

# WCU Safe Zone Training

Fall 2018

Part I



**“I will respect the dignity and rights of all persons.”**

**-WCU Community Creed**



**Intercultural  
Affairs**

## Glossary of LGBTQIA+ Terminology

**Agender:** Describes someone who does not have an internal sense of gender

**Androgyny:** A combination of assumed male and female qualities

**Ally:** A person who does not identify as LGBTQIA+ and supports the rights of LGBTQIA+ individuals

**Asexual:** Describes someone who does not experience sexual attraction to others

**Bigender:** Describes an individual whose gender identity is both female and male

**Biological Sex:** Describes our “packaging” determined by our chromosomes, hormones, and internal and external genitalia; the variance in biological sex indicates that male and female may not represent a true dichotomy

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

**Bisexual:** Describes someone who experiences sexual and/or romantic attraction to the same gender as himself and different gender(s) from himself. Known traditionally as attraction to men and women, but many bisexuals are distancing themselves from the gender binary.

**Butch:** Describes a person who identifies as masculine, whether it be emotionally, mentally, or physically; has both derogatory and affirmative usages

**Celibate:** Making a choice not to engage in sexual behavior; separate from asexuality, as many celibate people are not asexual, just as not all asexual people are celibate

**Cisgender:** Describes an individual who feels comfortable with the gender identity and gender expectations ascribed to them at birth

**Cissexism:** Prejudice against gender non-conforming people or anyone who is not cisgender; the majority power to enforce that standard

**Cross-dresser:** Describes an individual who wears clothing associated with another gender/sex

**Demisexual:** An identity along the asexual spectrum; describes those who may only experience sexual attraction and/or engage in sexual behavior with another person in the context of a strong emotional or romantic attraction

**D/L or Down Low:** Same gender relations between men who do not necessarily identify as gay or bisexual; may also signify discretion about a particular identity status

**Drag:** The performance of one or more genders theatrically

**Drag King:** An individual who performs masculinity theatrically

**Drag Queen:** An individual who performs femininity theatrically

**Exoticism:** Seeing a person as special, beautiful, or intriguing due to their status as “other;” this process dehumanizes and emphasizes a person’s status as an object of novelty or intrigue

**Femme:** Describes a person who identifies emotionally, mentally, or physically as feminine, regardless of their gender identity or biological sex

**Feminism:** A movement to end sexism, sexist exploitation, and oppression

**Fluidity:** The notion that one's identity may shift over time, thus defying rigid categorization

**FTM:** Abbreviation used to describe a female-to-male transgender person. Such an individual may also be referred to as a transman or man.

**Gay:** Describes men who identify as experiencing romantic or sexual attraction to other men; may also be used as an umbrella term to describe all individuals who identify as experiencing same-gender attraction

**Gender and Sexual Minorities (GSM):** Abbreviation describing all people who are not gender or hetero normative; often regarded as more inclusive than abbreviations such as LGBTQIA+, though either is considered acceptable

**Gender Binary:** The notion that there are only two genders and an individual must identify as either/or

**Gender Confirming Surgery:** Medical surgeries used to modify one's body to be more congruent with one's gender identity

**Gender Expansive:** An umbrella term Used for individuals that broaden their own culture's commonly held definitions of gender, including expectations for its expression, identities, roles, and /or other perceived gender norms. Gender-expansive individuals include those with transgender and non-binary identities, as well as those whose gender in some way is seen to be stretching society's notions of gender.

**Gender Expression:** The ways in which people externally communicate their gender identity to others through social cues

**Gender Identity:** A person's inner sense of being feminine, masculine, or another gender

**Gender Normative/ Genderstraight:** Describes an individual whose gender expression, presentation, identity, and behaviors conform to gender-based social expectations

**Gender Variant/Gender Non-Conforming:** Describes individuals whose gender expression, gender presentation, gender identity, or behavior does not conform to traditional societal expectations; individuals who are gender variant may self-identify in a variety of ways

**Genderqueer:** Describes a gender variant individual whose gender identity is neither male nor female, is between or beyond genders, is fluid, or is some combination of multiple genders

**Grey-A/ Greysexual:** An identity along the asexual spectrum; describes individuals who may only rarely experience sexual attraction to others

**Heteronormativity:** The assumption, made by individuals or within institutions, that everyone is heterosexual, and that heterosexuality is superior to other sexual identities

**Heterosexism:** Prejudice against individuals and groups who display non-heterosexual behaviors or identities, combined with the majority power to impose such prejudice

**Heterosexual Privilege:** The benefits or absence of negative consequences derived automatically from a heterosexual identity

**Homophobia:** The irrational fear or hatred of persons perceived to be gay, homosexuality, or any behavior or belief that does not conform to rigid sex role stereotypes; reinforces both sexism and heterosexism

**Homosexual:** Describes a person who is primarily romantically and/or sexually attracted to people of the same gender; originated in clinical settings (the institutions of psychology and medicine), and is thus becoming dated language

**In the Closet:** Not disclosing one's identity status; may be the result of external factors, such as fear of social consequences, as well as internal factors, such as internalized oppression

**Intergender:** Describes an individual whose gender identity is between genders or a combination of genders; this identity can fit under the genderqueer umbrella.

**Intersectionality:** The interplay of various identity types and forms of privilege and/or oppression in the context of a given time and place; the notion that all types of privilege and oppression are interdependent

**Institutional Oppression:** The arrangements of a society used to benefit one group at the expense of another; maintained through the use of language, media, education, religion, economics, and other social patterns or habits

**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

**Intersex:** The condition of being born with biological aspects of both female and male sexes to varying degrees (May be determined through biological structure, hormones, DNA, or other physical factors)

**Kyriarchy:** Extends the notion of patriarchy to acknowledge intersectionality and the complex dynamics of oppressor/oppressed in a system/systems of domination

**Lesbian:** Describes individuals who identify as women and experience romantic and/or sexual attraction to other women

**LGBTQIA+:** A common abbreviation used to identify communities that have been marginalized in terms of sexuality and/or gender

**Monosexism:** Prejudice against those who are attracted to more than one gender, such as bisexual and pansexual people, and the majority power to enforce that standard

**MSM:** Men who have sex with Men. Medical / health documentation/ terminology.

**MTF:** Abbreviation used to describe a male-to-female transgender person; such an individual may also be referred to as a transwoman or woman

**Oppression:** The systematic domination of one group by another group with access to social power; maintained by social beliefs and practices

**Outing:** Involuntary disclosure of another person's identity status

**Pangender:** Describes an individual whose gender identity is comprised of all or many genders

**Pansexual:** Describes individuals who identify as having a romantic and/or sexual attraction to all or many gender expressions; also considered romantic/sexual attraction to others regardless of gender.

**Passing:** Describes a person's ability to be perceived by society as their sexual, gender, or racial identity

**Patriarchy:** A social organization in which power structures are male-dominated

**Postmodern:** A critique of the notion of a single valid universal perspective. The notion that multiple, varying perspectives may constitute truth; queer ideology tends to interpret identity in a postmodern context

**Polyamory:** Refers to having honest relationships with multiple individuals; these relationships may have multiple configurations

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

**Queer:** A widely used umbrella term used to describe those individuals whose sexual or gender identities have been marginalized; also can describe a non-hetero/gender normative identity, and is often used by those with more fluid identities; may also be used to indicate a particular subversive gender/sexual politic; a reclaimed term that had been used as a slur and can still be considered offensive to some people; should be used carefully by allies, though it is considered acceptable for GSM-identified individuals to use it, as well as in academic settings.

**Reading:** Describes society's ability to accurately perceive an individual's sexual, gender, or racial identity

**Romantic Orientation:** Who someone desires to form romantic and/or deep emotional connections with; Separates sex out from intimate relationships; Though romantic and sexual orientations are often the same, they are not always, and is often a label used by asexual people to express who they are attracted to, even though they are not necessarily sexually attracted to another

**Same Gender Loving:** Sometimes used by members of the Black community to express an alternative sexual identity without relying on terms and symbols of European origin

**Sexuality:** An individual's exploration of sexual acts, sexual identity, sexual pleasure, and desire

**Stealth:** Refers to not disclosing one's gender history in the public sphere

**Stereotype:** A preconceived or oversimplified generalization about an entire group of people without regard for their individual differences

**Straight:** Slang term for heterosexual

**Top Surgery:** Refers to surgery for the construction of a conventionally masculine chest or breast augmentation surgery

**Trans\*:** A new umbrella term for all transgender-identified people that was created out of internet culture to be more inclusive of non-binary individuals, as many felt that "trans" or "transgender" was being used only for binary-identifying transgender people; asterisk comes from a search engine command to search for all related information

**Transgender:** A broad term used to describe all gender variant people, or any person who identifies as a gender not assigned at birth according to anatomical sex

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

ambiguity

**Transmisogyny:** A form of oppression; the intersection of transphobia and misogyny experienced by those individuals on the trans-feminine spectrum

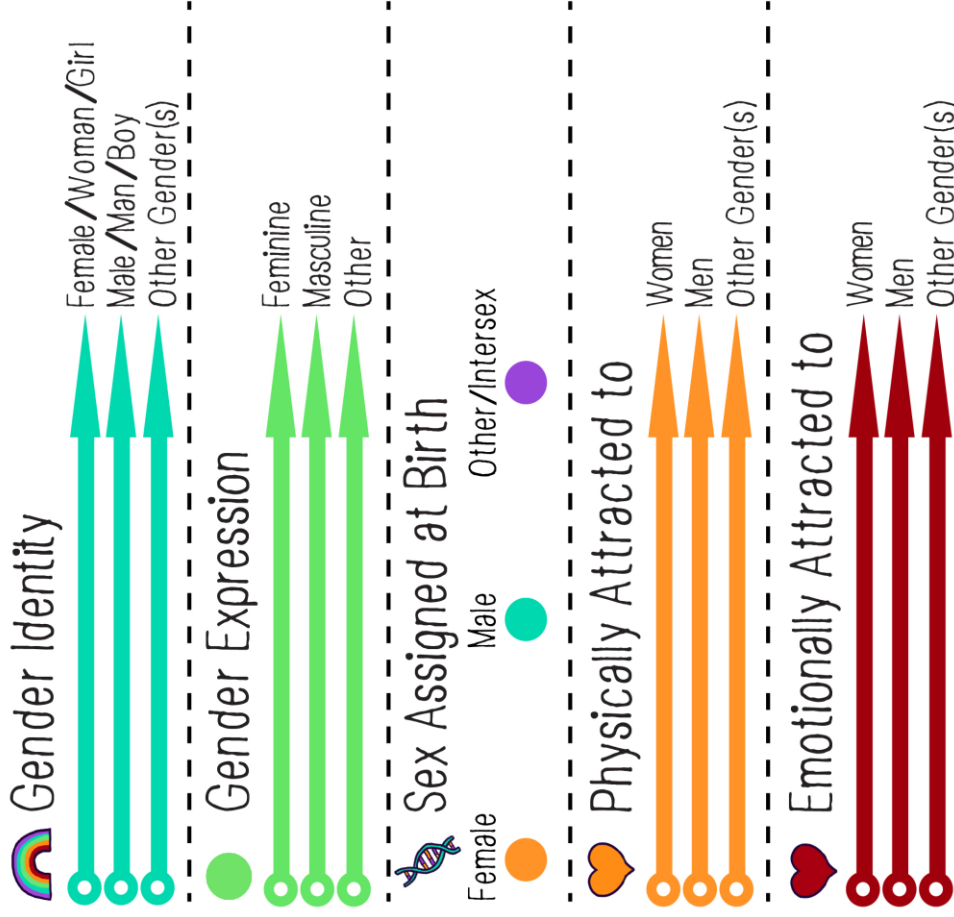
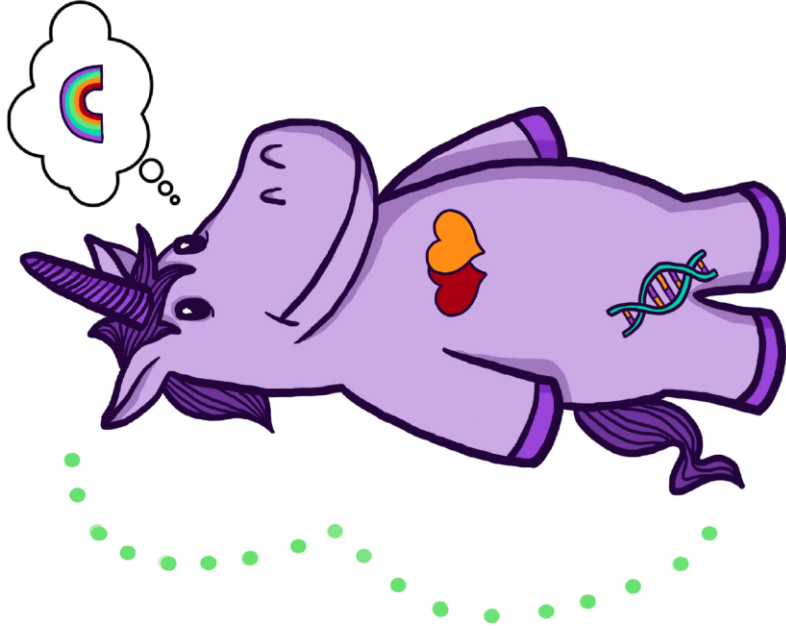
**Transsexual:** Synonym to transgender, but often denotes a more binary notion of gender; previous definition of the term denoted medical transition, but this definition has largely been discarded as classist; considered dated terminology and/or offensive

**Two-Spirit:** Term sometimes used by some Native American peoples to describe those who are not gender or hetero normative that calls back to traditional respect of alternate gender roles; most often used to describe gender non-conforming identities (is not applicable to all Native American groups)

**Ze/Hir/Hirself:** Alternate pronouns that are gender neutral (will be used as the gender neutral pronouns in the rest of the manual); there are many other forms of gender neutral pronouns as well.

# The Gender Unicorn

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



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

## Heterosexual Privilege Checklist

Because I am heterosexual...

- I can show affection to my romantic partner in public without fear of how others will react.
- I can present myself to others without worrying that I will be representative of my sexual identity.
- I never feel pressured to hide my sexual identity from others.
- I can bring my partner to family and social functions without worrying how others will react.
- My sexual identity is not used as a slur.
- I do not have to worry about getting fired from my job or evicted from my housing because of my sexual identity.
- My family and friends will not reject me as a result of my heterosexual identity.
- I can easily locate a community of faith where I am comfortable and where my sexual identity is affirmed.
- I never have to identify my heterosexuality or defend it to others.
- I will never have to “come out;” my sexuality is the assumed norm.
- My sexual identity is positively represented in the media, and role models of my sexual identity are very visible.
- My gender identity is never called into question as a result of my sexual identity.
- I can live in the US with my partner, even if my partner is not a US citizen.
- I can have my relationship legally and publicly validated by state government if I choose to do so.
- My healthcare insurance package offers the option of providing health insurance for my partner.
- I am eligible to receive social security and retain jointly-owned property in the event of my partner’s death.
- My sexuality will never be the motive for a violent crime perpetrated against me.
- Sexual and reproductive health programs will always be tailored to my needs.
- When I talk about my partner or identity, I will never be accused of “pushing” my sexuality or political agenda onto others.
- As a youth, I did not have to worry about the emotional and financial support of my parent(s) or guardian(s) being contingent upon my sexual identity.
- I am never expected to represent or speak on behalf of the entire heterosexual community.
- Others do not fear that their sexual identity will be called into question through association with me.
- The origins of my straight-ness are never questioned, and I am never asked to consider the benefits and opportunities of embracing another sexual identity.
- I never have to be fully conscious of any of these privileges.

Adapted from <http://queersunited.blogspot.com/2008/10/heterosexual-privilege-checklist.html>



## Cisgender Privilege Checklist

Because I am cisgender...

- I will never have to face interpersonal rejection as a result of my gender identity.
- People do not call me by the wrong name or pronouns in conversations with others.
- I will not be “corrected,” arrested, or assaulted for using a public restroom. I do not have to “hold it” for extended periods of time to avoid compromising my safety.
- I do not have to worry about being housed incorrectly in a sex-segregated facility.
- My gender does not cause people discomfort when they interact with me.
- Strangers do not ask me inappropriate questions (ie. what my gender is, what my genitalia look like, what kind of sexual acts I engage in, and what kind of medical interventions I have accessed).
- I do not have to worry that sexual partners will be disgusted or surprised by my genitals during sexual encounters.
- I do not have to present legal documents that identify me by the wrong name or gender.
- My gender identity is not and has never been classified as a disorder. My psychological wellness is never called into question as a result of my gender identity.
- I can try on and purchase clothes without the possibility that I will be denied service or mistreated. The clothes that I purchase will be designed to more closely match the physical proportions of my body.
- I do not have to go through therapy or access medical intervention in order for my gender identity to be valid.
- I will never have to access hormones, surgery, electrolysis, vocal training, or compression garments to feel at comfortable in my body.
- I do not have to worry about “passing” as my gender to others.
- My gender identity is not fetishized or an object of novelty to others.
- If I identify as part of the queer community, I do not have to defend my right to be a part of the community. Lesbian, gay, and bisexual people will not exclude me from “their” equal rights movement as a result of my gender identity or expression.
- My gender is not a barrier to receiving basic or emergency medical treatment.
- If I am the victim of a violent crime, my gender identity and/or expression will not be used as a justification for the crime or to generate sympathy for the perpetrator.
- My gender identity is represented positively in the media; my gender identity and/or expression is never the subject of public ridicule.
- Role models of my gender identity are easily located.
- My gender identity will not cause me to be evicted from my home, fired from my job, or barred from further employment.
- I do not have to worry that when I die, I will be cross-dressed and called by the wrong name at my funeral against my wishes.
- I may choose to never be cognizant of these privileges.

Adapted from <http://queersunited.blogspot.com/2008/08/cisgender-privilege-checklist.html>

## Assessment of Personal Homophobia/Transphobia

Homophobia may be defined as a generalized negative attitude toward gay, lesbian, and bisexual individuals. Likewise, transphobia is a generalized negative attitude toward gender variance and inability to handle gender ambiguity. These attitudes can be experienced and expressed by people of all sexual and gender identities. Consider the following items as you think about your own level of homophobia/transphobia.

1. Have you ever stopped yourself from doing or saying something because someone might think you are gay, lesbian, bisexual, or transgender?
2. Have you ever said something intentionally so that people will think/know you are heterosexual/cisgender?
3. Do you believe that gay men and lesbians can influence others to become homosexual? Do you believe that transgender people can influence others to become transgender?
4. Have you ever pointed out another person's appearance because it challenged gender norms? Have you ever made fun of someone for gender variant appearance or behavior?
5. If you were a parent, how would you (or do you) feel about having a lesbian, gay, bisexual, or transgender child?
6. How do you think you would (or do you) feel if you learned that one of your parents, parent figures, or siblings were gay, lesbian, bisexual, or transgender?
7. Any there any professions that you think lesbian, gay, bisexual, or transgender people should be barred from?
8. How would you feel about seeing a physician you knew or believed was gay, lesbian, bisexual, or transgender?
9. Have you ever been to an LGBTQIA+ bar, social club, party, or march? Why or why not?
10. Would you wear a button that said, "How dare you presume I'm heterosexual?" Or one that said, "How dare you presume I'm cisgender?" Why or why not?
11. Can you think of three positive aspects of having a lesbian, gay, bisexual, or transgender identity? Can you think of three negative aspects of a heterosexual identity?

### Resource:

Alvine, L. (2002, November 8). *Daring to be powerful: Creating campus safe zones for students and colleagues*. Presentation at Western Carolina University, Cullowhee, NC. [Original source A. Elfin Moses & Robert O. Hawkins, Jr.] LCRoberts, 2003.  
Western Carolina University

# Questions for Heterosexuals

Developed by Martin Rochlin, Ph.D

*While this questionnaire may seem facetious, these are the types of questions that lesbian, gay, and bisexual people must deal with on a constant basis. Use these questions to challenge the assumptions you may have about others' sexual identities.*

1. What do you think caused your heterosexuality?
2. When and how did you first decide you were a heterosexual?
3. Is it possible your heterosexuality is just a phase you may grow out of?
4. Is it possible your heterosexuality stems from a neurotic fear of others of the same sex?
5. Isn't it possible that all you need is a good Gay lover?
6. Heterosexuals have histories of failures in Gay relationships. Do you think you may have turned to heterosexuality out of fear of rejection?
7. If you've never slept with a person of the same sex, how do you know you wouldn't prefer that?
8. If heterosexuality is normal, why are a disproportionate number of mental patients heterosexual?
9. To whom have you disclosed your heterosexual tendencies? How did they react?
10. Your heterosexuality doesn't offend me as long as you don't try to force it on me. Why do you people feel compelled to seduce others into your sexual orientation?
11. If you choose to nurture children, would you want them to be heterosexual, knowing the problems they would face?
12. The great majority of child molesters are heterosexuals. Do you really consider it safe to expose your children to heterosexual teachers?
13. Why do you insist on being so obvious, and making a public spectacle of your heterosexuality? Can't you just be what you are and keep it quiet?
14. How can you ever hope to become a whole person if you limit yourself to a compulsive, exclusive heterosexual object choice and remain unwilling to explore and develop your normal, natural, healthy, God-given homosexual potential?
15. Heterosexuals are noted for assigning themselves and each other to narrowly restricted, stereotyped sex-roles. Why do you cling to such unhealthy role-playing?
16. Why do heterosexuals place so much emphasis on sex?
17. With all the societal support marriage receives, the divorce rate is spiraling. Why are there so few stable relationships among heterosexuals?
18. How could the human race survive if everyone were heterosexual, considering the menace of overpopulation?
19. There seem to be very few happy heterosexuals. Techniques have been developed with which you might be able to change if you really want to. Have you considered aversion therapy?
20. Do heterosexuals hate and/or distrust others of their own sex? Is that what makes them heterosexual?