Safe Zone Training
Ball State University
Participant Manual

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Safe Zone

1. Objectives

1. To increase sensitivity, knowledge and skill in understanding and responding to LGBTQIA+ issues
2. To increase efficacy at being an ally, accomplice, and advocate for the LGBTQIA+ community
3. To create a better understanding of heterosexual privilege, heterosexism, and its impact
4. To create an understanding of the challenges and discrimination that the LGBTQIA+ community has faced
5. To understand what it means to be an active ally creating inclusive change
6. To provide resources and encouragement to allies, accomplices, and advocates

2. Guidelines/Ground Rules

- Confidentiality
- No assumptions
- Stay engaged
- Stretch yourself to actively participate
- Safety doesn’t equal comfort
- Share airtime – allow others to speak (step forward, step back)
- What is said here stays here. What is learned here leaves here.
- Redefine your comfort zone
- Be aware of multiple identities that come into play for others as well as yourself
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.
LESBIAN
A self-identified woman who is romantically/sexually attracted to other self-identified women.

GAY
A self-identified man who is romantically/sexually attracted to or involved with other self-identified men. ‘Gay’ can also be used to talk about both men and women or, more generally, the “gay community”, but it commonly refers to men.

BISEXUAL
A person who is romantically/sexually attracted to or involved with people of the same gender or another gender, “both”/all genders, or is open to such attraction. Note: the word “both” appears in quotation marks to reference the root of bi as meaning two, but also to challenge the binary notion that there are only two genders.

TRANS, TRANSGENDER OR TRANS-IDENTIFIED
A term for people whose gender identity, expression, or behaviour is different from those typically associated with their assigned sex at birth. Transgender is a broad term and “Trans” is shorthand for “transgender.” (Note: Transgender is correctly used as an adjective, not a noun, thus “transgender people” is appropriate but “transgenders” is often viewed as disrespectful).

TWO-SPIRIT
A contemporary term that refers to the historical and current First Nations people whose individual spirits were or are blend of male and female spirits. This term has been reclaimed by some in Indigenous Native American LGBT communities in order to honor their heritage and provide an alternative to the Western labels of gay, lesbian, bisexual, or transgender.
QUEER
An umbrella term for a social, intellectual, and/or political movement that seeks to encompass a broad range of sexual identities, behaviours, and expressions. It is also a personal identity that has been “re-claimed” because ‘queer’ has been historically used as a vicious insult. The letter “Q” added to the end of the acronym LGBT (lesbian, gay, bisexual, transgender) can refer to either queer or questioning.

QUESTIONING
The questioning of one’s gender, sexual identity, sexual orientation, or all three is a process of exploration by people who may be unsure, still exploring, and concerned about applying a social label to themselves for various reasons.

INTERSEX
A term to describe people who are born with reproductive or sexual anatomy that does not fit typical definitions of male or female. The terms ‘intersex’ and ‘trans’ are distinct and should not be used interchangeably.

ASEXUAL
A newer term used to describe people who do not experience sexual attraction. Asexuality is not the same as celibacy, which is the willful decision to not act on sexual feelings. Asexual people are quite capable of loving, affectionate, romantic ties to others. In fact there is a lot of diversity in how asexual people experience things like relationships, attraction, and arousal.

PLUS SIGN
A plus sign (+) is added to represent the infinite variety of identities outside of, or not represented, by this acronym.

Source: positivespace.ubc.ca
The Gender Unicorn

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

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other/Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
Core Vocabulary and Other Definitions

A note about these definitions: We have done our best to represent the most popular uses of the terms listed; however there may be some variation in definitions depending on location. Please note that each person who uses any or all of these terms does so in a unique way (especially terms that are used in the context of an identity label). If you do not understand the context in which a person is using one of these terms, it is always appropriate to ask.

**Sex Assigned at Birth**

**Sex:** A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics and hormonal balances. Because usually subdivided into ‘male’ and ‘female’, this category does not recognize the existence of intersex bodies.

**AFAB/AMAB:** assigned female/male at birth

**CAFAB/CAMAB:** Coercively Assigned Female At Birth/Coercively Assigned Male At Birth

**Sex Identity:** How a person identifies physically: female, male, in between, beyond, or neither.

**Intersex:** 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 DSD (“Differences of Sex Development”) is also used, often in the medical care of infants.

**Gender Identity**

**Gender Identity:** the internal perception of an individual’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. Identity labels include man, woman, genderqueer, trans, and more.

**Gender Binary:** The idea that there are only two genders – male/female or man/woman and that a person must be strictly gendered as either/or.

**Agender/Neutrois/Gender Neutral:** Person who feels that they are genderless or lacking gender.

**Bigender:** A person whose gender identity is a combination of two genders.

**Cisgender:** a person whose gender identity and sex assigned at birth align (e.g., man and assigned male at birth). The word cisgender can also be shortened to “cis.” This term is preferred over “gender-normative” because it does not reinforce the existence of a ‘normative’ gender identity.

**Gender Affirmation Surgery:** the surgery some transgender individuals have to make their bodies and their gender identity match.

**Hormone Replacement Therapy (HRT):** (transgender or gender variant individuals) sex hormones and other hormonal medications are administered for the purpose of synchronizing their secondary sexual characteristics with their gender identity.
**Genderfluid:** a person whose gender identity varies over time and possibly in response to different circumstances. They may identify as male, female, neutrois or any other non-binary identity at different times.

**Genderqueer:** 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, nonbinary).

**FTM/F2M:** Abbreviation for female-to-male transgender person.

**MTF/M2F:** Abbreviation for male-to-female transgender person.

**Pangender** – A person whose gender identity is comprised of all or many gender identities.

**Trans/Transgender:** (1) An umbrella term covering a range of identities that transgress socially defined gender norms. (2) A person who lives as a member of a gender other than that expected based on anatomical sex.

**Transgender (Trans) Community** – A loose category of people who transcend gender norms in a wide variety of ways. The central ethic of this community is unconditional acceptance of individual freedoms including gender and sexual identity and orientation.

**Transsexual:** A person who identifies psychologically as a gender/sex other than the one to which they were assigned at birth. Transsexuals often wish to transform their bodies hormonally and surgically to match their inner sense of gender/sex. This term is somewhat outdated and controversial because it is considered by some to be less inclusive than the term “transgender.” However, some people in the community (e.g., older generations) prefer to be referred to as transsexual.

**Transition(ing):** this term is primarily used to refer to the process a trans person undergoes when changing their bodily appearance either to be more congruent with the gender they feel themselves to be and/or to be in harmony with their preferred gender expression.

**Trans Man:** Identity label sometimes adopted by female-to-male transgender people or transsexuals to signify that they are men while still affirming their history as assigned female sex at birth.

**Trans Woman:** Identity label sometimes adopted by male-to-female transgender people to signify that they are women while still affirming their history as assigned male sex at birth.
Gender Identity Across Cultures (not a comprehensive list!)

**Two-Spirit (Native American):** Native persons who have attributes of both genders, have distinct gender and social roles in their tribes, and are often involved with mystical rituals (shamans). Their dress is usually mixture of male and female articles and they are seen as a separate or third gender. The term ‘two-spirit’ is specific to the Zuni tribe. Similar identity labels vary by tribe and include ‘one-spirit’ and ‘wintke’.

**Alyha and Hwame (Mohave Tribe, Native American):** The creation myth of the Mohave tribe speaks to a time when humans were not sexually or gender-differentiated. They recognize four genders: men, women, hwame (male-identified females) and alyha (female-identified males).

**Mahu (Hawaii):** Native Hawaiian persons who are traditionally revered and respected as embodying both male and female spirits.

**Guevedoche (Dominican Republic):** In an exceptional case, genetics seems to have created a third sex in Dominican Republic. A heritable pseudo-hermaphroditic trait was discovered by ethnographers in the 1970s, who followed the children over generations. With undifferentiated genitalia, they generally were raised as girls, but began developing male traits at puberty. Instead of changing their gender identities to male, most chose to live as a third gender called guevedoche (roughly meaning "testicles at 12") or machi-embra (man-woman). The society has accommodated the guevedoche and constructed a third gender with distinct roles for them.

**Quariwarmi (Peru):** In pre-colonial Andean culture, the Incas worshipped the chuqui chinchay, a dual-gendered god. Third-gender ritual attendants or shamans performed sacred rituals to honor this god. The quariwarmi shamans wore androgynous clothing as "a visible sign of a third space that negotiated between the masculine and the feminine, the present and the past, the living and the dead.

**Mashoga (Kenya, Tanzania):** Mashoga is a Swahili term that connotes a range of identities on the gender continuum. While loosely used to indicate gay men, a large proportion of mashoga are biological men who adopt the female gender early in life. They characteristically wear both men and women’s clothing, but in a manner distinct to mashoga alone. They often assume female gender roles and serve a crucial role in wedding ceremonies.

**Metis (Nepal):** The term meti is an indigenous term for a third gender in Nepal with a long and chequered history in the Himalayan region. They are born as males, but assume feminine dress and carriage. For the last 30 years, most Metis make their living as sex workers. They do not consider themselves gay, but rather as a third gender that is interested in straight men. In recent years, they have been the targets of violence by Nepalese police and gangs calling themselves "Maoists."

**Kathoey (Thailand):** Very loosely translated as "ladyboys," Thailand's third gender kathoey are known as being born male but "having a female heart," according to a common Thai saying. They are often referred to as "sago," or a second type of woman. Thai tradition holds that true kathoey are neither male nor female but inhabit the space between genders.
**Bakla (Philippines):** Bakla is a Tagalog term that encompasses an array of sexual and gender identities, but especially indicated a male-born person who assumes the dress, mannerisms, and social roles of a woman. While bakla have existed as a recognized third gender for centuries, more conservative influences in recent decades has marginalized them.

**Calabai, Calalai, and Bissu (Indonesia):** The Bugi people of southern Sulawesi recognize three sexes (male, female, intersex) and five genders: men, women, calabai, calalai, and bissu. Calabai are biological males who embody a feminine gender identity. Calalai are biological females who embody a male gender identity. Bissu are considered a "transcendent gender," either encompassing all genders or none at all. The bissu (shown in first image above) serve ritual roles in Bugi culture and are sometimes equated with priests.

**Sistergirls & Brotherboys (Aboriginal Australian):** In Australia, indigenous transgender people are known as "sistergirls" and "brotherboys". As in some other native cultures, there is evidence that transgender and intersex people were much more accepted in their society before colonization. Now, there are more stigmas attached.

**Whakawahine (Maori, New Zealand):** In Maori culture, *wakawahine* are men who prefer the company of women and take up traditionally feminine occupations such as weaving. *Wakatane* denotes a biological female who pursues traditionally male roles, such as becoming a warrior or engaging in physical labor.

**Fa'afafine (Samoa):** are biological males who have a strong feminine gender orientation, which the Samoan parents recognize quite early in childhood, and then raise them as female children or rather third gender children. Fa'afafine traditionally assume roles of family care, although they are present in many spheres of Samoan society.

**Fakaleiti (Tonga):** Similar to the third gender traditions in Samoa and Hawaii, the Tongan fakaleiti are biologically male who adopt feminine dress, mannerisms, and social roles.

**Chuckchi (Siberia):** The Chuckchi (and neighboring indigenous peoples including the Koryak, and the Kamchadal) are a nomadic, shamanic people who embrace a third gender. Generally, shamans are biologically male with some adoption of female roles and appearance, who married men but also were not subject to the social limitations placed on women. Third gender Chuckchi could accompany men on the hunt, as well as take care of family.

**Ninauposkitzipxpe (Northern Montana & Canada):** The ninauposkitzipxpe were honored as a third gender in the North Peigan tribe of the Blackfoot Confederacy in northern Montana and Southern Alberta, Canada. Roughly translated, it means "manly-hearted woman," and defined a biological female who did not necessarily dress in a masculine mode, but was unrestricted by the social constraints placed on other women in the Blackfoot society.

**Hijras (India):** In India, Hijra, also referred to as Aravani, Aruvani, Jagappa, are individuals who are transgender, intersex, and eunuchs. Their presence in India has been recorded across history for more than 4,000 years. Between the 16th and 19th centuries during the Mughal-era India, Hijras
were often central roles in courts and administration.

**Muxe (or Muxhe) (Mexico):** The Muxes of Oaxaca are a third gender community in southern Mexico. While recorded history seems to start recognizing the Muxe people in about the 1950’s, it is suspected their existence dates back much farther. This community typically refers to people assigned male at birth but identify as different genders. Muxes are known to be celebrated by their community, serving important community and familial roles, such caregivers for older parents, artists, and merchants.

**Mamluk Sultanate (Egypt):** During this medieval realm throughout present-day Egypt, young girls who were perceived as having more masculine traits were raised as boys and celebrated by society.

**Ottoman Empire, (Present Day Turkey): Köçek:** From the 17th to the 19th Century, one of the significant features of the Ottoman Empire’s cultura were Köçek. The köçek were typically attractive, young, male rakkas, or dancers, who usually dressed in feminine clothing. They were usually employed as sex workers or entertainers.

**Sekrata (Madagascar):** Among two subcultures of the tribal communities in Madagascar, the Antandroy and the Hova recognize young boys who exhibit feminine traits as “Sekrata” and raise them as girls.

**Femminiello (Italy):** The Femminiello community consists of individuals assigned male at birth who dress as women and assume female gender roles throughout the Neapolitan society. Up until about the 19th century, they were seen as privileged and were thought to bring luck to the households within which they were raised.
Gender Expression

**Gender Expression/Presentation:** 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.

**Gender Cues:** What human beings use to attempt to tell the gender/sex of another person. Examples include hairstyle, gait, vocal inflection, body shape, facial hair, etc. Cues vary by culture.

**Androgynous:** A person appearing and/or identifying as neither man nor woman, presenting a gender either mixed or neutral.

**Butch:** A person who identifies themselves as masculine, whether it be physically, mentally or emotionally. ‘Butch’ is sometimes used as a derogatory term for lesbians, but it can also be claimed as an affirmative identity label.

**Stud:** a term most commonly used to indicate a Black/African-American and/or Latina masculine lesbian/queer woman. Also known as ‘butch’ or ‘aggressive’.

**Femme:** someone who identifies themselves as feminine, whether it be physically, mentally or emotionally. Often used to refer to a feminine-presenting queer woman.

**Passing:** 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.

**Straight Passing:** An LGB/queer individual who is believed to be or perceived as straight.

Sexual and/or Romantic Orientation

**Sexual Orientation:** 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).

**Romantic Attraction:** 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:** 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.

**Aromantic:** having a lack (or low level) of romantic attraction to others. Aromanticism exists on a spectrum from people who experience no romantic attraction or have any desire for romantic connection 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.
Asexual: having a lack of sexual attraction to others and/or a lack of interest or desire for sex or sexual partners.

Gray asexuality or gray-sexuality – spectrum between asexuality and sexuality. Individuals who identify with gray asexuality are referred to as being gray-A, grace, or gray ace, and make up what is referred to as the "ace umbrella". This spectrum includes terms such as demisexual, semisexual, asexual-ish, and sexual-ish.

Bicurious: A curiosity about having attraction to people of the same or another gender/sex (similar to questioning).

Bisexual: a person emotionally, physically, and/or sexually attracted to male/men and females/women and/or more than one gender. Other individuals may use this to indicate an attraction to individuals who identify outside of the gender binary as well and may use bisexual as a way to indicate an interest in more than one gender or sex (i.e. men and genderqueer people). This attraction does not have to be equally split or indicate a level of interest that is the same across the genders or sexes an individual may be attracted to.

Demisexual: an individual who does not experience sexual attraction unless they have formed a strong emotional connection with another individual, often within a romantic relationship.

Gay: (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. This term is more commonly used when referring to males/men-identified people who are attracted to males/men-identified people, 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.

Homosexual: 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).

Lesbian: a term used to describe females/women-identified people attracted romantically, erotically, and/or emotionally to other females/women-identified people.

Pansexual: a person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions, often shortened to pan.

Polysexual: is a sexual orientation related to bisexuality and pansexuality. While bisexuality is defined as being attracted to both men and women and/or more than one gender, and pansexuality is defined as being attracted to all genders (including non-binary ones), polysexuality is defined as
being attracted to more than one gender and/or form of gender expression, but not all.

**Questioning:** an individual who is unsure about or exploring their own sexual orientation or gender identity.

**Same Gender Loving:** A term sometimes used by members of the African-American / Black community to express an alternative sexual orientation without relying on terms and symbols of European descent. The term emerged in the early 1990's with the intention of offering Black women who love women and Black men who love men a voice, a way of identifying and being that resonated with the uniqueness of Black culture in life. (Sometimes abbreviated as ‘SGL’.)

**Side A:** Within the Christian community, Side A folks believe you can embrace same sex attraction and/or gay identity and believe that same sex sexual relationships can honor God, just as many other diverse sexualities can.

**Side B:** Within the Christian community, Side B folks believe you can embrace same sex attraction and/or gay identity but do not believe that same sex sexual relationships honor God. LGBTQIA+ individuals who believe this either live a celibate life or have a heterosexual marriage (sometimes called a mixed orientation marriage). They also may have a committed same-sex relationship but not have sex.

**Straight:** 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 is *heterosexual*.

**Discrimination/Non-Inclusive Terms**

**Invisible minority:** a group whose minority status is not always immediately visible, such as individuals with disabilities and those who identify as part of the LGBTQIA+ community.

**Discrimination:** Prejudice + power. It occurs when members of a more powerful social group behave unjustly or cruelly to members of a less powerful social group. Discrimination can take many forms, including both individual acts of hatred or injustice and institutional denials of privileges normally accorded to other groups. Ongoing discrimination creates a climate of oppression for the affected group.

**Prejudice:** A conscious or unconscious negative belief about a whole group of people and its individual members.

**Stereotype:** A preconceived or oversimplified generalization about an entire group of people without regard for their individual differences. This are often negative, but can also be complimentary. Even positive stereotypes can have a negative impact, however, simply because they involve broad generalizations that ignore individual realities.

**Oppression:** The systematic subjugation of a group of people by another group with access to
social power, the result of which benefits one group over the other and is maintained by social beliefs and practices

**Institutional Oppression**: Arrangements of a society used to benefit one group at the expense of another through the use of language, media, education, religion, economics, etc.

**Internalized Oppression**: The process by which a member of an oppressed group comes to accept and live out the inaccurate stereotypes applied to the oppressed group (e.g., internalized homonegativity).

**Homophobia**: The irrational fear or hatred of homosexuality or any behavior or belief that does not conform to rigid sex role stereotypes. It is this fear that enforces sexism as well as heterosexism.

**Biphobia**: The fear of, discrimination against, or hatred of bisexuals, which is often times related to the current binary standard. Biphobia can be seen within the LGBTQIA+ community, as well as in general society.

**Transphobia**: The irrational fear of those who are gender variant and/or the inability to deal with gender ambiguity.

**Trans hate**: The irrational hatred of those who are gender variant, usually expressed through violent and often deadly means.

**Heteronormativity**: The assumption, in individuals or in institutions, that everyone is heterosexual, and that heterosexuality is superior to homosexuality and bisexuality.

**Heterosexism**: Prejudice against individuals and groups who display non-heterosexual behaviors or identities, combined with the majority power to impose such prejudice. Usually used to the advantage of the group in power. Any attitude, action, or practice – backed by institutional power – that subordinates people because of their sexual orientation.

**Heterosexual Privilege**: Those benefits derived automatically by being heterosexual that are denied to non-heterosexual people.

**Cisgender Privilege**: Those benefits derived automatically by being cisgender that are denied to gender variant and transgender people.

**Trans* Terminology**

**Binding**: The process of flattening one’s breasts using a binder or other materials to have a more masculine or flat appearing chest. Binding can be dangerous to a person's health if improper materials are used, such as ace bandages or tape.

**Packing**: Wearing a phallic device on the groin and under clothing for any purposes including: (for someone without a biological penis) the validation or confirmation of one’s masculine gender
identity, seduction, and/or sexual readiness (for one who likes to penetrate another during sexual intercourse).

**Passing:** Describes a person's ability to be accepted as their preferred gender/sex or race/ethnic identity or to be seen as heterosexual.

**Transition:** This term is primarily used to refer to the process a transgender person undergoes when changing their bodily appearance either to be more congruent with the gender/sex they feel themselves to be and/or to be in harmony with their preferred gender expression.

**Bottom Surgery:** Surgery on the genitals designed to create a body in harmony with a person’s preferred gender identity.

**Top Surgery:** This term usually refers to surgery for the construction of a male-type chest, but may also refer to breast augmentation.

**Stealth:** This term refers to when a person chooses not to be out in the public sphere about their gender history, either after transitioning or while successful passing. (Also referred to as ‘going stealth’ or ‘living in stealth mode’.)

**Birth/Dead Name:** name given at birth and is no longer used

**Real/Chosen Name:** the name a trans person chose for themselves

### Non-Binary Identities

**Agender:** denoting or relating to a person who does not identify themselves as having a particular gender.

**Alia/aporagender:** A gender experience which is 'other', or stands apart from existing gender constructs; a gender separate from male, female, and anything in between while still having a very strong and specific gendered feeling

**Androgyne:** gender identity that can be a blend of both or neither of the binary genders; they may describe this as being between female and male, between, between masculine and feminine or simply 'in between.'; they can also identify as neither feminine or masculine, or neither female and male

**Bigender:** two distinct gender identities, either at the same time, or at different times

**Demiboy:** identity is only partly male, regardless of their assigned gender at birth; can be used to describe someone assigned male at birth who feels but the barest association with that identification, though not a significant enough dissociation to create real physical discomfort or dysphoria, or
someone assigned female at birth who is trans masculine but not wholly binary-identified, so that they feel more strongly associated with 'male' than 'female,' socially or physically, but not strongly enough to justify an absolute self-identification as 'man'

Demigirl: someone who only partially (not wholly) identifies as a girl or woman, whatever their assigned gender at birth; can be used to describe someone assigned female at birth who feels but the barest association with that identification, though not a significant enough dissociation to create real physical discomfort or dysphoria, or someone assigned male at birth who is trans feminine but not wholly binary-identified, so that they feel more strongly associated with “female” than “male,” socially or physically, but not strongly enough to justify an absolute self-identification as "woman"

Gender diverse: (gender-diverse) noting or relating to a person whose gender identity or gender expression does not conform to socially defined male or female gender norms

Genderfluid: individuals have different gender identities at different times; multiple genders at once and then switch to none at all, or move between single gender identities, or some other combination therein changes happen as often as several times a day and for others, monthly, or less often; some genderfluid people regularly move between only a few specific genders, perhaps as few as two (which could also fit under the label bigender), whereas other genderfluid people never know what they'll feel like next.

Genderflux: being fluid between an agender identity and one or more other gender identities; intensity of one or more gender identities as ranging from 0% to 100%

Gender nonconforming: not conforming to a given culture's gender norm expectations; a phrase for someone whose gender expression doesn't match their society's prescribed gender roles or gender norms for their gender identity

Gender variant: are to some degree transgender, and don't fit into the gender binary system;

Genderfuck: form of gender expression that seeks to subvert the traditional gender binary or gender roles by mixing traditionally masculine (such as a beard) and traditionally feminine (such as a dress) components; "fuck with" or mess with traditional notions of gender expression or gender roles; some it is their gender identity, for others it is a label for a certain event's clothing or outfit

Genderqueer: may also be used by individuals wishing to identify as holding queer or nonnormative gender without being any more specific about the nature of their gender

Graygender: (graygender/greygender) a person who identifies as (at least partially) outside the gender binary and has a strong natural ambivalence about their gender identity or gender expression.
Mixed-gender: This umbrella term is used to describe people who experience more than one gender identity.

Multigender: This umbrella term is used to describe people who experience more than one gender identity.

Neutrois: Person who feels that they are genderless or lacking gender

Nonbinary: someone who may identify with both genders, neither gender, or a “third gender. It is also used as an umbrella term for varying gender identities

Omnigender: is a gender similar to polygender, but more specific in what it means. Polygender is when one has multiple genders, while omnigender specifies that it is 'most, but not all.'

Pangender: a gender identity that describes a person whose gender identity and/or gender expression are multiple and varied. Literally meaning “all” gender, pangender can manifest itself in a person feeling as though their gender identity/expression encompasses many facets

Polygender: a term that is refers to having multiple genders. It is sometimes used interchangeably with multigender. However some people define polygender as having more than two genders, so bigender is included in multigender but is not included in polygender. The genders can be experienced fluidly or static

Stud: a term most commonly used to indicate a Black/African-American and/or Latina masculine lesbian/queer woman. Also known as ‘butch’ or ‘aggressive’.

Trigender: this is a gender identity term that most often means one of two things. First, a trigender person may feel as though they are not man or woman, but are also not in between those two labels. As such, a trigender person defines their gender identity in a third category, which is not situated in between man/woman. Second, trigender can also mean a person who feels that they are a blending of three gender identities. (2020, University of Rhode Island Gender and Sexuality Center)

More Terms

Ally/Accomplice: Someone who confronts heterosexism, homophobia, biphobia, transphobia, heterosexual and cisgender privilege in themselves and others. They have a concern for the well-being of lesbian, gay, bisexual, trans, and intersex people, and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.

Trans* Activism: The political and social movement to create equality for gender variant persons.

Closeted/In the Closet: an individual who is not open to themselves or others about their (queer)
sexuality or gender identity. This may be by choice and/or for other reasons such as fear for one’s safety, peer or family rejection or disapproval and/or loss of housing, job, etc. When someone chooses to break this silence they “come out” of the closet. (See coming out)

**Coming Out:** (1) 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.).

**Cross-Dresser:** a person who enjoys wearing clothes and accessories typically worn by those of a different gender; cross-dressers may have any sexual orientation (heterosexual, gay, lesbian, bisexual); contrary to popular belief, the overwhelming majority of male cross-dressers identify as straight and often are married

**Drag:** The act of dressing in gendered clothing as part of a performance. **Drag Queens** perform in highly feminine attire and **Drag Kings** perform in highly masculine attire. Drag may be performed as a political comment on gender, as parody, or simply as entertainment. Drag performance does not indicate sexual orientation or gender identity.

**Gender Role:** socially constructed behavioral expectations associated with being male or female (i.e. men should behave and interact one way, while women should behave and interact in another)

**LGBTQIA+ / LGBT2SQIA+ / GSRM / DSG:** some of the initialisms used as shorthand or umbrella terms for all folks who have a non-normative (or queer) gender or sexual identities. **LGBTQIA+** is Lesbian Gay Bisexual Transgender Two-Spirit and Queer and/or Questioning, Intersex, Asexual + at the end is added to include other identities not listed. **LGBT2SQIA+** is Lesbian, Gay, Bisexual, Trans, Transgender, or Trans-Identified, Two-Spirit, Queer, Questioning, Intersex, Asexual. **GSRM** is Gender, Sexual, and Romantic Minorities; **DSG** is Diverse Sexualities and Genders. Other options include the initialism GLBT or LGBT, the acronym QUILTBAG (Queer [or Questioning] Undecided Intersex Lesbian Trans Bisexual Asexual [or Ally] and Gay [or Genderqueer]), and 2SLGBTQ+ with the 2S representing Two-Spirit individuals. The use of “Ally” as the A is controversial; with some in the community accepting and others feeling like it does not belong.

**Outing:** Involuntary or unwanted disclosure of another person’s sexual orientation, gender identity, or intersex status, which could put the individual at risk

**Polyamory:** is typically the practice of, or desire for, intimate relationships where individuals may have more than one partner, with the knowledge and consent of all partners. It has been described as "consensual, ethical, and responsible non-monogamy".

**Queer – 1.** An umbrella term which embraces a matrix of sexual preferences, orientations, and habits of the not-exclusively- heterosexual-and-monogamous majority. Queer includes lesbians, gay men, bisexuals, trans people, intersex persons, the radical sex communities, and others who are
nonconforming to the normative definitions of sexuality. **2.** This term is sometimes used as a sexual orientation label instead of ‘bisexual’ as a way of acknowledging that there are more than two genders to be attracted to, or as a way of stating a non-heterosexual orientation without having to state who they are attracted to. **3.** A reclaimed word that was formerly used solely as a slur. For some people this is derogatory and for some it is not. Thus, it is typically best to use the terminology that the individual uses.

**QPOC:** queer person of color

**Queer Platonic Partner (QPP):** a term used to describe a platonic relationship that goes beyond friendship but does not necessarily include a sexual or romantic component. This term is also used to describe a family-like bond formed between two queer people.

**Gender dysphoria (formerly gender identity disorder):** is defined as strong, persistent feelings of identification with a different gender and discomfort with one's own assigned sex that results in significant distress or impairment.
"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 know, befriended, or loved before.
4. Ask prying 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.
Heterosexual Questionnaire
How Do You Know That You Are Straight?

1. What do you think caused your heterosexuality?
2. When and how did you first decide that you were heterosexual?
3. Is it possible that your heterosexuality is just a phase that you may grow out of, or that you’re just experimenting?
4. If you’ve never slept with someone of the same sex, is it possible that all you need is a good gay lover?
5. Is it possible that your heterosexuality stems from a bad experience with a member of the same sex? Or a fear of the same sex?
6. To whom have you disclosed your heterosexual tendencies? How did they react when you told them?
7. Why do you heterosexuals feel compelled to seduce others into your lifestyle? Your lifestyle doesn’t offend me, as long as I don’t have to see it.
8. Why do you insist on flaunting your heterosexuality? Can’t you just be who you are and keep quiet?
9. Why do heterosexuals place so much emphasis on sex?
10. Considering the battering, abuse and divorce rate associated with heterosexual coupling, why would you want to enter into that kind of relationship?
11. A disproportionate number of child molesters are heterosexuals. Do you consider it safe to expose your children to heterosexual teachers?
12. Do heterosexuals hate and/or distrust members of their own sex? Is that what makes them heterosexual?
13. With all the societal support marriage receives the divorce rate is spiraling. Why are there so few stable relationships among heterosexuals?
Ally Questionnaire

1. As an ally, I have reflected on my possible ease of physical access to any building/can assume that I will have no problem accessing my mailbox. If I have been affected by these issues personally, I have tried to understand that my experience may not be a universal one.

2. As an ally, I have reflected on the recognition that I can look at the mainstream media and find people of my race represented fairly and in a wide range of roles. If this is not true for me, I have reflected on the varying degrees my race may or may not be present.

3. As an ally, I have reflected on the assumption that I will not have to work or go to school on my religious holidays. If this is not true for me, I have tried to reflect on the degree to which this lack of acknowledgement of my practices has hindered me from celebrating.

4. As an ally, I have reflected on the neighborhood I live in being relatively free of obvious drug use and violent crime. If this is not true for me, I have reflected on the how this impacts my ability to be at this training.

5. As an ally, I have reflected on the assumption that I will not have to work or go to school on my religious holidays. If this is not true for me, I have tried to reflect on the degree to which this lack of acknowledgement of my practices has hindered me from celebrating.

6. As an ally, I have reflected on the neighborhood I live in being relatively free of obvious drug use and violent crime. If this is not true for me, I have reflected on the how this impacts my ability to be at this training.

7. As an ally, I have reflected on the fact that people generally assume that I can communicate proficiently in English. If this is not true for me, I have tried to reflect on the degree to which this affects my ability to contribute to discussions.

8. As an ally, I have reflected on my experience of people making jokes about “old people driving” and knew they were not directed at me due to my age. If I have been affected by this, I have tried to understand that my experience may not be a universal one.

9. As an ally, I have reflected on my ability to take a job with an employer who believes in Affirmative Action without people thinking I got my job only because of my race. If this has happened to me, I have reflected on my skills and ability as well as my experience in that environment.
Journey Through Allyship

The Comfort Zone

- Find purpose
- Deal with challenges and problems
- Live dreams

Growth Zone
- Set new goals
- Conquer objectives

Learning Zone
- Acquire new skills
- Extend your comfort zone

Fear Zone
- Find excuses

Comfort Zone
- Feel safe and in control
- Be affected by others' opinions
<table>
<thead>
<tr>
<th>Tools</th>
<th>Tools in Use</th>
<th>Resources</th>
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</thead>
<tbody>
<tr>
<td>Limited glossary – start with</td>
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<td>Included in virtual manual:</td>
</tr>
<tr>
<td>Limited allyship experience – start with</td>
<td>X</td>
<td>Included in virtual manual:</td>
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<td>Examine implicit biases here:</td>
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<tr>
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<td><a href="https://www.bsu.edu/campuslife/counselingcenter/additionalservices/safezone/resources-for-lgbtq-community">https://www.bsu.edu/campuslife/counselingcenter/additionalservices/safezone/resources-for-lgbtq-community</a></td>
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<tr>
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<td></td>
<td><a href="http://www.imdpflag.org/">http://www.imdpflag.org/</a></td>
</tr>
<tr>
<td>Increased awareness of privilege</td>
<td>X</td>
<td>Can be obtained through multiple avenues including attending outreach programs held by diversity outreach team. For more information on privilege, please check here:</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="https://www.ncci.org/what-privilege">https://www.ncci.org/what-privilege</a></td>
</tr>
<tr>
<td>Knowledge of local/state laws regarding</td>
<td>X</td>
<td><a href="https://www.aclu.org/legislation-affecting-lgbt-rights-across-country">https://www.aclu.org/legislation-affecting-lgbt-rights-across-country</a></td>
</tr>
<tr>
<td>LGBTQIA+ individuals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Advocacy skills/experience</td>
<td>X</td>
<td>Gain through repeatedly reviewing the aforementioned</td>
</tr>
</tbody>
</table>
How You Can Help LGBTQIA+ Students and Staff

- Use Inclusive language
- Listen and be supportive
- Know the resources available on campus
- Join the support network
- Check your assumptions
- Create an inclusive environment
- Keep current with LGBTQIA+ student issues on campus
- Include LGBTQIA+ books and videos in your office/library
- Be proactive in making changes, don’t wait for a problem to arise
- Call someone knowledgeable on campus if an incident occurs or you need information
- Don’t tolerate intolerance in the office or with students
- Know that the LGBTQIA+ community is not inclined to report incidents
- Understand that there might be distrust from students or staff that are LGBTQIA+
- Attend student group meetings once a year to introduce yourselves and your office services
- If you are not comfortable with LGBTQIA+ issues, recognize that and allow someone who is to work with those students
- Understand the difference between sexual orientation and gender identity and expression
- Include LGBTQIA+ issues and concerns in trainings
- Know current hate/bias crime laws and procedures
What if…

- My Safe Zone sign is torn off my room door?
  - Contact your Safe Zone Leaders to get a new sign. Consider the fact that this may be an instance of discrimination as well.

- Others assume I’m LGBTQIA+ because I have posted the Safe Zone sign on my door.
  - Ask yourself why this would matter. What’s an appropriate response to generate to help that person check out their own assumptions and biases?
  - An example could be “I am an ally. I have been educated on the challenges that LGBTQIA+ individuals face, and I think it’s important to ___(fill in the blanks with why you think it is important to be an ally)”

- Others ask me about someone else’s sexual orientation/identity?
  - Be careful not to out anyone. Try to help that person understand why they need to know whether or not someone is a certain orientation.
Community Resources

Ball State University
- Student Groups: Spectrum and Call to Action
- Ball State Counseling Center (confidential services) 765-285-1736 counselctr@bsu.edu
- Ball State Victim Services (confidential services) 765-285-7844 ovs@bsu.edu
- Ball State Office of Student Rights and Community Standards 765-285-5036 mrgillilan@bsu.edu
- Ball State Multicultural Center 765-285-1344 mc2@bsu.edu
- Title IX Office 765-285-1545 kslabaugh@bsu.edu
- Ball State Spectrum Student Organization

Muncie
- Muncie OUTreach LGBTQIA+ Youth Group  www.muncieoutreach.org
- Finding SPIRIT support group for transgender/nonbinary individuals and allies,  www.muncieoutreach.org

Indianapolis/Greater Indiana
- Indy Boyz and Indy Girlz support groups for transgender individuals and their families at Life Journey Church
- Iota Sigma Chi Support Group meets monthly (ages 21+)
- Indiana Youth Group for trans individuals ages 12-20  indianayouthgroup.org
- Indiana Transgender Network indianatransgendernetwork.com
- Trans Youth Family Allies imatyfa.org
- Indiana Transgender Wellness Alliance
- Eskenazi Health Transgender Health & Wellness Program
Don't Forget Your Safe Zone Buttons!

Small buttons: $.50 each
Large Buttons: $1.00 each
Contact Alexandra Whitman
awhitman@bsu.edu
Large Buttons