

Corky CARES



Community Advocacy, Reflection, and  
Education Series

# SAFE ZONE TRAINING

Presented by Nyk Robertson (they/them)

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Interdisciplinary Studies





# Introductions

- **Name**
- **Pronouns**
- **Office/Position on Campus  
or Major**
- **How long you've been at ESU**



# Outcomes

- Introduce Terminology
- Examine LGBTQ+ experiences in the U.S. and at ESU
- Equip participants to better act as advocates when working with the LGBTQ+ community on campus
- Discuss ways participants can support ESU's LGBTQ+ community
- Explore possibilities of "What's Next"



# Ground Rules

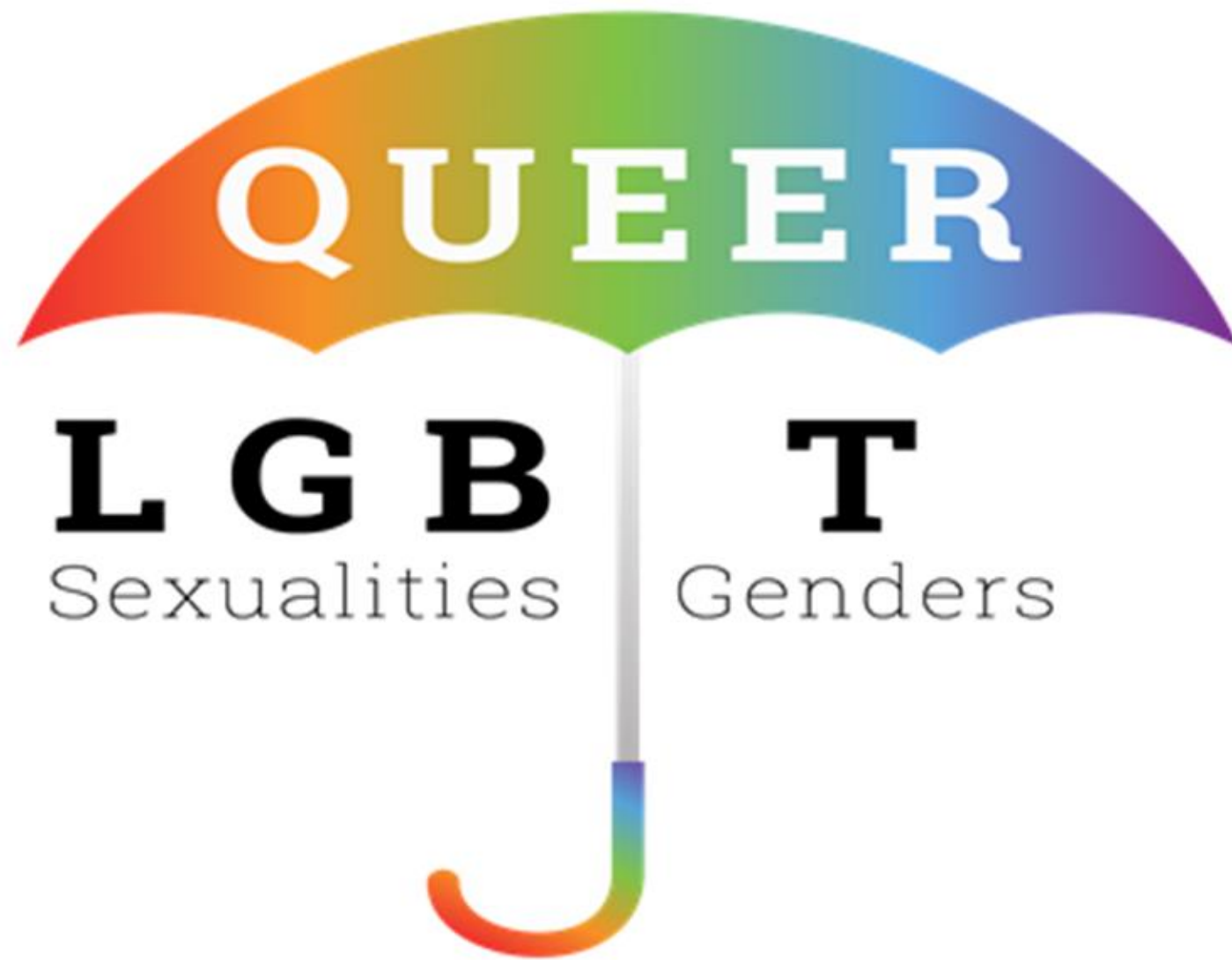
What can we committ to today?

- Brave Space
- Make "I" statements, not "you" statements
- Step Up, Step Back
- Vegas Rules: What's said here stays here, what's learned here leaves here
- Oops, Ouch (Intent vs. Impact)
- Be Present
- One Diva, One Mic



# 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.



**Trans\*/Transgender**  
Someone who does not identify with their sex assigned at birth

**Transfeminine/Transmasculine**  
Someone who identifies more female than male or more male than female

**Trans Man/Trans Woman**  
Someone who was female at birth but identifies as male/someone who was male at birth but identifies as female

**Agender**  
Someone who does not identify with a gender

**Two Spirit**  
Someone who fills one of the many mixed-gender roles prevalent in Native American communities

**Multigender**  
Someone who identifies with more than one gender (e.g. bigender)

**Gender Fluid**  
Someone whose gender changes

**Genderqueer**  
Someone who does not identify within the gender binary

## Identities Not Under The Trans\* Umbrella:

**Cisgender**  
Someone who is not trans\*





**Drag Performer**  
Someone who wears flamboyant clothes for entertainment value (can be trans\*)

**Crossdresser**  
Someone who wears clothes associated with the a different gender (can be trans\*)

**Intersex**  
The presence of a less common combination of biological features that generally distinguish male and female (can be trans\*)

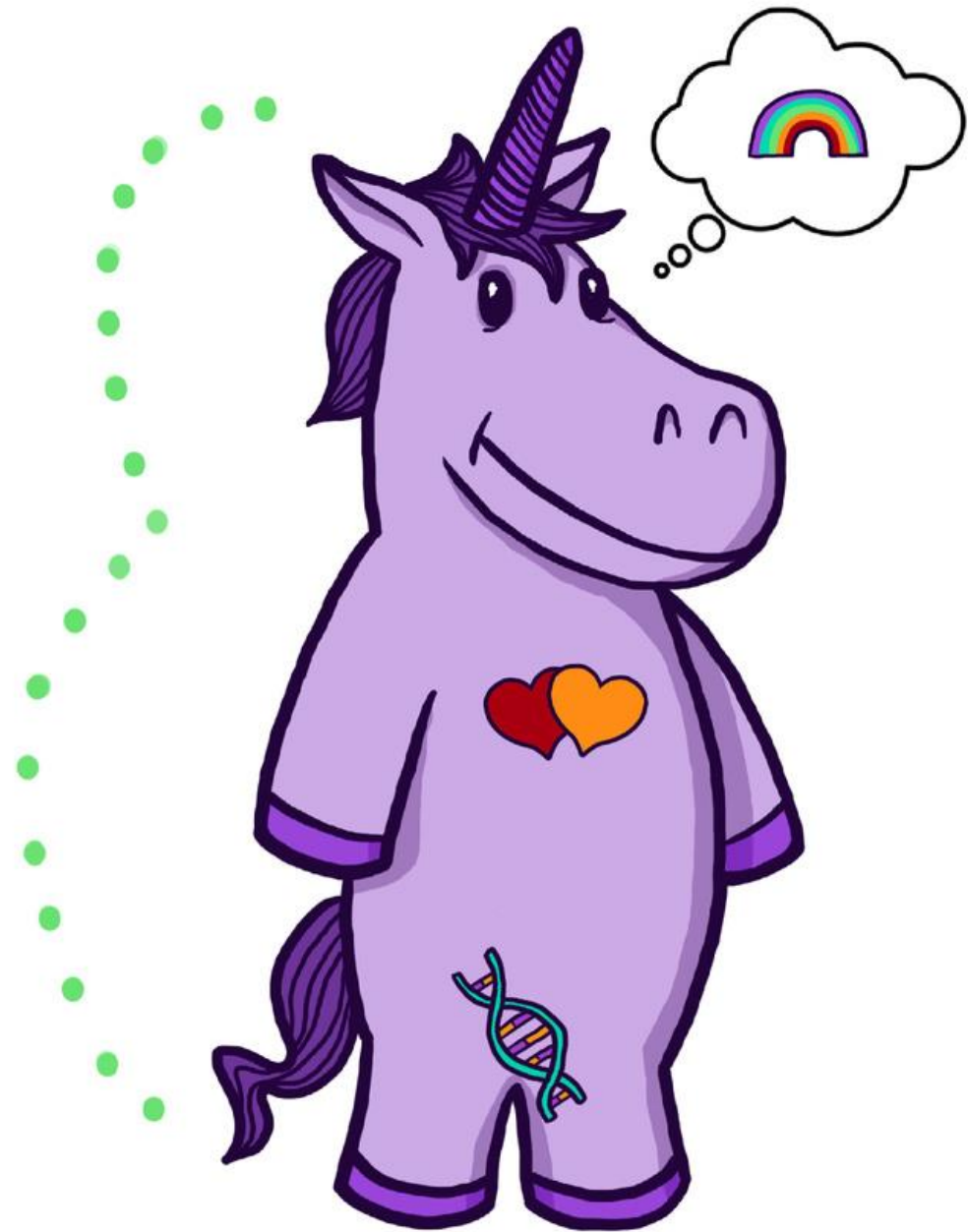


# Small Group Activity




-  **Family Member**
-  **Friend**
-  **Hobby**
-  **Dream Job**

# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



## 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](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

- LGBTQ+ individuals exist across identity categories such as race, ethnicity, religion, age, ability, socioeconomic status, etc
- LGBTQ+ people may experience oppression on multiple levels or in multiple layers such as
- Specific cultural reactions to their identity
- Lack of role models with similar intersecting identities
- Limited acceptance from LGBTQ+ community or within other communities
- Racial prejudice within LGBTQ+ community
- Limited economic resources

# Intersectionality



**Intersectionality is a term coined by black feminist scholar Kimberlé Williams Crenshaw in 1989**





# FACTS ABOUT LGBTQ+ YOUTH



20% OF 18-34 YEAR-OLDS IDENTIFY AS LGBTQ+

12% OF 18-34 YEAR-OLDS IDENTIFY AS TRANSGENDER OR GENDER NON-CONFORMING



41% OF TRANSGENDER PEOPLE HAVE ATTEMPTED SUICIDE COMPARED TO 1.6% OF THE GENERAL POPULATION

59% OF TRANSGENDER INDIVIDUALS HAVE AVOIDED USING A PUBLIC RESTROOM

74% OF LGBTQ+ STUDENTS EXPERIENCED HARASSMENT AT SCHOOL IN THE PAST YEAR



BLACK STUDENTS WHO IDENTIFY AS LGBTQ+ HAVE A 17% COLLEGE COMPLETION RATE COMPARED TO 25% FOR NON-LGBTQ+ BLACK STUDENTS

48% OF LGBTQ+ STUDENTS OF COLOR EXPERIENCED VERBAL HARASSMENT BECAUSE OF THEIR SEXUAL ORIENTATION AND THEIR RACE OR ETHNICITY

70% OF ANTI-LGBT MURDER VICTIMS ARE POC

127 VICTIM OF ANTI-TRANSGENDER FATAL VIOLENCE HAVE HAPPENED IN THE U.S. SINCE 2013

81% of these victims were transwomen of color

71% of the 127 were black transwomen



81% were under the age of 30

Sources: Gallup.com, GLSEN, LAMBDA LEGAL, the Williams Institute, the Human Rights Campaign, and Center for American Progress

# LGBTQ+ at ESU



# LGBTQ+ at ESU

**29.97% of ESU students identified with a sexual orientation other than heterosexual in 2018 compared to 39.04% in 2022**

**Students were 5x more likely to identify with a gender other than male or female in 2018 versus 2015. This percentage grew to 12.77% in 2022**

# Ways to make your space more inclusive

**Community Guidelines**

**Respecting boundaries**

**Starting the conversation**

**Forms, documentation, policies**

**Pronouns on emails, Zoom, nametags, introductions**

**Seeking out additional resources**

**Practicing without the person present**

**Let the student share their identities (Don't assume)**



# Language Matters

Guys, Gals,  
ladies, boys

Man up!  
Bro up!

Boyfriend,  
girlfriend

Mom and  
Dad

# It's Okay to Make Mistakes

- Apologize right away
- If you realize your mistake after the fact, apologize in private and move on.
- Don't make it about you. Apologize and move on. Extended apologize can make the situation more awkward than necessary
- Be an ally. Gently correct students and colleagues if they misgender a person in your presence



# Being an Advocate

Behind: You may need to stand behind someone to support them, recognizing that they are the experts and know what is best for them!

Beside: You may need to stand beside someone to support them. Listen to them and walk with them through an experience.

In Front of you may need to stand in front of someone to help them avoid harm and hurt



# Ways to Get Involved

➤ **LGBTQ+ Advisory Council**

➤ **Kansas LGBTQ+ Leadership Conference**

➤ **P.R.I.D.E.**

➤ **Bloom House**

➤ **LGBTQ+ Employee Resource Group**

➤ **Tilford Conference**

➤ **Emporia PRIDE committee**





- Gender Inclusive Restroom Map
- Gender Inclusive Housing Policy
- Name Change Policy
- Pronoun Caputre
- Safe Zone Training
- Intercultural Center
- Employee Resource Group
- Kansas LGBTQ+ Leadership Conference

# Institutional Changes



# Resources

People Respecting Individuality and Diversity in Education (PRIDE)

Campus Pride Index

Equality Kansas

Kansas Statewide Transgender Education Project (KSTEP)

GLSEN Greater Kansas City Chapter

[Inclusivekc.org](http://Inclusivekc.org)

[Hrc.org](http://Hrc.org)

[Trevorproject.org](http://Trevorproject.org)

[Transstudent.org](http://Transstudent.org)

ESU Counseling

**Office of Diversity,  
Equity, and Inclusion**

**THANK  
YOU**

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