My hope is that feminist, racial justice, reproductive rights and LGBT movements build a coalition that centers on the lives of women who lead intersectional lives and too often fall in between the cracks of these narrow mission statements.

— Janet Mock —

AZ QUOTES
WHAT IS SAFEZONE?

The purpose of the SafeZone training is to reduce homophobia, biphobia, transphobia, heterosexism, and other “isms” connected to gender and orientation. SafeZone provides training on Lesbian, Gay, Bisexual, Intersex, Queer, and/or Transgender identities and explores ways to support anyone who is dealing with issues pertaining to their sexual orientation and/or gender identity. SafeZone is a scratching of the surface…our goal is for individuals to leave with resources that help them delve deeper into the complex and fascinating world of gender, sexuality, and identity.

It’s not about being an expert, it’s about being an “ask-able” person
### WHO ARE WE?

**Gender Pronouns:**

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
<th>Non-binary</th>
</tr>
</thead>
<tbody>
<tr>
<td>He/Him/His/His/Himself</td>
<td>She/Her/Her/Hers/Herself</td>
<td>They/Them/Their/Theirs/TheMself</td>
</tr>
<tr>
<td>Per/Per/Pers/Pers/Perself</td>
<td>Sie/Sir/Hir/Hirs/Hirself</td>
<td>Ve/Ver/Vis/Vers/Verself</td>
</tr>
<tr>
<td>Ne/Nem/Nir/Nirs/Nemself</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Your name
- Pronoun...he, she, they/them, ze, per, etc.
- Volunteers: share a story without using gendered language
I am a Black Feminist. I mean I recognize that my power as well as my primary oppressions come as a result of my blackness as well as my womaness, and therefore my struggles on both of these fronts are inseparable.

~ Audre Lorde

Intersectionality

A fun guide

This is Bob.

Hey!

Bob is a stripey blue triangle and should be proud.

\[ \text{Sad!} \]

Some people do not like Bob. Bob faces oppression for being a triangle and for having stripes.

\[ \text{Bob hates triangles} \]

\[ \text{Bob hates stripes} \]

\[ \text{Bob hates having stripes and triangles} \]

Lucky! There are liberation groups!

But they aren't intersectional.

They aren't talking to each other.

In fact, they compete.

\[ \text{Bob can't work out where to go} \]

\[ \text{Bob wishes that the triangles and stripes could work together} \]

\[ \text{Intersectionality is the belief that oppressions are interlinked and cannot be solved alone.} \]

Oppressions are not isolated. Intersectionality now!
Making conceptual and strategic connections across issues and identities (from Arcus Foundation’s report “Better Together in the South”)
- Not silos or oppression olympics
- Similarities and differences are interrogated to create spaces where people can more deeply understand each other as and through their whole selves
- We are impacted by multiple issues
  - Single focus on a specific issue or way of understanding an issue does not reflect lived realities
  - Identities and issues compound each other
  - Building creative, collaborative, and active partnerships that create mutual strength and power
- Holding oppression and resilience together

WHAT IS INTERSECTIONALITY?
https://www.youtube.com/watch?v=FgK3NFvGp58
Kimberlé Crenshaw coined the term “intersectionality” in 1989.

- Criticized work that treated race and gender as exclusive parts of human experience.
- Black women’s experiences of oppression differed from white women’s, whose main focus was on gendered discrimination.
- Also differed from the black men’s, who predominantly were focused on racial subjugation.

Social work ~ person in environment and systems theory
- The individual impacts the systems around them and those systems impact the individual.
- How does the environment impact the individual and how the individual impacts the environment?

From the student development world ~ model of multiple dimensions of identity
- Who am I? ~ Fluid and contextual ... recognize otherness in ourselves and in others.
- Multiple social identities ~ coexist and conflict.
Queer Theory ~ “critically analyzes the meaning of identity, focusing on intersections of identities and resisting oppressive social constructions of sexual orientation and gender”

* Queer theory is basically the idea that one's identity is not a fixed thing and therefore does not determine who you are. It implies that there is no meaning in talking about a group in general because people's identities are made up of many different features and so to accept that people can be grouped as a collective because they share one characteristic is narrow-minded. For example, by saying ‘Women are good cooks’ is a sweeping statement that assumes this as being a woman is only one part of a person's identity.

- Identities as social construction
- Not only about sexuality and gender… it is about ALL identities
- Theories of the Flesh ~ embodiment and stories
- Lived experience = academic text
  - Wrestling through questions ~ challenges the meaning of identity and views identity as unstable, fluid
  - Examines, challenges, and deconstructs sexuality and gender in order to redefine and reconstruct in new ways in continuous resistance to oppressive social constructions
DEFINITIONS OF SOCIAL IDENTITY

- **Age** ~ How old are you?
- **Sex** ~ Female, male, or intersex?
- **Gender** ~ cisgender or transgender? Male or female or third gender?
- **Class** ~ Workers class; middle class or upper class?
- **Race / Ethnicity** ~ Native/American Indian, Alaskan Native, African/Black American, Latino/Hispanic, European Descent, etc?
- **Sexual Orientation** ~ Heterosexual, homosexual, bisexual, pansexual, asexual?
- **Region** ~ Where do you live?
- **Family** ~ Are you part of a nuclear family and/or an extended family? Who raised you? Were you adopted? Do you have a family of choice?
- **Citizen** ~ Are you a citizen? Did you or your family immigrate to the USA?
- **Education** ~ level of education for you and your family?
- **Ability** ~ Are you a person with a disability / differently-abled or are you able-bodied? Neuro-typical or neuro-atypical?

*Is there anything missing?*
Society tries to limit us to one part of who we are
- We can't pick and choose ... we can't limit ourselves or be limited by others
- We are living mosaics!

Intersectionality ... multiple identities colliding and coexisting
- Latino
- Indigenous roots
- Child of immigrants
- Queer
- Trans
- Social worker
- Sibling
- Married
- God-parent
- Mujerista / latin american feminist
- Theologian
- Raised roman catholic
- Person of spirit
- Raised in miami, FL
- Went to two ivy league graduate programs
- Clinical depression

"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences." – Audre Lorde, writer
GROUP EXERCISE: MULTICULTURAL SELF

- Write your name in the center and names of groups with which you identify (e.g. gender, age group, ethnic, social, political, ideological, athletic, etc.) in the satellite bubbles. Things to think about and reflect upon:
  - The parts of my identity that garner me the most privilege…
  - The parts of my identity that I believe are the most misunderstood by myself and/or others…
  - The parts of my identity that I feel are difficult to discuss with others who identify differently…
  - Identities that you think about most often…
  - Identities that you think about least often…
  - Your own identities you would like to learn more about…
  - Identities that have the strongest effect on how you see yourself as a person…
  - Share a story about a time you were especially proud to identify yourself with one of the descriptors you used…
  - Name a stereotype associated with one of your identities and how you challenge the stereotype…
How does sexuality impact other aspects of who I am?

How does gender impact other aspects of who I am?

How do other identities impact my sexuality?

How do other identities impact my gender?
WHAT ARE MY PRIVILEGES?

I cannot be blind to the invisible system of privilege I am a part of.

Privilege is an invisible, weightless backpack of special provisions, maps, passports, codebooks, visas, clothes, tools, and blank checks.

--Peggy McIntosh

I DON'T SEE RACE.

I'm a good person.

TRANSLATION:
I'm going to use my place of privilege to refute and deny the sufferings of those who do not have

AS A WHITE CISGENDERED ABLE-BODIED STRAIGHT MALE

MY OPINIONS ON YOUR IDENTITY ARE VERY IMPORTANT
How do you feel about privilege?
Were you surprised how much or how little privilege you had?
How do you avoid feeling stuck based on how much or how little privilege you have?
How do you avoid playing a sort of “oppression olympics” over who has it worse?
Is it ever “inappropriate” to check someone on their privilege?
What are some tangible ways that you can use your privilege to help others?
Consider multiple identities of the individuals/groups we are in solidarity with.

- How do those identities conflict? How do they coexist?
- Remember a person is never bringing just one identity to table
- Remember individuals are wrestling with questions of which identity is the most salient...do they have to?

Support people in where they are at in accepting and embracing their identities

- Where will I be accepted as all of me, not just part of me? Know the resources to support those identities
- They do not have anyone to talk to about the split in personality that they feel.
- They feel radical and, more often, misunderstood by each group if and when they say that both parts are of equal importance.

Do research on forms of oppression
- Call out injustices (microaggressions are really macroaggressions)
- Opportunity to think outside the box
“There is no hierarchy of oppression...I know I cannot afford the luxury of fighting one form of oppression only. I cannot afford to believe that, freedom from intolerance is the right of only one particular group.”

~Audre Lorde
RECORDAMOS
En honor de las 49 víctima de la tragedia en la discoteca LGBTQ en Orlando
#orlando
“I don’t have a problem with gay people as long as they act ‘normal’.”

“Why isn’t there a straight pride?”

“I accept gay people but that ‘trans’ stuff is just too radical for me.”

“You’re not a person of color. Why should I listen to you when you say that something I’m doing is racist?”

“I can’t be ____ist/phobic. I have _____ friends!”

“It’s just my opinion. Can’t you respect that? Free speech!”

“Why do we have to worry about every little identity? If it suits most of us, shouldn’t it be enough?”
Transforming privilege

- Dwelling in guilt does not transform self or one’s community.
- Active and embodied solidarity = speaking with, not for minoritized groups
- Privilege = power to change things

We must recognize that in the face of oppression, people ARE surviving

- Would a person choose this? I would choose to be queer!
- The counter-narrative of “i am not a victim” … not getting stuck in victimology
  - LGBT students are finding ways to create “home”
  - Pride in being latin@ in predominately white institutions

Shifting the narrative to Internalized Resilience
REACTIONS? QUESTIONS? QUEERIES? CURIOSITIES?

We All Can Do It!

Feminism is worthless without intersectionality and inclusion.

our liberation is intersectional, intergenerational, queer&trans inclusive.
Resources to continue the conversation

National resources:
- Human Rights Campaign
- GLAAD
- National LGBTQ Taskforce
- Trevor Lifeline (also offers chat and text)
- Trans Lifeline
- Parents and Friends of Lesbians and Gays (PFLAG)
- COLAGE
- Campus Pride
- GLSEN
- GSA Network
- It Gets Better Project
- National Center for Trans Equality

Ohio resources:
- Appalachian Peace and Justice Network (Athens)
- Equality Ohio
- TransOhio
- Heartland Trans* Wellness Group
- Buckeye Region Anti-Violence Organization (BRAVO)
- Kaleidoscope Youth Center
We are here for you!

www.ohio.edu/lgbt
354 Baker Center
(740) 593-0239
lgbt@ohio.edu

Facebook / Twitter / Instagram / Tumblr / Vine: OULGBTCenter

Rainbow Room on Mondays at 9pm (www.acrn.com)
Query A Queer – weekly column in The Post

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