

SafeZONE

**Culture
@ASU**

Introductions

Please share with us your:

Name

Pronouns

Department

Why you are attending the program today



What is **SafeZONE**?

SafeZONE is an interactive learning experience designed to raise awareness of the diverse expressions of gender and sexual identity. For faculty, staff, and student leaders it supports our work of embracing and expressing the university's principles of Sun Devil Service and measuring ourselves by whom we include and how they succeed.



Creating a Safe Space

To create a safe space for exploration and dialogue, we ask that you use the following principles:

- Actively listen, acknowledge, and respond
- Take ownership of your perspective
- Demonstrate professionalism
- View SafeZONE as professional development to help you meet the expectations for service excellence



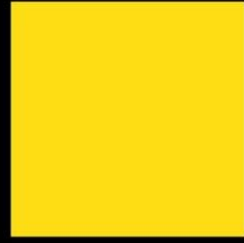
Opportunities for Engagement

Tolerance

Acceptance

Respect

Advocacy



Learning Outcomes

Enhance **understanding** of
language related to **gender**
and sexual identity and
expression



Explore opportunities to
support LGBTQIA individuals





A Crash Course in Vocabulary

A Changing Vocabulary

Vocabulary is a tool we can use to understand an evolving and often confusing set of ideas around gender and sexual identity.

Term : Sexual Identity

Refers to **how one thinks of oneself** in terms of to whom one is romantically or sexually attracted. Sexual identity may also refer to sexual orientation

Term : Biological Sex

Refers to a person's **biological status** and is typically categorized as male, female, or intersex. There are a **number of indicators** of biological sex, including **sex chromosomes, gonads, internal reproductive organs, and external genitalia.**

Source: American Psychological Association, "Definition of Terms: Sex, Gender, Gender Identity, Sexual Orientation"



Being Intersex



Source: BuzzFeed Yellow, "What It's Like To Be Intersex" (<https://youtu.be/cAUDKEI4QKI>)



Term : Gender

Refers to the attitudes, feelings, and behaviors that a given culture associates with a person's biological sex assigned at birth.

Source: American Psychological Association, "Definition of Terms: Sex, Gender, Gender Identity, Sexual Orientation"



Activity My Gender

Write down two to three things that you do to ensure that people know your gender - the clothes you wear, the topics you talk about with colleagues, etc.

Term : Gender Identity

A person's innermost concept of self as a man, a woman, a blend of both, or neither; also how individuals think and talk about themselves. A person's gender identity can be the same (cisgender) or different (trans) from their sex assigned at birth.

Adapted from: Human Rights Campaign, "Sexual Orientation and Gender Identity Definitions"



Term : Trans

An **umbrella term** for people whose gender identity and/or expression is **different from cultural expectations** based on their **biological sex assigned at birth**.

Source: Human Rights Campaign, "Sexual Orientation and Gender Identity Definitions"



Term : Gender Expression

Refers to the way in which a person **acts to communicate** gender within a given culture; for example, in terms of **clothing, communication patterns and interests.**

Source: American Psychological Association, "Definition of Terms: Sex, Gender, Gender Identity, Sexual Orientation"



Term : Gender Fluid

A gender identity where a person identifies as

1) both a woman and a man or neither; 2)

Experiences a range of femininity and masculinity, with a denoted movement or flow between genders;

3) Consistently experiences their gender identity outside of the gender binary.



Gender Fluid Perspective

“I like to exist as a person. I don’t feel like I am either a man or a woman. I feel like myself.”

- Tyler Ford



Source: PBS, “I Like to Exist as a Person”: What it means to live Resource: MTV, <http://www.mtv.com/news/2153402/tyler-ford-agender-queer-diary/>

Trans Perspective Pronouns

BuzzFeed
presents

WHY WE NEED TRANSGENDER PRONOUNS

Source: BuzzFeed Yellow, "Why pronouns matter for trans people," https://www.youtube.com/watch?v=N_yBGQqg7kM



Gender Neutral Pronouns

	Subject	Object	Possessive	Pronunciation
Gender Binary	she	her	hers	as it looks
	he	him	his	as it looks
Gender Neutral	they*	them*	theirs*	as it looks
	ze	hir	hirs	zhee, here, heres
	ze	zir	zirs	zhee, zhere, zheres
	xe	xem	xyrs	zhee, zhem, zheres

** used as singular*

Adapted from: University of Tennessee at Knoxville guide on pronouns, retrieved from Inside Higher Ed article at <https://www.insidehighered.com/news/2015/09/08/u-tennessee-withdraws-guide-pronouns-preferred-some-transgender-people>



Term : Sexual Orientation

An inherent or immutable enduring emotional, romantic, or sexual attraction to other people.

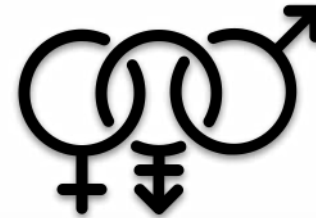
Describing Sexual Orientation



Gay



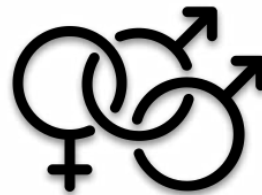
Lesbian



Pansexual



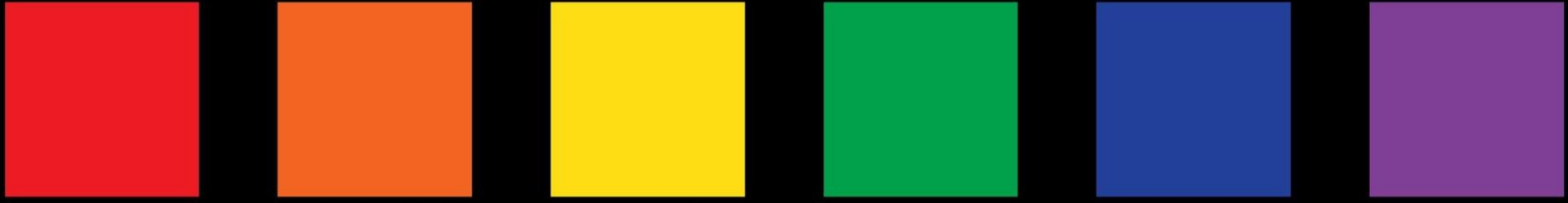
Straight



Bisexual



Asexual



**Supporting
LGBTQIA Individuals**

Opportunities for Engagement

Tolerance

Acceptance

Respect

Advocacy

Personal Development

What are ways in which you can **continue to learn** more about LGBTQIA individuals and the community?

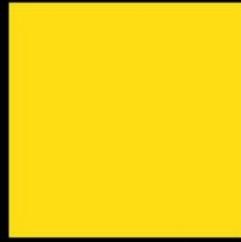
Creating an Inclusive Department

What are actions you can take in your department or academic unit to make it more inclusive for our students? community?

Ways to be an Ally

- Listen More, Talk Less
- Look to Amplify rather than overshadow
- Strive to use more inclusive language
- Be mindful with pronoun use
- Engage more people who share your identity
- Continue to educate yourself on LGBTQIA* issues
- Respect. Compassion. Equity





Questions?



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Thank you!