

Safe Zone Workshop Script

Agenda

Section 1 – General Information

- Part A - Distribution Heterosexual questionnaire. – 0 minutes
- Part B - Introduction of session and Goals - 10 minutes
- Part C – Guidelines of session and statement of inclusion – 5 minutes

Section 2 – LGBT Development

- Part A – Word Association poster - 0 minutes
- Part B – LGBT vocabulary game - 15 minutes
- Part C - What is “coming out?”
- Part D – Discussion of risk and benefits of coming out (part c + d) – 15 minutes
- Part E - Coming out Role plays
- Part F – Processing role plays
- Part G – Revisiting and concluding Role Plays - (part E + F + G) – 15 minutes

Section 3 – Ally Development

- Part A- What is homophobia – 5 minutes
- Part B – what is Heterosexual Privilege – 10 minutes
- Part C – Definition of an Ally – 10 minutes
- Part D – Ally scenario game show – 10 minutes

Section 4 – Conclusion

- Part A – conclusion and safe zone sticker
- Part B – Thank you from GAD and hand out of GAD resources

Section 1 – General Information\Introduction

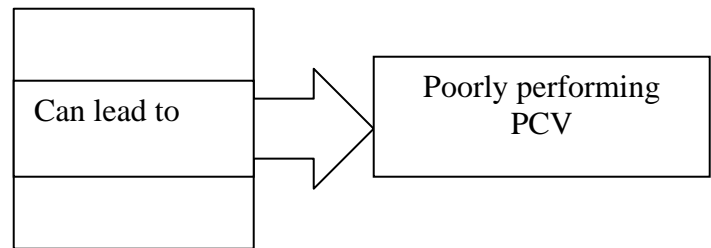
Part A – Handout of bilingual “Heterosexual questionnaire” to participants as they walk in to session. Ask participants to hold on to and think about as topic will be revisited later in the session. See appendix A

Part B – Introduction/why are we doing this/Goals for session

Introduction of why he organized event – personal struggle and difficulties felt by other LGBT PCVS and hang agenda, made before event, on wall.

Problems faced by LGBT volunteers:

1. Isolation
2. Depression, angst
3. Fear of being “found out.”
4. Fear of physical harm
5. Sexual loneliness ... risk taking.
6. Loneliness from larger LGBT community
7. Family problems
8. Lack of trust with others. (i.e. APCD)



Hand out of bilingual PC-Washington paper on need for LGBT sensitivity at PC posts. See appendix B.

Review 5 main goals of the Safe Zone training (make poster to hang during entire presentation):

1. To increase the overall PC community’s understanding and awareness of LGBT issues
2. To provide a greater sense of safety for the LGBT PCV community
3. To spread the belief that PC Guatemala is enriched and enlivened by the diversity of gay, lesbian, bisexual, and transgender people.
4. To show that we are willing to discuss issues impacting LGBT peoples’ lives in a nonjudgmental manner.
5. To teach staff how to support PCVs who come to them with LGBT related issues

Part C - Guidelines of session

Medium: PowerPoint

- P.R.O.C.E.S.S. = **P**articipate, **R**espect, **O**pen communication, **C**onfidentiality, **E**xperiment with new Ideas, **S**tep forward/step back, **S**eek to understand.
- Read bilingual statement of inclusion: *“I won’t assume to know what your sexual orientation or gender identity is during this session and will never specifically ask you. Some of you may be LGBT and others will be heterosexual. If you are LGBT you can get something out of this session by thinking about your own identity development. Most importantly, we will all begin to learn about the ally development of your heterosexual peers. This Safe Zone session is for everybody.*

Section 2 – LGBT Development

Part A – Word Association. – 0 minutes

Have hanging poster with Words Lesbian/Gay/Bisexual/Transgender bolded at the top. Below write many derogatory words in English and Spanish that you have heard. i.e. queen, fairy, mary, hueco, faggot, mariposa, mora, dyke, butch, lipstick lesbian, confused, pansy, “one of those.” Etc etc.

To be referenced during Ally development section but OK to put up at the begging before session to pique participant’s interest and get their minds working.

Part B – LGBT Terminology - Vocabulary game. Match definition to term

We are now going to process and learn about a wide range of words relating to LGBT issues though a game involving matching terms with their respective definitions.

Separate and shuffle the definitions and terms (See appendix C for cards.) Before session starts tape terms under the random chairs that will be used by the participants and place the corresponding definition on a side table. When the moment arrives, ask participants to feel under their chair to see if they have a word. Have people who DO NOT have words go up to the table to select a definition card. Have people find their pair. (*I.e. if somebody has the word “bisexual,” they would have to find the person who had the definition “a person who is emotionally, romantically, sexually, affectionately, and relationally attracted to both men and women though not necessarily simultaneously.”*)

Once participants have found their pair they can sit down. Ask each pair to read each their word and definition to the group.

Part C – What is “coming out”?

Coming Out: Grant to discuss definition and stages of coming out with participants

Coming out is the term used to describe the process of and the extent to which one identifies oneself as lesbian, gay or bisexual. There are two parts to this process: coming out to oneself and coming out to others. This includes the realization that one is not straight and accepting that fact and deciding what to do about it. Coming out to others is an experience unique to LGBT people. Remember, Coming out is not a single event, but a life-long process, which may begin at any age.

Stages of coming out (make poster)

Closeted = "I don't want you to know"

Passing = "I assume you don't know"

Covering = "I don't know what you know"

Implicitly Out = "I'm gay. See it if you can."

Explicitly Out = "I'm telling you I am gay."

Publicly Out = "See me as gay."

(Note that regardless of where a PCV is with his American peers or PC staff, they often have to go back to stage 1 "closeted" when they return to site. This frequent transitioning can be difficult, cumbersome, and painful.)

Part D: Discussion of risks and benefits of coming out:

Tape up two posters one that states "why come out? Benefits." The other which reads "Risks of coming out:". Asks audience what they think are some benefits and risks, if they don't come up all of these ideas below, share them with the group.

Some Risks of Coming Out (make poster via brainstorming session)

- Not everyone will be understanding or accepting.
- Family, friends, or coworkers may be shocked or confused, or even hostile.
- Some relationships may be permanently changed.
- Rejection from religious community
- An individual may experience harassment or discrimination. (It is important to know that discrimination based on sexual orientation is still legal in the vast majority of the United States and Guatemala. In most cases, there is no legal protection for people who are lesbian, gay, or bisexual — they may be fired from their jobs, denied housing, or denied insurance.)
- People under the age of 18 may be thrown out of their homes or lose financial support from their parents.

Why Come Out? Benefits (list on paper without brainstorm – have poster prepared)

- Ability to live one's life honestly.
- Building self-esteem by being honest about oneself.
- Developing closer, more genuine relationships with friends and family.
- Alleviating the stress of hiding one's identity.
- Connecting with other people who are LGBT.
- Being part of a community with others with whom you have something in common.
- Helping to dispel myths and stereotypes by speaking about one's own experience and educating others.
- Being a role model for others.

Part E: Coming out Role Play

Scenario 1: Kathy (PCMO) and Aliyya (PCT) sit down for their first medical interview in training. Kathy begins asking Aliyya questions regarding her medical background when Aliyya tells Kathy she needs to tell her something. Aliyya comes out to Kathy, as a lesbian because she thinks her medical professional should know. She also has a serious girlfriend back at home and misses her a lot, which causes some emotional strain. Kathy responds by telling Aliyya some **WRONG** responses such as “Ay pobrecito.... You’re too pretty to be a lesbian. Just wait till you start meeting Guatemalan men. That Latin flavor will fix you right up.” Aliyya looks confused and upset by this comment...looks to the audience with her hands up like.... “What do I do now!”?

Scenario two: David (APCD) and Grant (PCV) sit down in David’s office. Grant tells David that things in site are OK but has been having problems feeling really lonely in site. Looking uncomfortable, Grant explains how he feels uncomfortable when everybody in town asks if he has a girlfriend and when the girls in town whistle at him. David doesn’t quite understand, “what do you mean, Grant?” Grant responds by sheepishly telling him that he does not like women because he is gay and has found it hard lying to everybody in site. David responds in the **WRONG** way and whispers “ohhhh you’re a h*eco.... I get it.” “what does that word mean, Grant asks? (not understanding the Spanish translation for f*ggot). David tells him to “never mind, its not important....You are probably just confused and that he thinks the PCMO’s can set you up with some therapy sessions to help cure/fix you.” Grant looks to the audience with his hands up like.....”what do I do now!”

Part F: Processing role plays:

Ask audience the following questions based on their own ideas or the role-plays they just saw. Have PowerPoint slides ready also.

How Might People who are LGBT feel About Coming Out to Someone?

- Scared • Vulnerable • Unsure — wondering how the person will react
- Relieved • Proud

What Might People Who are LGBT Want from the People They Come Out to?

- Acceptance • Support • Understanding • Comfort • Reassurance that their relationship won’t be negatively affected

What persons who are lesbian, gay, or bisexual have been told about their sexual orientation . . . and what you should not say?

- You're just going through a phase.
- It's just because you've never had a relationship with someone of the opposite sex.
- You can't be gay — you've had relationships with people of the opposite sex.
- You can't be a lesbian — you're too pretty!
- You're just depressed.
- You're just confused.
- Maybe you can find a therapist who can help you get over anything.
- Ay pobrecito.

Some good things to say/ask are:

- How long have you known you are lesbian, gay, bisexual, or transgender?
- Are you seeing anyone special?
- Has it been hard for you carrying this secret?
- Is there some way I can help you?
- Have I ever offended you unknowingly?

Role-play revisited:

Replay scenario 1 except this time Kathy responds to Aliyya's revealing her sexual orientation with a **CORRECT** response such as "how long have you known you were a lesbian?" and "That's nice, do you think your girlfriend will come visit you here in Guatemala? If I can help in any way regarding this issue, please let me know. I will also hold this information confidential." Aliyya responds, obviously happy with the accepting response of her PCMO and answers that yes she would like this to be confidential and that she hopes her girlfriend comes and visits next Christmas.

Replay scenario 2 except this time David responds to Grant's revealing his sexual orientation with a **CORRECT** response such as "That must be very hard for you, especially coming from a culture where maybe you had more flexibility to be open in public. I hope I have never offended you and if I have I apologize. If you would like to talk more about how it has been hard for you, I would be happy to and will hold that information confidential. I also know that Adam on staff is really comfortable talking about this information so maybe you want to talk to him to." Grant response happily that he has been offended a few times but that he appreciates the apology and that yes he would like to talk to Adam.

Role-play conclusion:

Tell audience that it is very probable and in fact maybe you have already had the experience of a PCV (or anybody else) coming out to you.

Why might they do that? What are some situations in which someone might come out to you in Peace Corps Guatemala?

- They want to have an honest and genuine relationship with you.
- They may feel you are a person who will be understanding and accepting.
- They prefer to be honest and are tired of putting time and energy into hiding their identity.
- They may come out to you because some aspect of your professional relationship makes it difficult to continue to hide their sexual orientation.
- They may come out to you because you are in a position to assist them with a concern or address policies which impact their life.

Remember what the proper responses are and are not and that the person has not changed. They are still the same person you knew before; you just have more information about them than you did before.

Section 3 – Ally Development

Part A – What is Homophobia \ Living in a Heterosexual world

Offer brief definition of what Homophobia is. Then ask audience to create a list of examples of Homophobia.

Homophobia takes many different forms. Sometimes it takes the form of physical acts of hate, violence, verbal assault, vandalism or blatant discrimination, such as firing an employee, evicting someone from their housing, or denying them access to civil rights awarded to heterosexual persons and public accommodations based solely on their sexual orientation or their perceived/assumed sexual orientation. In the clinical sense, homophobia is defined as an intense, irrational fear of same sex relationships that become overwhelming to the person. **In common usage, homophobia is the fear of intimate relationships with person of the same sex.**

There are many other kinds of homophobia that happen every day. We often overlook these more subtle actions and exclusions because they seem so insignificant by comparison but they are not. It is important for supportive allies of the LGBT community to recognize certain homophobic levels of attitude so that they may take steps towards changing that attitude

Examples of Homophobia (make list/ poster with audiences help and have index card cheat sheet ready for facilitator)

- Changing your seat in a meeting because a lesbian sat in the chair next to yours.
- “Gaydar” - Thinking you can spot a not straight person.
- Using derogatory names for not straight people.
- Thinking that a lesbian (if you are female) or gay man (if you are male) is making sexual advances if she/he touches you or is friendly to you.
- Feeling repulsed by public displays of affection between lesbians and gay men but accepting the same displays of affection between heterosexuals.
- Not asking about a woman’s female partner or a man’s male partner although you regularly ask “How is your husband/wife\girlfriend\boyfriend?” when you run into a heterosexual friend.
- Assuming that everyone you meet is heterosexual.
- Feeling that a lesbian is just a woman who couldn’t find a man or that a lesbian is a woman who wants to be a man.
- Feeling that a gay man is just a man who couldn’t find a woman or that a gay man is a man who wants to be a woman.

Part B - What is Heterosexual Privilege?

Remind people of that first handout they received – the heterosexual questionnaire. And how it relates to heterosexual privilege.

Define Heterosexual Privilege as the many things we are privy to as heterosexuals, things we often never think about, that people who are not straight are denied access too. Then ask participants to break into groups of 5 and write their own lists of heterosexual privileges. Reconvene after 5 minutes and have each group share their answers. (have cheat sheet created for facilitator)

Heterosexual privilege is living without ever having to think twice, face, confront, engage, or cope with anything on this list.

- The right to marry the one you love in the majority of countries in the world. US (federally and most states) and Guatemala included.
- Public recognition and support for an intimate relationship.
- Paid leave from employment and condolences when grieving the death of your partner.
- Inheriting from your partner/lover/companion automatically under probate laws.
- Sharing health, auto, and homeowners' insurance policies at reduced rates.
- Immediate access to your loved ones in cases of accident or emergency
- Family-of-origin support for a life partner/lover/companion.
- Increased possibilities for getting a job, receiving on the job training, and promotion.
- Being affectionate in public with your partner without threat or punishment.
- Talking about your relationship or what projects, vacations, family planning you and your partner/lover are creating.
- Not questioning your normalcy, sexually and culturally.
- Adopting children and foster-parenting children.
- Living with your partner and doing so openly to all.
- Receiving validation from your religious community.
- Receiving social acceptance by neighbors, colleagues, and new friends
- Not being fired or risk being fired from your job because of your sexual orientation.

Conclusion: there are many things that are easier in life for heterosexual people than they are for not heterosexual people. We must recognize these injustices and work against them and create a more equal environment for all.

Part C – Definition of an “Ally” [Get suggestions from the audience.]

An ally is somebody who will confront instances of derogatory language, confront stereotypes, use inclusive language, work to educate themselves, treat LGBT people like they do everybody else and support policies and laws that promote equality.

An ally is a “safe person” for someone who is gay, lesbian or bisexual to speak with. This means that one is committed to providing support and to maintaining confidentiality. This commitment extends to people with a gay, lesbian or bisexual roommate, friend or family member who may wish to speak with someone.

Ten Concrete Ways to Be an Ally While working at PC and with PCV. (*Create poster ahead of time*)

1. Don't assume everyone is heterosexual.
2. Do not ever out someone. Just because you might know, don't assume that others do
3. Don't use, avoid and challenge anti-gay jokes, words and conversations. (**Reference sheet with derogatory words listed on it hanging up since the beginning**)
4. Use all-inclusive language until you know ones preference. Use “partner” instead of “boyfriend” or “girlfriend,” or “boyfriend AND girlfriend.”
5. Educate others. One-on-one, group programming, teachable moments.
6. Interrupt prejudice and take action against oppression of LGBT people.
7. Don't be surprised when someone comes out to you.
8. Respect confidentiality. It is imperative that you can be trusted.
9. Know when and where to seek help. Know all available resources.
10. Don't try to guess who's gay.

Part D: Ally Scenario Prize Questions

Below are some example situations and reactions you could have as an ally to the LGBT community. Take these reactions as suggestions for things you might say. Use your own style and stick to what you feel comfortable saying. Remember, if you don't feel comfortable speaking up with a lot of people around, you almost never have to confront someone in a group. You could pull someone aside and tell him or her one on one how you feel.

Read of scenario and then read the multiple choices that are up on a PowerPoint screen. When a person knows answer they raise his or her hand. If they answer correctly they get a “congratulations for being an ally, here is a safe zone sticker” reward.

You're sitting with a group of friends, and a couple of them make an obnoxious-bigoted comment about gays. Do you...

- A) Ignore it.
- B) Casually leave.
- C) Ask them not to make such comments around you.**

A friend comes up to you and tells a rumor that a floor member or classmate is supposedly a lesbian. Do you....

- A) Tell them it doesn't matter what sexual orientation she is.
- B) Ignore them.
- C) Say that if she is a lesbian, let her come out on her own terms
- D) A and C.

Some of your colleagues make fun of a new trainee because he uses stereotypically feminine body language. Do you....

- A) Ignore it.
- B) Tell them it is not funny and possibly offensive to talk about somebody like that.
- C) Join in and start making fun of the trainee too.

You hear some friends discussing the marriage equality debate happening in the united states when some of them state that they think LGBT deserve equal rights under the law. Do you...

- A) Tell them your supportive feelings about LGBT people
- B) Tell them you think gay people are gross.
- C) Ignore it.

Discuss difficulties and trade offs of being an ally to process this exercise. (make cheat sheet index card for facilitators)

What's difficult about these responses?

- You could be ridiculed.
- They might think or accuse you of being gay.
- Friends might get mad at you.
- It might create an awkward situation.

What are the tradeoffs? What do you gain?

- Self-respect.
- Respect from friends.
- You could possibly support a person in the group who is a closeted GLBT person or has friends or family who are GLBT.
- Model acceptance of differences for friends.
- Build a sense of personal integrity.

Section 4 – Conclusion

Part A - Conclusion

Thank participants for coming, their involvement and that you will now re-iterate how a goal of this training was to make the PC-Guatemala community a more obviously friendly place for LGBT staff and volunteers. Remind participants that it is also OK to still be uncomfortable with these issues but what's important is that we are open to more understanding, learning and acceptance.

So, we have designed a logo sticker to be placed in a visible location so people walking know you are an ally to LGBT people. Show people sticker handout. If they feel they want to be a more visible ally tell them take a sticker to put up where they feel is appropriate. Pile stickers up so people can take on the way out.



Explanation of sticker design:

The rainbow flag became a visible symbol in the LGBT equal rights movement in the United States in the 1980's. The rainbow theme has therefore been adopted for "Safe Zone in Peace Corps" logo. It will be an easily identifiable by LGBT people meaning you are supportive and trustworthy. PCVs will know they can come to you for help, advice, or just to talk with someone who is affirmative of their sexual orientation or gender identity. The symbol also means that homophobic and heterosexist comments and actions will not be tolerated and will be addressed in an educational and informative manner. Colleagues and PCVs have a right to their opinion; however, if someone is stating myths or misinformation about LGBT individuals you will inform them of more accurate information in a respectful manner.

Part B – Hand out of other resources to take away (have gender blender copied, and LGBT GAD articles)

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Appendix to Safe Zone workshop

A)

The Heterosexual Questionnaire – Consciousness raising.

The following are examples of the types of questions the GLBT community has been asked in the past and is still being asked today. We have reversed the audience of the questions to put the heterosexual community in question.

Your Favorite Questions about the World of Practicing Heterosexuals

1. What do you think caused your heterosexuality?
2. When and how did you first decide you were a heterosexual?
3. Is it possible your heterosexuality is just a phase you may grow out of?
4. Is it possible your heterosexuality stems from a neurotic fear of others of the same sex?
5. Isn't it possible that all you need is a good Gay lover?
9. To whom have you disclosed your heterosexual tendencies? How did they react?
10. Your heterosexuality doesn't offend me as long as you don't try to force it on me. Why do you people feel compelled to seduce others into your sexual orientation?
11. If you choose to nurture children, would you want them to be heterosexual, knowing the problems they would face?
13. Why do you insist on being so obvious, and making a public spectacle of your heterosexuality? Can't you just be what you are and keep it quiet?
14. How can you ever hope to become a whole person if you limit yourself to a compulsive, exclusive heterosexual object choice and remain unwilling to explore and develop your normal, natural, healthy, God-given homosexual potential?
16. Why do heterosexuals place so much emphasis on sex?
17. With all the societal support marriage receives, the divorce rate is spiraling. Why are there so few stable relationships among heterosexuals?
18. How could the human race survive if everyone were heterosexual, considering the menace of overpopulation?
19. There seem to be very few happy heterosexuals. Techniques have been developed with which you might be able to change if you really want to. Have you considered aversion therapy?
20. Do heterosexuals hate and/or distrust others of their own sex? Is that what makes them heterosexual?

B).

Strategies for Supporting Gay and Lesbian Trainees and Volunteers: a message from P.C. Washington

Trainees and Volunteers must understand there are limitations to support and they are expected to adjust to conditions outside of the office. However, they will need knowledge and tools to do so and the following point will help orient staff about how to support GLB Volunteers.

Staff should also understand that all Trainees arrive with expectations for support, including GLB Volunteers. It is likely they have already been in contact with current or ex-volunteers who may or may not provide a positive view of staff support measures. Staff credibility will be undermined if they are not prepared.

- ***The Peace Corps Office and the Training Center should be safe havens where all gay Volunteers can be out and feel safe and accepted.*** Staff may feel uncomfortable about this for a while but will get used to it and some may even decide to “come out of the closet.” Stranger things have happened.
- ***It is OK for staff to feel uncomfortable. It is not OK to ignore a situation or Volunteer support needs.*** It is better to admit you are uncomfortable and then offer to connect the Trainee or Volunteer to a staff member who is comfortable talking about gay issues, concerns, culture or contributions. With time, it becomes easier once you have confronted your fears and feel less threatened.
- ***Peace Corps Staff and Trainees should receive diversity training and specifically they should receive some training on gay culture. It is very important for staff to understand why they are homophobic or why they are uncomfortable (understand your own culture in order to be able to understand another). Gay people and gay cultures exist in every part of the world, though it may not be recognized as a distinct culture from the heterosexual norm, and it may not be overtly accepted or approved of. People may also interpret what is actually gay behavior differently from one culture to another. It is common, for instance in Latin America, for two men to be engaged in a sexual act but only one of them is considered gay. This is a widely accepted norm though not interpreted the same way from U.S. standards. A Traditional Culture is not necessarily a conservative culture. American staff should not assume HCN staff cannot address, would not address or don't know how to address gay culture from their own cultural perspective or that they couldn't understand and empathize with gay Trainees and Volunteers.***

- ***Inclusive Language should be used in Training and in Language classes.*** For example, the terms “gay” and “lesbian” should be clearly mentioned when discussing diversity, when welcoming all Volunteers to Training during intro sections, and in Language classes, facilitators can be coached/trained to ask, “do you have a boyfriend, girlfriend or partner?” when discussing family in language classes.
- ***Cross Culture, Safety and Security and Health sessions should clearly address gay/lesbian information about local customs, dating, beliefs, etc.*** This will help them to be safe, healthy and productive. This information should come from a variety of sources including gay people in the host country, gay organizations in the host country and gay volunteers.
- ***Confidentiality outside of the Peace Corps office and Training Center should be addressed.***
- ***GLB Volunteers may want contact information for the local gay organization in the capital so they can talk with gay people.*** This will help them to get unbiased information about gay culture in the host country. That way they will know how to behave and thus be able to keep safe.
- ***GLB Volunteers may or may not want to form a formal gay/lesbian support group.*** A Staff member should be liaison to this group.
- ***GLB Support does not belong in the Medical Office any more than other kinds of support.*** Just because a Volunteer is gay or lesbian doesn’t mean they need counseling. ***All staff should be prepared to address support needs of GLB Volunteers.***
- ***They may want to write articles in the Volunteer Newsletter to encourage other gay/lesbian volunteers to come to a meeting or to further educate Volunteers and Staff about GLB issues.***
- ***PRACTICE MAKES PERFECT – it is OK to make mistakes! Be honest and brave.***

C)

LGBT vocabulary Game.

Ally - a person who supports and honors sexual diversity, acts accordingly to challenge homophobic and heterosexist remarks and behaviors, and is willing to explore and understand these forms of bias within him or herself.

Bisexual - a person who is emotionally, romantically, sexually, affectionately, and relationally attracted to both men and women though not necessarily simultaneously.

Closet - being “in the closet” means keeping your sexual orientation a secret. Many LGBT people remain in the closet because of fear of rejection, harassment, and anti-gay violence, but like an actual physical closet, many LGBT people find that this mental closet is an isolated, confining place.

Coming Out - the developmental process in which a person acknowledges, accepts, and appreciates his/her sexual orientation. Coming out is a lifelong process, starting with coming out to oneself and then to others.

Gay Male - a man who is emotionally, romantically, sexually, affectionately, and relationally attracted to other men.

Gender - a sociological construct defining the collection of characteristics that are culturally associated with maleness or femaleness; gender is to “masculine” and “feminine” as sex is to “male” and “female.”

Gender Identity - has to do with whether a person perceives him/herself to be a man or a woman; research indicates that gender identity is typically established by 3 years of age.

Gender Role - the norms of expected behavior for men and women assigned primarily on the basis of biological sex; a sociological construct which varies from culture to culture.

Heterocentrism - the assumption that everyone is heterosexual unless otherwise indicated.

Heterosexism - the individual, group, or institutional norms and behaviors that result from the assumption that all people are heterosexual. This system of oppression, which assumes that heterosexuality is inherently normal and superior, negates LGBT peoples’ lives and relation-ships.

Lesbian - a woman who is emotionally, romantically, sexually, affectionately, and relationally attracted to other women.

LGBT – acronym standing for: lesbian, gay, bisexual and transgender.

Outing - exposing someone's sexual orientation to others, usually without their permission.

Queer - term that is inclusive of people who are not heterosexual—includes lesbians, gay men, bisexual people, and transgendered people. For many LGBT people, the word “queer” has a negative connotation and provokes discomfort; however, many younger gay people are comfortable using the term and have “reclaimed” it.

Homosexual & Gay - a person who is primarily or exclusively attracted to people of the same sex.

Sexuality - the complex range of components that make us sexual beings; includes emotional, physical, and sexual aspects, as well as self-identification (including sexual orientation and gender), behavioral preferences and practices, fantasies, and feelings of affection and emotional affinity.

Sexual Orientation - an enduring emotional, romantic, sexual, affectional, and relational attraction to another person. Can involve fantasy, behavior, and self-identification; a person's general makeup or alignment in terms of partner attraction. May be same a same-sex orientation, male-female orientation, or a bisexual orientation.

Sexual Preference - what a person likes or prefers to do sexually; a conscious recognition or choice not to be confused with sexual orientation.

Homophobia - the fear and hatred of or discomfort with people who love and sexually desire members of the same sex. Homophobic reactions often lead to intolerance, bigotry, and violence against anyone not acting within heterosexual norms. Because most LGBT people are raised in the same society as heterosexuals, they learn the same beliefs and stereotypes prevalent in the dominant society, leading to a phenomenon known as “internalized homophobia.”

Transvestite - an individual who dresses in the “opposite” gender clothing for a variety of reasons.

Transgendered - the old understanding of the word meant a person whose gender identity differs from what is culturally associated with their biological sex at birth. However, as information has evolved, it is now an umbrella term that includes a wide range of identities and includes pre-operative, post-operative, and non-operative transsexual people. In its general sense, it refers to anyone whose behavior or identity falls outside of stereotypical expectations for their gender.

Transsexual - a medical term referring to a person whose gender identity differs from what is culturally associated with their biological sex at birth and who chose to undergo sex reassignment surgery. This term is considered outdated. Most transsexual people refer to themselves as transgendered.

Appendix D) Statement of Ally-dom.

The rainbow flag became a visible symbol in the LGBT equal rights movement in the United States in the 1980's. The rainbow and pink triangle has been adopted for "Safe Zone in Peace Corps" and will be easily identifiable by LGBT people. Heterosexual allies also need visual representation to distinguish themselves thus the inclusion of the word "ally." The Safe at Peace Corps symbol is a message to lesbian, bisexual, gay, and transgendered students and colleagues that you are knowledgeable, supportive and trustworthy. PCVs will know they can come to you for help, advice, or just to talk with someone who is affirmative of their sexual orientation or gender identity. The symbol also means that homophobic and heterosexist comments and actions will not be tolerated, but will be addressed in an educational and informative manner. Colleagues and PCVs have a right to their opinion; however, if someone is stating myths or misinformation about LGBT individuals you will inform them of more accurate information in a respectful manner.