

## **Written Testimony**

### **Austin Browne**

Good morning everyone. I would like to start by thanking you all, especially Chairman Young and Ranking Member Miller, for allowing me to come and speak on this very important issue. My name is Austin Browne, and I am a finance student at Youngstown State University. I am also the president of my school's chapter of Turning Point USA, the vice president of Penguins for Life, and a conservative journalist. In my time at YSU, I have seen and been subject to a variety of instances of bias that, quite frankly, have no place in an academic institution.

To begin, I would like to highlight some events that have unfolded during my tenure as the Turning Point president. Turning Point is a registered student organization at the school, and is a part of a national group that seeks to educate students on a host of conservative issues, such as free speech, capitalism, and more. Despite acting in accordance with school policy, my group has been subject to harassment in many forms by left-leaning students at the school. Our posters have repeatedly been ripped off the wall, our officers have been verbally harassed, and our group and its members are regular subjects of slanderous posts on the school's app. Most recently when we painted the school's spirit rock with messages opposing biological males in female sports and youth gender transitions, it was painted over multiple times in less than 12 hours. We then became the subject of an article in the school's paper, in which the associate vice president of student affairs encouraged students to report speech that made them "feel discriminated against." There was no problem, however, with the plethora of pro-LGBT messages painted on the rock, as those stayed up and were endorsed by the school.

## **Written Testimony**

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Penguins for Life, the school's chapter of Student for Life of America, has received similar treatment. Our members have been repeatedly harassed online for our religious beliefs, but when these incidents are reported to the school, we are told that it does not constitute harassment. We were also told by a faculty member that she would be watching us and would file a Title IX complaint against us if we violated any school rules. Naturally, no such threats were levied against the school's Planned Parenthood chapter.

Diversity, equity, and inclusion seems to be a primary concern at YSU, but interestingly enough, conservatives seem not to be included in that. I have yet to see the school host a conservative speaker, but liberal speakers are in no way in short supply. Last year, Jamilia Lyiscott was hosted by the Office of DEI, and she spoke on issues of white privilege and colonialism. The school also hosted a "Tunnel of Oppression" event which seemed to do nothing but peddle a victimhood mindset to students.

Following the trend is the Student Government Association and Academic Senate. I am a multi-term member of both bodies, and I have bore witness to an unabashedly liberal agenda being pushed in them. SGA, which claims to be politically neutral, has partnered with Planned Parenthood to promote abortion, held mandatory pro-LGBT training for representatives, and most recently, signed on to a letter condemning Ohio Senate Bill 83. My objections were dismissed as uneducated, and the body decided to run afoul of its neutral stance and sign it.

## **Written Testimony**

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I also spoke in the Senate on the irrelevance of the school including gender pronouns on its recommended syllabus template. I was sent emails from a member of the committee tasked with my complaint, and in them, a faculty member disparaged and discredited me on the grounds that I am a conservative journalist.

In all of this, one of the most concerning factors is the difference in treatment received by the conservative groups and liberal groups. The liberal groups are backed by the Office of DEI and the Women's Studies Department, leading to greater financial support. Their events are also advertised in campus-wide emails via the Office of DEI. None of these opportunities have been afforded to any conservative groups.

In closing, I would like to say that in my perspective, this bill is a fantastic step in the right direction toward true equality. It provides a basic common-sense framework for ensuring an intellectually diverse environment and requiring schools to do what they are meant to do in the first place: teach.

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## PRIDE AND PREJUDICE



The tradition rock was painted to show pride on campus.

Photo courtesy of Rayvin Gorrell

## Contention on the rock

By Elizabeth Coss and Christopher Gillett  
The Jambar

Last week was a busy week for Youngstown State University's tradition rock, going through various phases of both acceptance and disagreement.

The rock, initially painted for Sexual Assault Awareness and Prevention Month around April 4 by YSU student-athletes, was repainted April 12 with statements targeting the LGBTQ community, such as 'Transing Kids is Sexual Assault [Awareness Month]', 'Stop Mainstreaming Delusion' and 'Only One Flag Represents Us All,' with an American flag painted below.

On the same day, the statements were covered up with hearts and small designs to bring awareness back to Sexual Assault Awareness Month.

However, the changes didn't last. By the morning

of April 13, similar messages stating, 'Stop Transing Kids' and 'Children Are Not Lab Rats' were painted onto the rock.

By the afternoon, other organizations began painting the rock, covering up the rhetoric to promote upcoming events on campus.

Teagan Kostelnak, a senior psychology and sociology major, and member of the YSU Coalition Against Human Trafficking, said he repainted the rock to prevent others from seeing the statements and to advocate for awareness about human trafficking.

"I'm tired of looking at this kind of stuff, tired of seeing it everywhere, and it needs to change," Kostelnak said. "Just be nice to people. This has gotten to be a world where it's exhausting and I think it's tiring to see so much hate everywhere."

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## Proud to show pride

By Elizabeth Coss and Christopher Gillett  
The Jambar

Campus Pride Month is dedicated to recognizing the importance of accepting the LGBTQ community across U.S. universities.

Youngstown State University honored the month through a variety of events curated by YSUnity, Student Experience and other participating divisions.

Rayvin Gorrell, the president of YSUnity and a junior anthropology major, said it's important YSU takes part in recognizing the month.

"Pride is very, very important and I think it's extraordinary that the campus is willing to participate," Gorrell said. "I am sad to hear and have heard in the past that it has not been celebrated on campus, so I'm very proud to be able to hold these events and make people feel welcome."

Events ranged from painting tradition rock, to a 'Pride Ride' cycling event in the Andrews Student Recreation and Wellness Center. On April 12, a panel met in Kilcawley Center's Hub to discuss LGBTQ issues in both personal and political ways.

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**Rock**

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April is also recognized as Campus Pride Month which brings awareness to LGBTQ inclusivity collegiately.

Joy Polkabila Byers, the associate vice president of Student Affairs, said the rock can be painted by anyone to voice opinions.

The only kind of language not allowed on the rock is language implying threats or harm to an individual.

“[The rock] allows people to voice their opinions. At some point, it’s about sharing ideas, for bringing awareness for different events, bringing awareness for different topics,” Byers said. “[The university has] a role to make sure we are

creating a safe and inclusive environment for all students.”

Byers explained there are guidelines and scoring that evaluates what is written on the rock, but if students feel discriminated against, they can file a complaint.

“You have the ability to say, ‘I feel like this was against my free speech,’” Byers said. “We will direct you to the right location to make those complaints. You can go through the Dean of Students Office — a Penguin of Concern Form — we will make sure they get to the right location. We do have a complaint system for the university for students to voice your opinion.”

Rayvin Gorrell, president of YSUnity, said there are supportive environments such as YSUnity for people on campus

despite hurtful rhetoric being spread.

“Just because there are hateful messages out there does not mean that is the way everybody feels,” Gorrell said. “It is just very sad to see that people may not feel as welcomed into our community as we would like them to be.”

Gorrell also said they’d encourage people to find safe places like YSUnity and other organizations.

“There is a lot of support on campus. There is [YSUnity], we are very supportive and we support trans people,” Gorrell said. “People just don’t know that we exist and haven’t heard about us to know there is a supportive, welcoming [and] happy place where you can be who you want to be.”



Tradition rock went through various changes over the week.

Photo by Elizabeth Coss / The Jambar

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High: 84°F	High: 78°F	High: 63°F	High: 51°F	High: 51°F	High: 59°F	High: 58°F
Low: 57°F	Low: 54°F	Low: 39°F	Low: 33°F	Low: 33°F	Low: 41°F	Low: 43°F
Chance of precip: 1%	Chance of precip: 84%	Chance of precip: 94%	Chance of precip: 25%	Chance of precip: 41%	Chance of precip: 55%	Chance of precip: 59%



Partly Cloudy



Scattered Showers



Scattered Showers



Partly Cloudy



Scattered Showers



Scattered Showers



Scattered Showers

Information courtesy of accuweather.com

# It's all about mindset and behavior

By **Natalie Lasky**  
The Jambar

John Hope Bryant, an entrepreneur and author, visited Youngstown State University to speak to students about his life experiences in the financial industry during the Thomas Colloquium Lecture Series in Williamson College of Business Administration.

During the afternoon session Oct. 13, Bryant opened up about his views on mindsets and how mindsets can be valuable assets to students' finances.

Trey Turner, a senior journalism major, was the moderator for Bryant's lecture. Turner said he looked forward to the event and hosting the discussions.

"John Hope Bryant is coming to the [WCBA], to lead a student panel discussion or to lead a discussion about just financial literacy and how it has impacted his life because he's very successful in that video ... my job tonight is to be the moderator, asking all the questions for him, so that they can be answered for [you all] to know and then open it up to the students at the end," Turner said.

Bryant also said mindsets dictate a person's behavior and that being aware of the mindset a person is in can change one's perception of profit and making money.

Bryant went on to tell the students he loved math, as

well as the only time a person should not listen to what the numbers say.

"We are our own worst enemy and our best asset. We stand in our way. No one can hurt you more perfectly or more beautifully than yourself."

— **John Hope Bryant**,  
entrepreneur and author

"[I am going to] tell you that I love math because it does not have an opinion. The only time [I am going to] tell you to ignore [math] is in a relationship — whether [it is spouses] or boyfriend, girlfriend or fiancé or busi-

ness partnership, employer, any kind of structured relationship," Bryant said.

Bryant also explained how rainbows follow storms and how rainbows would not exist without the storm first, how life impacts everyone differently and the mindset a person has can drastically change the outcome of the storm.

Bryant said the most important aspect students should know about their current mindset is that each person is their biggest asset.

"We are our own worst enemy and our best asset. We stand in our own way. No one can hurt you more perfectly or more beautifully than yourself. So, if you can get out of your own way, and be open minded to different points of view ... if you stand in your own way no one can hurt you more perfectly. So, we are our own worst enemies," Bryant said. "What I was really saying there is if it is about putting food on the table and a roof over your head, [which] is called sustenance, poverty, then that is something the state should try and keep watching but all other poverty is a mindset. So just change your mindset and you change your life."

For more information on YSU's Lecture Series, visit its website.

# Equity in and out of the classroom

By **Jessica Stamp**  
The Jambar

Students had the chance to meet Jamila Lyiscott and learn about culturally inclusive communications Oct. 20 in the Rossi Room of Kilcawley Center. The event was put together by the Office of Diversity, Equity and Inclusion.

Lyiscott, a professional communicator and author, spoke to Youngstown State University students about how the background of education has a darker cultural history.

"I'll be doing a keynote that will be focusing on the ways that education and schooling and teaching is rooted in legacies of colonialism and that contributes to racial inequity," Lyiscott said.

Lyiscott mentioned her book, "Black Appetite. White Food: Issues of Race, Voice and Justice Within and Beyond the Classroom," during the presentation because of its significance of white privilege's impact toward students of color and its effect on them in and out of school.

"I want students — particularly students of color — to

be mindful of how to advocate for the kind of schooling environments that they deserve," Lyiscott said. "To make sure that they have the tools for reflecting on exposing and acting against anything that contributes to racial inequity and racial harmony."

Another point Lyiscott focused on was colonialism. Lyiscott wanted to point out how present and dangerous its effects are for students of different backgrounds and to inform those students how valuable they are in the classroom.

"It's important that we know how to truly affirm and value all students of [all] backgrounds because in our nation, when we talk about access, when we talk about equity in schools. Sometimes we forget that access needs to mean that everybody in the space is valued and validated for their cultures and identities and not necessarily just conform to one identity," Lyiscott said.

Carol Bennett, assistant provost for the Office of the DEI, said Lyiscott can give students the tools to teach them how to look at internal problems that need to be addressed.

"[Lyiscott] uses her academic intellect and her creativity as a spoken word artist to talk about how lan-

guage and communication ... can hinder an individual in the classroom, especially if you use a colonizing language that is oppressing people," Bennett said. "[Lyiscott] provides strategies on how to circumvent that."

Bennett also said she hopes students can learn from Lyiscott and have the ability to speak out in a classroom setting if there was something said by a professor in an offensive manner.

Susan Moorer, assistant director for Multicultural and Outreach Services for the Office of the DEI, wanted to bring more awareness to cultural discussions and believed students could learn from Lyiscott's expertise.

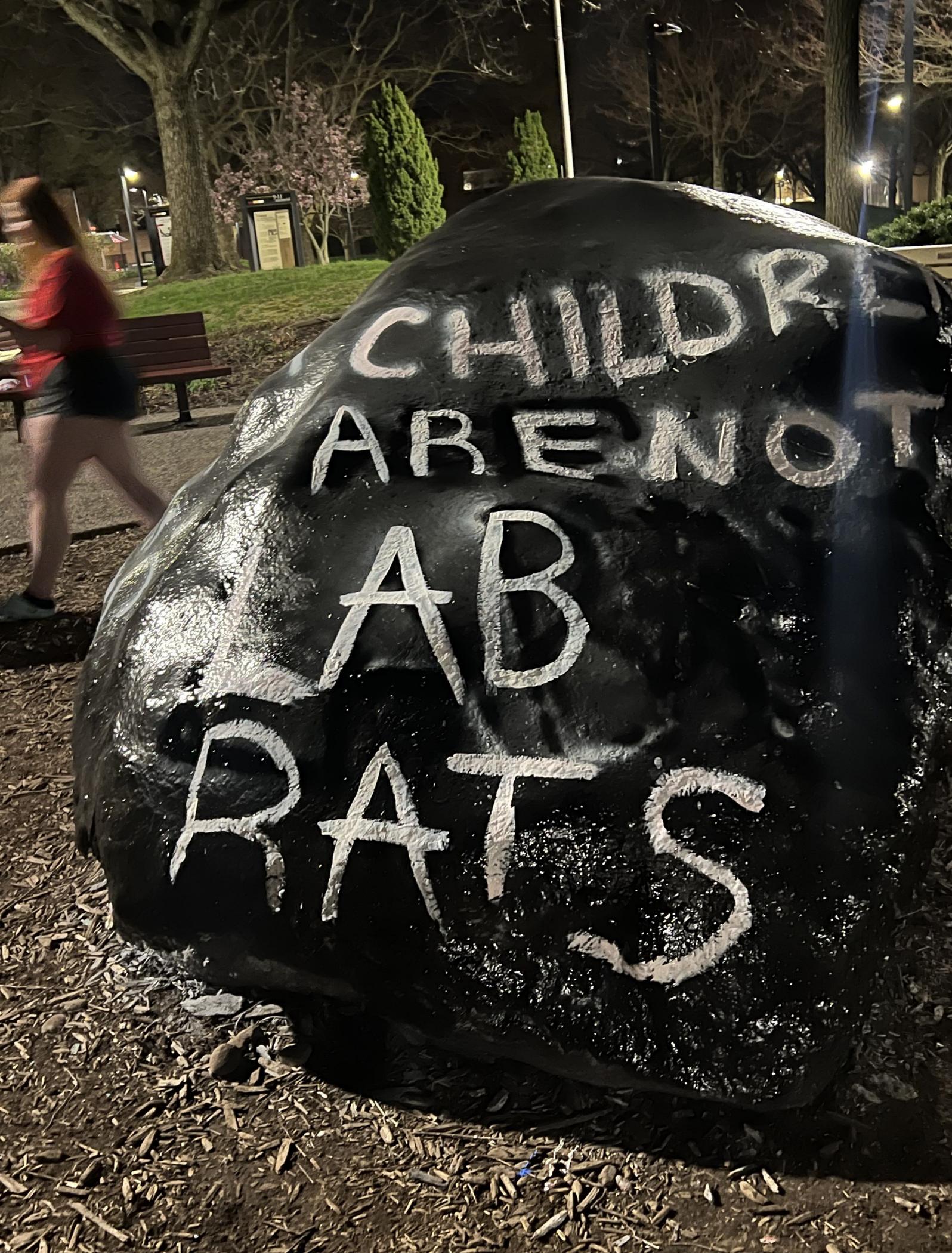
"[Lyiscott] could bring a great insight to [intercultural communications]," Moorer said. "[the Office of the DEI] wants to bring light on diversity issues and discussions and it's only going to make our whole university campus stronger."

The DEI is hoping to bring more speakers like Lyiscott to YSU to give voice to an individual's experience and how it can shape people's worldview.

Lyiscott appreciated being able to come to YSU to talk about these types of conversations.



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Unborn  
lives  
matter



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Lives  
Matter  
Abortion  
KILLS





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This was probably not the best introduction our students could make to the new president. How did this make it to the agenda? As he walked to the stage, I knew he was taking himself pretty seriously. Happy reading! I [REDACTED] dug this up yesterday after our meeting.

<https://www.thecollegefix.com/author/austin-browne-youngstown-state-university/>

### [Austin Browne](#)

*College Fix* contributor Austin Browne is a student at Youngstown State University studying finance with minors in mathematics and entrepreneurship as a member of the Sokolov Honors College. He is the president and chapter chair of YSU's chapter of Turning Point USA, the vice president of Penguins for Life, a *Campus Reform* correspondent, a campus ambassador for Leadership Institute, an academic senator, and a Student Government Association representative.



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Yesterday



Hi All

To add another layer to all this. I think Jacob (the one that called the Senate a joke) was the student who jumped in after the student (Austin) who presented on the common syllabus had made his statement. You can see below Austin writes for a website called the College Fix. I have linked it for you below, showing some of the articles he has written for them. The funny thing is we need a list of faculty who ask people for their pronouns. I'm not sure that any faculty member requires an entire class to come in and define their pronouns unless it may be related to the topic being taught.

This was probably not the best introduction our students could make to the new president. How did this make it to the agenda? As he walked to the



Reply



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Calendar



To: Student Government Association Legislative Body and Attendees

From: Natalie N. Lasky

Interpersonal/Organizational Communication major and Journalism minor,

2022-2023 Veteran Representative and Chair of Assessment & Enrichment Committee,

2023-2024 WCBA Representative and VP of Assessment & Enrichment Committee (Candidate)

Student Government Association

Date: April 24, 2023

Greetings,

As a candidate for Executive Vice President of the Assessment & Enrichment Committee with the Student Government Association (SGA), I would like to present my initiatives for consideration to the Legislative Body and attendees. I want to continue the fantastic work of the 2022-2023 SGA Legislative Body and A&E Committee while working toward additional initiatives. I am pleased to share my 2023-2024 A&E initiatives with you.

***Environmental Initiatives:***

- ***Solar Table Expansion:*** We plan to expand the use of solar tables to campus housing, individual colleges, and the Veteran Resource Center.
- ***Recycling Drive:*** We will focus on recycling electronics and promoting education on various recycling methods.
- ***Yogo Electric Bikes:*** We will work on expanding the number of docking stations to make it easier for students to access these bikes.
- ***Campus Air Quality:*** We will collaborate with environmental specialists and building maintenance to improve campus air quality through air filters and distribution.
- ***Campus Windmill:*** We will address the maintenance of the windmill and put it into operation.

***Food Initiatives:***

- ***Drive-thru Dining Options:*** We will explore adding drive-thru dining options for YSU's large commuter population.
- ***Healthier Food Options:*** We will work towards offering more healthy food options for students.
- ***Diverse Cultural Food Options:*** With a large international population, we aim to provide more diverse food available on campus.
- ***Mobile Supermarket:*** We plan to provide students access to a mobile supermarket to make obtaining necessary groceries easier.
- ***Campus Garden:*** We will assist the Garden Committee in securing locations and resources for students to grow their food.

### *Event Initiatives:*

- **Board of Professionals:** We plan to organize a panel discussion and roundtable Q&A.
- **Hunger Stimulation:** We will collaborate with Student Life to create new activities and market the motivation to increase the total meal swipes from 500 to 5,000.
- **Better World Project:** We will initiate a campus-wide project where students will compete to create the most impactful project around a specific topic, using a template of SMART goals.
- **Prevention of Future Tragedy:** We will organize a convention that brings together small businesses focusing on providing safety equipment that prevents mass shootings.
- **Campus Pride of All Walks of Life:** We plan to highlight all students' diversity and culture in a single event.

### *Other Important Initiatives:*

- **SB83:** We will follow up on the Ohio Senate Workplace and Higher Education Committee letter and monitor all actions taken on the bill through an ad hoc committee.
- **Free Speech/a Discrimination grey area:** We will work with the campus administration to address the negative messages painted on the "Rock" at various points, including education on what classifies as Free Speech and when it becomes discrimination toward a minority populous.
- **Campus Parking, Transportation Options, and Safety:** We will continue working on the progress of parking lot construction and collaborate with WRTA to provide GPS tracking for transportation. We will also seek enclosed bus stops to protect students from inclement weather.
- **Revamping of Paramedic Training Program Partnership:** We plan to include campus internships in individual colleges and partner with the City of Youngstown to train students to be paramedics, reducing response time and increasing survival rates during medical emergencies.
- **Partnership with the City on Veteran School Security Training Program:** We plan to implement a program that trains veterans in specific skills that can be used during mass shootings to prevent a tragic event from unfolding. This program would include behavioral analysis, communication, early childhood education, conflict management, and security training.

In addition to these initiatives, I will work collaboratively with the various committees within the Student Government Association to ensure the successful implementation of these initiatives. I also plan to be open to new ideas and feedback from students and committee members, encouraging everyone to step up and act on issues vital to them. Working together can positively impact the YSU community and influence our fellow students' lives. Questions, concerns, and Feedback is encouraged and can be sent to [nnlasky@student.ysu.edu](mailto:nnlasky@student.ysu.edu).

Respectfully,

*Natalie Lasky*

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**5.0 Edition**

# Training Overview

**Group Norms**

**First Impressions of LGBTQ**

**Core Vocabulary**

**LGBTQ Umbrella**

**Genderbread Person**

**Privilege for Sale**

**Questions, Questions, Questions**

**Scenarios**

**Feedback**



# Group Norms

## 1. Be Smarter than Your Phone

No matter how good you are at multitasking, we ask you to put away your phone, resist from texting and all that jazz. We will take a break and you can send a quick text, snap, tweet, insta, etc. at that point. If you are expecting a phone call you cannot miss we will not judge!

## 2. Questions, Questions, Questions

Please feel free to ask questions at any time throughout this training. Unless someone is mid-sentence, it is always an appropriate time to ask questions. Even if it isn't relevant to the topic, throw it out there – get it off your mind and on to ours.

## 3. Vegas Rule

*Slightly modified!* So during the training someone may share something really personal, may ask a question, may say something that they wouldn't want attached to their name outside this space. So remember that **what is said here stays here and what is learned here leaves here**. You're welcome to share anything that we say in this space with others and attach it to our name but we respectfully request that you take away the message from others' shares and not their names.

## 4. LOL

We really appreciate it if, at some point, y'all could laugh! This training is going to be fun, and we'll do our best to keep it upbeat, so just know... it's ok to laugh! Laughter indicates that you're awake, that you're paying attention, and that we haven't killed your soul. So yeah... go ahead and do that!

## 5. Share the Airtime

If you are someone who participates often and is really comfortable talking – awesome! Do it. Also we ask that you try to remain aware of your participation and after you've shared a few times to leave space for other people to also put their ideas out there. If you usually wait to share... jump in!

## 6. Reserve the Right to Change Your Mind

If you say something and then later disagree with yourself, that is a-okay! This is a safe space to say something and then later feel differently and change your mind. We even encourage it. As a wise Safe Zone participant once said, "Stop, rewind, I changed my mind."

# First Impressions of LGBTQ People

**Answer the following questions to the best of your ability:**

1. When's the first time you can remember learning that some people are lesbian, gay, bisexual, or queer?
2. Where did most of the influence of your initial impressions/understanding of lesbian, gay, bisexual, and queer people come from? (e.g., family, friends, television, books, news, church)
3. When's the first time you can remember learning that some people are transgender?
4. Where did most of the influence of your initial impressions/understanding of transgender people come from? (e.g., family, friends, television, books, news, church)
5. How have your impressions/understanding of LGBTQ (lesbian, gay, bisexual, transgender, and queer/questioning) people changed or evolved throughout your life?



# Core Vocabulary

**ally** /"al-lie"/ – *noun* : a (typically straight and/or cisgender) person who supports and respects members of the LGBTQ community. We consider people to be active allies who take action on in support and respect.

**asexual** – *adj.* : experiencing little or no sexual attraction to others and/or a lack of interest in sexual relationships/behavior. Asexuality exists on a continuum from people who experience no sexual attraction or have any desire for sex, to those who experience low levels, or sexual attraction only under specific conditions. Many of these different places on the continuum have their own identity labels (see demisexual). Sometimes abbreviated to "ace."

**biological sex** – *noun* : a medical term used to refer to the chromosomal, hormonal and anatomical characteristics that are used to classify an individual as female or male or intersex. Often referred to as simply "sex," "physical sex," "anatomical sex," or specifically as "sex assigned at birth."

**biphobia** – *noun* : a range of negative attitudes (e.g., fear, anger, intolerance, invisibility, resentment, erasure, or discomfort) that one may have or express toward bisexual individuals. Biphobia can come from and be seen within the LGBTQ community as well as straight society. **biphobic** – *adj.* : a word used to describe actions, behaviors, or individuals who demonstrate elements of this range of negative attitudes toward bisexual people.

**bisexual** – **1** *noun & adj.* : a person who experiences attraction to some men and women. **2** *adj.* : a person who experiences attraction to some people of their gender and another gender. Bisexual attraction does not have to be equally split, or indicate a level of interest that is the same across the genders an individual may be attracted to. Often used interchangeably with "pansexual".

**cisgender** /"siss-jendur"/ – *adj.* : a gender description for when someone's sex assigned at birth and gender identity correspond in the expected way (e.g., someone who was assigned male at birth, and identifies as a man). A simple way to think about it is if a person is not transgender, they are cisgender. The word cisgender can also be shortened to "cis."

**coming out** – **1** *noun* : the process by which one accepts and/or comes to identify one's own sexuality or gender identity (to "come out" to oneself). **2** *verb* : the process by which one shares one's sexuality or gender identity with others.

**gay** – **1** *adj.* : experiencing attraction solely (or primarily) to some members of the same gender. Can be used to refer to men who are attracted to other men and women who are attracted to women. **2** *adj.* : an umbrella term used to refer to the queer community as a whole, or as an individual identity label for anyone who is not straight.

**gender expression** – *noun* : the external display of one's gender, through a combination of clothing, grooming, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity. Also referred to as "gender presentation."

**gender identity** – *noun* : the internal perception of an one’s gender, and how they label themselves, based on how much they align or don’t align with what they understand their options for gender to be. Often conflated with biological sex, or sex assigned at birth.

**genderqueer** – **1** *adj.* : a gender identity label often used by people who do not identify with the binary of man/woman. **2** *adj.* : an umbrella term for many gender non-conforming or non-binary identities (e.g., agender, bigender, genderfluid).

**heteronormativity** – *noun* : the assumption, in individuals and/or in institutions, that everyone is heterosexual and that heterosexuality is superior to all other sexualities. Leads to invisibility and stigmatizing of other sexualities: *when learning a woman is married, asking her what her husband’s name is*. Heteronormativity also leads us to assume that only masculine men and feminine women are straight.

**homophobia** – *noun* : an umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, erasure, or discomfort) that one may have toward LGBTQ people. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ. **homophobic** – *adj.* : a word used to describe actions, behaviors, or individuals who demonstrate elements of this range of negative attitudes toward LGBTQ people.

**homosexual** – *adj. & noun* : a person primarily emotionally, physically, and/or sexually attracted to members of the same sex/gender. This [medical] term is considered stigmatizing (particularly as a noun) due to its history as a category of mental illness, and is discouraged for common use (use gay or lesbian instead).

**intersex** – *adj.* : term for a combination of chromosomes, gonads, hormones, internal sex organs, and genitals that differs from the two expected patterns of male or female. Formerly known as hermaphrodite (or hermaphroditic), but these terms are now outdated and derogatory.

**lesbian** – *noun & adj.* : women who are primarily attracted romantically, erotically, and/or emotionally to other women.

**LGBTQ; GSM; DSG** – *abbr.* : shorthand or umbrella terms for all folks who have a non-normative (or queer) gender or sexuality, there are many different initialisms people prefer. LGBTQ is Lesbian Gay Bisexual Transgender and Queer and/or Questioning (sometimes people at a + at the end in an effort to be more inclusive); GSM is Gender and Sexual Minorities; DSG is Diverse Sexualities and Genders. Other options include the initialism GLBT or LGBT and the acronym QUILTBAG (Queer [or Questioning] Undecided Intersex Lesbian Trans\* Bisexual Asexual [or Allied] and Gay [or Genderqueer]).

**pansexual** – *adj.* : a person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions. Often shortened to “pan.”

**passing** – **1** *adj. & verb* : trans\* people being accepted as, or able to “pass for,” a member of their self-identified gender identity (regardless of sex assigned at birth) without being identified as trans\*. **2** *adj.* : an LGB/queer individual who is believed to be or perceived as straight.

**queer** – **1** *adj.* : an umbrella term to describe individuals who don't identify as straight and/or cisgender. **2** *noun* : a slur used to refer to someone who isn't straight and/or cisgender. Due to its historical use as a derogatory term, and how it is still used as a slur many communities, it is not embraced or used by all LGBTQ people. The term "queer" can often be use interchangeably with LGBTQ (e.g., "queer people" instead of "LGBTQ people").

**questioning** – *verb, adj.* : an individual who or time when someone is unsure about or exploring their own sexual orientation or gender identity.

**romantic attraction** – *noun* : a capacity that evokes the want to engage in romantically intimate behavior (e.g., dating, relationships, marriage), experienced in varying degrees (from little-to-none, to intense). Often conflated with sexual attraction, emotional attraction, and/or spiritual attraction.

**sexual attraction** – *noun* : a capacity that evokes the want to engage in sexually intimate behavior (e.g., kissing, touching, intercourse), experienced in varying degrees (from little-to-none, to intense). Often conflated with romantic attraction, emotional attraction, and/or spiritual attraction.

**sexual orientation** – *noun* : the type of sexual, romantic, emotional/spiritual attraction one has the capacity to feel for some others, generally labeled based on the gender relationship between the person and the people they are attracted to. Often confused with sexual preference.

**straight** – *adj.* : a person primarily emotionally, physically, and/or sexually attracted to some people who are not their same sex/gender. A more colloquial term for the word heterosexual.

**transgender** – **1** *adj.* : a gender description for someone who has transitioned (or is transitioning) from living as one gender to another. **2** *adj.* : an umbrella term for anyone whose sex assigned at birth and gender identity do not correspond in the expected way (e.g., someone who was assigned male at birth, but does not identify as a man).

**transphobia** – *noun* : the fear of, discrimination against, or hatred of trans\* people, the trans\* community, or gender ambiguity. Transphobia can be seen within the queer community, as well as in general society. **Transphobic** – *adj.* : a word used to describe an individual who harbors some elements of this range of negative attitudes, thoughts, intents, towards trans\* people.

# LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts

**AVOID SAYING...**    **SAY INSTEAD...**

**WHY?**

**EXAMPLE**

"Hermaphrodite"	"Intersex"	Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.	"What are the best practices for the medical care of intersex infants?"
"Homosexual"	"Gay"	"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"We want to do a better job of being inclusive of our gay employees."
"Born female" or "Born male"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth  "-bodied" language is often interpreted as as pressure to medically transition, or invalidation of one's gender identity	"Max was assigned female at birth, then he transitioned in high school."
"Female-bodied" or "Male-bodied"			
"A gay" or "a transgender"	"A gay/transgender person"	Gay and transgender are adjectives that describe a person/group	"We had a transgender athlete in our league this year. "
"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal," which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."
"Both genders" or "Opposite sexes"	"All genders"	"Both" implies there are only two; "Opposite" reinforces antagonism amongst genders	"Video games aren't just a boy thing -- kids of all genders play them."
"Ladies and gentlemen"	"Everyone," "Folks," "Honored guests," etc	Moving away from binary language is more inclusive of people of all genders	"Good morning everyone, next stop Picadilly Station."
"Mailman," "fireman," "policeman," etc.	"Mail clerk," "Firefighter," "Police officer," etc.	People of all genders do these jobs	"I actually saw a firefighter rescue a cat from a tree."
"It" when referring to someone (e.g., when pronouns are unknown)	"They"	"It" is for referring to things, not people.	"You know, I am not sure how they identify."



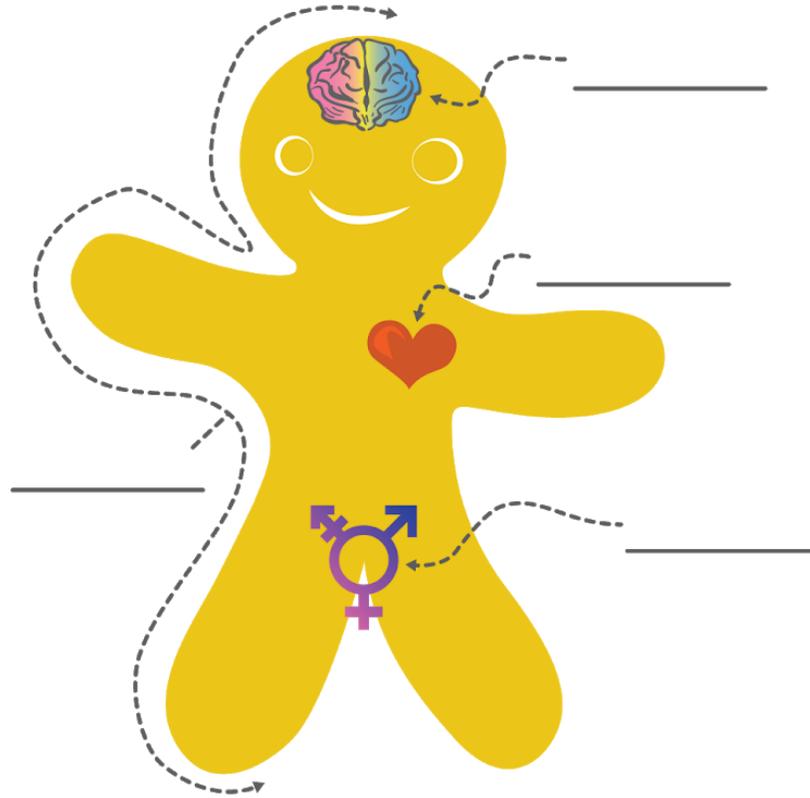
# LGBTQ is an acronym

meant to encompass a whole bunch of diverse **sexualities** and **genders**. Folks often refer to the Q (standing for “queer”\*) as an **umbrella term**, under which live a whole bunch of identities. This is helpful because **lesbian, gay,** and **bisexual** aren’t the only marginalized sexualities, and **transgender\*** isn’t the only gender identity. In fact, there are many more of both!



\* The “Q” sometimes stands for “questioning” and “transgender” is often thought of as an umbrella term itself (sometimes abbreviated “trans”; or “trans\*” in writing). Lots of asterisks, lots of exceptions, because hey – we’re talking about **lots** of different folks with different lived experiences to be inclusive of.

# The Genderbread Person v4



⊘ means a lack of what's on the right side

 Gender Identity

⊘ → \_\_\_\_\_  
 ⊘ → \_\_\_\_\_

 Gender Expression

⊘ → \_\_\_\_\_  
 ⊘ → \_\_\_\_\_

 Anatomical Sex

⊘ → \_\_\_\_\_  
 ⊘ → \_\_\_\_\_

 Sexually Attracted to...

⊘ → \_\_\_\_\_  
 ⊘ → \_\_\_\_\_

 Romantically Attracted to...

⊘ → \_\_\_\_\_  
 ⊘ → \_\_\_\_\_

# Privileges for Sale

**Please look at the following list of privileges. Each privilege costs \$100 to purchase. As a group, please purchase as many privileges as your money allows.**

1. Celebrating your marriage(s) with your family, friends, and coworkers.
2. Paid leave from your job when grieving the death of your partner(s).
3. Inheriting from your partner(s)/lover(s)/companion(s) automatically after their death.
4. Having multiple positive TV role models.
5. Sharing health insurance with your partner(s).
6. Being able to find role models of the same sexual orientation.
7. Being able to see your partner(s) immediately if in an accident or emergency.
8. Being able to be promoted in your job without your sexuality playing a factor.
9. Adopting your children.
10. Filing joint tax returns.
11. Able to obtain child custody.
12. Being able to complete forms and paperwork with the information you feel most accurately communicates who you are.
13. Being able to feel safe in your interactions with police officers.
14. Being able to travel, or show ID in restaurants or bars, without fear you'll be rejected.
15. Kissing/hugging/being affectionate in public without threat or punishment.
16. Being able to discuss and have access to multiple family planning options.
17. Not questioning normalcy both sexually and culturally.
18. Reading books or seeing movies about a relationship you wish you could have.
19. Receiving discounted homeowner insurance rates with your recognized partner(s).
20. Raising children without worrying about state intervention.
21. Having others comfort and support you when a relationship ends.
22. Being a foster parent.
23. Using public restrooms without fear of threat or punishment.
24. Being employed as a preschool or elementary school teacher without people assuming you will "corrupt" the children.
25. Dating the person you desired in your teens.
26. Raising children without worrying about people rejecting your children because of your sexuality.
27. Living openly with your partner(s).
28. Receiving validation from your religious community.
29. Being accepted by your neighbors, colleagues, and new friends.
30. Being able to go to a doctor and getting treatment that doesn't conflict with your identity.
31. Being able to access social services without fear of discrimination, or being turned away.
32. Sponsoring your partner(s) for citizenship.
33. Being open and having your partner(s) accepted by your family.



# "COMING OUT" ... "of the closet." is the process by which someone...

1. Accepts and identifies with their gender identity and/or sexual orientation; and
2. Shares their identity willingly with others.

**Sometimes** We talk about coming out as if it were a one time thing. But for most folks coming out is a series of decisions – sometimes daily – that LGBTQ people navigate in every new setting they enter. (Most people aren't like Ellen, where they come out once and then the whole world knows.)

**People** may be "OUT" ⇨ in some spaces, and "IN" ⇨ in others.

⇨/⇨ to Family ⇨/⇨ to Friends ⇨/⇨ to Classmates/Coworkers ⇨/⇨ to Religious Community

A decision to come out to a person or group is one of safety, comfort, trust, & readiness.

**It's dangerous, unhealthy, and unhelpful to force someone to come out, or to "out" someone else** (i.e., disclosing someone's gender identity or sexual orientation to others without the person's consent), **regardless of your intentions** (sometimes people think they're being helpful, or acting on the person's behalf to conquer their fears), but...

## IF SOMEONE COMES OUT TO YOU...

**DON'T:**

1. Say "I always knew," or downplay the significance of their sharing with you.
2. Go tell everyone, bragging about your "new trans friend."
3. Forget that they are still the person you knew, befriended, or loved before.
4. Ask probing questions, or cross personal barriers you wouldn't have crossed earlier.
5. Assume you know why they came out to you.

**DO:**

1. Know this is a sign of huge trust! (Yay!)
2. Check-in on how confidential this is (Do other people know? Is this a secret?)
3. Remember that their gender/sexuality is just one dimension (of many) of them.
4. Show interest and curiosity about this part of them that they are sharing with you.
5. Ask them how you can best support them.

# Participant Feedback Form

Please answer honestly :)

What is one thing that you learned from the training today? What did you enjoy about today's training?

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What could be improved for the next time this training is facilitated? How do you think this training could be improved?

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Who would you recommend this training to? What would you say to get them interested?

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Additional feedback for the facilitators? This could be in regards to material covered or the facilitation process.

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# Resources

Websites, reading lists, recommended orgs, and more at [szp.guide/resources](http://szp.guide/resources)

**Full List of Vocab Terms:** [szp.guide/vocab](http://szp.guide/vocab)

## Websites for Learning More

- Asexual Visibility and Education Network — [www.asexuality.org](http://www.asexuality.org)
- Bisexual.org — [www.bisexual.org](http://www.bisexual.org)
- Everyday Feminism — [www.everydayfeminism.com](http://www.everydayfeminism.com)
- Get Real — [www.getrealeducation.org](http://www.getrealeducation.org)
- It's Pronounced Metrosexual — [www.itspronouncedmetrosexual.com](http://www.itspronouncedmetrosexual.com)
- Salacious — <https://salaciousmagazine.com>
- Soul Force — [www.soulforce.org](http://www.soulforce.org)
- TransWhat? — [www.transwhat.org](http://www.transwhat.org)
- We Are The Youth — [www.wearetheyouth.org](http://www.wearetheyouth.org)

## Organizations Doing Good

- GLAAD — [www.glaad.org](http://www.glaad.org) — Gay & Lesbian Alliance Against Defamation
- GLSEN — [www.glsen.org](http://www.glsen.org) — Gay, Lesbian, and Straight Education Network
- Family Acceptance Project — <https://familyproject.sfsu.edu/>
- It Gets Better Project — [www.itgetsbetter.org](http://www.itgetsbetter.org)
- National Gay and Lesbian Task Force — [www.thetaskforce.org](http://www.thetaskforce.org)
- The “Not All Like That” (NALT) Project — <http://notalllikethat.org>
- The Religious Institute — <http://www.religioustheology.org>
- PFLAG — [www.pflag.org](http://www.pflag.org) — "Parents, Families, Friends, and Allies United with LGBT People"
- Transgender Law Center — [www.transgenderlawcenter.org](http://www.transgenderlawcenter.org)
- The Trevor Project — [www.thetrevorproject.org](http://www.thetrevorproject.org)

## Want even more Resources?

We have even more resources that don't fit on this page. Head to [www.thesafezoneproject.com/resources](http://www.thesafezoneproject.com/resources) to find more!

## Are you, or is someone you know, in crisis?

**Trevor Hotline:** “If you're thinking about suicide, you deserve immediate help.”

Call 1-866-488-7386 or text “TREVOR” to 1-202-304-1200

**Trans Lifeline:** “A peer support service run by trans people, for trans and questioning callers.”

Call 877-565-8860 (United States) or 877-330-6366 (Canada)

