

Creating Safe Space

An adult class presented by the Menno Pride Committee

**Using a resource from the Brethren Mennonite Council for LGBT (BMC-LGBT) Interests: *Safe Zone Training*

The top right corner of the slide features a decorative arrangement of overlapping geometric shapes. These include a light pink triangle pointing down and to the right, a darker pink triangle pointing up and to the right, and a dark pink square. The shapes are layered, creating a complex, abstract pattern.

Welcome, Overview,
Introductions

Creating our own “Safe Zone”

- What is a “Safe Zone”?
- Vulnerability of LGBTQ persons: “Dos” and “Do nots” for interacting to LGBTQ persons

Agreements/Assumptions for the work

- We are all here with a desire to create spaces that are safer for lgbtq persons that is free of injustice, prejudice, and harassment
- Always consider there may be an LGBTQ person in the room
- Feel free to speak and ask questions even if you don’t have it all figured out
- Help each other learn new things
- Be respectful to each other and the differing experiences we have

Prayer!

SENDING SIGNALS STOPLIGHT

RED

Staying silent in response to discrimination, inequality, and injustice

Making homo/bi/transphobic comments

Discouraging others' attempts to create welcoming environments

Repeating / perpetuating myths and stereotypes

Using language that assumes everyone is straight and/or cisgender

Using gendered pronouns when speaking about someone whose gender you do not explicitly know or using the wrong pronouns for someone who has already specified what their pronouns are

YELLOW

Using gender neutral language

Not making homo/bi/transphobic comments

Talking in general terms about your thoughts on diversity, minorities, etc.

GREEN

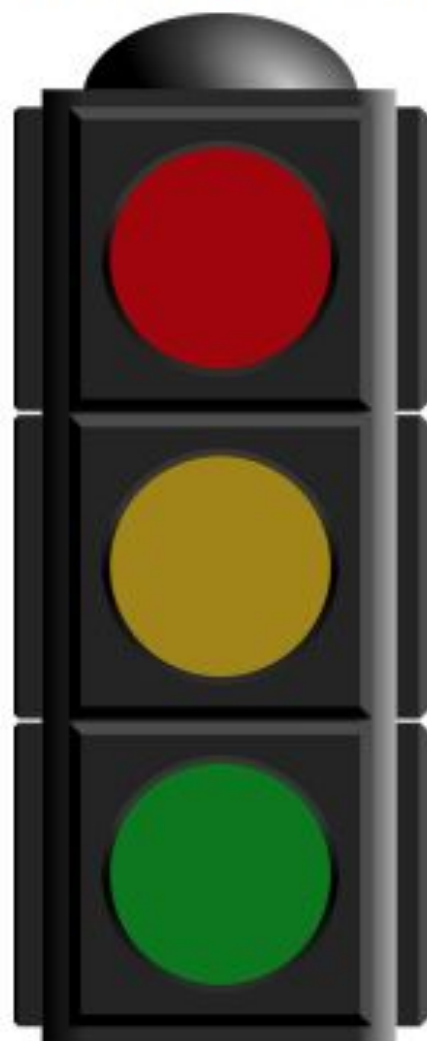
Voicing support for lgbtq people, i.e. talking about things in the news that relate to lgbtq equality

Responding to homo/bi/transphobic comments, i.e. explaining why they are hurtful

Engaging on religious grounds

Verbally / visually identifying yourself as a safe person, i.e. having lgbtq related books in your office

Acting in solidarity with lgbtq people for equal rights and protections, i.e. working for inclusive policies / laws



SZ3 ROLE PLAY EXERCISE 2

*CM (Church member): You have been struggling with how to come out to your family, and have decided this is it, when you go to Thanksgiving dinner, you're going to make the announcement. You're quite nervous about what kind of response you will get. You're talking to two church leaders to get some support or guidance. You're afraid your family will cut off ties with you.

**CL1 (Church Leader): You've been out since you were 15. You're a strong and vocal LGBTQ advocate. You think it's absolutely necessary for all queer people to come out. You think CM just needs to bite the bullet.

***CL2 (Church leader): You're uncomfortable talking about sexuality. You care about CM. You are concerned and nervous about the Church's reputation, and what others will say if it becomes known that your church has LGBTQ members and leaders.

ROLE PLAY: CM talk with CL1, while CL2 observes. Then CL2 responds to CM, and CL1 observes. Now switch roles, and repeat til everyone has played all 3 roles.

SUPPORT TO SOLIDARITY CONTINUUM

	SUPPORT	SOLIDARITY
PURPOSE	sanctuary		advocacy
SPHERE OF OPERATION	private		public
VISIBILITY	low		high
ENGAGEMENT	passive/reactive		proactive
CHANGE ADDRESSES	individuals		systems/institutions
RELATIONSHIP TO STATUS QUO	remain part of		challenge to
LABELED	nice		radical
EXPERIENCED AS	paternalistic		interactive
RECOGNIZES OPPRESSION WHEN	overt		overt and covert
RELATIONSHIP TO OPPRESSION	contributes through inaction		challenges through action
RESPONSE TO PRIVILEGE	recognizes put protects own		engages and risks own
VIEW OF DIVERSITY	minimizes difference		values difference
MANTRA	"be patient"		"how can I contribute?"