

Quick Reference Guide provides a way to easily and quickly access basic information about resources. For more in-depth information, please use the electronic version of the full manual provided on this CD.

Quick Reference Guide Table of Contents

- 2 What is Safe Zone?
- 4 What does it mean to be an ally?
- 6 Heterosexism
- 8 Coming out
- 10 Frequently Asked Questions
- 14 Intersecting Identities
- 16 Campus Resources
- 18 Local and Regional Resources
- 22 National Resources



UNC-CH Safe Zone Digital Manual & Quick Reference Guide

A program of the LGBTQ Center at UNC-CH

What is Safe Zone?

The Safe Zone Ally program is a symbol of this University's efforts to increase awareness and inclusion of people of all sexual orientations, gender identities, and gender expressions. The purpose of Safe Zone is to create a network of visible allies who are knowledgeable about resources for the diverse gay, lesbian, bisexual, transgender, intersex, queer, questioning (LGBTIQQ), Two Spirit, and Same Gender Loving communities. This program helps create a campus environment that is safer and more inclusive of all students, faculty, and staff members at UNC-CH.

Safe Zone programs exist on college and university campuses all across the country and around the world.

Latina/o Lesbian, Gay Bisexual & Transgender Organization (LLEGO)

www.llego.org/

Works to overcome social, health, and political barriers faced due to sexual orientation, gender identity and ethnic background.

National Black Justice Coalition

www.nbjcoalition.org/

Black LGBT people and allies dedicated to fostering equality.

National Center for Lesbian Rights

<http://www.nclrights.org/index.htm>

National Center for Transgender Equality

www.nctequality.org/

Dedicated to advancing the equality of transgender people through advocacy, collaboration and empowerment.

National Gay and Lesbian Task Force (NGLTF)

www.thetaskforce.org/

NGLTF is a national lesbian, gay, bisexual and transgender (LGBT) civil rights and advocacy organization.

Parents, Families, and Friends of Lesbians and Gays (PFLAG)

www.pflag.org/

PFLAG's support and coming out pages provide support to help both family and friends of gay, lesbian, bisexual, and transgender (GLBT) people, and GLBT people themselves. There are informational pages for family members, friends, and also for GLBT or questioning people.

The Southern Poverty Law Center's Tolerance Project

www.tolerance.org/

Encourages people from all walks of life to "fight hate and promote tolerance."

Sylvia Rivera Law Project

www.srlp.org/index.php?sec=00

SRLP works to guarantee that all people are free to self-determine gender identity and expression, regardless of income or race, and without facing harassment, discrimination or violence.

National Resources

American Civil Liberties Union

www.aclu.org/LesbianGayRights/LesbianGayRightslist.cfm?c=106
Summary of ACLU publications and cases related to LGBTQ issues.

Bisexual Resource Center

www.biresource.org/
Provides education about and support for bisexual and progressive issues.

Children of Lesbians and Gays Everywhere (COLAGE)

www.colage.org/
Supports young people with gay, lesbian, bisexual, and transgender parents.

Gay & Lesbian Alliance Against Defamation (GLAAD)

www.glaad.org/
Dedicated to promoting and ensuring fair, accurate and inclusive representation of people and events in the media.

Gay, Lesbian, and Straight Education Network

www.glsen.org/cgi-bin/iowa/all/home.html
Organization ensuring safe schools for all lgbt students. Recommended publications: Nat'l School Climate Survey, Legal Guide, State of the States Report

GLBPOC

lists.qrd.org/mailman/listinfo/glbpoc
GLBPOC is a general discussion list designed to facilitate online discussion among g/l/b/t people of color and others, as well as about issues of interest.

Intersex Society of North America

www.isna.org/
Devoted to systemic change to end shame, secrecy, and unwanted genital surgeries for people born with an anatomy that someone decided is not standard for male or female.

The Safe Zone program at UNC-Chapel Hill started in 1998 as a collaborative effort between the Office of the Dean of Students and B-GLAD student organization. UNC includes sexual orientation as a protected category in its equal opportunity policy and is committed to creating a community where all people are welcome and feel safe.

Any member of the UNC community is welcome to attend a four hour training session and sign the pledge to become an official Safe Zone Ally. Allies receive a personalized Safe Zone sign to display in their offices or other visible areas.

What does it mean to be an ally?

What do you mean by “Ally”?

People of all sexual orientations, gender identities, and gender expressions can be Safe Zone Allies. There are many marginalized identities within, among, and throughout LGBTIQ, Two Spirit, and Same Gender Loving communities.

Being a Safe Zone Ally means you are:

- Committed to affirming all identities
- Knowledgeable about resources
- Committed to continued learning, growth, and self-reflection.

RELIGIOUS ORGANIZATIONS (Welcoming & Affirming)

Chapel Hill:

Binkley Baptist Church, Chapel Hill: www.binkleychurch.org
Chapel Hill Christian Church: www.chapelhillchristianchurch.org
Chapel Hill Kehillah: www.chkehillah.org
Episcopal Church of the Advocate, Chapel Hill: www.ouradvocate.org
The Church of Reconciliation: <http://www.churchrec.org/>
United Church of Chapel Hill: www.unitedchurch.org

Durham:

Calvary United Methodist Church, 304 E. Trinity Avenue, Durham, NC27701
Community United Church of Christ: www.communityucc.org
Eno River Unitarian Universalist Fellowship: jdeburgos@eruuf.org
First Presbyterian Church: <http://www.firstpres-durham.org/>
Judea Reform Synagogue: www.judeareform.org
St. Philip's Episcopal Church: www.stphilipsdurham.org
Unity Church of the Triangle: www.unitytriangle.org

Raleigh:

Holy Trinity Evangelical Lutheran Church: www.htelc.org
Pullen Memorial Baptist Church: www.pullen.org
St. John's Metropolitan Community Church: www.stjohnsmccc.org
St. Mark's Episcopal Parish: www.stmarksraleigh.org
Temple Beth Or: www.templebethor-raleigh.org
Temple Beth Shalom, Cary: www.carytemple.org
Umstead Park UCC: www.upucc.org
Unitarian Universalist Fellowship of Raleigh: www.uufr.org

Southerners on New Ground (SONG)
286-3230
www.southernersonnewground.org
The purpose of SONG is to build movement across the South for progressive social change by developing models for organizing that connect race, class, culture, gender and sexual identity.

Triangle Area Gay Scientists
929-4997
tags.zuberfowler.com
tags@xuberfbwler.com
Not limited to scientists. Their monthly potluck dinner rotates around the Triangle.

Triangle Community Works
256-3749
www.tcworks.org
410 N Boylan Ave, Raleigh
Organization which connects LGBT people in the triangle by planning programs, staffing the gay and lesbian helpline, and working to begin a community center in Raleigh.

Center for LGBT Life at Duke
684-6607
lgbtcenter@duke.edu

**NC State
Lesbian, Gay, Bisexual, Transgender
Services (NC State)**
www.ncsu.edu/lgbt
lgbt_services@ncsu.edu

TRANSGENDER ORGANIZATIONS
North Carolina Transgender Unity
www.geocities.com/nctgunity/
Provides information and resources for transgender people, significant others, and friends of transgender people

Durham Gender Alliance
durhamgenderalliance.net
Transgender support group that aims to provide mutual support, education, outreach, and leadership. Meets every fourth Saturday in Durham

YOUTH ORGANIZATIONS
INSIDEoUT180
www.insideout180.org/
insideout180@gmail.com
Youth-led organization leadership opportunities and a safe space for LGBTQISA youth. Provides education, social, and activism based programs.

Seven Things you can do to be an Ally

1. Be Visible
2. Educate yourself about resources
3. Share resources as a general practice rather than waiting until someone asks for them
4. Use inclusive language
5. Avoid making assumptions about sexual orientation or gender identity based on someone's gender expression
6. Make sure programs and materials are maximally inclusive
7. Attend LGBTIQ, Two Spirit, and Same Gender Loving community events

Heterosexism

Heterosexism is the societal and institutional reinforcement of heterosexuality as the privileged and the norm; and the assumption that everyone does or should identify as heterosexual.

Heterosexism impacts everyone and happens on a variety of levels from:

- Subtle to overt
- Interpersonal and institutional
- Unintentional and intentional

North Carolina Pride

Parade And Festival

www.ncpride.org

info@ncpride.org

The parade is the signature event in a weekend's worth of activities, seminars, parties and dub activities in the area.

Volunteers are needed and welcome; e-mail ncpridefest@aol.com

ORGANIZATIONS

Equality NC

829-0343

www.equalitync.org

LGBT Center of Raleigh

Phone: (919) 832-4484

<http://www.lgbtcenterofraleigh.com>

PFLAG

<http://www.pflagtriangle.org>

Educational and support resources for parents, friends, and families of LGBTQQA folks.

Project Rainbow Net

956-9124

www.projectrainbownet.org/

aburgess@nccadv.org

Initiative aimed at addressing relationship violence in lesbian, gay, bisexual and transgender relationships.

Raleigh Business and Professional Network

RaleighBizNetwork@gmail.com

<http://www.raleighnetwork.org/>

This network was created to establish and nurture a network of business and professional resources, encourage fellowship, and provide and promote positive role models in the GLBT community.

Raleighwood Squares

317-1008

www.iagsdc.org/raleighwood

Raleighwood_Squares@hotmail.com

Gay and lesbian square dance dub; all are welcome.

Local and Regional Resources

GAY & LESBIAN HELPLINE

821-0055
helpline@tcworks.org
www.tcworks.org/helpline.htm
Serves the lesbian, gay, bisexual and transgender communities of the Triangle, provides peer counseling services, education, information, resource referrals and documentation of bias crimes. Staffed Sunday-Thursday 6:30-9:30pm.

WEB PORTALS

Triangle Local Events

trianglelocalevents.com
Triangle-area mailing list that reaches over 3,000 subscribers every week. Since new spam filters at some internet servers have been blocking the list organizers are now posting the information on the Web too.

Out Triangle

outtriangle.com
info@outtriangle.com
A business and resource directory for the Triangle LGBT community

EVENTS

Triangle Resource Fair

lgbtq.unc.edu
A yearly event where LGBTQ supportive organizations provide information on their services. Contact the UNC LGBTQ Center for more information.

Unity Conference

www.unc.edu/glbtsa/unity
A yearly conference focusing on how LGBTIQ and allied individuals can use different means to affect social change.

Crape Myrtle Festival, Inc

www.crapemyrtlefest.org
info@crapemyrtlefest.org
Crape Myrtle Festival (CMF) originated in the summer of 1981 as a small backyard gathering in Wilmington. CMF evolved into a yearly event and has raised over \$1 million to benefit more than 30 different service agencies throughout the state. Volunteers are always welcome.

Additionally, heterosexism interacts with other systems of oppression (e.g., sexism, racism, ableism, classism, ageism). Sexism and heterosexism particularly interact in that people who do not conform to stereotypical gender roles or gender expressions of the culture are often harassed on the assumption that they identify as lesbian, gay, bisexual, transgender, or queer. People often assume someone's sexual orientation by their gender expression. These assumptions are rooted in the gender binary that defines gender as male OR female with each have mutually exclusive characteristics.

Coming Out

Coming Out – refers to the process of recognizing and accepting one’s sexual orientation, gender expression, and/or gender identity. It is also used to refer to the act of disclosing one’s sexual orientation, gender expression, and/or identity to others. Also known as “coming out of the closet”. Coming out is a life long process, because it continues each time a person interacts with new people.

Someone who tells you about their questioning or identification as lesbian, gay, bisexual, intersex, queer, (LGBTIQQ) does so because they trust you enough to be honest and risk being vulnerable.

**Student Organizations
Gay, Lesbian, Bisexual, and
Transgender/Straight Alliance (GLBT-SA)**
www.unc.edu/glbtsa

GLBT Caucus—School of Social Work
ssw.unc.edu/sowoso/sowoso.html

School of Medicine Queer Straight Alliance
www.med.unc.edu/qsa/

Health Sciences LGBTQ Alliance
studentorgs.unc.edu/hslgbtqa/

Lambda Law Students Association
studentorgs.law.unc.edu/llsa/

**Checked Out – School of Information &
Library Science**
ils.unc.edu/~lown/checkedout/index.php

**GLBTA Association - Kenan Flagler Business
School**
clubs.kenan-flagler.unc.edu/sites/glbta/default.aspx

Harassment Reporting

You are encouraged to assist in the creation of a just and safe community by reporting any harassment or misconduct. If you witness a potential violation of the non-discrimination policy or the Honor Code, or you are unsure whether a situation needs to be reported, you may consult the Dean of Students Office.

Student may report the incident(s) to one of more of the following:

1. Law Enforcement: University Police, 911 (emergency) or 962-8100

2. Division of Student Affairs:

Office of the Dean of Students, 966-4042
Melinda Manning, Assistant Dean of Students

Counseling Services:

Counseling and Wellness Services (CWS)
966-3658

Medical Services:

Women’s Health Clinic at Student Health
966-3650 or 966-2281 (after hours)

Student Attorney General’s Office, 207
Carolina Union, 966-4084

Campus Resources

UNC-CH Departments, Offices, and Centers

LGBTQ Center

lgbtq.unc.edu

SASB North, Suite 3226

919-843-5376

Weekly Discussion and Support Group

Resource Library

LGBTQ-Friendly CWS Counselor Walk-In

Hours

Educational Workshops and Social

Programming

Safe Zone

Office of Dean of Students

deanofstudents.unc.edu

SASB North, Suite 1106

919.966.4042

Sexual Orientation Policy

Domestic Partner Affidavit

lgbt.unc.edu/resources/

domestic_partner_affidavit.pdf

Campus Health Services (CHS)

studenthealth.unc.edu

Student Health Services Building; CB#7470

919.966.2281

LGBTQ Information and Links in the SHS

Virtual Health Library

Counseling & Wellness Services (CWS; formerly CAPS)

acws.unc.edu

Student Health Services Building Third Floor;

CB# 7471

919.966.3658

Individual Counseling/Consultation

Couples Counseling

HIV Counseling & Testing

Sexual Health Counseling in the CHECS Clinic

Department of Public Safety (DPS)

www.dps.unc.edu/dps

205 Manning Drive, Public Safety Building

919-962-8100

Office of Diversity and Multicultural Affairs

www.unc.edu/minorityaffairs/

CB# 9125

919-962-5063

It can sometimes be difficult to know what to say and do to be supportive to someone who has “come out” to you. A couple of the most important things are to:

- Acknowledge your appreciation for the fact that they choose to be authentic with you about all of who they are.
- Keep the information confidential.
- Ask if they are interested in information about campus and community resources.

There are several additional suggestions listed on pages 32-34 of the resource manual included on this CD.

Intersecting Identities

Everyone has intersecting identities. Everyone has an identity or lived experience that is influenced by their racial/ethnic background, sexual orientation, gender identity, gender expression, religious/faith tradition, family structure, geographic origin, socioeconomic status, and ability/disability. For people coming out with respect to sexual orientation, gender identity, or gender expression this emerging identity may be perceived as conflicting or mutually exclusive of these other aspects of identity (e.g., between sexual orientation and spiritual beliefs).

People often seek out community based on identities that influence their lived experiences, it may be challenging for people who hold multiple marginalized identities to find community.

What are the right terms to use?

Language is fluid and contested. Language changes over time, and different people use the same term differently; We've listed definitions in the Safe Zone manual so that you can understand people not put labels on people.

Why is "that's so gay" so offensive if people don't mean anything by it?

Using "gay" as a synonym for something bad/negative/less desirable communicates that you may not be supportive of LGBTIQ people.

Frequently Asked Questions Cont.

Why do you use the phrase LGBTIQ communities (instead of community)?

Because there is no one monolithic "LGBTIQ community". Within each of those letters there is great diversity, and lots of ways to inhabit the variety of those identities.

What's the difference between sex and gender?

Typically, people use sex to refer to physical anatomy and chromosomes. Gender is typically used to refer to roles, appearance, interests, and one's psychological sense of themselves as a gendered being.

For example LGBTQ-identified folks may find community in LGBTQ organizations but if an organization is not inclusive in terms of people who are not white, then an LGBTQ person who is Asian or African American may not feel welcomed. However, those same people may not feel welcomed in a predominantly Asian or African American community if that community is not inclusive of people who are LGBTQ-identified.

It is always best to give resources that are specific to the needs and/or identities that a person says are important to them. Resources are not necessarily "one-size-fits-all". When giving resources, be mindful of intersecting identities. Please refer to section 5 of your resource manual for more information and resources.

Frequently Asked Questions

How do I know what pronoun to use if I'm unsure?

We recommend asking respectfully rather than guessing. You could say, "I want to be respectful, what is your preferred gender pronoun..."

Why are people gay?

We say, why does it matter? Being born LGBTQ or choosing to be LGBTQ should not make a difference in how one individual or a group is treated

How can I learn more about transgender and intersex communities?

Attend Safe Zone Challenge and look through the resources section.

Are bisexual people just folks who haven't finished coming out as gay or lesbian?

No. Bisexual or pansexual people are open to attraction and physical/sexual connections to people irrespective of the person's gender identity.

What is the Gender binary?

A social classification system that divides gender identity and gender expression into masculine and feminine with expected gender roles, gender expressions, and characteristics for each one.