



Safe Zone Training

LGBTQIA+ Awareness & Inclusivity

Caucus Sponsors

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



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We will explore:

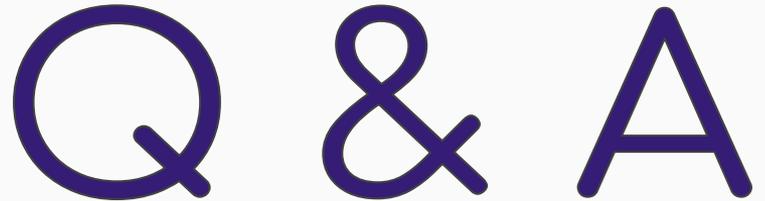
We will explore:

- 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

Cultural Humility



Image source:
[Markus Spiske](#)

Vocabulary

Breakout Activity

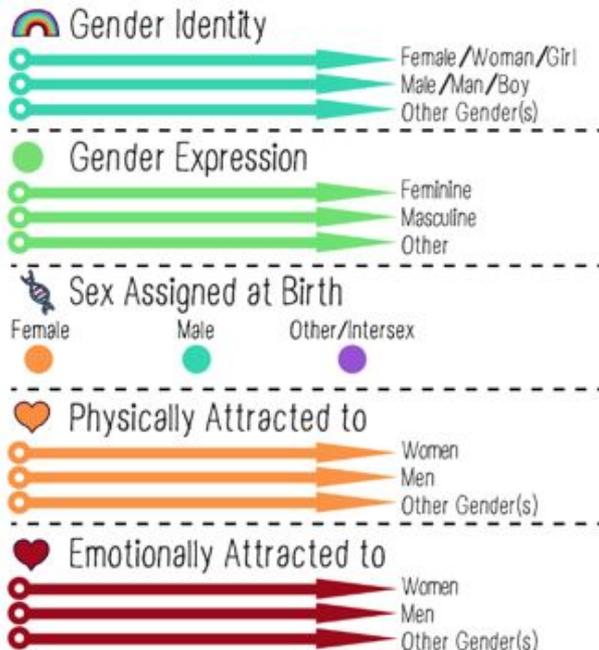
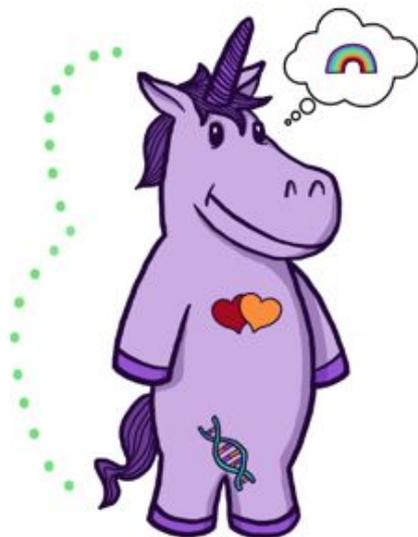
10 min in breakout rooms



Image
Source:
[Safe Zone
Project](#)

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



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>

Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

[transstudent.tumblr.com](https://www.tumblr.com/transstudent)
[facebook.com/transstudent](https://www.facebook.com/transstudent)
twitter.com/transstudent

Design by Landyn Pan

For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources

Image source: <http://www.transstudent.org/pronouns101>

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

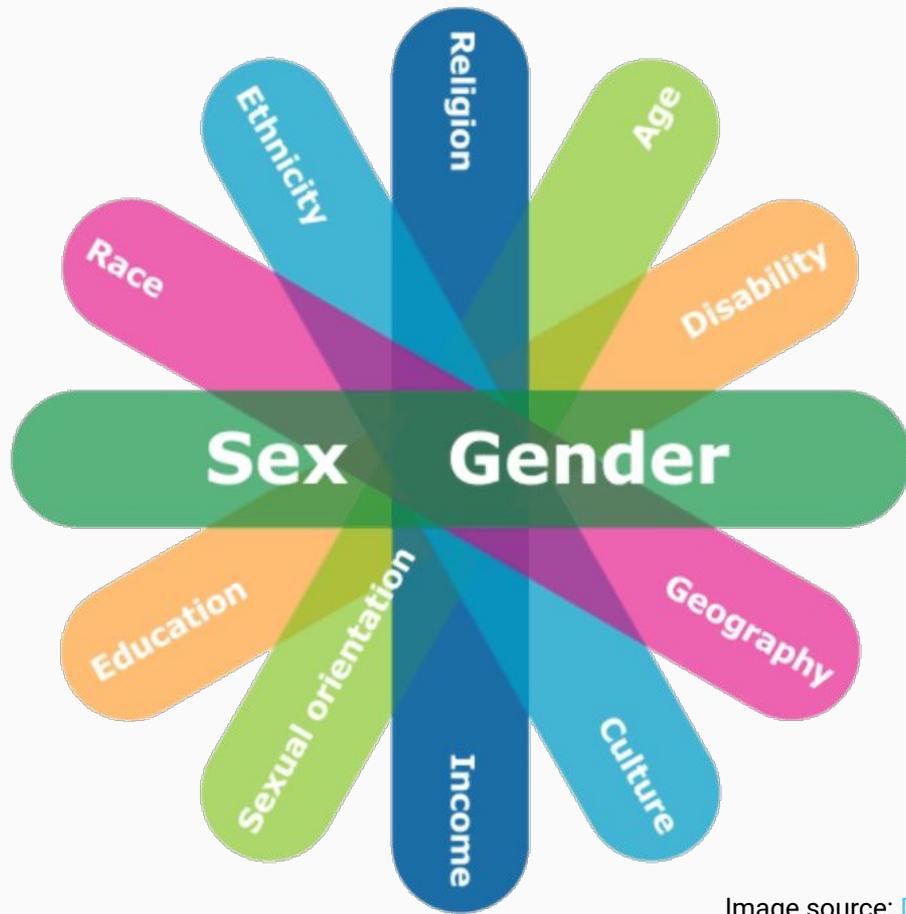
Scenarios

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!

