



**SAFEZONE**

**TRAINING**

Presented by:

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Kings Partnership

# Training Outline

- Introductions
- Group Norms
- First Impressions of LGBTQ+
- Core Vocabulary
  - Do's and Don'ts
- Genderbread Person
- Privilege for Sale Group Activity
- Wrap-up





# Introductions

\*Name – Pronouns – Role/Job – One goal you have for this training

# Group Norms

## Be smarter than your phone

Put away your phone, resist from texting and all that jazz.

## Questions, Questions, Questions

Please feel free to ask questions at anytime!

## Vegas Rule

What is said here stays here and what is learned here leaves here

## Emotional Respect

Emotions may come up for some participants. Be respectful and step out if needed.

## Share the Airtime

Try to be aware of your participation and leave space for others to share

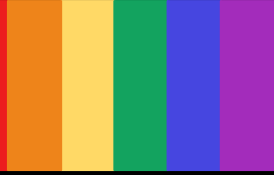
## Reserve the Right to Change Your Mind

This is a safe space to say something and then later feel differently and change your mind.

A graphic of a rainbow flag with horizontal stripes of red, orange, yellow, green, blue, and purple, set against a black background.

# **First Impressions Activity**

# First Impressions of LGBTQ+ People



1. When's the first time you can remember learning that some people are lesbian, gay, bisexual, or queer?
2. Where did most of the influence of your initial impressions/understanding of lesbian, gay, bisexual, and queer people come from? (e.g., family, friends, television, books, news, church)
3. When's the first time you can remember learning that some people are transgender?
4. Where did most of the influence of your initial impressions/understanding of transgender people come from? (e.g., family, friends, television, books, news, church)
5. How have your impressions/understanding of LGBTQ (lesbian, gay, bisexual, transgender, and queer/questioning) people changed or evolved throughout your life?



# Core Vocabulary

# Some Key Terms Defined

## Biological Sex

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

## Romantic Attraction

a capacity that evokes the want to engage in romantically intimate behavior, experienced in varying degrees

## Sexual Orientation

the type of sexual, romantic, emotional/spiritual attraction one has the capacity to feel for some others, generally labeled based on the gender relationship between the person and the people they are attracted to

## Sexual Attraction

a capacity that evokes the want to engage in sexually intimate behavior, experienced in varying degrees

## Gender Identity

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

## Gender Expression

the external display of one's gender, through a combination of clothing, grooming, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity



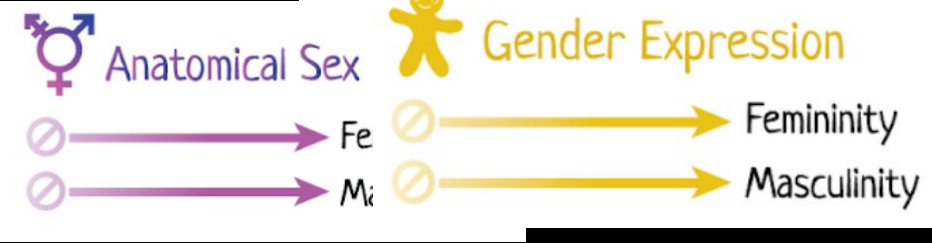
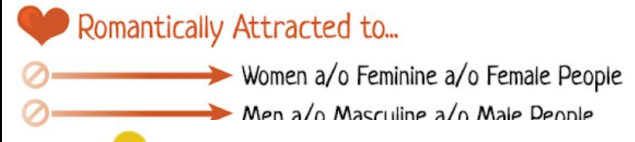
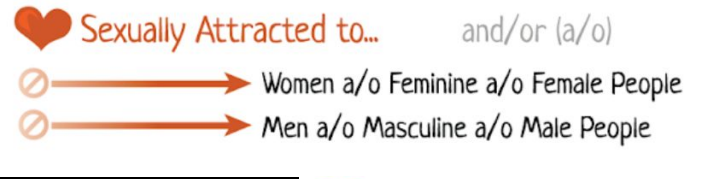
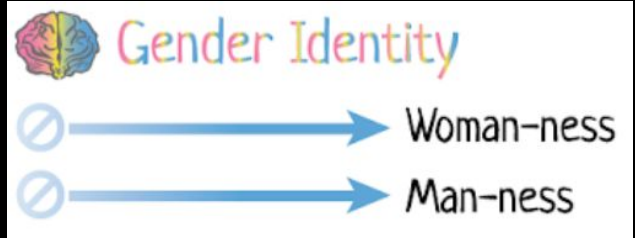
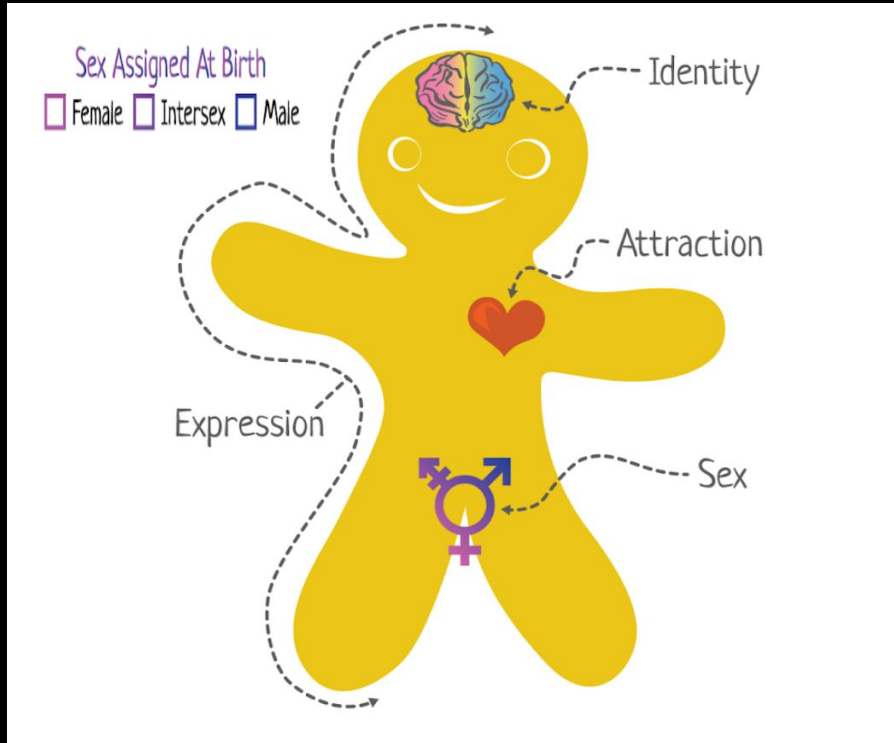
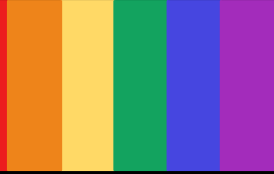
<b>Avoid saying...</b>	<b>Say instead...</b>	<b>Why?</b>
“Hermaphrodite”	“Intersex”	Hermaphrodite is stigmatizing, negative, and inaccurate
“Homosexual”	“Gay”	Homosexual often connotes medical diagnosis or problem
“Born Female/Born Male”	“Assigned female/male at birth”	“-bodied” language often invalidates one’s gender identity
“A gay” or “A transgender”	“A gay or transgender person”	Gay and transgender are adjectives
“Both genders” or “Opposite sexes”	“All genders”	“Both” or “opposite” implies there are only two genders
“It” when referring to someone	“They”	“It” is for referring to things, not people.

**LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts**

# The Genderbread Person Activity



# Genderbread Person Diagram



The image features a central black rectangular area containing the text "Privilege for Sale" in white. This central area is framed by horizontal rainbow-colored stripes at both the top and bottom. The stripes consist of six distinct colors: purple, blue, green, yellow, orange, and red, arranged from top to bottom in each section.

**Privilege for Sale**

# Privilege for Sale Activity Rules

**Each Privilege is \$100**

**Amount is randomly assigned**

**You have to spend all of your  
money**

- 1. Celebrating your marriage(s) with your family, friends, and coworkers.**
- 2. Paid leave from your job when grieving the death of your partner(s).**
- 3. Inheriting from your partner(s)/lover(s)/companion(s) automatically after their death.**
- 4. Sharing health insurance with your partner(s).**
- 5. Being able to see your partner(s) immediately if in an accident or emergency.**
- 6. Filing joint tax returns.**
- 7. Able to obtain child custody or being a parent of any kind.**
- 8. Being able to feel safe in your interactions with police officers.**

- 9. Kissing/hugging/being affectionate in public without threat or punishment.**
- 10. Not questioning normalcy both sexually and culturally.**
- 11. Having others comfort and support you when a relationship ends.**
- 12. Using public restrooms without fear of threat or punishment.**
- 13. Living openly with your partner(s).**
- 14. Receiving validation from your religious community.**
- 15. Being able to go to a doctor and getting treatment that doesn't conflict with your identity.**
- 16. Being able to access social services without fear of discrimination, or being turned away.**
- 17. Sponsoring your partner(s) for citizenship.**



**Discussion/  
Questions?**

# Recommended Continuing Education



- Ben Greene – Trans Activist: [Ben Greene: Where are you sitting? | TED Talk](#)
- Asexual Visibility and Education Network: [www.asexuality.org](http://www.asexuality.org)
- Answer: <http://answer.rutgers.edu/page/training> — A sex education resource
- Bisexual.org: [www.bisexual.org](http://www.bisexual.org) — A voice to the bisexual community, share accurate information, answer questions, and provide resources for further learning
- It's Pronounced Metrosexual: [www.itspronouncedmetrosexual.com](http://www.itspronouncedmetrosexual.com) — an online resource educating on issues of identity, sexuality, gender, privilege, and oppression
- Get Real: [www.getrealeducation.org](http://www.getrealeducation.org) — Comprehensive Sex Education
- TransWhat?: [www.transwhat.org](http://www.transwhat.org) — A Guide Towards [Trans] Allyship
- GLSEN: [www.glsen.org](http://www.glsen.org) — Gay, Lesbian, and Straight Education Network.
- PFLAG: [www.pflag.org](http://www.pflag.org) — Parents, Families, Friends, and Allies United with LGBT People to Move Equality Forward
- The Trevor Project: [www.thetrevorproject.org](http://www.thetrevorproject.org) — Crisis intervention and suicide prevention for LGBTQ youth





# THANKS!

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