

Safe Zone Training

Due to the COVID-19/Coronavirus pandemic, all listed Safe Zone trainings will be held online via Zoom until further notice.

Standard Safe Zone

The Standard Safe Zone is a four-hour training is designed to introduce concepts, terminology and resources related to sexual orientation, gender identity, and gender expression. There is a short intermission about half way through. Safe Zone trainees develop:

- A deeper awareness of personal ideas, stereotypes, and assumptions related to gay, lesbian, bisexual, transgender, intersex, queer and asexual (LGBTIQA) individuals
- An increased comfort level in addressing concepts and language regarding LGBTIQA communities with the university community and with individuals
- An increased awareness of services on campus that support LGBTIQA and allied individuals
- A network of community and campus staff, faculty, and students to support people of all sexual orientations, gender identities and gender expressions on campus.

Register for Standard Safe Zone: Spring 2021

- [Wednesday, January 13th from 1-5pm](#) [1]
- [Monday, January 25th from 1-5pm](#) [2]
- [Thursday, February 18th from 5-9pm](#) [3]
- [Friday, March 12th from 10am-2pm](#) [4]
- [Wednesday, April 14th from 5-9pm](#) [5]
- [Thursday, April 29th from 1-5pm](#) [6]

Health Care Safe Zone

Health Care Safe Zone is a four-hour alternative to Standard Safe Zone that similarly introduces concepts, terminology and resources related to sexual orientation, gender identity, and gender expression. The curriculum also covers LGBTQ health disparities, health resources, and common health professional scenarios, along with a terminology primer and strategies for allyship. This training is intended to address concerns particular to Health Care professionals, though it is open to all campus and community members.

Register for Health Care Safe Zone: Spring 2021

- [Friday, January 15th from 10am-2pm](#) [7]
- [Thursday, February 25th from 1-5pm](#) [8]
- [Tuesday, March 9th from 9am-1pm](#) [9]
- [Monday, April 19th from 5-9pm](#) [10]

Continuing Education

Continuing Education trainings are meant to deepen knowledge around specific aspects of LGBTIQ+ identity. To attend, one must have completed either Standard Safe Zone or Health Care Safe Zone.

Transgender and Nonbinary

The Transgender and Nonbinary Communities CE (formerly Gender Identity and Gender Expression) is a two-hour training designed to make the University community a safer and more supportive place for all Carolina students, faculty, and staff members by creating a network of allies who have basic knowledge about transgender and nonbinary communities.

Register for Spring 2021 sessions:

- [Friday, February 12th from 10am-12pm](#) [11]
- [Thursday, April 1st from 12-2pm](#) [12]

Intersex

The Intersex CE (formerly Gender Identity and Gender Expression) is a two-hour training designed to make the University community a safer and more supportive place for all Carolina students, faculty, and staff members by creating a network of allies who have basic knowledge about intersex communities.

Register for Spring 2021 sessions:

- [Monday, February 1st from 2-4pm](#) [13]
- [Thursday, April 22nd from 12-2pm](#) [14]

Bisexuality

Safe Zone Continuing Education: Bisexuality is a two-hour training designed to make the University community a safer and more supportive place for all Carolina students, faculty, and staff members by creating a network of allies who have basic knowledge about bisexual identities and communities.

Register for Spring 2021 sessions:

- [Wednesday, February 17th from 3-5pm](#) [15]
- [Thursday, March 25th from 2-4pm](#) [16]

Queer

Safe Zone Continuing Education: Queer is a two-hour training designed to explore the history and multiple meanings of the word "queer."

Register for Spring 2021 sessions:

- [Tuesday, April 6th from 3-5pm](#) [17]

Facilitator Training

For Standard Safe Zone

The UNC-CH LGBTQ Center offers over 30 Safe Zone trainings per year across campus and in the local community. We meet this demand with the help of Volunteer Facilitators.

Safe Zone Facilitator Training is a four-hour training that covers best practices for facilitating group discussions, presenting information, and dealing with difficult questions and topics. There is no expectation to how many trainings facilitators help with. Some of our facilitators are only available to help with one training a year, while others are involved in 3-4 trainings a semester.

Prerequisites for Standard Facilitator Training:

- Status as current UNC-CH undergraduate/graduate/professional student, postdoc, staff, or faculty
- Completion of Safe Zone training (4-hour foundational training)
- Completion of OR current registration for Safe Zone Gender Identity/Gender Expression training or Safe Zone Transgender and Nonbinary training (2-hour training)

Contact [April Callis, Ph.D.](#) [18] with questions about this training.

Register for Standard Safe Zone Facilitator Training: next date TBD

For Health Care Safe Zone

The UNC-CH LGBTQ Center offers over 30 Standard Safe Zone trainings per year across campus and in the local community. We meet this demand with the help of Volunteer Facilitators. Recently, the Center is facing increasing requests to provide Safe Zones for health care professionals. In response to this need, we have created a Health Care Safe Zone, with a curriculum that covers LGBTQ health disparities, health resources, and common health professional scenarios, along with a terminology primer and strategies for allyship. We are looking for individuals knowledgeable on health care to join our Health Care Facilitation Team.

There is no expectation to how many trainings facilitators help with. Some of our facilitators are only available to help with one training a year, while others are able to

facilitate 5-6 trainings. We appreciate any level of commitment!

Prerequisites for Health Care Facilitator Training:

- Status as an employee or student within UNC or the UNC Health Care system.
- Completion of Standard Safe Zone training (4-hour foundational training).

Please contact April Callis with questions about this training at ascallis@email.unc.edu [19].

Register for Health Care Safe Zone Facilitator Training: next date TBD

Requesting Safe Zone Trainings

On-Campus or Carolina-Affiliated

If you are interested in having a Safe Zone training for your department, organization or group please contact us at least two months in advance to request a training. We ask that hosting departments and groups commit to the following:

- Guarantee at least 25 participants. (People usually invite nearby offices or groups with similar purposes, if necessary.)
- Handle publicity, registration, and participant reminders.
- Attend a planning meeting with LGBTQ Center staff before scheduling the training. Meeting should run no longer than 30 minutes and can be in-person or via phone.
- Reserve space and notify Center staff of the location and room amenities, such as computer, projector, speakers, etc as early as possible.

Contact [April Callis, Ph.D.](#) [18] learn more, or to schedule a Safe Zone training.

Outside Trainings

We offer trainings to non UNC affiliated organizations. There is a fee of \$250 per hour for organizations not affiliated with UNC, plus travel expenses for locations over 30 miles from UNC-CH. However, we do not ever want finances to stand in the way of education, and are happy to offer our training on a sliding scale - particularly to non-profits and schools.

Contact [April Callis, Ph.D.](#) [18] to learn more, or [Request a Training](#) [20].

Frequently Asked Questions

How late can I arrive?

In-Person: It is important that you arrive promptly. Registrants who are more than 15 minutes late will have missed important information and will not be permitted to attend.

Online: It is equally important to arrive promptly for online trainings. Registrants who are more than 15 minutes late will have missed important information and will not be invited to complete the training evaluation or submit a Safe Zone Allyship Commitment form unless they attend a full training. We determine this by taking attendance at the beginning and end of each training, and reviewing participation throughout.

What if I need to leave early?

In-Person: Attendees are expected to stay for the entire training. Leaving a training early may result in losing eligibility to receive a Safe Zone placard. Those who typically leave campus earlier in the day are encouraged to sign up for our 9am and 10am trainings.

Online: This policy is the same for online trainings. If you have another meeting scheduled precisely when the training ends, notify the facilitator at the start of the training so that we can take that into account when checking attendance.

I am breast/chestfeeding and will need to pump before the training ends. Can that be accommodated?

In-Person: Yes, accommodations for attendees who are breastfeeding/chestfeeding can be made in advance with LGBTQ Center staff or facilitators. It is recommended to schedule a break around the existing break in the training, if possible. Please contact us to make individual arrangements, preferably at least one week in advance.

Online: This policy is the same for online trainings, though may not be necessary if you

are able to conduct the feeding/pumping while typing for attendance and participatory sections. We do not require that attendee cameras remain on during the training.

Under what conditions would a trainee not be allowed to acquire a Safe Zone placard?

If a trainee's behavior during a Safe Zone training causes concern that they are not ready to affirm and support LGBTQIA+ individuals, and they submit a Safe Zone Allyship Commitment, a placard will not be mailed to them until further conversation is had. Examples of concerning behaviors include repeatedly:

- Arguing against evidence-based best practices
- Continuing to use offensive language after being corrected
- Breaking group agreements

LGBTQ Center staff will directly contact anyone whose behavior raises these concerns.

These behaviors may also be grounds for removal from a Safe Zone training, if facilitators consider the trainee displaying them to be continually disruptive.

Under what conditions would a trainee be removed from the Safe Zone Allyship Network?

In the event that the LGBTQ Center receives complaints of a Safe Zone trainee breaking the Safe Zone Allyship Commitment, staff will have a conversation with the trainee in question to find out if they are able to fulfill the Commitment. If the trainee is unable to do this, they will be removed from the Safe Zone Trainee List and withdraw their Safe Zone Placard.



Source URL: <https://lgbtq.unc.edu/programs/education/safe-zone-training>

Links

- [1] <https://tinyurl.com/y3gcrrv4>
- [2] <https://tinyurl.com/y3juum97>
- [3] <https://tinyurl.com/y476ccb4>
- [4] <https://tinyurl.com/y5htxxzj>
- [5] <https://tinyurl.com/y4y43h2p>
- [6] <https://tinyurl.com/yy8lg7pa>
- [7] <https://tinyurl.com/y2wvpbf4>
- [8] <https://tinyurl.com/y3onowa4>
- [9] <https://tinyurl.com/y28q7kvq>
- [10] <https://tinyurl.com/y35uytos>
- [11] <https://tinyurl.com/yyytdm7f>
- [12] <https://tinyurl.com/yxpgwmfa>
- [13] <https://tinyurl.com/y5tc4hc9>
- [14] <https://tinyurl.com/y3ppwvk>
- [15] <https://tinyurl.com/y5atup8d>
- [16] <https://tinyurl.com/yyaaw5ff>
- [17] <https://tinyurl.com/y2ddsh2d>
- [18] <https://lgbtq.unc.edu/about-us/our-staff/april-callis-phd>

[19] <mailto:ascallis@email.unc.edu>

[20] <https://lgbtq.unc.edu/programs/education/request-presentation-or-training>