

QUEER CAFÉ

P R E S E N T S

W E L C O M E



Safe Zone Program



**Ensuring a Safe,
Supportive, and Affirming
Environment for our
LGBTQ Community**



People fail to get along with each other because they fear each other.

They fear each other because they don't know each other.

They don't know each other because they have not properly communicated with each other.

Dr. Martin Luther King, Jr.





If you are not personally free to be yourself in the most important of all human activities... the expression of love... then life itself loses its meaning.

Harvey Milk



I do not think homosexuality is a choice... It's in one's nature. The choice is whether one expresses one's nature truthfully or spends the rest of one's life lying about it.

Marlo Thomas



**I can never be what I ought to be
until you are allowed to be
what you ought to be.**

Dr. Martin Luther King, Jr.



**All young people, regardless of
sexual orientation or identity,
deserve a safe and supportive
environment
in which to achieve their
full potential.**

Harvey Milk

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

What is it?

Educational initiative that provides resources and information about the issues and concerns of the gay, lesbian, bisexual, transgender, and queer community

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

What is it?

**Network of allies and advocates
that provides a
non-judgmental, supportive
and affirming sanctuary for
LGBTQ students**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

What is it?

Diversity program aimed at increasing awareness and understanding of LGBTQ issues and fostering a climate of respect for and acceptance of people who are different

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

What is it?

**Organization of LGBTQ allies
and advocates seeking to
address bigotry, prejudice,
discrimination, harassment,
hatred, and violence**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

What is it?

**Group of concerned activists
seeking to confront injustice
and reduce homophobia,
heterosexism, and other forms
of oppression**

A vertical rainbow-colored bar is positioned on the left side of the slide, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

Guiding Assumptions

All learning and work environments should be safe and free of discrimination, prejudice, and harassment

A vertical rainbow-colored bar is positioned on the left side of the slide, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

Guiding Assumptions

All sexual orientations and gender representations are part of our culture and should be acknowledged and supported

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

Guiding Assumptions

Sharing and discussing feelings is important to understanding the issues of difference and diversity

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

Guiding Assumptions

**We value education and
the need to be informed about
current issues...**

**It is important to learn
as much as we can
about marginalized and
misunderstood populations**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

Guiding Assumptions

It is important to civilized people to preserve human dignity, guard human rights, confront injustice, and to end all forms of oppression

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

Guiding Assumptions

Heterosexism is a form of oppression, like racism, which leads to discrimination, prejudice, harassment, and violence

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

SAFE ZONE PROGRAM

Guiding Assumptions

It is possible to maintain one's individual moral perspectives, values and beliefs while behaving in ways that are respectful of people that are different from oneself

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Sexual Orientation

**Enduring emotional, spiritual,
romantic, or sexual attraction
that a person feels toward
another person...**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Sexual Orientation

One's natural fondness or affection for another person...

One's inherent or innate sexual interest in members of the same, opposite, or both sexes...

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Sexual Orientation

**One's intimate relationship
with another person...**

**One's feelings of love
for another person...**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Sexual Orientation

**It is not a choice, lifestyle
or behavior...**

**It is an inner
sense of identity**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Gender Identity

**Psychological understanding
of one's self...**

**Personal conception of oneself
as male or female...**

**Roles, perception,
self concept...**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Gender Identity

**The way in which a person
views him or herself...**

How they feel inside

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Gender Expression

**Social expectations or
interpretations...**

**Manner in which a person expresses
his or her gender publicly...**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Gender Expression

**The way a person communicates
his or her gender to others...**

Outward appearance...

**Mannerisms, clothing, hair style,
speech pattern...**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

LGBTQ

**Acronym used as an umbrella term
to refer to...**

**Lesbian, Gay, Bisexual, Transgender,
and Queer**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Gay

Term used to describe men who have an emotional, spiritual, romantic or sexual attraction or affection for other men...

Sometimes the term is used to refer to all sexual orientations

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Lesbian

Term used to describe women who have an emotional, spiritual, romantic, or sexual attraction or affection for other women...

Some women prefer to use the term “gay”

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Bisexual

One who has significant sexual and romantic attractions to members of both the same and opposite sex...

This is an actual orientation and does not refer to someone who is confused or questioning

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Transgender

Person whose core gender identity or psychological aspect is different from their physical or biological assignment...

Some, but not all, transgender people want to have gender reassignment surgery

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Cisgender

Person whose core gender identity or psychological aspect matches their physical or biological assignment

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Straight

**People with a heterosexual
orientation...**

**One who is attracted to
members of the opposite sex**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Questioning

**Person who is exploring
his or her sexual orientation
or gender identity...**

**They are described as curious
or unsure**

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

In the Closet

LGBTQ persons who conceal their sexual orientation or gender identity from others...

LGBT persons who unable to tell their secret or reveal their true self to others

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Coming Out

Act of telling another person that you are gay, lesbian, bisexual, or transgender...

Process by which someone is able to reveal or disclose his/her sexual identity to another person

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Homophobia

Intense and irrational fear, hatred, and intolerance of same-sex relationships and LGBTQ people...

LGBTQ people are seen as sick, crazy, immoral, sinful, wicked...

Anything is believed to be justified in order to change them, including discrimination, harassment, and violence

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

Heterosexism

Assumption that everyone is or needs to be heterosexual..

Oppressive, prejudiced, bigoted, heteronormative attitude or mindset..

The notion that heterosexuality is more natural and normal..

The belief that heterosexuality is inevitable, superior, and preferred

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

DEFINITIONS AND TERMINOLOGY

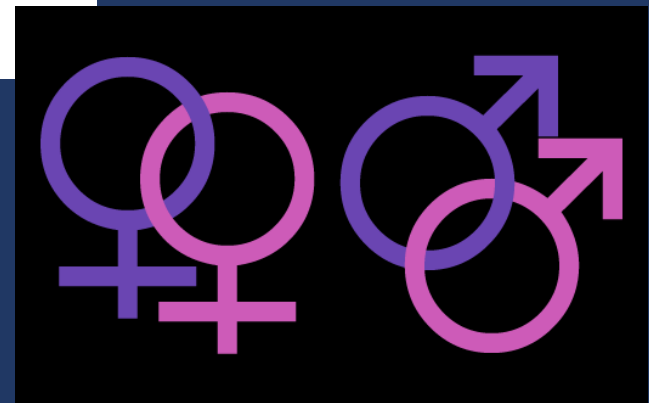
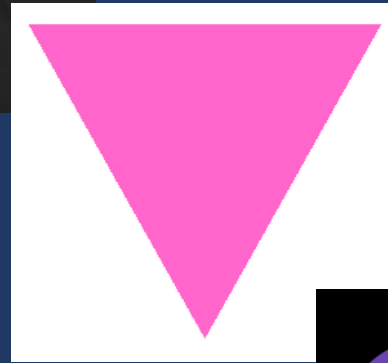
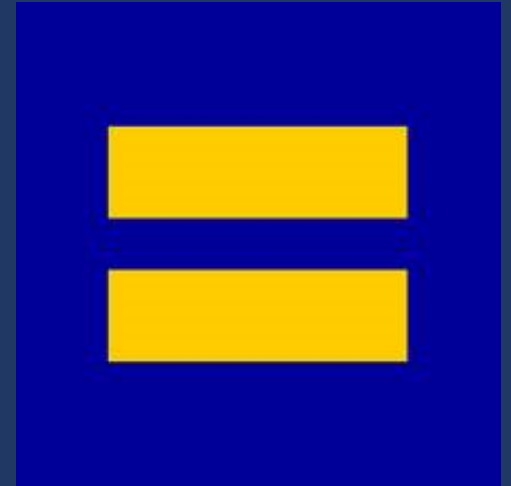
Heterosexual Privilege

Heterosexuality is identified as the norm in our culture...

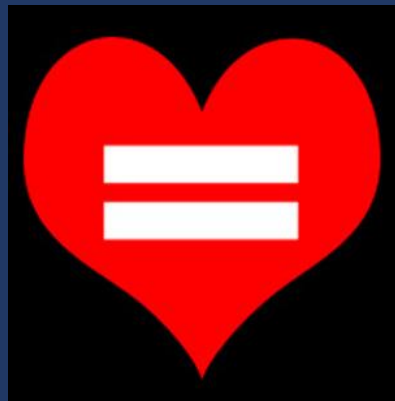
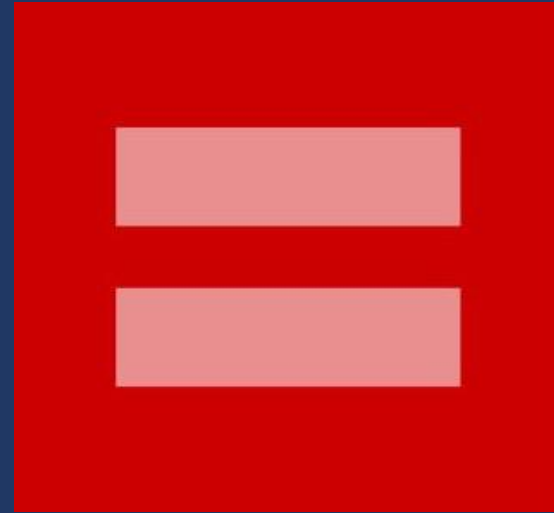
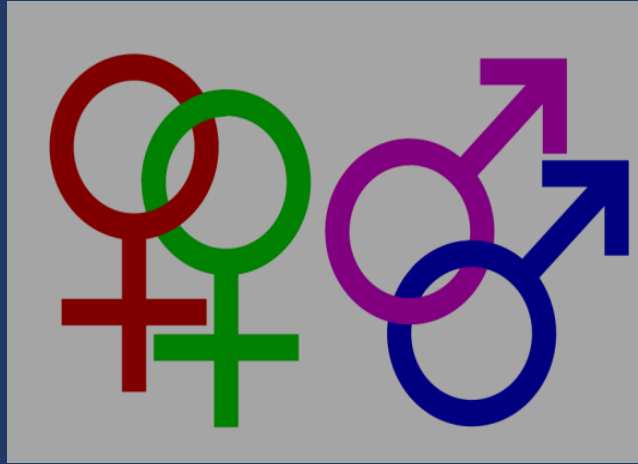
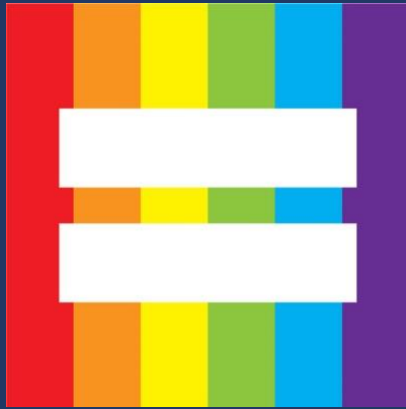
It is an exclusive position benefitting from societal and institutional reinforcement and entitlement...

It carries with it the elitist assumption that everyone should identify as heterosexual

SYMBOLS OF PRIDE



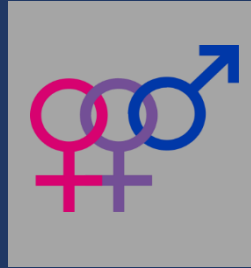
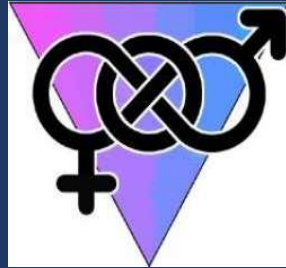
SYMBOLS OF PRIDE



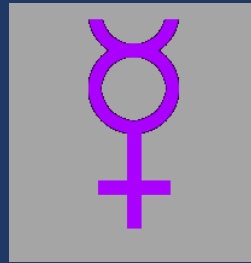
SYMBOLS OF PRIDE



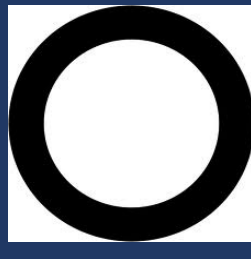
SYMBOLS OF PRIDE



Bisexual



Transgender

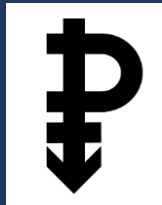


Asexual

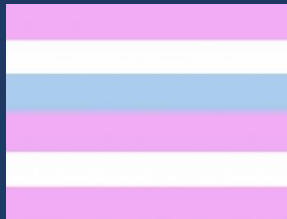
SYMBOLS OF PRIDE



Gender Queer



Pansexual



Intersex



Agender

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

WHO ARE LGBTQ PEOPLE?

**On average, about 4-7%
of the population is gay, lesbian,
bisexual, transgender, or queer...**

Over 10 million people

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

WHO ARE LGBTQ PEOPLE?

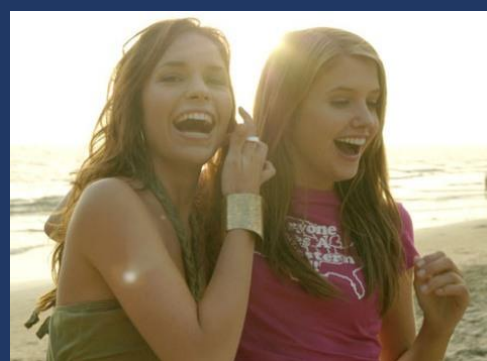
**Gay, lesbian, bisexual, transgender,
and queer people have existed...**

in every time period in history...

in every culture...

In every segment of society...

in every walk of life...



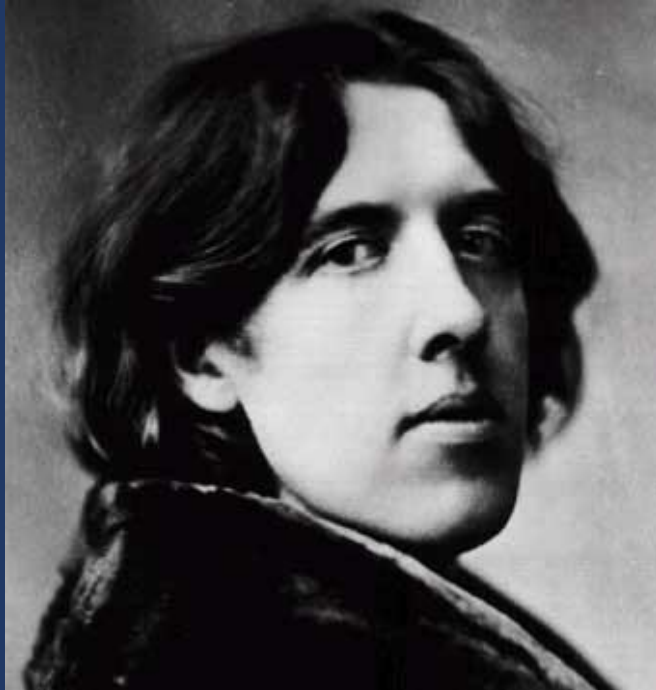








WHO ARE LGBTQ PEOPLE?



Lord Byron
Walt Whitman
Oscar Wilde
Langston Hughes
Ralph Waldo Emerson
Tennessee Williams
Edward Albee
Truman Capote

WHO ARE LGBTQ PEOPLE?

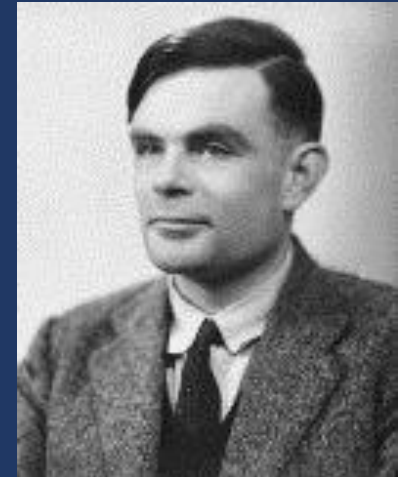


Barney Frank
Former US Representative
From Massachusetts



Tammy Baldwin
US Senator
From Wisconsin

Alan Turing
Father of the
Modern Computer



WHO ARE LGBTQ PEOPLE?

Sally Ride
American Astronaut

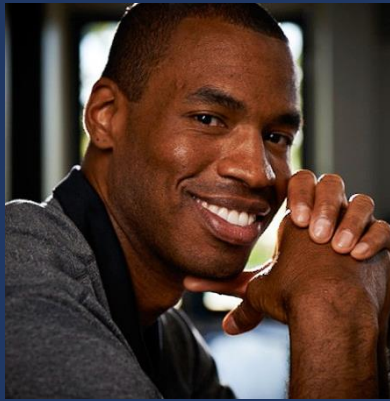


Rachel Maddow
MSNBC Television
Talk Show Host

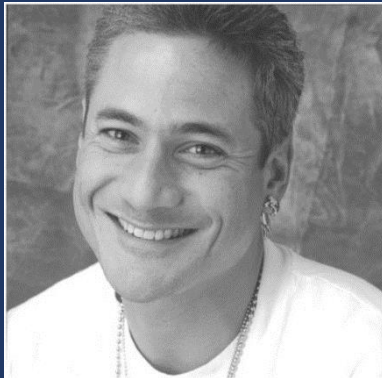
Gene Robinson
Episcopal Bishop



WHO ARE LGBTQ PEOPLE?



Jason Collins
NBA Basketball Player



Greg Louganus
US Olympic Swimmer

**Martina
Navratilova**
US Tennis Player



WHO ARE LGBTQ PEOPLE?



Michael Sam
NFL Football Player

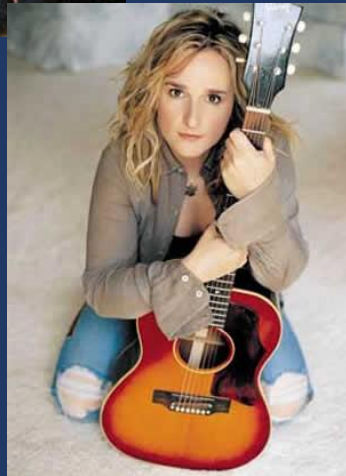
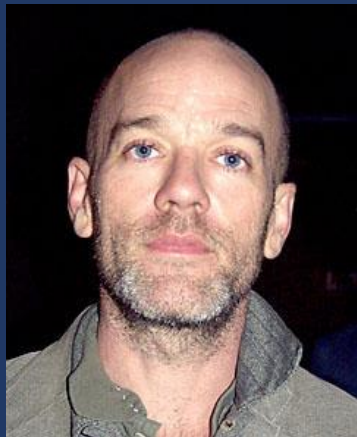


Tim Cook
CEO of Apple Computers



Laverne Cox
Orange is the
New Black

WHO ARE LGBTQ PEOPLE?



Elton John
Janis Joplin
George Michael
Michael Stipe
Joan Baez
Tracy Chapman
KD Lang
Lance Bass
Ricky Martin

WHO ARE LGBTQ PEOPLE?



Ellen DeGeneres
Lily Tomlin
B.D. Wong
Rosie O'Donnell
Portia de Rossi
Neil Patrick Harris
Wanda Sykes
Raven Symone
Suze Orman

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

WHO ARE LGBTQ PEOPLE?

Jim Parsons (Big Bang Theory)
Robin Roberts (Good Morning America)
David Hyde Pierce (Frazier)
Graham Chapman (Monty Python)
George Takei (Star Trek)
Cynthia Nixon (Sex & The City)
Meredith Baxter (Family Ties)
Kelly McGillis (Top Gun, Witness)
Jim Nabors (Gomer Pyle)
Gillian Anderson (X Files)
Caitlyn Jenner (Olympic Athlete)

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are considered to
be an at-risk population...

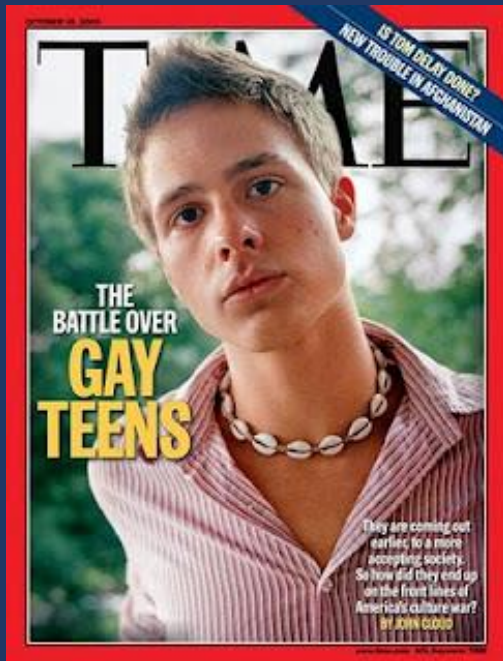
because they are members of
a stigmatized minority

because they see themselves as
fundamentally different

Because of the way society treats
them

CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are considered to be an at-risk population...



They are often victims of bullying, harassment, abuse, threats, violence, and hate crimes

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are at risk for...

Missed classes

Lower grades

Higher drop out rate

Verbal abuse

Physical assault and injury

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are at risk for...

Lower self esteem

Limited coping skills

Lack of support

Peer and family rejection

Homelessness



CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are at risk for...

Feelings of fear,
insecurity, isolation,
loneliness, confusion,
uncertainty, and shame

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

LGBTQ youth are at risk for...

Higher anxiety

Higher depression

Higher suicide rate

Higher drug and alcohol abuse

CHALLENGES OF LGBTQ STUDENTS

Hate Speech



CHALLENGES OF LGBTQ STUDENTS

Discrimination

Workplace
Military
Marriage
Adoption
Hospitals
Housing



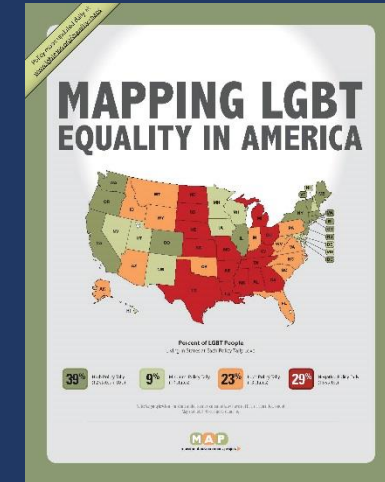
CHALLENGES OF LGBTQ STUDENTS

Anti-Gay Legislation

Federal Protections
for LGBT People
Reversed

New Anti-Gay
State Laws

Increased Violence to
LGBTQ People Under
New Administration



CHALLENGES OF LGBTQ STUDENTS

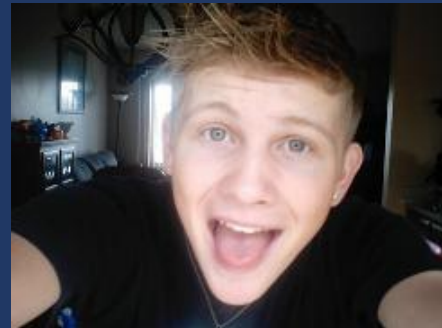
Incidence of Violence



Matthew Shepherd
Lawrence King
Billy Jack Gaither
Tyler Clementi

CHALLENGES OF LGBTQ STUDENTS

Incidence of Violence



CHALLENGES OF LGBTQ STUDENTS

Incidence of Violence



A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

84% of LGBTQ youth reported being
verbally harassed
at school

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

39% of LGBTQ youth reported being
physically harassed
at school

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

90% of LGBTQ youth reported
hearing homophobic remarks
from classmates

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

82% of LGBTQ youth reported that faculty and staff never intervened when homophobic remarks were made in their presence

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

39% of LGBTQ youth reported
hearing homophobic remarks from
faculty and staff

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

9 out of 10 LGBTQ youth have
experienced some kind of
anti-gay harassment
at school

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

60% of LGBTQ youth felt unsafe
at school because of their
sexual orientation

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

LGBTQ youth are bullied 2 to 3
times more often than
their straight peers

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

LGBTQ youth are 190% more likely
to abuse drugs and alcohol
than their straight peers

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

44% of LGBTQ youth have been the target of harassment, verbal abuse, and physical abuse at home

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

49% of LGBTQ youth have been
the target of anti-gay hate acts
at school

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

48% of LGBTQ youth were the target of discrimination, harassment and violence at work, including 15% who were fired

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

39% of LGBTQ youth report acts of vandalism, threats, and assault in their neighborhoods and communities

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

LGBTQ youth are 4 times more likely to commit suicide than their straight peers

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

CHALLENGES OF LGBTQ STUDENTS

Facts and Statistics

Suicide is the leading cause of death among LGBTQ youth

30% of all teen suicides are committed by LGBTQ youth

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

ALLIES AND ADVOCATES

Friends of the LGBTQ community

Faculty, staff, administrators,
and students

They may be part of the
LGBTQ population...

Or they may be straight

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

ALLIES AND ADVOCATES

Active supporters of the
LGBTQ community

Treat LGBTQ people with
unconditional positive regard

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

ALLIES AND ADVOCATES

Committed to protecting and
safeguarding the rights of
LGBTQ people

Seek to foster a safe and
affirming environment for
LGBTQ students

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

ALLIES AND ADVOCATES

Actively, publicly, and courageously
practice
acceptance of LGBTQ people

Speak out in behalf
of LGBTQ people

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

ALLIES AND ADVOCATES

Help LGBTQ people in the
coming-out process

They help others understand
the importance of equality, fairness,
tolerance and
mutual respect

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

ALLIES AND ADVOCATES

Their message to LGBTQ people...

You will be treated with
dignity and respect

You will not be judged
or condemned

You can trust me

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

ALLIES AND ADVOCATES

Their message to LGBT people...

You can be yourself with me

You do not have to hide who
you are or guard your speech

You can speak freely about aspects
of your life

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

RESPONDING AS AN ALLY OR ADVOCATE

COMMUNICATION

COMPASSION

CREDIBILITY

COURAGE

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

RESPONDING AS AN ALLY OR ADVOCATE

COMMUNICATION

Be an active and engaged listener...

Be ready to respond and
willing to discuss...

Facilitate open and honest
dialogue...

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

RESPONDING AS AN ALLY OR ADVOCATE

COMPASSION

Be open minded...

Be sensitive....

Be inclusive...

Use inclusive language...

Avoid heterosexist language
and assumptions...

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

RESPONDING AS AN ALLY OR ADVOCATE

COMPASSION

Be respectful...

Be trustworthy...

Be empathetic...

Be available...

Let LGBTQ people know that you
are a safe person with whom
to discuss their issues...

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

RESPONDING AS AN ALLY OR ADVOCATE

CREDIBILITY

Educate yourself about LGBTQ issues and concerns...

Be knowledgeable of news and current events in the LGBTQ community...

Be aware of the latest research relevant to LGBTQ topics...

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

RESPONDING AS AN ALLY OR ADVOCATE

CREDIBILITY

Be aware of available LGBTQ
resources and services...

Attend LGBTQ events, activities, and
programs...

Socialize with your LGBTQ friends...

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

RESPONDING AS AN ALLY OR ADVOCATE

COURAGE

Confront politely...

Educate others...

Dispel myths, misconceptions,
And misinformation...

Let your others know that homophobic
comments and jokes are offensive...

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

RESPONDING AS AN ALLY OR ADVOCATE

COURAGE

Don't ignore the topic of
sexual orientation and
gender identity...

Speak up...
Defend your LGBTQ friends
against discrimination...

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

SHOWING RESPECT

Choose the right words
and proper language

Communicate respect

Avoid being offensive

More than just being politically
correct

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

SHOWING RESPECT

NO:

Homosexual

YES:

Gay

Lesbian

Bisexual

LGBTQ

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SHOWING RESPECT

NO:

Sexual Preference

YES:

Sexual Orientation

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SHOWING RESPECT

NO:

Admitted Homosexual
Avowed Homosexual

YES:

Openly Gay

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

SHOWING RESPECT

NO:

Gay Lifestyle

Homosexual Lifestyle

Is There Such a Thing as a
Straight Lifestyle?

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SHOWING RESPECT

GOOD:

Gay Marriage

BETTER:

Same Sex Marriage

BEST:

Marriage Equality

OR HOW ABOUT JUST:

Marriage

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

SHOWING RESPECT

NO:

Homosexual Agenda
Gay Agenda

YES:

Gay Rights Movement
Civil Rights Movement

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SHOWING RESPECT

NO:

Special Rights

YES:

Equal Rights

Equal Protection

Human Rights



SHOWING RESPECT

NO:

That's so gay

YES:

That's so bad

That's so stupid

A vertical rainbow gradient bar on the left side of the slide, transitioning from red at the top to purple at the bottom.

SHOWING RESPECT

NO:

fag, faggot, homo, dyke

YES or NO:

queer

depending on the context,
situation, individual person



SHOWING RESPECT

NO:

pervert, deviant, depraved,
unnatural, immoral, sinful

NO:

disorder, disease, illness,
sickness, dysfunctional,
crazy, unstable



SHOWING RESPECT

NO:

in need of curing

in need of repair

in need of conversion



SHOWING RESPECT

NO:

promiscuity, pedophilia,
child sexual abuse, sodomy,
bestiality, polygamy,
adultery, incest

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

COMING OUT

What if someone
comes out to you?

What if someone
tells you they are gay?

How should you respond?

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

COMING OUT

Regardless of your own personal or moral belief about LGBTQ people, keep in mind that the person has made him or herself vulnerable

Don't judge

Simply listen to the person

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

COMING OUT

Don't express
shock or dismay

Don't act awkward
or uncomfortable

Offer support, acceptance,
understanding, and comfort

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

COMING OUT

Acknowledge them

Let them know that you
heard what they said

Ask open-ended questions
to show that you are interested
and that you care about them

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

COMING OUT

Recognize the trust

If someone voluntarily comes out to you, he or she is putting a lot of trust in you and has displayed a lot of courage

Acknowledge their courage and trust

Be trustworthy

A vertical bar on the left side of the slide with a rainbow gradient, transitioning from red at the top to purple at the bottom.

COMING OUT

Match their words and
mirror their emotions

Maintain contact...

Let the person know that he/she
is still important to you

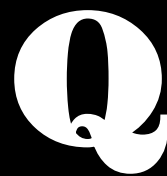
You don't need to treat
him/her differently

Keep confidentiality

THANK YOU



Safe Zone Program



QUEER CAFÉ LGBTQ INFORMATION NETWORK

www.queercafe.net