Safe Zone LGBTQ Ally Training
Creating a positive and inclusive environment for LGBTQ individuals in STEM

The American Chemical Society
Fall National Meeting 2016
Philadelphia, PA

Support from The Division of Professional Relations, National Science Foundation, Trenton Local Section of the ACS

Co-sponsored by the following ACS divisions, committees, and advisory board:
Division of Chemical Education, Committee on Minority Affairs, Diversity and Inclusion Advisory Board, Division of Small Chemical Business, Younger Chemist Committee, and Local Sections Activities Committee.

Why are we here?

- Facilitators:
  - Dr. Stephanie Farrell, Rowan University
  - Dr. Cory Valente, The Dow Chemical Company
  - Mx. Denise Conner, The Chemours Company
  - Dr. Matthew Cathell, The College of New Jersey
  - Dr. Benny Chan, The College of New Jersey
- Create Diversity and Inclusion
  - Empathy vs. Sympathy
  - LGBTQ+ community as a model for D&I

Agenda

- The business case for LGBTQ+ people
- Basic LGBTQ+ terminology and concepts
- Identity development, coming out, inviting in
- Creating an inclusive environment
- How to be an Ally
Ground Rules

- Recognize your communication style
- Expect to learn something about yourself and others
- Speak clearly and use personal examples when making a point
- Participate honestly and openly
- Engage in the process by listening as well as speaking
- Confidentiality, Compassion and Charity
- Take responsibility for yourself and what you say

What is a Safe Zone?

- A welcoming and supportive environment for LGBTQ, students, faculty, professionals, and staff at the workplace
- Stickers/signs help create a visible network of supporters
- Goal is a workplace culture that is accepting of people with all sexual orientations, gender identities and gender expressions

Dow Chemical Company
Sex – assigned at birth based on anatomy

- Gender – result of socially constructed ideas of behavior, actions, and roles performed based on sex

- Orientation – core sense of attraction or avoid preference

Sex Assigned at Birth

- Biological or medical classification based on genitalia, chromosomes, reproductive organs
- Assigned at birth as Male or Female (in most countries). The imposed binary is a problem
- Intersex – when anatomy and chromosomes are not congruent or not consistent with M/F designations. Avoid hermaphrodite
- In 2013 Germany introduced an indeterminate sex on birth certificates
- Human genetics more complicated than XX and XY

Sex is expressed physically in many ways
Gender

- Gender identity – one’s core sense of being male or female or both or neither
- Gender expression – one’s outward presentations and behavior, how others perceive a person’s gender
- Intersection of sex, gender identity and gender expression produces an authentic sense of gender

Gender is a spectrum of identity and expression

Gender

- Cisgender
- Transgender
- Genderqueer
  - Genderfluid
  - Bigender, pangender
  - Agender
  - Third gender
  - Nonbinary

Gender is a spectrum of identity and expression

Sexual Orientation

- The type of physical, romantic, and/or emotional attraction one feels for others, often based on gender
  - Gay
  - Lesbian
  - Bisexual
  - Heterosexual / straight
  - Homosexual
  - Asexual

Orientation is a spectrum of attraction
Sex, Gender and Orientation
A multi-dimensional space

The Gender Unicorn

- Sex, gender, and orientation are 3 different things
- Each is experienced and expressed in a spectrum of ways
- They are not binary or fixed, not necessarily congruent with societal expectations

Normative assumptions

Normative – adj. relating to an ideal standard or being based on what is considered the socially correct way of doing something

Heteronormativity – the assumption that all individuals are heterosexual

Cisnormativity – the assumption that all individuals are cisgender

Come as You Are – McDonalds (France, 2010)
Heterosexual, cisgender quiz

1. How did you first know you were heterosexual?
2. How old were you when you realized you were cisgender?
3. When did you first tell someone of your heterosexuality or cisgender status?

Coming Out

- **Coming out** – the process of accepting one’s sex, orientation, or gender identity, and sharing it with others
  - **In the Closet** – describes a person who has not disclosed their gender identity or sexual orientation
    - Can be “out” in one context and “closeted” in another
  - **Outing** – involuntary disclosure of gender identity or sexual orientation

Coming out

- It is a nonlinear process
- It is ongoing, sometimes daily
- Everyone has different experiences and feelings
Cass’s model of Coming out

- Self denial, self-repression, self-rejection, self-loathing
- Accepts the possibility of being LGBTQ, inhibits behavior, deals w/ isolation
- Begins to develop positive identity, Realizes they are “not the only one”
- Begins to connect with LGBTQ community
- Accepts self, but may compartmentalize “LGBTQ life” and everything else
- Develops feeling of pride, may withdraw from mainstream activities
- Acceptance and integration of LGBTQ identity with other aspects of life

Coming out stars

- Karl Heinrich Ulrich, 1869, German Queer rights activist, introduced coming out as a means of emancipation
- Vivienne Ming (2013), Cognitive neuroscientist, Stanford University, entrepreneur and transgender woman.
  “People said, ‘I like you so much more now,’ because before, I was unhappy. Making that change was a big part of becoming me. Whoever you are, as a gay man or a lesbian or a trans woman, embrace it. Turn it into an asset.”
- Claudia Brind-Woody (2016), Vice President, IBM and lesbian
  “We all bring who we are into the workplace. For a closeted gay person, the toughest question is ‘how was your weekend’
- Ben Barres (2015), Neurobiologist at Stanford University, Member of the National Academy of Sciences and transgender man.
  “It’s hard to describe the intense relief that I felt; it was like a weight lifted off my back and I’ve been so much happier since. I’ve never had another suicidal thought.
- Jim Fitterling (2016), Dow President and gay man
  “For years I paid the penalty of trying to live separate work and personal lives. [when I came out] it was a huge burden lifted.”

The importance of coming out

Jim Fitterling (2016)
Dow President and gay man
“For years I paid the penalty of trying to live separate work and personal lives. [when I came out] it was a huge burden lifted.”
When someone comes out to you

- Thank them for their trust
- Respect their confidentiality
- Let them know this does not change how you feel about them
- Ask how you can support
- Commit yourself as an ally
- Learn the terminology
- Learn about the LGBTQ community and their world

Inviting in

- Inviting in is hospitable sharing of identity, rather than asking for acceptance of "difference"
- Empowers LGBTQ individual to invite in those they desire to share their life world with
- Be a visible ally
  - Let LGBTQ people know that they do not need to ask for your acceptance
  - Be direct, positive and welcoming

Creating a safe environment

- Recognize Privilege
- Respond to Bias
- Use Inclusive language
- Create an inclusive workplace
- Be an ally
Heterosexual / cisgender privilege

Unearned advantages that LGBTQ individuals do not have

- Acceptance, affirmation by your religion
- Being allowed to use the restroom of your gender ID
- Adopting children jointly with your partner
- Not being fired from your job due to sexual orientation or gender identity
- The right to marry, medical decisions, hospital visits

Sexual orientation, gender ID (20 states + DC)
Sexual orientation only (2 states)
No protection for LGBTQ employees (28 states)
Law prevents passage or enforcement of nondiscrimination law

http://www.lgbtmap.org/equality-maps/nondiscrimination_laws

Responding to bias
During a professional development session about diversity in the workplace, a participant says in a tone of disgust, "I can’t believe our President supports the gays." Some of the other participants express their discomfort in addressing LGBTQ issues at work. Some participants expressed that dealing with LGBTQ as part of their workplace is outside the mission of the company.

How could you name it, claim it (state how it makes you feel), and stop it (from being repeated)?

You arrive at your classroom a few minutes before the beginning of your Organic Chemistry class. You are ready to begin class, but a few of the students have not arrived yet. Knowing that students are often delayed in their previous class, you ask if anyone knows if the missing students are on their way. One student says "Oh, don’t worry about John, he’s probably at home trying on tights and high heels". The students around him snicker, but you are not sure if other members of the class heard the comment.

How could you name it, claim it, stop it?
Inclusive language

- Learn and use the correct terminology
- Do not make assumptions about sexual orientation or gender identity
- Use the correct pronouns (see handout)
- Use inclusive relationship terms
  - Use date instead of boyfriend or girlfriend
  - Use spouse (or partner) instead of husband or wife
  - Use the same terminology the other person uses
- If you make a mistake, apologize.
- If someone else makes a mistake, correct unobtrusively

Inclusive classroom

- Ask students their names and pronouns on the first day of class (see handout)
- Put a diversity statement on your syllabus
- Put a safe zone statement on your syllabus
- Tell students where the nearest gender-inclusive restroom is
- Use multicultural examples –
  - Highlight contributions of LGBTQ scientists and engineers
  - Use LGBTQ-relevant examples
- Address bias in the classroom

4 Stages of Being an Ally

- Awareness: explore how you are similar and different from LGBTQ+ people
- Knowledge/Education: begin to understand policies, laws, & practices and how they affect LGBTQA people
- Skills: learn to take your awareness and knowledge and communicate it to others
- Action: appropriate action is the way to create change
Ways to be an ally

- Share what you learn here today
- Use proper terminology & inclusive language
- Correct misinformation about LGBTQIA people
- Respond to bias
- Attend some LGBTQ group meetings on campus
- Be visible - display your Safe Zone Sticker!
- Continue to learn, grow, share, support

Resources

- Dean of students, Human Resources
- LGBTQ Resource Center/Workplace Affinity Group
- An out coworker member
- See handout for online resources

The importance of coming out

"I endured years of hiding, and I come to enormous lengths to live a life that I thought that my world would fall apart if anyone knew, and yet when I acknowledged my sexuality, I felt free for the first time." - Jason Collins