity Acceptance

Individuals in this stage begin to feel that they will be ok. A more positive sense of identity develops. They may begin to come out to others and seek out the LGBTQ+ community.

Identity Pride

Individuals in this stage realize their identity is fully legitimate and they are out, proud and visible. Their entire identity may be wrapped up in being LGBTQ+. They may feel anger at how society has stifled them in the past. They may have fewer straight/cisgender friends, and have little patience for "closeted" people.

Identity Synthesis

Individuals in this stage feel settled in their identity. They know that they are more than their LGBTQ+ identity, but they also understand that their LGBTQ+ identity is an important part of who they are. They may still have a sense of anger and frustration, but it is tempered by a holistic view. They have a sense of pride and self-confidence.

LGBTQ+ BASIC ETTIQUETTE

WHEN YOU MEET AN LGBTQ+ PERSON, DO NOT...

- Run screaming from the room. This is rude.
- Assume they are attracted to you.
- Assume they are not attracted to you.
- Expect them to be as excited about meeting a straight/cisgender person as you may be about meeting an LGBTQ+ person. (They were probably raised with straight/cisgender people)
- Immediately start talking about your boy/girlfriend or husband/wife in order to make it clear that you are straight. They probably already know.
- Ask them how they got that way. Instead ask yourself how you got to be the way you are.
- Assume they are dying to talk about being LGBTQ+.
- Expect them to refrain from talking about being LGBTQ+.
- Trivialize their experience by assuming it is a bedroom issue only. They are LGBTQ+ 24 hours a day.



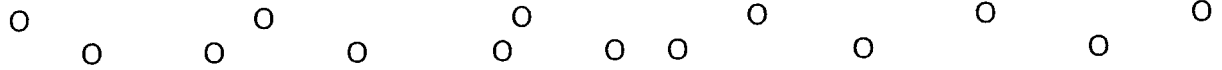
WHEN A FRIEND COMES OUT TO YOU, DO...

- Thank your friend for being honest and for trusting you. When someone comes out to you it is a compliment!
- Congratulate your friend for knowing themselves so well and for starting their journey to live authentically.
- Reassure your friend that nothing will change between you.
- Respect your friend's privacy. Don't "out" your friend to others.
- Remember that orientation and gender identity are not a choice.
- Say the words "gay," "lesbian," "bisexual," "transgender" and "queer" over and over, so you don't stumble over them when you talk with your friend.
- Dance! Laugh! Sing! Celebrate!



Components of Sex, Gender and Sexuality

1. Sex: Our biological "package" (chromosomes, genitalia, hormones, etc.)

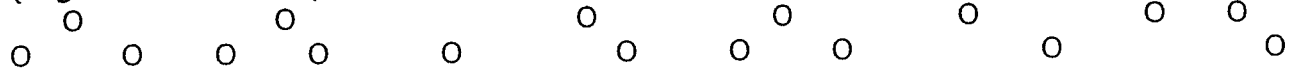


Female

Intersex

Male

2. Gender Identity: The psychological knowledge of our gender (regardless of "the package")

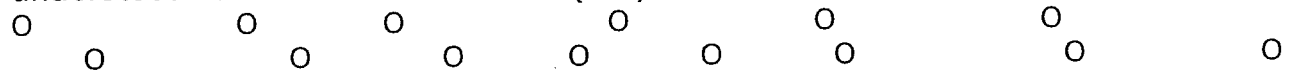


Woman

Neither/Both/Non-Binary

Man

3. Gender Expression: How we tell others our gender using commonly understood cultural and social cues (may be conscious or unconscious)



Feminine

Androgynous

Masculine

4. Orientation: Who we are attracted to sexually and/or romantically

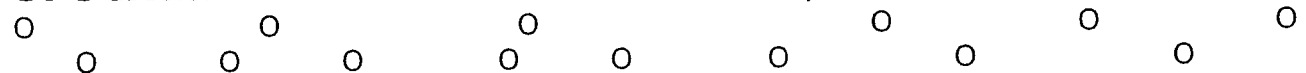


Attracted to Men

Attracted to Both/No One/Anyone

Attracted to Women

5. Sexual Behaviors: What we do sexually



With Men

With Both/With No One/With Anyone

With Women

Based on the work of Shively & DeCecco, Components of Sexual Identity Journal of Homosexuality, 1977, Vol. 3 p. 41-48

"There isn't really one simple way to sort out males and females...humans like categories neat, but nature is a slob." - Alice Dreger, Professor of Medical Humanities and Bioethics at Northwestern University

Transgender or Trans is an Umbrella Term...

Two-Spirit
Transwoman
Transman
MTF
Gender Expansive
Agender
Third-gender
Transsexual
Transmasculine
Genderfluid



Genderqueer
Non-Binary
Transgender
FTM
Androgyne
Polygender
Bigender
Omnigender
Transfeminine
Trans

Gender Non-Conforming

Important points to remember...

- Gender and sex are not the same.
- Gender identity is separate from sexual orientation. Everyone has both.
- People may fall under the trans umbrella and yet they may not identify that way. Listen to how people refer to themselves and affirm their identities by "mirroring" their terms back to them.
- Sexual Reassignment Surgery or Gender Affirmation Surgery is not the goal for all trans individuals. The majority of trans individuals do not have surgery.
- Be respectful of everyone's pronouns, even if it feels grammatically odd to you, like singular they. Did you know that the 2nd definition of the word "they" in the Oxford English Dictionary is: "Used to refer to a person of unspecified gender"?
Ex: "Ask a friend if they could help."

Being Respectful to LGBTQ+ People

People can be intimidated by the LGBTQ+ vocabulary and silenced by the fear of saying something wrong, but in order to create inclusive spaces we must have conversations. Below are 8 respectful communication tips to use when talking with LGBTQ+ individuals.

1. Start conversations by saying, "I mean to be respectful. Please forgive me if I use the wrong term and feel free to educate me." Our tone is as important as our words. Speak from the heart and your message will be clear, even if you get the words wrong.
2. Mirror the terms that people use for themselves and their loved ones. Do not label people or assume that the next person will prefer the same terms.
3. Try and ungender your language as much as possible. Avoid words like: sir, ma'am, husband, ladies, girlfriend, etc. Instead try: partner, friends, folks, someone special, etc.
4. If you think your question might be too personal try the "flip it" test and yourself if you would ask a non-LGBTQ+ person the same question.
5. If you need to know someone's name and pronoun, you should create a system where you are asking everyone these questions, not singling people out.
6. Strike these words from your vocabulary: Gay lifestyle, Hermaphrodite, Homosexual, Transsexual, Transvestite and Sexual Preference. They are dated terms and they may cause offense.
7. Always use the correct name and pronoun for individuals, even if they do not match the person's legal name, including when you are talking about someone's past.
8. Forgive yourself and offer a sincere apology if you make a mistake by using the wrong term, name or pronoun, but do the work to get it right the next time.

Being Respectful to Transgender People

Basic Information

The terms "transgender" and "trans" are umbrella terms that include lots of gender expansive identities: transsexual people, cross-dressers, genderqueer individuals, agender people, transmen, transwomen, two-spirit people and many more.

Please don't ask about my genitalia, what surgeries I've had, or how I have sex. These are extremely personal questions.

A transwoman is male-to-female. A transman is female-to-male. It is never the other way around.

Don't assume my gender identity defines my sexual orientation. Who I am attracted to is totally separate from my gender. A simple way to think of it is: one is who I sleep with and one is who I sleep as.

Please don't expect me to conform to the stereotypes of my gender. I wear clothes I like and I have a variety of interests, just like everyone else.

The words "transsexual," "transgender" and "trans" are adjectives, not nouns. Please say "trans people" or "trans individuals," not "transgenders" or "the transgender."

I am not here to shock anyone or get attention. Being transgender is not a choice. The only choice I have made is whether or not to live authentically as my true self.

Pronouns

Please use language that corresponds to my gender identity, even if my body does not seem to match, and even when talking about my past. Do not use my old name or pronoun when referring to me in the past.

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If you are still adjusting to my transition, it is normal to make mistakes with pronouns. Don't draw attention to it. Just correct yourself and carry on.

If you ask everyone what pronouns they use (for example on forms, at the beginning of classes and workshops, etc.) then I am not singled out. It is a very inclusive best practice tip.

Non-binary individuals may use gender neutral pronouns like: they, ze, ne, xe or others.

Transitioning

Don't immediately assume that sex reassignment/realignment surgery (SRS) and/or hormones are a priority for me. Every trans person is unique and chooses different steps during their transition, based on many factors. Not everyone wants SRS. Not everyone can afford it.

The changes I make to my body are not cosmetic, but rather reconstructive. Having a body I am comfortable with is vital to my health.

If I am a transman getting top surgery, then I am not "getting my breasts removed." I am having chest reconstruction.

Social Situations

Please don't use my old name or ask what it was. Instead of saying "back when you were Fred", say "before you transitioned".

Please don't ask me to explain my life story or my gender situation to people I've just met.

Please don't ask to see an old, pre-transition picture of me.

If I have trusted you enough to share with you that I am trans, please keep it private. I will tell others if I choose to do so.

Tips for Respectful Communication in the Face of Resistance

As we continue to work toward creating safe and inclusive spaces for LGBTQ+ individuals in our schools, workplaces and faith communities, we may come up against strong resistance from people who feel that we are not being respectful of their beliefs. Below are some tips that may help to create an environment where everyone feels welcome and valued.

Assume goodwill: Assume that the intent of the person sharing their discomfort is not to be mean or to attempt to restrict someone else's rights, but because they simply don't understand or are feeling threatened. People often fear what they don't understand. Educating on LGBTQ+ issues is a process, not a single event. Continue to offer support and information whenever needed.

Connect: Try and make connections with people. You might try, "You know, I used to feel that way too, but here's something I recently learned..." or "I agree. It can be really confusing. Here is a way it was explained to me that helped..."

Use "I" statements: Personalizing your comments, sharing your experiences and speaking from the heart, can help reduce contradiction and defensiveness in others.

Focus on policies and inclusion: It is important to clarify that there are certain standards that everyone is expected to follow regarding non-discrimination policies and maintaining respectful behaviors. With that said, reassure individuals that no one is asking them to change their beliefs. You are simply asking them to be courteous and respectful towards all people.

Listen for myths and stereotypes behind questions and concerns: Much of the information people have about LGBTQ+ individuals comes from the media, where they are often represented inaccurately using extreme stereotypes. Some of people's discomfort may be related to these false images. Allow people to share their fears and concerns, as some of these myths may come out in conversation and then they can be addressed.

Be a part of the process: Think about a time when your beliefs about a group of people or a different culture changed. Did the change happen overnight? Often shifting our personal understanding is a lengthy process. Try not to pressure yourself into having to come up with the perfect response immediately for every possible situation. Have open and honest conversations and seeds will be planted.

Inclusive Spaces Help Everyone: So many individuals are touched by LGBTQ+ lives! Family members and friends all benefit from respectful spaces. Also keep in mind that extremely resistant people may be wrestling with their own identities. Your acceptance, strength and support of the LGBTQ+ community has a positive impact on so many!

Best Practices for Creating Inclusive Workplaces for LGBTQ+ Employees

Creating safe and inclusive workplaces for LGBTQ+ employees has been shown to increase productivity, workplace satisfaction and retention. When employees can bring their authentic selves to work, more time and energy is spent on doing their jobs and creating healthy relationships with coworkers.

The Data:

While progress is slowly being made to create more welcoming and inclusive workplaces for LGBTQ+ employees, there is still much to be done. Below are some eye-opening statistics.

- 53% of LGBTQ+ employees hide who they are at work. -2014 Human Rights Campaign's *The Cost of the Closet*
- 20% of LGBTQ+ employees report looking for another job specifically because their workplace environment isn't accepting of LGBTQ+ individuals. - 2014 Human Rights Campaign's *The Cost of the Closet*
- 15% of transgender employees report being verbally harassed, physically attacked and/or sexually assaulted at work within the last year because of their gender identity or expression. - 2015 National Center for Transgender Equality's *US Transgender Survey Report*

Best Practices for Workplace Inclusion:

Below are some best practices to help create safe and supportive workplaces for all employees regardless of sexual orientation, gender identity and gender expression.

- Welcome and support the creation of an LGBTQ+ Employee Resource Group. They offer a safe space, have an overall positive impact on workplace climate, allow for on-going educational opportunities, and help LGBTQ+ employees identify supportive allies among their coworkers.
- Ensure that your organization's non-discrimination policy includes sexual orientation, gender identity and gender expression and display it prominently and proudly in a high use area. Add LGBTQ+ statements of inclusion to mission statements, service literature and policies.

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- Create inclusive workplace forms and office announcements that reflect everyone's identity, orientation and family structure.
- Schedule mandatory professional staff development trainings on LGBTQ+ identities and creating safe and inclusive workplaces.
- Hold optional annual SafeZone trainings so staff can earn their SafeZone stickers and pins and increase workplace visibility around LGBTQ+ inclusion.
- Reduce gender segregation whenever possible, including bathrooms, locker rooms, dress codes, employee sports teams, etc. Offer single use "all gender" facilities. When unavoidable, allow individuals to join the group that best aligns with their gender identity.
- Consider showing your support of LGBTQ+ equality as an agency by marching in the local Pride parade, tabling at the Pride Festival or creating an LGBTQ+ exhibit during Pride month (June).
- Include LGBTQ+ magazines and newspapers among your reading material in your waiting area.

Other Considerations:

In our effort to create safe and inclusive spaces for LGBTQ+ employees we do not want other employees to feel that we are not respecting their values and beliefs. Below are a few tips to keep in mind while having these critical conversations.

- There are certain workplace standards that all employees are expected to follow, but it is also important to let employees know that no one is asking them to change their personal values or beliefs. You are simply asking all employees to be courteous and respectful to each other.
- Much of the information people have about LGBTQ+ individuals comes from the media, where they are often represented inaccurately using extreme stereotypes. Some of people's discomfort may be related to these false images. Allow people to share their fears and concerns, as some of these myths may come out in conversation and then they can be addressed.
- Remember that being LGBTQ+ is not just about the bedroom. It is about being authentic and not having to lie or hide who we are. It's about living, loving and expressing ourselves freely and openly, and that affects us all.

Best Practices For Creating LGBTQ+ Inclusive Schools

Creating inclusive and supportive schools for LGBTQ+ students, parents, teachers and staff decreases stigmas, which are often associated with being LGBTQ+, and increases social interactions, learning opportunities, participation in school activities and feelings of safety. Below is research and best practice tips to help create safe and supportive schools for all everyone.

The Data:

While progress is slowly being made to create more welcoming and inclusive schools for LGBTQ+ people, there is still much to be done. Below are some eye-opening statistics.

- LGBTQ+ students were more than twice as likely to have skipped school in the past month because of safety concerns. And in 2015, students were less likely to report that school staff intervened in homophobic and sexist remarks than in 2005. – 2016 GLSEN's *Teasing to Torment: School Climate Revisited*
- 53% of LGBTQ+ employees hide who they are at work. – 2014 Human Rights Campaign's *The Cost of the Closet*
- "The majority of respondents who were out or perceived as transgender while in school (K-12) experienced some form of mistreatment, including being verbally harassed (54%), physically attacked (24%), and sexually assaulted (13%) because they were transgender. Further, 17% experienced such severe mistreatment that they left a school as a result." - 2015 National Center for Transgender Equality's *Transgender Survey Report*
- 40% of homeless youth identify as LGBTQ+ – 2012 Williams Institute's *Serving Our Youth*
- 40% of transgender people had attempted suicide compared to 4.6% of the general population - 2015 National Center for Transgender Equality's *Transgender Survey Report*

On a brighter note, LGBTQ+ high school students who had a Gay Straight Alliance or a Gender Sexuality Alliance (GSA) at their school were:

- 52% less likely to hear homophobic remarks
- 36% less likely to be fearful for their personal safety
- 30% less likely to experience homophobic victimization

2016 Marx, R.A & Kettrey, H.H. Journal of Youth and Adolescence "Gay-Straight Alliances are Associated with Lower Levels of School-Based Victimization of LGBTQ+ Youth: A Systematic Review and Meta-analysis"

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Best Practice Tips:

- Support your school's GSA. They promote leadership skills for LGBTQ+ and allied youth, offer a safe space, have an overall positive impact on school climate, and help LGBTQ+ students identify supportive school staff.
- Reduce gender segregation whenever possible, including bathrooms, locker rooms, dress codes, sports teams, group activities, etc. If unavoidable, allow individuals to go with the group that best aligns with their gender identity.
- Don't save discussions of LGBTQ+ identities exclusively for health class. Include LGBTQ+ individuals and non-traditional families into school curriculum. Assign books that challenge ideas about traditional families and gender roles or that deal with bullying. Use mathematical word problems that reflect all kinds of families. Highlight famous LGBTQ+ historical figures in science and history classes. Praise LGBTQ+ athletes in physical education classes.
- Find creative ways to share your pronouns, like adding them to your door sign or your email signature. For example: "Mr. Jackson (he/him/his)"
- Use inclusive language (for example: "date" rather than "boyfriend" or "girlfriend" and "parent" rather than "mom" or "dad."). Avoid language that is gender-exclusive (for example: "Hey boys! I need help moving these weights. Who's feeling strong today?")
- Feature LGBTQ+ books in the school library during LGBTQ+ History month in October.
- Ensure that your non-discrimination policy includes sexual orientation, gender identity and gender expression. Check that your forms and office announcements reflect everyone's identity and family structure.
- Schedule mandatory professional development trainings for all teachers, staff and administrators on LGBTQ+ identities, creating safe schools and addressing transphobic comments and actions.
- Hold optional annual SafeZone trainings so teachers, staff and administrators can earn their SafeZone sticker and increase visibility around LGBTQ+ inclusion at your school.
- Offer parent workshops and presentations on LGBTQ+ identities and supporting LGBTQ+ children.
- Bring events like "No Name Calling Week" and "Day of Silence" to your school.
- Remember that being LGBTQ+ is not a "bedroom issue." It is about being authentic and not having to lie or hide who we are. It's about living, loving and expressing ourselves freely and openly, and that affects us all.

Teaching Tolerance is a wonderful resource for inclusive curriculum ideas!!! Check it out at: www.tolerance.org

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Counseling Issues:

Once you display your SafeZone sticker you may encounter serious issues that require more than a safe and supportive ear. Below are some warning signs that an individual may need to be referred to a professional. Trust your instincts and err on the side of caution. Keep in mind that once you have made a connection with someone, they may not want to go elsewhere. Consider helping them to make an appointment with a counselor and/or offer to go with them to their first appointment to help make the transition easier. Make sure they know that you are not abandoning them and that they can stop by to talk with you any time.

Warning Signs of Depression and/or Severe Anxiety

- Change in sleep patterns (sleeping much more or less than usual)
- Persistent sadness or feelings of anxiety
- Loss of interest in activities that used to bring joy
- Significant weight gain or loss
- Frequent crying episodes
- Excessive use of drugs and/or alcohol
- Drop in academic or job performance or attendance
- Inability to concentrate and complete tasks
- Feelings of panic, shortness of breath, headaches, sweaty palms or dry mouth

Warning Signs of Suicide or an Intention to Harm Others

Multiple studies have shown that LGB adolescents and young adults are more than 3 times as likely to attempt suicide as their straight, cisgender counterparts. The rate for transgender young adults is significantly higher! Some warning signs of suicide and/or an intention to harm others are below:

- Talking about wanting to die or to kill oneself
- Looking for a way to kill oneself, such as searching online or buying a gun.
- Talking about feeling hopeless or having no reason to live.
- Talking about feeling trapped or in unbearable pain.
- Talking about being a burden to others.
- Increasing the use of alcohol or drugs.
- Acting anxious or agitated; behaving recklessly.
- Sleeping too little or too much.
- Withdrawn or feeling isolated.
- Showing rage or talking about seeking revenge.
- Displaying extreme mood swings.
- Preoccupation with death.
- Suddenly happier, calmer.
- Loss of interest in things one cares about.
- Making arrangements; setting one's affairs in order.
- Giving things away, such as prized possessions.

LGBTQ+ National Resource Guide

Campus Pride: Resources, events and research on creating safer college environments for LGBTQ+ students at www.campuspride.org

Out Alliance: Educational trainings and presentations, social events, LGBTQ+ resource directory, GSA support and more at www.outalliance.org

Gay and Lesbian National Hotline: Counseling, education and resources for all ages at www.glnh.org or 888-843-4564.

GLMA (Health Professionals Advancing LGBT Equality): Healthcare resources, healthcare equality index and advocacy at www.glma.org

GLSEN (Gay, Lesbian & Straight Education Network): Resources, education and networking around creating safe schools at www.glsen.org

HRC (Human Rights Campaign): Educational material and resources working towards LGBTQ+ equality, including state maps of current laws and policies at www.hrc.org

National LGBTQ Task Force: Building the grassroots power of the LGBTQ+ community. Education, activism, research and resources at www.thetaskforce.org

PFLAG (Parents, Families, Friends, and Allies United with LGBTQ People to move equality forward): Support, education, resources and advocacy at www.pflag.org

Trans Lifeline: Free helpline/hotline staffed by transgender people for transgender people. 877-565-8860 or www.translifeline.org

Trevor Project: National 24 hour helpline and online support for LGBTQ+ youth at 866-4UTREVOR or www.thetrevorproject.org

TSER: (Trans Student Equality Resources): Resources, education and networking around improving the school environment for trans and gender nonconforming students at www.transstudent.org

WPATH (World Professional Association for Transgender Health): Professional and educational organization devoted to transgender health at www.wpath.org

SafeZone Stickers and Pins

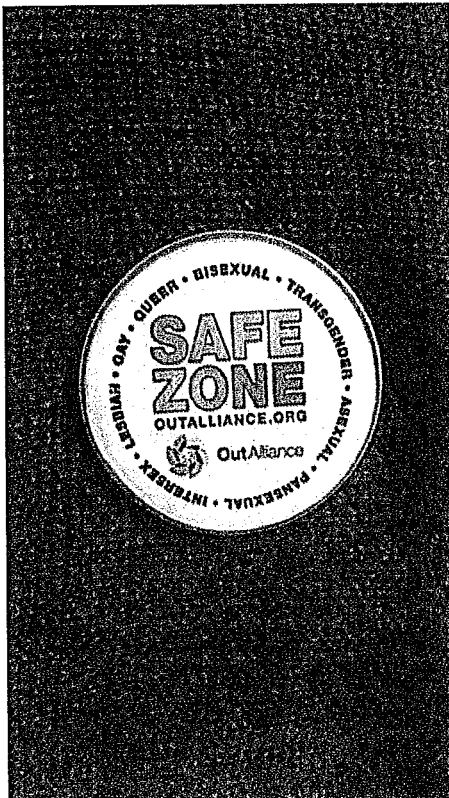
Who should take one?

Displaying the SafeZone sticker does not mean that you need to or should be providing therapy. It simply means that you are able to:

- Be a respectful listener
- Provide a safe, friendly, non-judgmental space
- Maintain confidentiality
- Refer individuals to resources as needed



Do not feel pressured to take a sticker or pin if it does not feel right for you. Also, please do not take stickers or pins and distribute them to anyone who did not attend the training.



Am I SafeZone trained for life?

Due to constant changes in LGBTQ+ issues, language and cultural norms, it is important that you do not consider yourself SafeZone trained for life! We recommend that you retrain every 3 or 4 years.

What should you expect now?

After you display your SafeZone sticker or start wearing your pin, you may find that more people come to you for support or just to talk. You may also find that nothing seems to have changed. Either way, please know that you are helping to make a difference! Displaying a SafeZone sticker and wearing a SafeZone pin helps to create an environment that feels safer and more welcoming for all kinds of people. SafeZone images heal and save lives!