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.

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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.
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

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 LGBTIQA, 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](http://www.binkleychurch.org)
- Chapel Hill Christian Church: [www.chapelhillchristianchurch.org](http://www.chapelhillchristianchurch.org)
- Chapel Hill Kehillah: [www.chkehillah.org](http://www.chkehillah.org)
- Episcopal Church of the Advocate, Chapel Hill: [www.ouradvocate.org](http://www.ouradvocate.org)
- The Church of Reconciliation: [http://www.churchrec.org](http://www.churchrec.org/)
- United Church of Chapel Hill: [www.unitedchurch.org](http://www.unitedchurch.org)

Durham:
- Calvary United Methodist Church, 304 E. Trinity Avenue, Durham, NC 27701
- Community United Church of Christ: [www.communityucc.org](http://www.communityucc.org)
- Eno River Unitarian Universalist Fellowship: [jdeburgos@eruuf.org](mailto:jdeburgos@eruuf.org)
- Judea Reform Synagogue: [www.judeareform.org](http://www.judeareform.org)
- St. Philip's Episcopal Church: [www.stphilsdurham.org](http://www.stphilsdurham.org)
- Unity Church of the Triangle: [www.unitytriangle.org](http://www.unitytriangle.org)

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

Safe Zone Quick Reference Guide  
LGBTQ Center at UNC-CH
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
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/glbtqa/unity
A yearly conference focusing on how LGBTQ 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.

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**Student Organizations**

Gay, Lesbian, Bisexual, and Transgender/Straight Alliance (GLBT-SA)
[www.unc.edu/glbtsa](http://www.unc.edu/glbtsa)

GLBT Caucus—School of Social Work
[ssw.unc.edu/sowoso/sowoso.html](http://ssw.unc.edu/sowoso/sowoso.html)

School of Medicine Queer Straight Alliance
[www.med.unc.edu/qsa/](http://www.med.unc.edu/qsa/)

Health Sciences LGBTQ Alliance
[studentorgs.unc.edu/hslgbtqa/](http://studentorgs.unc.edu/hslgbtqa/)

Lambda Law Students Association
[studentorgs.law.unc.edu/lisa/](http://studentorgs.law.unc.edu/lisa/)

Checked Out – School of Information & Library Science

GLBTA Association - Kenan Flagler Business School
[clubs.kenan-flagler.unc.edu/sites/glbta/default.aspx](http://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
3. Counseling Services: Counseling and Wellness Services (CWS) 966-3658
4. 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
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.