

Appendix A: Safe Zone Symbol

The USF Safe Zone Symbol

Our Safe Zone symbol incorporates the traditional pink triangle and a few original USF elements. A gold disc is added to the background to reflect the school colors of USF. Bullhorns further identify the symbol as a distinctive representation of our school.

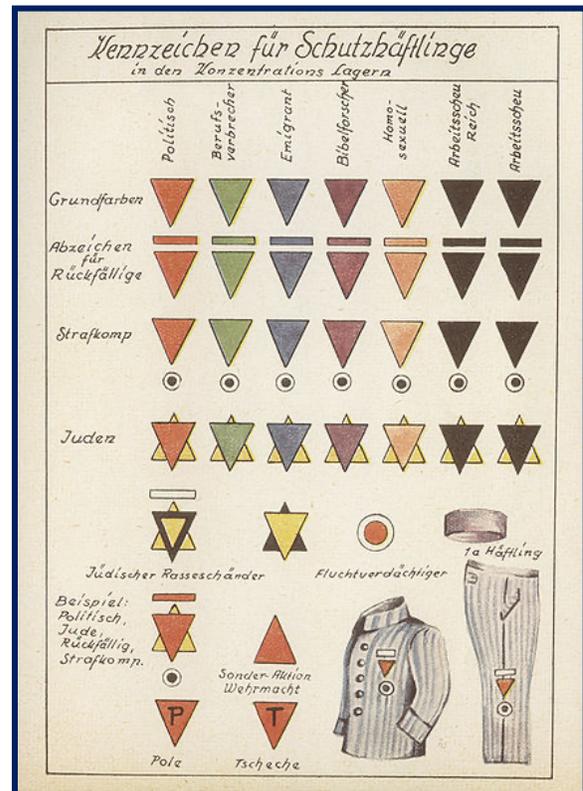


Meaning of the Safe Zone Symbol

In the Nazi concentration camps, prisoners were classified according to their “crimes”. Jewish people, for example, wore a yellow star (which is made out of two triangles). Gay men were made to wear pink stars. After World War II, political prisoners and the people in the concentration camps wearing yellow stars were released, while wearers of the pink triangle remained in prison for years.

The triangle has since become an international symbol for awakens of the hatred and fear that continues to oppress LGBTQ+ people. Displaying the pink triangle signifies both the acknowledgment of LGBTQ+ oppression and the pride that comes from positive acceptance of diverse sexual and gender identities as a part of the human experience.

Additional information regarding the history of the pink star can be found at:



<https://www.history.com/news/pink-triangle-nazi-concentration-camps>

<https://time.com/5295476/gay-pride-pink-triangle-history/>

Appendix B: Answers to BINGO

Education Part 1

It was the patch given to homosexual men in the Holocaust concentration camps during World War II	Giving away someone's sexual or gender identity without their permission	Pink; it was removed from the flag because the color fabric was not available to mass produce
Lesbian, Gay, Bisexual, Transgender/ Trans +, Queer/ Questioning	Homophobia	October
Bar where rebellion occurred after police harassment & brutality against LGBTQ+ patrons. "The Stonewall Riots" remembered as the start of the gay civil rights movement.	November (Specific date: November 20)	P.R.I.D.E. Alliance, Trans+ Student Union, LGBT Pre-Health Alliance, QTPOCC

Education Part 2

Pansexual, asexual, demisexual, polysexual, trans+, genderqueer, gender non-conforming, agender, pangender	Giving away someone's sexual or gender identity without their permission	Intersex or disorder of sex development (<i>not</i> hermaphrodite)
Office of Multicultural Affairs; diversity, Inclusion, and Equal Opportunity; Haven Clinic; Trans+ Student Union; P.R.I.D.E. Alliance	Transphobia	March (Specific date: March 31)
Examples: Laverne Cox, Caitlyn Jenner, Jamie Clayton, Lana Wachowski, Janet Mock, Leslie Feinberg, Marsha P. Johnson, Christine Jorgenson	November (Specific date: November 20)	Pink, white, and blue

Allyship

Contract of Commitment

As an ally, I will...

1. Listen, listen, listen.
2. Not assume anyone's gender identity, pronouns, sexual orientation, romantic orientation, or other identities.
3. Continue to educate myself and others.
4. Model inclusive language.
5. Recognize that identity development is a process.
6. Speak up, but not over those in the LGBTQ+ community.
7. Know when to keep it private and not out any members of the community.
8. Understand that diverse identities affect people's lived experiences differently.
9. Work to bring awareness and understanding to less visible identities such as bisexuality, pansexuality, and asexuality.
10. Apologize *when* I make mistakes and reach out for resources when I don't have the answers.

Additional Scenarios

Use your knowledge of the C.A.R.E. Model to work through these scenarios:

1. A friend of yours recently came out as trans+. People have asked why he has chosen to be this way and have said that they won't use his chosen name and pronouns. How do you help him in this situation?
2. You're friends with the students who live next to you in your residence hall. One evening you hear them harassing another resident in the hallway for being bisexual and "greedy". What should you do? Who should you speak to about it?
3. You're waiting for class to start when you hear your professor whisper under their breath, "We shouldn't allow trans in this school." You don't think anyone else heard. How do you handle this? Who should you speak to?
4. You overhear your friend say, "that's so gay" in a conversation. You take this personally because you know other people that this would offend. How do you address this situation? How do you have that difficult conversation with them?

Advocacy

Life expectancy of trans+ women of color: 35	What percentage of trans+ murders are trans+ women of color? 95%	What Florida city saw the murder of 4 trans+ women of color in 2018? Jacksonville
At what university did police kill a non-binary student in 2017? Georgia Tech	Total lives lost at the Pulse nightclub shooting: 49	Name at least one group that has condemned the trans+ military ban: APA, DC Circuit Court, RAND activist, Service members, etc.

Answer key to Post Evaluation

Matching: Please indicate which historical or current even corresponds with each detail

E 1. Lavender Scare

D 2. Don't Ask, Don't Tell

A 3. HIV/ AIDS Crisis

G 4. Pulse Nightclub Shooting.

C 5. Trans+ Military Ban.

B 6. Marriage Equality

F 7. Society of Human Rights

A. Has killed 700,000 people.

B. Took place in 2015

C. Proposed by Donald Trump in 2017

D. Barred LGB American from military service

E. Led to 10,000 jobs lost for LGBTQ+ people.

F. First gay rights organization in America

G. Disproportionately targeted Latinx queer people

Appendix C: LGBTQ+ Glossary

AFAB - An acronym that stands for assigned female at birth.

Agender / Genderless - Someone who identifies as not having a gender.

Ally - Someone who confronts heterosexism, homophobia, and transphobia; a concern for the well-being of lesbian, gay, bisexual, trans+, and intersex people; a belief that heterosexism, homophobia, biphobia, and transphobia are social justice issues.

AMAB - An acronym that stands for assigned male at birth.

Androgynous - A person appearing and/or identifying as neither man nor woman, presenting a gender either mixed or neutral.

Aromatic - A person who does not feel romantic attraction.

Asexual - A person who experiences little or no sexual attraction to others. Unlike celibacy, which people choose, asexuality is an intrinsic part of who people are. Each asexual person experiences things like relationships, attraction, and arousal differently.

Bierasure - The idea that because a person is in a relationship with a person of a particular gender they are no longer bisexual; rather, they are either heterosexual or homosexual.

Bigender - A person who identifies with two genders.

Biphobia - The irrational fear of, discrimination against, or hatred of bisexuals. Biphobia can be seen within the LGBTQ+ community, as well as in general society.

Biromantic - A person who is romantically/emotionally attracted to males/men and females/women.

Bisexual - A person physically/sexually attracted to males/men and females/women. This attraction does not have to be equally split, and there may be a preference for one gender over others.

Boi - A youthful, androgynous, queer identity that originated in African American culture. Bois may or may not identify as trans +.

Bottom Surgery - Surgery on the genitals designed to create a body in harmony with a person's gender expression, usually performed on trans+ persons

Butch - A lesbian who exhibits "masculinity," whether physically, mentally, or emotionally.

Cisgender - Also abbreviated as cis, someone who feels comfortable with the gender identity and gender expression expectations assigned to them based on their sex assigned at birth.

Coming Out - May refer to the process by which one accepts one's own sexuality, gender identity, or status as an intersex person (to "come out" to oneself). May also refer to the process by which one shares one's sexuality, gender identity, or intersex status with others (to "come out" to friends, etc.). This is often a continual, life-long process.

Cross Dresser - Individuals who regularly or occasionally wear the clothing socially assigned to a gender not their own, but are usually comfortable with their own sex and do not wish to change it (i.e they are not trans+).

Demisexual - A person who only experiences sexual attraction to someone when they have formed a strong emotional bond.

Down Low - Also known as DL, a term originated in Black communities to describe a man who usually identifies as heterosexual but also has sex with men, often secretly.

Drag - The act of dressing in gendered clothing as part of a performance. Drag queens are men who perform in highly feminine attire. Drag kings are women who perform in highly masculine attire. Drag may be performed as a political comment on gender, as parody, or simply as entertainment. Drag performances do not indicate sexuality, gender identity, or sex identity.

Dyke - Applied to lesbians, usually negatively, to stereotype them as “masculine.” Sometimes adopted affirmatively by lesbians (not necessarily masculine ones) to refer to themselves.

Fag / Faggot - From a Latin word meaning “a bundle of sticks,” men who participate in homosexual behavior were thrown into fires to keep the fire burning. In 1913 the word was first used in print in reference to gays in a vocabulary of criminal slang published in Portland, Oregon: ”All the faggot [*sic*] (sissies) will be dressed in drag at the ball tonight.”

Family - Colloquial term used to identify other LGBTQ+ community members. For example, an LGBTQ+ person saying, ”That person in family” often means that the person they are referring to is LGBTQ+.

Femme - Someone who exhibits “femininity,” whether physically, mentally, or emotionally.

FTM / F2M - Self-identifying acronym for a female to male trans+ person.

Gay - 1. Term used in some cultural setting to represent men who are attracted to men in a romantic, erotic, and / or emotional sense. NOT all men who engage in “homosexual behavior” identify as gay, and as such this label should be used with caution. 2. Term used to refer to the LGBTQ+ community as a whole, or as an individual identity label for anyone who does not identify as heterosexual.

Gender - The social construction of masculinity and femininity in a specific culture. It involves assignment (designation at birth), roles (the expectations imposed on someone based on this), attributes (how others perceive someone), and identity (how someone defines their own).

Gender Cues - What human beings use to attempt to tell the gender / sex of another person. Examples include hairstyles, walk, vocal inflections, facial hair, etc. Cues vary by culture and change over time.

Gender Expression - The external manifestation of a person's gender identity, which may or may not conform to the socially-defined behavior and external characteristics that are commonly referred to as either masculine or feminine.

Gender Fluid - A person who does not subscribe to the gender binary and may demonstrate either masculinity or femininity, depending on the day.

Gender Identity - A person's innate, deeply-felt psychological identification as a man, woman, or something else, which may or may not correspond to the person's external body or assigned sex at birth (i.e., the sex listed on their birth certificate). "Sexual identity" should not be used as a synonym for, or as inclusive of, "gender identity."

Gender Non-Conforming / Gender Variant / Nonbinary - Umbrella terms which refer to people who identify and/or express themselves in ways that are different from society's binary norms.

Genderqueer - A person whose gender identity is neither man nor woman, is between or beyond genders, or is some combination of genders. Often includes a political agenda to challenge gender stereotypes and the gender binary system.

Hate Crime - Defined as a crime motivated by the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, sexual identity, or gender identity of any person.

Heteronormativity - The assumption, in individuals or institutions, that everyone is heterosexual.

Heterosexism - Prejudice against individuals and groups who display LGBTQ+ behaviors or identities, combined with the majority power to impose such prejudice. Usually used to the advantage of the group in power. Any attitudes, actions, or practices - backed by institutional power - that subordinates people because of their sexual orientation.

Heterosexual Privilege - Those benefits derived automatically by being heterosexual that are denied to those of all other sexualities.

Hijra - A third gender in South Asia, oftentimes someone who was assigned male at birth but does not identify as a man.

Homonormativity - A politics that does not contest dominant heteronormative assumption and institutions, but holds and sustains them, while person a concurrent gay culture anchored in domesticity and hetero-norms.

Homophobia - The irrational fear and insolence of people who are LGBTQ+. Homophobia may be viewed as a fear of closeness and intimacy with others your gender that manifests itself in hatred, revulsion, disgust, and culturally-sanctioned prejudice and violence.

In the Closet - Refers to an LGBTQ+ person who will not or cannot disclose their sex, sexuality, sexual orientation, or gender identity to their friends, family, co-workers, or society.

Internalized Homophobia - The fear and self-hate of one's own LGBTQ+ identity. This occurs for many individuals who have learned negative ideas about LGBTQ+ people from the media, social circles, religion, family, etc.

Intersectionality - A theoretical framework or analytical tool for understanding that categories of difference such as race, gender, class, nationality, sexual orientation, and ability, among others, are interlocking and cannot be separated from one another.

Intersex - A person born with a combination of genitalia, hormones, internal organs, and chromosomes that are not considered medically male or female.

Lesbian - A woman who is romantically and sexually attracted to other women.

LGBTQ+ - A common abbreviation for the lesbian, gay, bisexual, transgender/trans+, queer/questioning community. The "+" aims to encompass additional identities that lay outside

of the acronym. White Gay movement leaders placed the “L” first to give voice to lesbian women in the movement in response to the support during the AIDS crisis.

Microaggression - A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional (often automatic) discrimination against a real or perceived marginalized identity.

MTF / M2F - Self-identity acronym for a male to female trans+ person.

Neutrois - A person whose gender is neutral or null.

“On T” - When an AFAB trans+ person takes the hormone testosterone in coordination with their transition.

Outing - Disclosure, voluntary or involuntary, of one’s sexual orientation or gender identity.

Pangender - A person who identifies with many, and sometimes all, genders.

Panromantic - A person who is romantically / emotionally attracted to individuals regardless of gender or sex.

Pansexual - A person who is physically / sexually attracted to individuals regardless of gender or sex.

Passing - The ability to be regarded as a member of a dominant or chosen gender or sexual identity.

Polyamory - Refers to having honest, usually non-possessive, relationships with multiple partners and can include: open relationships, polyfidelity (which involves multiple romantic relationships with sexual contact restricted to those), and subrelationships (which denote distinguishing between a “primary” relationship or relationships and various “secondary” relationships).

Q.T.P.O.C - An acronym that stands for queer and trans+ people of color.

Queer - 1. Umbrella term for individuals who advocate for breaking the binaries of sexual identity. 2. A person who does not identify with a specific sexual identity.

Questioning - Someone exploring, discovering, or developing an LGBTQ+ identity.

Romantic Attraction - Also sometimes referred to as emotional attraction. It is the interest in being involved in a romantic relationship with someone.

Same Gender Loving - Also known as SGL, a term sometimes used by members of African-American or Black communities as an alternative to “lesbian” and “gay,” which they feel does not speak to their cultural heritage.

Sex - A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics, and hormonal balances.

Sexual Attraction - Also sometimes referred to as physical attraction, the interest in engaging in sexual activity with someone.

Sexual Reassignment Surgery / SRS - Also known as Gender Confirmation Surgery (GCS), a term used by medical professionals to refer to a group of surgical options that alter a person’s “sex.” In most states, one or multiple irreversible surgeries are required to achieve legal recognition of gender identity.

Stealth - Also referred to as “going stealth” or “living in stealth mode,” this term refers to when a person chooses to be secretive in the public sphere about their gender history, either after transitioning or while successfully passing.

Stud - A lesbian in Black and/or Latinx communities who expresses themselves in a masculine manner.

Top Surgery - Surgery on the breasts designed to create a body in harmony with a person’s gender expression, usually performed on trans+ persons.

Transgender / Trans + - A person whose gender identity does not align with their sex assigned at birth.

Trans Man - A person who was assigned female at birth and is a man.

Trans Woman - A person who was assigned male at birth and is a woman.

Transition - This is a multi-step process that can take years as trans+ people align their anatomy with their sex/gender identity; this process may include sex reassignment surgery (SRS), hormone therapy, changes in name and/or documentation, and/or therapy. Access and availability to these resources can be limited and may inhibit one's transition.

Transphobia - Irrational fear or hatred of trans+ people. Transphobia is manifested in a number of ways, including violence, harassment, and discrimination.

Two Spirited - A Native American gender identity that exists outside of the gender binary.

Appendix D: Video Links

Education Part 1

[Why Pronouns Matter](#)

[What It's Like to be Intersex](#)

[The Problem with Heteronormativity](#)

Education Part 2

[5 Things You Should Know About Being Genderqueer](#)

[Ask an Asexual Person](#)

[Transgender People Talk About Coming Out #TransStories](#)

Allyship

[How the LGBT Community Created Voguing](#)

[Questions Non Trans People Are Too Afraid To Ask](#)

Advocacy

[A Living History of the LGBT Movement Since The 1800s](#)

[A Brief History of Forgotten Queer Political Action](#)

[The Committee](#)

[Marriage Equality](#)