Safe Zone Training
LGBTQIA+ Awareness & Inclusivity
Caucus Sponsors

- LGBTQIA+
- African American Medical Library Alliance
- Leadership and Management
- Social Justice + Health Disparities
Facilitators

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We will explore:

- vocabulary
- pronouns
- identities
- intersectionality
- privilege
Behaviors from [MLA Code of Conduct](#)

- Be respectful
- Be direct & professional
- Be inclusive & seek diverse perspectives
- Understand & value different ideas & opinions
- Appreciate & accommodate similarities & differences
- Lead by example
- Be present & attentive during activities
Constantly Evolving

- No definition is absolute
- No definition is 100% applicable
- Concepts, beliefs, language, definitions & practices terms change/evolve over time
- No single LGBTQIA+ experience
Vocabulary Breakout Activity

10 min in breakout rooms
The Gender Unicorn

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

Design by Landyn Pan and Anna Moore

http://www.transstudent.org/gender
Pronouns

Video: LGBT Equity Center: Sharing Your Pronouns
“Using someone’s correct personal pronouns is a way to respect them and create an inclusive environment.”

https://www.mypronouns.org
They IS grammatically correct!

“No one has to go if they don’t want to.”

They definition - Merriam-Webster
Word of the Year 2019 | They - Merriam-Webster
Singular “They” - APA Style
Scenarios
Breakout Activity
10 min in breakout rooms
Intersectionality

- Race, class, gender, sexuality, and other individual characteristics “intersect” with one another and overlap.
- Multiple forms of inequality or disadvantage sometimes compound themselves.
- Some people may be double or even triple marginalized by their intersecting identities.

Kimberlé Crenshaw: What is Intersectionality?

Image source: Department for Women and Gender Equality, Government of Canada
Q & A

Anonymous Question Form

Answered Questions Doc
Thank you!