

# OSU LGBT-Q Safe Zone Program



OSU Pride Works Diversity  
For Staff at OSU-Tulsa &  
OSU Center for Health Sciences

Dear Participant,

We want to first say thank you for participating in the Oklahoma State University Safe Zone training program. OSU is proud of our culturally diverse population and supports cultural diversity in every way possible. Safe Zone is a way to say that all sexual orientations and gender presentations are part of our culture and are acknowledged and supported.

A special thanks goes to the Joseph Dunnigan, Ph.D. in the Student Counseling Center at Oklahoma State University in Stillwater whom has helped to bring this training to the Tulsa campuses.

Resources gathered from The Safe Zone Project  
And Safe Zone at Stillwater campus

## Training Overview

<b>Introductions</b>
<b>Ground Rules</b>
<b>First Impressions of LGBTQ</b>
<b>Core Vocabulary</b>
<b>Gender Unicorn &amp; LGBTQ Umbrella</b>
<b>Symbols of Pride</b>
<b>Questions Questions Questions</b>
<b>Wrap-up and Feedback</b>

# Ground Rules

## 1. Questions, Questions, Questions

Please feel free to ask questions at any time throughout this training. Unless someone is mid-sentence, it is always an appropriate time to ask questions. Even if it isn't relevant to the topic, throw it out there – get it off your mind and onto ours.

## 2. Vegas Rule

*Slightly modified!* So during the training someone may share something really personal, may ask a question, may say something that they wouldn't want attached to their name outside this space. So remember that **what is said here stays here and what is learned here should leave here.**

## 3. LOL

We really appreciate it if, at some point, y'all could laugh! This training is going to be fun, and we'll do our best to keep it upbeat, so just know... it's ok to laugh! Laughter indicates that you're awake, that you're paying attention, and that we haven't killed your soul. So yeah... go ahead and do that!

## 4. Share the Airtime

If you are someone who participates often and is really comfortable talking – awesome! Do it. Also we ask that you try to remain aware of your participation and after you've shared a few times to leave space for other people to also put their ideas out there. If you usually wait to share... jump in!

## 5. Reserve the Right to Change Your Mind

If you say something and then later disagree with yourself that is a-okay! This is a safe space to say something and then later feel differently and change your mind. We even encourage it. As a wise Safe Zone participant once said, "Stop, rewind, I changed my mind."



# Core Vocab

**Ally** – (noun; pronounced “al-lie”) a (typically straight- or cis-identified) person who supports and respects members of the LGBTQ community. While the word doesn’t necessitate action, we consider people to be active allies who take action upon this support and respect, this also indicates to others that you are an ally.

**Asexual** – (adj) having a lack of (or low level of) sexual attraction to others and/or a lack of interest or desire for sex or sexual partners. Asexuality exists on a spectrum from people who experience no sexual attraction or have any desire for sex to those who experience low levels and only after significant amounts of time, many of these different places on the spectrum have their own identity labels.

**Biological Sex** – (noun) a medical term used to refer to the chromosomal, hormonal and anatomical characteristics that are used to classify an individual as female or male or intersex. Often referred to as simply “sex,” “physical sex,” “anatomical sex,” or specifically as “sex assigned [or designated] at birth.”

**Biphobia** – (noun) a range of negative attitudes (e.g., fear, anger, intolerance, invisibility, resentment, erasure, or discomfort) that one may have or express towards bisexual individuals. Biphobia can come from and be seen within the queer community as well as straight society. **Biphobic** – (adj) a word used to describe an individual who harbors some elements of this range of negative attitudes towards bisexual people.

**Bisexual** – (adj) a person emotionally, physically, and/or sexually attracted to more than one gender. This attraction may not necessarily be equally split among genders. Often abbreviated as Bi. It is also an umbrella term that includes pansexual and fluid orientations. Compare with monosexual.

**Cisgender** – (adj; pronounced “siss-jendur”) a person whose gender identity and biological sex assigned at birth align (e.g., man and assigned male at birth). A simple way to think about it is if a person is not transgender, they are cisgender. The word cisgender can also be shortened to “cis.”

**Closeted** – an individual who has chosen to keep their orientation or identity secret, usually do to societal pressure. A person may stay “in the closet” out of fear for negative reactions from their family, coworkers, or church. When an individual decides to disclose their identity/orientation, they are “coming out” of the closet.

**Coming Out** – (1) the process by which one accepts and/or comes to identify one’s own sexuality or gender identity (to “come out” to oneself). (2) The process by which one shares one’s sexuality or gender identity with others (to “come out” to friends, etc.).

**Demisexual** – a person who requires a strong emotional bond before experiences sexual attraction.

**Gay** – (adj) (1) a term used to describe individuals who are primarily emotionally, physically, and/or sexually attracted to members of the same sex and/or gender. More commonly used when referring to males/men-identified ppl who are attracted to males/men-identified ppl, but can be applied to females/women-identified people as well. (2) An umbrella term used to refer to the queer community as a whole, or as an individual identity label for anyone who does not identify as heterosexual.

**Gender Expression** – (noun) the external display of one’s gender, through a combination of dress, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity. Also referred to as “gender presentation.”

**Gender Identity** – (noun) the internal perception of an one’s gender, and how they label themselves, based on how much they align or don’t align with what they understand their options for gender to be. Common identity labels include man, woman, genderqueer, trans, and more.

**Genderqueer** - (adj) a gender identity label often used by people who do not identify with the binary of man/woman; or as an umbrella term for many gender non-conforming or non-binary identities (e.g., agender, bigender, genderfluid).

**Heteronormativity** – (noun) the assumption, in individuals or in institutions, that everyone is heterosexual, and that heterosexuality is superior to all other sexualities. Leads to invisibility and stigmatizing of other sexualities. Often included in this concept is a level of gender normativity and gender roles, the assumption that individuals *should* identify as men and women, be masculine men and feminine women, and finally that men and women are a complimentary pair.

**Homophobia** – (noun) an umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, erasure, or discomfort) that one may have towards members of LGBTQ community. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ. **Homophobic** – (adj) a word used to describe an individual who harbors some elements of this range of negative attitudes towards gay people.

**Homosexual** – (adj) a [medical] term used to describe a person primarily emotionally, physically, and/or sexually attracted to members of the same sex/gender. This term is considered stigmatizing due to its history as a category of mental illness, and is discouraged for common use (use gay or lesbian instead).

**Intersex** – (adj) someone whose combination of chromosomes, gonads, hormones, internal sex organs, and genitals differs from the two expected patterns of male or female. In addition to “intersex,” the initialism DSD (“Differences of Sex Development”) is also used, often in the medical care of infants. Formerly known as **hermaphrodite** (or hermaphroditic), but these terms are now considered outdated and derogatory.

**Lesbian** – (noun/adj) a term used to describe females/women-identified people attracted romantically, erotically, and/or emotionally to other females/women-identified people.

**LGBTQ / GSM / DSG** - (adj) initialisms used as shorthand or umbrella terms for all folks who have a non-normative (or queer) gender or sexuality, there are many different initialisms people prefer. **LGBTQ** is Lesbian Gay Bisexual Transgender and Queer and/or Questioning (sometimes people add a + at the end in an effort to be more inclusive); **GSM** is Gender and Sexual Minorities; **DSG** is Diverse Sexualities and Genders. Other options include the initialism GLBT or LGBT and the acronym QUILTBAG (Queer [or Questioning] Undecided Intersex Lesbian Trans\* Bisexual Asexual [or Allied] and Gay [or Genderqueer]).

**Monosexual** – attraction to one gender. Heterosexuality and homosexuality are monosexual orientations, in contrast to the bisexual orientation.

**Pansexual** – (adj) a person who experiences sexual, romantic, physical, and/or spiritual attraction independent of gender. Often shortened to “pan.”

**Passing** – (verb) (1) a term for trans\* people being accepted as, or able to “pass for,” a member of their self-identified gender identity (regardless of sex assigned at birth) without being identified as trans\*. (2) An LGB/queer individual who is believed to be or perceived as straight.

**Queer** – (adj) used as an umbrella term to describe individuals who don’t identify as straight. Also used to describe people who have non-normative gender identity or as a political affiliation. Due to its historical use as a derogatory term, it is not embraced or used by all members of the LGBTQ community. The term queer can often be used interchangeably with LGBTQ.

**Questioning** - (verb & adjective) an individual who or time when someone is unsure about or exploring their own sexual orientation or gender identity.

**Romantic Attraction** - (noun) an affinity for someone that evokes the want to engage in relational intimate behavior (e.g., flirting, dating, marriage), experienced in varying degrees (from little-to-none, to intense). Often conflated with sexual attraction or emotional/spiritual attraction.

**Sexual Attraction** - (noun) an affinity for someone that evokes the want to engage in physical intimate behavior (e.g., kissing, touching, intercourse), experienced in varying degrees (from little-to-none, to intense). Often conflated with romantic attraction or emotional/spiritual attraction.

**Sexual Orientation** – (noun) the type of **sexual, romantic, emotional/spiritual attraction** one feels for others, often labeled based on the gender relationship between the person and the people they are attracted to (often mistakenly referred to as sexual preference).

**Straight** – (adj) a person primarily emotionally, physically, and/or sexually attracted to people who are not their same sex/gender. A more colloquial term for the word **heterosexual**.

**Trans\*/Transgender** – (adj) (1) An umbrella term covering a range of identities that transgress socially defined gender norms. Trans with an \* is often used to indicate that you are referring to the larger group nature of the term. (2) A person who lives as a member of a gender other than that expected based on anatomical sex.

**Transphobia** – (noun) the fear of, discrimination against, or hatred of trans\* people, the trans\* community, or gender ambiguity. Transphobia can be seen within the queer community, as well as in general society. Transphobia is often manifested in violent and deadly means. While the exact numbers and percentages aren't incredibly solid on this, it's safe to say that trans\* people are far more likely than their cisgender peers (including LGB people) to be the victims of violent crimes and murder. **Transphobic** - (adj) a word used to describe an individual who harbors some elements of this range of negative attitudes, thoughts, intents, towards trans\* people.

# 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!

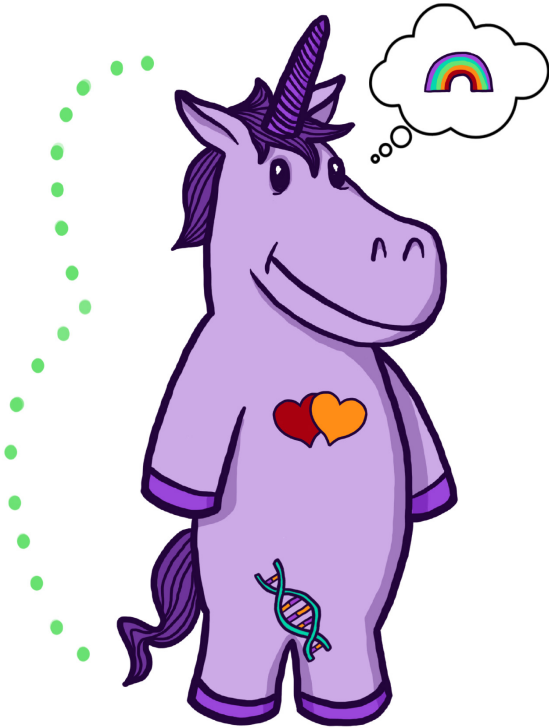


\* The “Q” sometimes stands for “questioning” and “transgender” is often thought of as an umbrella term itself (sometimes abbreviated “trans”; or “trans\*” in writing). Lots of asterisks, lots of exceptions, because hey – we’re talking about **lots** of different folks with different lived experiences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



# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



## Gender Identity

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

## Gender Expression/Presentation

-  Feminine
-  Masculine
-  Other

## Sex Assigned at Birth

-  Female
-  Male
-  Other/Intersex

## Sexually Attracted To

-  Women
-  Men
-  Other Gender(s)

## Romantically/Emotionally Attracted To

-  Women
-  Men
-  Other Gender(s)

To learn more go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan

# Symbols of Pride

Listed below are some symbols that have been adopted by LGBT individuals and allies.

## Double Woman's Symbol



Also known as "the mirror of Venus." This symbol represents the planet Venus, metal, copper and femininity. The double woman's symbol represents woman loving woman.

## Double Man's Symbol



Derived from the astrological symbol of Mars. Mars was the Roman God of War and patron of warriors. The arrow is a phallic symbol. A double man's symbol represents man loving man.

## The Rainbow Flag



The Rainbow Flag has been adopted by the LGB community as its own design. It depicts not the shape of the rainbow but its colors in horizontal stripes. Created in 1978 for San Francisco's Gay Freedom Celebration by local artist, Gilbert Baker, it was inspired by the "Flag of the Races," which had five stripes-one each for the colors of humankind's skin, flown at the 1960's college demonstrations. Its success is not due to any official recognition but to the widespread spontaneous adoption by members of the community it represents.

## Transgender Pride



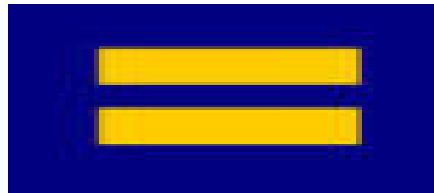
The light blue stripes signify the traditional color for baby boys, while the soft pink stripes signify the traditional color for baby girls. The white stripe signifies those who are intersex, transitioning or who identify with a neutral or undefined gender.

### Bisexual Pride



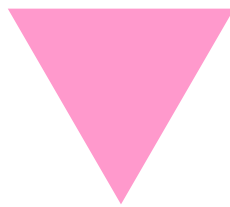
The traditional genders are represented by the colors of pink and blue. The bisexual community combined these colors to make purple as a sign of their commitment to have a relationship with either gender.

### Human Rights Campaign



America's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender equality

### The Pink Triangle



Everyone knows about the Holocaust during World War II that took more than six million Jewish lives. But many do not realize that other groups also were targeted for extinction, including those with disabilities, Gypsies, and gay men and women. Nearly a quarter-million gay men and lesbians perished in Hitler's death camps. Prisoners were forced to wear identifying symbols on their sleeves. A yellow Star of David identified people of Jewish descent. Gay men were branded by a pink triangle. Lesbian women and feminists were made to wear a black triangle. When Allied troops liberated concentration camps, the men with pink triangles were not freed. Family members of gays executed in the camps were one of the only groups who did not receive reparations. It was not until the early 1990's that any Holocaust memorial reflected the names of gays and lesbians murdered during World War II. Today, it is a symbol of liberation and pride to remind gay and lesbian people of the oppression they have suffered historically and to signal their refusal to be silent victims again.

Taken and Adapted from Vernon Wall, 1992

# "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 who they are.
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.

# Resource Page

*There are many organizations, news, and blog communities for you to continue to explore gender and sexuality. These are just a few of our favorite places to continue learning!*

**Full List of Vocab Terms** - [bit.ly/SZP\\_VocabFULL](http://bit.ly/SZP_VocabFULL)

## The Safe Zone Project

Head to [www.thesafezoneproject.com/resources](http://www.thesafezoneproject.com/resources) to find more!

## On Campus:

- OSU-Tulsa Counseling Center MH 2402
- Student Conduct, Education and Administration
- Campus Police and CHS Security
- Office of Multicultural Affairs

## Local for Tulsa:

Oklahomans For Equality  
Dennis R Neill Equality Center  
621 E. 4th St (Tulsa)  
okeq.org  
(918) 743-4297

Parents Friends and Families of Lesbians & Gays (PFLAG) Tulsa  
pflagtulsa.org  
(918) 928-7818

Open Arms Youth Project (OYP)  
openarmsproject.org  
(918) 838-7104



# OSU SAFE ZONE CONTRACT & CONFIDENTIALITY STATEMENT

The purpose of the Safe Zone program at OSU is to provide a safe, confidential place for people of all sexual orientations and gender identities.

## Responsibilities

As a member of Safe Zone at OSU, I recognize my responsibility to promote an atmosphere of confidentiality and inform the person coming into my office of the limitations to that confidentiality. I will...

1. not attempt to sway the student to a different sexuality
2. be a positive listener to all who request my services as a Safe Zone member
3. be a contact person and supporter when I am able to effectively provide this service
4. provide materials about sexual identity and support services for Gay, Lesbian, Bisexual, Transgender, and Questioning people (GLBTQ) in the area
5. provide support to people who are dealing with homophobia
6. offer support and referral information for those who have been harassed because of her/his sexual orientation
7. seek assistance whenever necessary
8. refer the person to the Counseling Center and to other advocates, legal or otherwise, in a confidential way, if so requested by the person

## Rights

I recognize that I have rights as a Safe Zone member. These include:

- I can, at any time, refer the student to the Counseling Center, if I do not feel comfortable with a particular situation.
- I can, at any time, call upon other Safe Zone members, to answer questions or receive support.
- I can, at any time, call upon any other resources I find helpful.
- I can, at any time, remove myself from the program, without any fear of embarrassment or harassment.

## Signature

By signing this form, I hereby formally declare myself to be a Safe Zone ally at OSU. I agree with my rights and responsibilities as a Safe Zone member, and I agree to support the Gay, Lesbian, Bisexual, and Transgender community.

_____	_____	_____
Name (please print)	Office	Phone
_____	_____	
Department or organization	E-mail (if used)	
_____	_____	
Signature	Date	

By checking this box I authorize Safe Zone to share my name (and what department I am in) as an ally resource.

*Please turn this form into the facilitator that presented this material.*

