LG BT Ally Project Safe
Training Manual

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Introduction

How to Use this Manual
The ever-changing landscape of the LGBT community and political atmosphere surrounding LGBT issues makes it difficult to create a standalone permanent manual. This manual has been compiled as a counterpart to the Project Safe Training. The myriad of resources included on the Project Safe Training disk will be referred to in many sections of this manual in addition to various internet resource links. We like to recognize the work that has been/is being done, not only at Lawrence Technological University, but other schools, colleges, universities, and grassroots and community organizations around the United States and world. We have done our best to include or link to as many of those resources as possible. You will find many sections of this manual contain a simple statement redirecting you to one of those resources.

*If you find a resource missing or broken link, or would like us to consider including any additional resources please email stuevent@ltu.edu.

Mission & Goals
The mission of Project Safe is to provide a safe, nonjudgmental campus environment for all LTU students, faculty, staff, and allies who may have questions and/or concerns related to gay, lesbian, bisexual, and transgender issues. Project Safe strives to promote understanding and support for all members of the LTU community.

History of Project Safe
Project Safe was initially presented at Lawrence Tech in October 2011. Project Safe was initially modeled after the LGBT/Ally training program at North Carolina State University. Project Safe continues to evolve with the changing campus environment.

Project Safe Today
Today, Project Safe is maintained through a collaborative effort of the Office of Student Engagement, Office of Leadership Programs & First Year Experience, and OUT! at LTU with Friends. Project Safe has expanded to include a program for First Year Mentors and Housing staff, faculty and staff, and a program for future Project Safe Trainers.
Terms & Definitions

“If I do not speak in a language that can be understood there is little chance for a dialogue.”
—bell hooks, Talking Back, 78

LGBTQIA

Lesbian: A woman who forms her primary loving and sexual relationships with other women; a woman who has a continuing affectionate, emotional, romantic, and/or erotic preference for someone of the same sex. A common and acceptable term for female homosexuals.

Gay: A man who forms his primary loving and sexual relationships with other men; a man who has a continuing affectionate, emotional, romantic and/or erotic preference for someone of the same sex. A common and acceptable term for male homosexuals, but also used when referring to both men and women.

Bisexual: A person who has an affectionate, emotional, romantic, and sexual attraction to men and women. Degree of attraction and choice of primary relationship partner varies for each person.

Transgender: An umbrella term for individuals who blur the lines of traditional gender expression. It sometimes refers to cross dressers and transsexuals. It also reflects recent scholarship which suggests gender to be socially constructed. Transgender individuals recognize the social construction of their genders and thus do not fit neatly within societally prescribed gender roles determined by biological sex.

Queer: In the past, this term was a derogatory word for gay men and lesbians. It was reclaimed by more radical LGBT activists during the 1980s and used in the slogans of ACT UP and Queer Nation (We’re here, we’re queer, get used to it!). Considered a more inclusive term than gay, queer also sometimes refers to a more radical and confrontational type of activism.

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: People born with both male and female genitals (and/or chromosomes) or with ambiguous genitalia. Some people have surgeries, early in life (often without their choice), to definitively assign them one anatomical sex. This surgery does not always result in a physical sex assignment that matches the person’s internal gender.

Pansexual: The potential for sexual attractions, sexual desire, romantic love, or emotional attraction, toward people of all gender identities and biological sexes.

Asexuality: Asexuality (sometimes referred to as non-sexuality), in its broadest sense, is the lack of sexual attraction and, in some cases, the lack of interest in sex. Sometimes, it is considered a lack of a sexual orientation.
**Ally:** Any non-lesbian, non-gay, non-bisexual or non-transgender person whose attitudes and behavior are both anti-homophobic and anti-heterosexist and who works toward combating homophobia and heterosexism on a personal and professional level.

**LGBT vs. GLBT:** There is no difference between GLBT and LGBT other than the order with which the different categories are referred. The preferred use of LGBT over GLBT comes from feminist efforts within the LGBT community to recognize the male privilege gay men still hold compared to lesbians despite the shared sexual orientation minority status. Using LGBT puts women, or specifically lesbian women, first in an effort to bring about change within the community and reflect this change to those outside the community.

**The Difference Between Sex and Gender**

**Sex:**
- Biological
- Male/Female
- Physical “parts and pieces”

**Gender:**
- Socially constructed
- Masculine/Feminine
- Dress and behavior
Sexual Orientation

L G B Q P A: lesbian, gay, bisexual, queer, questioning, pansexual, asexual

Aspects of Sexual Orientation:

- Physical and/or emotional attraction to the same and/or different gender
- Not a choice
- Cannot be Changed
- Sexual orientation is distinct from a person's gender identity and expression

Bisexuality and the Kinsey Scale: The Kinsey scale (also called the Heterosexual-Homosexual Rating Scale) attempts to describe a person's sexual history or episodes of his or her sexual activity at a given time. It uses a scale from 0, meaning exclusively heterosexual, to 6, meaning exclusively homosexual. Numbers 1 to 5 indicate bisexuality. In the Kinsey Reports, an additional grade, listed as "X", was used for asexuality. The scale was first published in 1948 by Alfred Kinsey.

Based on his findings, Kinsey believed more people were bisexual than exclusively heterosexual or homosexual.

References
Gender Identity

*T Q Q I: transgender, queer, questioning, intersex*

For a greater breakdown of terminology see “LGBTQI Terminology.pdf” and “Trans Terminology.pdf”

A few notes:

- Transgender encompasses any individual who crosses over or challenges their society’s traditional gender roles and/or expressions.
- A common misconception is that cross-dressing is done for sexual gratification. This is not true.
- Gender Identity Disorder is still listed in the Diagnostic and Statistical Manual of Mental Disorders (DSM) (currently in fourth edition, text revision) used by the American Psychological Association to diagnose mental disorders. This has created a struggle where many in the transgender community do not agree that they are suffering from a disorder, but in the current health care system having a diagnosable disorder allows the best access to insurance coverage for any hormone treatments or surgeries.
- Cisgender is the norm for gender identity in US American society, similar to how heterosexuality is the norm for sexual orientation.
Signs & Symbols

**Rainbow Flag:** The flag was originally designed by San Francisco artist, Gilbert Baker, in 1978 and was intended to be a symbol of gay and lesbian pride. It was inspired by the Flag of the Races which had five stripes, each one representing the colors of human kind. The six colors of the flag — red, orange, yellow, green, blue, and purple — represent the diversity and unity within the LGBT movement. The widespread use of the flag is due less to any official recognition of it as a symbol and more to its adoption by members of the LGBT community.

**Pink Triangle:** An inverted pink triangle was a Nazi symbol used to identify homosexuals during the Holocaust. The symbol was adopted by gays and lesbian activists to remember those who were tortured and killed in Nazi concentration camps.

**Lambda:** This Greek letter was adopted by the Gay Activist Alliance in 1970 as a symbol of the gay movement. An ancient Greek regiment of warriors who carried a flag emblazoned with the lowercase lambda marched into battle with their male lovers. The group was noted for their fierceness and willingness to fight until death.

**Transgender Symbol:** Originating from a drawing by Holly Boswell, it depicts a combination of the male and female symbol with an additional crossed arrow projecting from the top-left.

**National Coming Out Day:** An internationally observed civil awareness day for coming out and discussion about LGBT and asexual peoples. It is observed by members of the LGBT community and their supporters or allies on October 11 every year in the United States.

**Human Rights Campaign (HRC):** Founded in 1980, HRC advocates on behalf of LGBT Americans, mobilizes grassroots actions in diverse communities, invests strategically to elect fair-minded individuals to office and educates the public about LGBT issues.

Affirmations: A 501(c)3 nonprofit organization serving people of all sexual orientations and gender identities. Affirmations is housed in a state-of-the-art, multi-use facility in the heart of downtown Ferndale, MI.

References:
Affirmations: http://www.goaffirmations.org/site/PageServer?pagename=about_splash
HRC: http://www.hrc.org/resources/entry-establishing-an-allies-safe-zone-program
HRC: http://www.hrc.org/the-hrc-story/about-us
LG BT History

*For a more complete reference of LGBT History, please see “GLBT Time Line.pdf” included with this resource disk.
Laws & Policies: USA

*Due to the rapidly changing state of LGBT rights in the United States, check the HRC website for the most up to date information and maps of rights.
http://www.hrc.org/resources/entry/maps-of-state-laws-policies

For more information on the current FDA standards of men who have had sex with men who wish to donate blood, please visit:
http://www.fda.gov/biologicsbloodvaccines/bloodbloodproducts/questionsaboutblood/ucm108186.htm
Laws & Policies: Michigan

*For the most up to date information about LGBT related laws and policies in Michigan, a good resource is the HRC site linked below.

Marriage/Relationship Recognition
Licenses marriages for Same-Sex couples - No
Honors marriages of Same-Sex couples from other jurisdictions - No
Any form of statewide relationship recognition for same-sex couples - No

Hate Crimes
Sexual Orientation Inclusive - No
Gender Identity Inclusive - No

Non-Discrimination
Sexual Orientation Inclusive – No (only for state employees)
Gender Identity Inclusive - No

School Laws
Protects gay and lesbian students - No
Protects transgender students - No

Medical Rights
Allow for a partner to make medical decisions on behalf of his/her incapacitated same-sex partner - No

Adoption
Permits single LGBT individuals to petition to adopt - Yes
Permits a same-sex couple to jointly petition to adopt - No
Permits a same-sex partner to petition to adopt partner’s child or child of the relationship - No explicit prohibition.

Reference:
http://www.hrc.org/laws-and-legislation/state/c/michigan
Laws & Policies: Lawrence Tech
Coming Out

Coming out is an ever evolving process of self-acceptance and integration of one's sexual identity. It is an intra-personal as well as interpersonal process and may include public proclamation of identity. Some people are "out" in some settings (for example with friends) and not "out" in other settings (for example, at work or with family).

The coming out process never ends.

National Coming Out Day:  October 11th (October 12th in the UK)
Being an Ally

Utilize knowledge, skills, awareness, and action to combat homophobia, heterosexual privilege, and heterosexism.

Knowledge:
Skills:
Awareness:
Action:

Homophobia:
Heterosexual privilege:
Heterosexism:

Riddle Homophobia Scale

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<th>Positive</th>
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<tr>
<td>• Repulsion</td>
<td>• Support</td>
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<tr>
<td>• Pity</td>
<td>• Admiration</td>
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<tr>
<td>• Tolerance</td>
<td>• Appreciation</td>
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<tr>
<td>• Acceptance</td>
<td>• Nurturance</td>
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Things to remember:

- Be familiar with the struggles an LGBT person might face while coming out.
- Understand your own limitations to the coming out process as an ally.
- Realize that there are specific cultural issues that a person has to face.
- Increase awareness and exposure to issues and concerns that a Transgender person may encounter.
Additional Resources

General Pages
Affirmations:  http://www.goaffirmations.org/
Equality MI:  http://equalitymi.org/
Human Rights Campaign (HRC):  http://www.hrc.org/
It Gets Better Project:  http://www.itgetsbetter.org/
National Center for Transgender Equality:  http://tranequality.org/
Parents For Lesbians and Gays:  http://www.pflag.org/
The Trevor Project:  http://www.thetrevorproject.org/
LGBTQ Architect:  http://architect.lgbtcampus.org/
Super Gay Detroit:  http://supergaydetroit.blogspot.com/

Michigan State University Resources Page
http://lbgtrc.msu.edu/resources

North Carolina State University GLBT Center Resources Page
http://www.ncsu.edu/stud_affairs/glbt/campusresource/index.php

HRC Resources
http://www.hrc.org/resources/entry/maps-of-state-laws-policies

FDA
http://www.fda.gov/biologicsbloodvaccines/bloodbloodproducts/questionsaboutblood/ucm108186.htm

Signs and Symbols References
Affirmations:  http://www.goaffirmations.org/site/PageServer?pagename=about_splash
HRC:  http://www.hrc.org/resources/entry/establishing-an-allies-safe-zone-program
HRC:  http://www.hrc.org/the-hrc-story/about-us