LGBTQ
LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUEER STUDENT CENTER

ALL ARE WELCOME.
LGBTQ Student Center
Ally Workshop

Katie Mattise
They/Them/Their
Program Coordinator, LGBTQ Student Center
Kent State University
(330) 672-2156
kmattise@kent.edu
Where We Are

Division of Diversity, Equity, & Inclusion

Values a diverse student body, faculty, staff, and administration

University Library
(330) 672-2442

The LGBTQ Student Center

Promotes an inclusive campus and community that welcomes all people.

Lower Level- KSC 024
(330) 672-8580
### Pronouns - Intros

- **Name**
- **Pronouns**
- **Major/Focus**

<table>
<thead>
<tr>
<th>Gendered Pronouns</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>He</td>
<td><em>He</em> laughed</td>
</tr>
<tr>
<td>She</td>
<td><em>She</em> laughed</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>All Gender/Gender Neutral Pronouns</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>They</td>
<td><em>They</em> laughed</td>
</tr>
<tr>
<td>Spivak</td>
<td><em>Ey</em> laughed</td>
</tr>
<tr>
<td>Ze</td>
<td><em>Ze</em> laughed</td>
</tr>
<tr>
<td>Ze/Hir</td>
<td><em>Ze</em> laughed</td>
</tr>
<tr>
<td>Xe</td>
<td><em>Xe</em> laughed</td>
</tr>
<tr>
<td>[Name]</td>
<td>[Name] laughed</td>
</tr>
</tbody>
</table>

(more on this later)
Video Debrief!

- Initial reactions?
- What surprised you?
- What stuck with you?
- Any take aways?
Understanding Umbrellas (& Acronyms)

LGBTQ+ or LGBTQQIAA

- Lesbian
- Gay
- Bisexual
- Transgender
- **Queer**
- Questioning
- Intersex
- Asexual
- Allies

GSM

- Gender and Sexual Minorities

Marginalized Genders & Sexualities
Sex, Gender, & Attraction

Sex Assigned at Birth
  • What doctors assign babies when they’re born

Gender Identity
  • How one views their own gender

Gender Expression
  • How one shows their own gender

Attraction
  • Sexual - Physical
  • Romantic - Emotional
Commonly Accepted Definitions

- **Lesbian:** woman identified people who are exclusively sexually attracted to women.

- **Gay:** man identified people who are exclusively sexually attracted to men. This term is sometimes used as a quick reference for the entire LGBTQA community, but it is not acceptable as it reinforces the erasure of other sexual identities.

- **Bisexual:** a person who is attracted to both men and women.

- **Queer:** a) attracted to people of many genders; b) self-identity label for people who feel they do not fit cultural norms for sexual orientation and/or gender identity; c) sometimes used as an umbrella term for all people with non-heterosexual sexual orientations; d) historically, a pejorative term – its use today is met with disfavor by some and worn proudly by others.

- **Transgender:** a) a transgender person is one whose gender identity does not match their sex assigned at birth (primarily determined by genitalia); b) an umbrella term for people who challenge the idea of the gender binary.

- **Cisgender:** a cisgender person is one whose gender identity matches their sex assigned at birth (primarily determined by genitalia).
## Some Terminology Do’s and Don'ts

<table>
<thead>
<tr>
<th>Problematic</th>
<th>Preferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. “Hermaphrodite”</td>
<td>1. “intersex person”</td>
</tr>
<tr>
<td>2. “Transgenders”</td>
<td>2. “a transgender person”</td>
</tr>
<tr>
<td>“Transgendered” “A Transgender”</td>
<td>3. “transition” “transitioning” “transitioned”</td>
</tr>
<tr>
<td>3. “Sex Change” “Pre/Post-Operative”</td>
<td>4. “Assigned a male or female sex at birth”</td>
</tr>
<tr>
<td>4. “Born a boy or girl”</td>
<td></td>
</tr>
</tbody>
</table>
### Gendered Pronouns

<table>
<thead>
<tr>
<th>Gender</th>
<th>Pronoun</th>
<th>Subject</th>
<th>Possessive</th>
<th>Reflected</th>
<th>Pronoun Form</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>He</td>
<td>He</td>
<td>laughed</td>
<td>His shirt</td>
<td>That is his</td>
<td>He likes himself</td>
<td></td>
</tr>
<tr>
<td>She</td>
<td>She</td>
<td>laughed</td>
<td>Her shirt</td>
<td>That is hers</td>
<td>She likes herself</td>
<td></td>
</tr>
</tbody>
</table>

### All Gender/Gender Neutral Pronouns

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>They</td>
<td>They</td>
<td>laughed</td>
<td>Their shirt</td>
<td>That is theirs</td>
<td>They like themselves</td>
<td></td>
</tr>
<tr>
<td>Ey</td>
<td>Ey</td>
<td>laughed</td>
<td>Eir shirt</td>
<td>That is eirs</td>
<td>Ey likes emself</td>
<td></td>
</tr>
<tr>
<td>Ze</td>
<td>Ze</td>
<td>laughed</td>
<td>Zir shirt</td>
<td>That is zirs</td>
<td>Ze likes zirself</td>
<td></td>
</tr>
<tr>
<td>Ze/Hir</td>
<td>Ze</td>
<td>laughed</td>
<td>Hir shirt</td>
<td>That is hirs</td>
<td>Ze likes hirself</td>
<td></td>
</tr>
<tr>
<td>Xe</td>
<td>Xe</td>
<td>laughed</td>
<td>Xyr shirt</td>
<td>That is xyrs</td>
<td>Xe likes xemself</td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td>[Name]</td>
<td>laughed</td>
<td>[Name's] shirt</td>
<td>That is [name's]</td>
<td>[Name] likes [name's] self</td>
<td></td>
</tr>
</tbody>
</table>

**Not sure?** Ask or use gender neutral language.

**Make a mistake?** Correct yourself and move on.
• What’s your understanding of the word *ally*?
• What does it mean to you?
What Ally Means to Us

• Be aware of your personal biases
  ▪ Requires a lot of introspection and work
• Be open-minded and do not assume
• Respond with sensitivity and be patient
• Thank LGBTQ+ people for opening up to you
• If someone comes out to you, don’t say “I knew it!”
• Let everyone “come out” for themselves
What Ally Means to Us (part 2)

• Watch what you say. If you’re afraid they’ll hear you, you probably shouldn’t be saying it
• Don’t tolerate LGBTQ jokes or “That’s Gay”
• Join our listserv!
• Take the full Safe Space training
• Know some resources
  – (our website has some resource brochures. Google “Kent State LGBTQ”)
What resources are you familiar with that support LGBTQ+ people?
LGBTQ
LESBIAN, GAY, BISEXUAL, TRANSGENDER
AND QUEER STUDENT CENTER

ALL ARE WELCOME.

Providing resources, support
and connections for
LGBTQ students and their allies.

KENT STATE
UNIVERSITY
Division of Diversity, Equity and Inclusion

LGBTQ
LESBIAN, GAY, BISEXUAL, TRANSGENDER
AND QUEER STUDENT CENTER

Outreach
WELCOME RECEPTION – An introduction to campus
LGBTQ life for new and returning students.

LAVERD Graduation Ceremony – A ceremony
recognizing the accomplishments of LGBTQ and ally students.

NATIONAL COMING OUT DAY – A celebration of national
Coming Out Day with programming, activities and resources.

MONTHLY PROGRAMMING & ROUNDTABLE DISCUSSIONS –
Check www.kent.edu/lgbtq for upcoming monthly events.

Resources
CONNECTION TO STUDENT GROUPS – Get connected to
LGBTQ+ groups such as PRIDEKent, Threads (for students of color), Trans* Fusion and Delta Lambda Phi.

CRISIS INTERVENTION SUPPORT – Staff members provide
support, referrals and resources to students going through transition or a crisis.

LGBTQ EMERGENCY FUND – This fund is for students in need
of emergency funding for books, academic supplies, household items or housing.

HARRY E. JACKSON SCHOLARSHIP – Awarded annually to
students through the generosity of Harry E. Jackson.

LIBRARY – The center's library has a variety of LGBTQ+ books
and DVDs to check out or read in the center.

Training and Education
SAFE SPACE ALLY TRAINING – Training to provide awareness
of bias and stereotypes, increase knowledge of LGBTQ
terminology, increase awareness of services and resources
and to develop a network of visible support within the Kent
State University community.

PRESENTATIONS AND PANELS – Can be customized for
classes, as well as for student organizations.

Kent Student Center Room 024
Email: LBTQSC@kent.edu | Phone: 330-672-8580
Open Monday – Friday 8 a.m. – 5 p.m.
Ken Ditlevson, Director

KENT STATE
UNIVERSITY
Division of Diversity, Equity and Inclusion
This will apply to multiple places across campus including:

- Blackboard
- Class/Grade
- Roster,
- Flashline,
- Flashcard,
- Student Accessibility Services,
- Student Directory

Preferred Name Request

Go into Flashline, Student > Resources > Requests and Authorizations > Preferred Name Request

Requests and Authorizations

<table>
<thead>
<tr>
<th>Enrollment Verification</th>
<th>National Student Clearinghouse</th>
<th>Letter of Recommendation/Verbal Release Authorization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Request student discount, good standing, or enrollment verification letters</td>
<td>Education verification service</td>
<td>Authorize a KSU employee to access your education record for the purpose of constructing a recommendation</td>
</tr>
</tbody>
</table>

- Additional Employment for Graduate Assistants
  - Submit a new request or check the status of an existing request.

- Grant Online FERPA Authorization
  - This release allows named individual(s) to gain access to view your financial and/or all academic and advising records.

- Maintain the Disclosure of Your Directory Information
  - Restrict the disclosure of your directory information OR cancel the restriction of the disclosure of your directory information.

- Request Official Transcript

- Leave of Absence for Graduate Students
  - Submit a new request or check the status of an existing request.

- Student Records Policy (FERPA)

- Legal Name Change / Marital Status updates
  - Steps to take to update your name or marital status with the university.
**TBD**
Pride KF Prom
Unity Shabbat

**January**
1/19. Third Friday Out (TFO). 5-7pm. Panini’s
1/23. **Spring Kickoff!** 4-6pm. KSC 024
The LGBTQ Student Center
1/30. **Coloring in Your Career.** 3-4:30pm.
KSC 024

**March**
3/9. Film Friday. 1:30-3:30pm. KSC 024
3/13. **Coloring in Your Career.** 3-4:30pm.
KSC 024
3/14. RTD. 1-2pm. KSC 024
3/16. TFO. 5-7pm.
3/19. **Bored? Games!** 2-4pm.
KSC 024
3/21. Trans Day Of Visibility. 11am-5pm
KSC 024

**Spring 2018**
**Gay Agenda**

**February**
2/1. **Crafternoon.** 2-4pm. KSC 024
2/8. **Safe Space Ally Training.** 1-5pm.
*Check our website to register
2/9. Film Friday. 1:30-3:30pm. KSC 024
2/13. **Coloring in Your Career.** 3-4:30pm.
KSC 024
KSC 024
2/16. TFO. 5-7pm.
2/20. Round Table Discussion (RTD).
3-4pm. KSC 024
2/27. **Coloring in Your Career.** 3-4:30pm.
KSC 024

**April**
4/7. Battle of the Wagon Heel. 9pm.
Interbelt Nite Club
4/10. **Coloring in Your Career.** 3-4:30pm.
KSC 024
4/13. Lavender Graduation. 6pm.
KSC Ballroom
4/17. **Bored? Games!** 1-3pm.
KSC 024
4/20. TFO. 5-7pm.
4/26. RTD. 2-3pm. KSC 024

**May**
5/2. **Crafternoon.** 1-3pm. KSC 024
5/18. TFO. 5-7pm.