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

The American Chemical Society
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Support from The Division of Professional Relations, National Science Foundation, Trenton Local Section of the ACS, American Society of Engineering Educators

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

- STEM Climate and Culture
- Identities and Intersectionality
- Trans issues 101
- Disrupting discrimination
- Safe Zone Conduct
- Resources
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, Confidentiality and Charity
Take responsibility for yourself and what you say

De-stigmatizing Invisible Identities

“Identifying people with invisible social identities is difficult, but fortunately this is not necessary to make the workplace more accommodating. Simply increasing manager’s awareness of these issues, and making the issues more discussable, can de-stigmatize invisible identities and create a more nurturing environment.”
(Beaty & Kirby, Employee Responsibilities and Rights Journal, 2006)

Inclusion

- Tolerance
- Acceptance
- Celebration
- Inclusion
Looking for Answers in the Wrong Places?

Diversity News

Where's the diversity? Look at your culture, not your pipeline

Billions of dollars have been spent to address weaknesses in organizations' talent pipeline in the hopes of increasing representation of women and minorities. Why hasn't it worked? It's the culture, stupid!

What is STEM Culture?

STEM Culture:
100% dedication to work and work only

Social Identity and Intersectionality

History/social constructs dictate that some identities intersect with few issues
**Workplace/Campus Social Climate**

- How students experience their campus environment influences both learning and developmental outcomes, and that discriminatory environments have a negative effect on student learning.
- Personal and professional development of professionals is greatly enhanced through a healthy working environment.
- Direct relationship between workplace discrimination and negative job and career attitudes.

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**Surely the Climate is Better in STEM**

Patridge, et al., JWMSE [2014, p. 91]

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**Heteronormative Climate**

- Heteronormativity – the assumption that all individuals are heterosexual
- Cisnormativity - the assumption that all individuals are cisgender

- Heteronormative statements and assumptions
- Unwelcoming environment – discussions of equality, power, hostility are not appropriate
- Gendered conceptions mapped to orientation
- Passing and covering demands
Career Consequences

- Burden of identity
- Social, academic, and/or professional isolation
- Anxiety over job security
- Workplace exclusion, rejection
- Networking exclusion: possibility of losing connections/relationships with professionals
- Bias in recruitment and promotion

Dow Chemical Company

GLAD
Inclusion. It's Elemental.

Cory Valente, PhD
R&D Leader, Strategic Recruiting and Research Assignments Program
Global Network Leader, GLAD
The Dow Chemical Company

Activity? (Not So) Simple Small Talk

You just gave a professional seminar. Your host takes you to lunch after your talk.

Imagine your previous weekend was spent at your gay son’s wedding to his boyfriend of many years.

How would you respond to these questions without mentioning family members, gender, significant others, or children?

- What did you do this weekend?
- Who got married?
- How did your son meet his wife?
- Are they planning on having kids?
Microaggressions

What are they? Why do they matter??

Effects of microaggressions

These thousand tiny cuts come with a constant subtext that these are not your griefs, this is not your expertise, this is not your world.

Reducing Microaggressions

- Heteronormative/cisgender assumptions
- Medical questions, overly personal questions
- We all make mistakes! It’s OK. Apologize, correct it and move on.
- Try to be self-aware, listen to your language
- If you hear a microaggression
  - Call it
  - Own it
Trans 101

- Trans terminology and concepts
- Trans facts and figures
- Trans microaggressions
- Trans issues at work and in the classroom
- Trans-inclusive policies at school and at work
- How to be an ally to trans people

Trans terminology and concepts

- Sex, gender, and orientation are different and non-binary
- Transgender individuals may opt to change physically via hormone therapy, gender- affirming surgery, and cosmetic procedures
- The authenticity of gender should not be judged by hormone therapy or surgery
- Cisgender
- Transgender
- Nonbinary
- Gender Nonconforming
- Trans
- Transgender
- Genderqueer
- AFAB, AMAB

Trans: 80% of trans students feel unsafe at school because of their gender expression
- 58.7% of trans people have been placed in a situation where they believed they were at risk of being physically harmed
- 49% of trans people have been told by a medical provider that they shouldn’t be treated as a woman or a man
- 41% of trans people have attempted suicide
- 1 in 5 trans people have attempted to end their life
- Trans people are more likely to experience physical violence and harassment than cis people
- Trans people report higher levels of stress and depression than cis people

The Boston, Veters, and Resilience Action Team (BRAVT)
Trans issues—The Bathroom

Various state and local legislature bills
Must use the bathroom of your birth sex
Based on fear of assault in bathrooms
Data shows ZERO incidents in bathroom by trans people
70% of transpeople are denied, harassed, or assaulted when using the bathroom of their gender identity
Laws may violate Title IX and VII
Bathrooms more than a trans issue

It’s a safety issue for many people

Trans-inclusive policies and protections

How to be a trans ally

ALWAYS use correct name and pronouns
Educate yourself about trans issues through campus resources (LGBTQ+ Center website, workshops, etc.)
Do NOT rely solely on trans people to educate!
Use your cis-privilege to disrupt misconceptions and respond to bias
Correct misgendering and similar mistakes, even if the trans person is not there.
Example:
Colleague: “He was talking to that guy John the other day and he…”
Ally: “Actually, he uses they/them/their pronouns.”
Use gender neutral pronouns in class/workplace/email.
They/Them/Themself; ze/zir/zirself
They/Them/There are singular; CSP Magazine, AICHE, February 2016
Fight for gender neutral bathrooms on campus and workplace
Trans Resources

- mic.com/identities
- Charlie Rose – Gender Identity [link]
- http://www.genderpsychology.org/
- Books:
  - "The Lives of Transgender People" by Beemyn & Rankin (Research)
  - Julia Serano: [link] /whippinggirl.html
  - Transister Radio by Chris Bohjalian (Literature)
  - Transgender Rights by Paisley Currah, et al (Law/Policy)
- Films:
  - "No Dumb Questions" [link]
  - "Just Call Me Kade" [link] /justcallmekade/

What Would You Do?...

- Get into groups of two or three.
- Read & discuss your case study.
  - What are the consequences of the events described in your case study?
  - What would be your response?
  - What might be the consequences of your response be?

Safe Zone Conduct - Dos

- Recognize their courage and trust in you
- Listen, actively listen
- Hold strict confidentiality
- Offer resources, when appropriate
- Follow-through
  - Show your commitment
  - Keep in contact
Safe Zone Conduct – Don’ts

- Don’t judge or criticize
- Don’t encourage coming out for everyone
- Don’t force coming out for anyone
  - “Outing”
- Don’t go it alone
- Don’t let nervousness prevent you from offering support
- Don’t worry that you don’t have all the answers

Typical Campus Resources

- Safe Zone participants
- Diversity/LGBTQIA Affairs office
- Dean of Students office
- Student groups specific to the LGBTQIA community
- Counseling center
  - Crisis hotlines
- Title IX

US DOE Title IX Resource Guide

http://www2.ed.gov/about/offices/list/ocr/docs/dcl-title-ix-coordinators-guide-201504.pdf

April 2015 Provides Additional details and guidance on LGBTQ protections
Student / Professional Resources

- o-STEM - www.ostem.org
- NOGLSTP - www.noglstp.org
- MENTORNET - www.mentornet.net

Spread the Word! Join!

Start an oSTEM chapter!

Resources

Parents, Families and friends of Lesbians & Gays (PFLAG)
www.pflag.org

Gay, Lesbian & Straight Education Network (GLSEN)
www.glsen.org

Gay and lesbian Alliance Against Defamation (GLAAD)
www.glaad.org

Lambda Legal
www.lambdalegal.org

Out and Equal
http://www.outandequal.org/

National Center for Transgender Equality
http://transequality.org
(202) 903-0112

The GLBT National Youth Talkline
youth serving youth through age 25:
(800) 246-7743

The Trevor Project (suicide hotline):
(866) 488-7386

The Gay & Lesbian National Hotline:
(888) 843-4564