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**ALLY**

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# Supporting the LGBTQ+ Community

Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning



# AGENDA



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- Introductions
- ALLY / SafeZone Overview
- LGBTQ+ 101
- How To Be An ALLY
- Resources
- Contracts & Evaluations





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# INTRODUCTIONS

Name

Pronouns

If you could travel anywhere in the world,  
where would you go?



# STAND UP, SIT DOWN



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- Turn off your camera.
- When I read a behavior that applies to you, turn your camera on.
- Once your camera is on, please leave it on for the rest of the seminar.



# PURPOSE OF ALLY TRAINING



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- Awareness of the LGBTQ+ community
- Understanding of how heterosexism, biphobia, and transphobia affects us all
- Resources and skill to be a better ally
- Opportunity to join the ALLY / SafeZone Program



# GROUND RULES



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- Confidential environment
- Supportive environment
- Use “I” statements
- Step outside your comfort zone
- It’s okay to pass
- Any others?



# SAFEZONE PROJECT



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- SafeZone Participant Packet:  
[bit.ly/ALLYPacket](https://bit.ly/ALLYPacket)

- Full SafeZone Curriculum:  
<https://thesafezoneproject.com/>





# DO YOU REMEMBER...



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The first time you recall anything LGBTQ+ in your  
life?

The first time you recall anything LGBTQ+ at  
Norco College?





# TERMINOLOGY

- Heterosexism
- Homophobia
- Biphobia
- Transphobia





# TERMINOLOGY

## SEXUAL ORIENTATION

- Lesbian
  - Gay
  - Bisexual
  - Straight
  - Asexual
- 
- Intersex

## GENDER IDENTITY

- Transgender
- Cisgender
- Nonbinary
- M2F or F2M
- AMAB or AFAB



# 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.



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# HETEROSEXUAL PRIVILEGE

What benefits do heterosexual people have in our society that LGBTQ+ people do not?





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# GENDER NORMATIVITY

In what ways are people considered “normal”  
men and women in our culture?

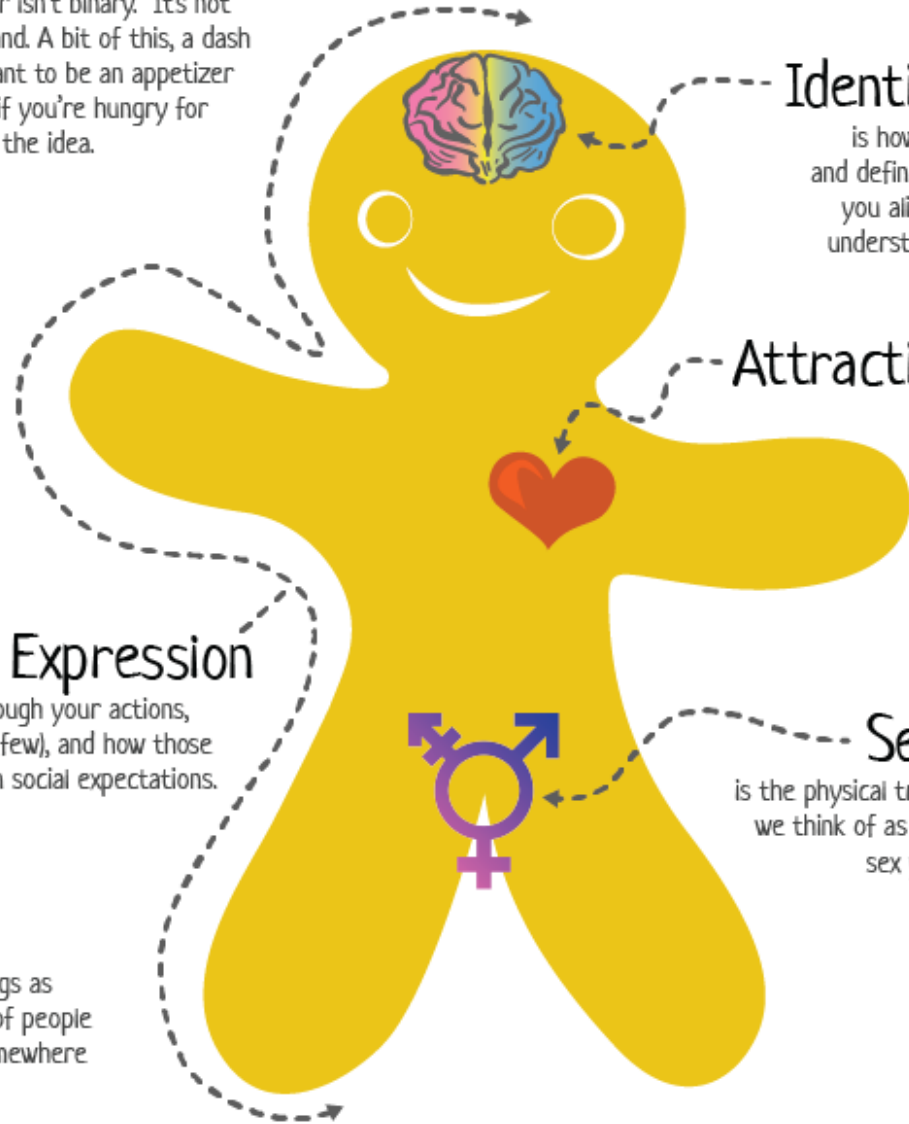
What benefits do we gain if we conform to  
those norms?



# The Genderbread Person

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more after reading it. In fact, that's the idea.



## Identity

is how you, in your head, experience and define your gender; based on how much you align (or don't align) with what you understand the options for gender to be.

## Attraction

is how you find yourself feeling drawn (or not drawn) to some other people, in sexual, romantic, and/or other ways (often categorized within gender).

## Expression

is how you present gender (through your actions, clothing, and demeanor; to name a few), and how those presentations are viewed based on social expectations.

## Sex

is the physical traits you're born with or develop that we think of as "sex characteristics," as well as the sex you are assigned at birth.

We can think about all these things as existing on continuums, where a lot of people might see themselves as existing somewhere between 0 and 100 on each

⊘ means a lack of what's on the right side



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### Gender Identity

-  Woman-ness
-  Man-ness

personality traits, jobs, hobbies, likes, dislikes, roles, expectations

common GENDER IDENTITY things

### Gender Expression

-  Femininity
-  Masculinity

style, grooming, clothing, mannerisms, affect, appearance, hair, make-up

common GENDER EXPRESSION things

### Anatomical Sex

-  Female-ness
-  Male-ness

body hair, chest, hips, shoulders, hormones, penis, vulva, chromosomes, voice pitch

common ANATOMICAL SEX things



Identity  $\neq$  Expression  $\neq$  Sex  
Gender  $\neq$  Sexual Orientation

### Sex Assigned At Birth



Female  Intersex  Male

Typically based solely on external genitalia present at birth (ignoring internal anatomy, biology, and change throughout life), Sex Assigned At Birth (SAAB) is key for distinguishing between the terms "cisgender" (when SAAB aligns with gender identity) and "transgender" (when it doesn't).

### Sexually Attracted to... and/or (a/o)

-  Women a/o Feminine a/o Female People
-  Men a/o Masculine a/o Male People

### Romantically Attracted to...

-  Women a/o Feminine a/o Female People
-  Men a/o Masculine a/o Male People





# AN ALLY...

## PROVIDES

- Visible support
- A Safe Zone
- A role model for the “straight” community

## CAN BE

- An activist
- An educator
- A speaker

## IS NOT

- An expert
- A spokesperson for all
- A counselor





# TIPS TO BE A BI ALLY

- Acknowledge that a person who is bisexual is always bisexual regardless of their current or past sexual experiences.
- Check in about preferred terms.
- Recognize that Bi people are NOT “confused,” “oversexed,” or attracted to everyone.
- Don’t assume that Bi people “uphold a gender binary.”
- Not every Bi person “passes” as straight. Those who do may not feel this is a privilege.
- Many Bi people experience invisibility within the LGBTQ community.





# TIPS TO BE A QPOC ALLY

- QPOC means “Queer People of Color”
- QPOC folks may prefer terms like “Same Gender Loving” or “Two Spirit”
- QPOC folks may hear expressions like “on the down low” and “no homo” within their communities of color.
- QPOC folks may feel they must choose between communities of color and the LGBTQ+ community.
- Respect confidentiality and understand why QPOC folks may chose to be “out” in different spheres of their lives.



# TIPS TO BE A TRANS ALLY



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- Respect the confidentiality of anyone who comes out to you as intersex, transgender, nonbinary, or gender questioning.
- Never try to tell a person what “category” they fit into.
- Acknowledge that a person can be trans without transitioning.
- Do your best to be respectful and call the person by the name they request and use their preferred pronouns.
- Be patient with a person who is questioning their gender identity.



# TOP 5 THINGS TO REMEMBER



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1. Like many topics, other identities intersect with sexual orientation and gender identity.
2. Be willing to explore your personal opinions and beliefs about LGBT people, and how they may affect your position.
3. LGBTQ+ terminology is not absolute or fixed.
4. Remember your helping and listening skills.
5. When in doubt, ASK!





# RESOURCES

## Unity Zone CSS 216 & Canvas

**Unity Zone**

Daniela McCarson

**PRISM Advisors**

Ammanda Moore  
Cameron Young

**LGBTQ+ Advocates  
Co-Chairs**

Peggy Campo  
Cameron Young

**Ally Trainers**

Laura Adams  
Christopher Lugo  
Ammanda Moore



**THANK YOU!**



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