



Division of Equity and Diversity

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Division of Equity and Diversity – www.unt.edu/edo

Ally Program – www.unt.edu/ally

NT-NCBI – www.unt.edu/hr/training/building.htm



UNT Multicultural Ally Training Outline

Friday, January 20, 2006 - 6.5 hour format - 9:30 a.m. - 4:00 p.m.

University Union, Golden Eagle Suite

Facilitators are UNT Allies

This Ally training outline is a guideline. There is allowance for flexibility, as appropriate.

Prior to attendance at **January 20, 2006** Ally training, participants are asked to review the following resources (as appropriate) located at www.unt.edu/ally:

- Information to read on your own -

1. Coming Out Booklet, *Coming Out and Being Out: What You May Need to Think About*, by UNT Allies and Counseling and Testing Services staff
2. *Roommates: Coming out, Getting Along, Valuing Diversity* by GLAD members and UNT Allies
3. Diversity Terminology (included at end of this outline)
4. Gay, Lesbian, Bisexual, Transgender Scholarship in Honor of Mary Finley
www.unt.edu/ally/scholarship_application.pdf

- Reference information -

5. *A Chronology of Events Connected with GLBT History in Denton: 1975 – 1985*, by Dr. Edra Bogle, Ally and retired UNT faculty member
6. UNT Policies www.unt.edu/ally/unt_policies.pdf
7. UNT and external links

Questions concerning this information may be asked during Ally training. Lunch and refreshments are provided.

PARTICIPATION IS ENCOURAGED.

Greeters/Allies:

Dan Emenheiser
 Mary Finley
 Gil Flores
 Lisa Forest
 Cathy Gonzalez

David Henry
 Janine Johnson
 June Johnson
 Roger Lippert
 Judy McConnell

Joseph Oguntodu
 Tim Owens
 Henry Ramirez
 Karen Wisely
 Sue Young

9:30 a.m. Welcome and purpose. What is an Ally? - 10 minutes (Lisa Forest, Ally and UNT School of Visual Arts)

- Fill out information sheets to be collected in a few minutes.

We will be referring to the packets throughout the training. Participants may ask questions at any time about the reference materials which may be shared with others requesting information in the future.

Introduction/goals/purpose

Goals include:

- Generate awareness of diverse cultural groups; ones that are often misunderstood
- Learn affects of homophobia and heterosexism
- Opportunity to become a UNT Ally
- Ally website www.unt.edu/ally

Communication guidelines

- **CONFIDENTIAL** and supportive environment
- Step out of your comfort zone – take risks
- Be honest, sincere and respectful
- OK to pass/share as you are comfortable doing so
- Do participants want to add other rules?

9:40 a.m. Introduction of Allies and participants – 20 minutes - (Cathy Gonzalez, Ally and UNT Computing and Information Technology Center)

- Please tell us who you are, what you do, why you are here, and if there are GLBT organizations or services on your campus.

10:00 a.m. Gay 101 and history of GLBT community in Dallas - 90 minutes - (Gil Flores, Director, Gay and Lesbian Community Center, Honorary Ally and Resource Center of Dallas, and Henry Ramirez III, Honorary Ally and Community Center Coordinator, Resource Center of Dallas)

- Introduction by Cathy Gonzalez

11:30 a.m. Break - 5 minutes

11:35 a.m. “Lunchbox Talk” - 40 minutes – (Tesa Golden, Honorary Ally and Gay, Lesbian and Straight Education Network (GLSEN) Dallas)

-Working Lunch-

12:15 p.m. I Just Want To Say video - 5 minutes (Cathy Gonzalez)

<p><i>I JUST WANT TO SAY</i></p> <p>VIDEO HOSTED BY MARTINA NAVRATILOVA</p> <p>and includes GLSEN'S PSA with JUDY SHEPARD</p> <p>PARENTS, STUDENTS and TEACHERS TALK ABOUT ANTI-GAY BIAS IN OUR SCHOOLS</p>

12:20 p.m. Allies Sharing Their Stories: What is important for others to know – 40 minutes - Moderated by Mary Finley, Ally and UNT University Union.

- 12:20 p.m. Cathy Gonzalez - **4 minutes**
- 12:24 p.m. Janine Johnson - **4 minutes**
- 12:28 p.m. June Johnson - **4 minutes**
- 12:32 p.m. David Henry - **4 minutes**
- 12:36 p.m. Joseph Oguntodu - **4 minutes**
- 12:40 p.m. Roger Lippert - **4 minutes**
- 12:44 p.m. Questions and answers - **16 minutes**

1:00 p.m. Break - 7 Minutes

1:07 p.m. Diversity Talk - 8 minutes (David Henry, Honorary Ally)

1:15 p.m. Review of *Coming Out Booklet*, and *Roommates: Coming Out, Getting Along and Valuing Diversity*, campus resources and importance of Ally program - 5 minutes (Mary Finley)

1:20 p.m. Metroplex Organizations Speak Out! - 70 Minutes - Facilitated by Cathy Gonzalez

- 1:20 p.m. **North Texas GLBT Chamber of Commerce** - Janine Johnson - **10 minutes**
- 1:30 p.m. **Transcending Gender Denton** - Andrew Jones - **30 minutes**
- 2:00 p.m. **Youth First Texas** - Bob Ivancic, Director of Social Services for Youth First Texas and Solomon Quigley - **30 Minutes**

2:30 p.m. Break - 5 minutes

2:35 p.m. Ally's response to information shared thus far during Ally Training, response to difficult questions, conflict and confrontations and ROLE PLAYING using National Coalition Building Institute (NCBI) principles – 60 minutes (Tim Owens, Ally and NCBI facilitator and Lisa Forest)

Derogatory remarks or actions or questions...

- Hurtful comments which reference a religion
- Stereotypes
- Gays or _____ are going to h_____
- Gays are terrorists
- Gays are _____
- We are here to help you “get out” from being gay, lesbian, bisexual or transgendered.
- Condoms posted on the dorm room of a gay student
- Note posted on a dorm room which says “Go home where you belong” (international student’s room)
- Queers cause AIDS
- I am not used to people like that.
- I am from a little town in _____ and we do not know about that gay stuff.
- I didn’t know what to call him or her and how is the person a lesbian? (in reference to a person who is transgendered)
- What do I call her - a lesbian, queer?
- You choose to be gay.
- That is so gay!
- You do not know you are transgendered and are in the wrong body.
- All queers are promiscuous. All they think about it sex.
- Those people do lots of drugs and have orgies. Do not associate with them.
- Other??

3:35 p.m. Counseling and policy information - 10 minutes (Judy McConnell, Ally and UNT Counseling and Testing Services)

- Refer to information sheets in packet.
- Services provided
- Confidentiality

3:45 p.m. UNT Ally Program overview and role of Ally - 10 minutes (Mary Finley)

- Ally certificate statement – harassment not tolerated – gender identity
- Changing campus culture statement
- www.unt.edu/ally - information update sessions and programs
 - **What is an Ally?**
 - Visible support
 - Safe space
 - Combat heterosexism
 - Role model for others
 - **What an Ally can be:**
 - Speaker-educator

- Active and non-judgmental listener
- Resource for GLBT information
- “Activist” – speaks out against all forms of discrimination
- **What an Ally is NOT:**
 - Expert on issues
 - Counselor
 - Spokesperson for all
- **Ways to be active:**
 - **Co-sponsor Ally program(s)**
 - Information update sessions offered at UNT and in the community
 - Displaying Ally certificate/wearing Ally button
 - Groups and activities
 - Coming Out Week (October), PFLAG, QFS, GLAD and Transcending Gender Denton
 - Support UNT programs such as Study of Sexualities, Center for Psychosocial Health, Chilton Media Library and others
- **What does an Ally do?**
 - Do not expect a horde of people to be stampeding your office or residence hall location. We are changing the culture by displaying the certificate and by our actions. The more Ally spaces identified on campus, the safer persons who are GLBT and Allies feel.
 - Questions of religion – “Is Homosexuality a Sin” pamphlet is in packet. **Within a religion there are differing opinions.** Refer to Ally website for additional information on worldwide religions. **Ally program is not about religion; it is about treating everyone in a welcoming manner.**
 - A friend/roommate/colleague has come out to you. What do you say? Be familiar with the information in the “Coming Out” booklet.
 - You just found out a female friend used to be male. Transgender information is in the packet and resource persons are available. Refer to Ally website for additional information.
 - Information on the Kinsey Scale is in the packet. The Kinsey Scale explains the broad spectrum of sexual orientations (seven point continuum) persons might represent from 0 (exclusively heterosexual) to 3 (equally heterosexual and homosexual) to 6 (exclusively homosexual).
 - Student referral to UNT Counseling and Testing Services (University Union, level 3, room 321) when need exists.
- **UNT policies and confidentiality**
 - Refer to information sheet in packet or Ally website for additional information on UNT policies.

3:55 p.m. Closing, final comments and benefits - 5 minutes (Cathy Gonzalez)

- Questions and comments
- Turn in evaluations prior to leaving

- Receive framed Ally certificate
- Thank you

Diversity Terminology

Culture

The way of life of a group of people, including beliefs, behaviors, values and language. May include shared ethnicity, religion, education, organizational affiliation, food, music and dress.

Multicultural

Incorporating aspects of more than one culture. Multi-culture.

Cultural competency

Effectively relating in a participative manner to the culture and cultural values of another person. Cultural mobility. Trans-cultural.

Diversity

Multiplicity going beyond culture, race and ethnicity.

Race

Human population distinguished by genetic or physical characteristics or of a particular ancestry.

Biracial

Relating to, involving, or acting on behalf of two races. Consisting of members of two races.

Access

Equal opportunity.

Equity

Equality of opportunity for all individuals.

Ethnicity

Describing a group of persons historically connected by common nationality, physical characteristics, background, customs, language and/or other relationships.

Sexual orientation

Described by whom one is sexually attracted to, including homosexual – gay and lesbian – attracted to members of the same sex; bisexual – attracted to persons of different genders; heterosexual – attracted to members of opposite sex; and, asexual – not sexually attracted to others.

Ally

One who enables a friendly association that provides non-judgmental assistance of support.

Gay

Homosexual male. Male who is attracted sexually and emotionally to other males. May be an inclusive term for those who are gay, lesbian, bisexual and transgendered (GLBT).

Lesbian

Homosexual female. Female who is attracted sexually and emotionally to other females.

Bisexual

Individual sexually and emotionally attracted to both males and females.

Queer

Traditionally a derogatory term for GLBT persons and others. More recently an empowering term to identify diverse members of the GLBT community.

Gender Identity

Individual's sense of oneself as being male or female. This may or may not conform to the person's biological sex.

Transgender

Individual who exhibits to varying degrees the appearance, behavioral characteristics and feelings usually associated with the opposite gender. The term *transgender* may be used as a broad term for persons who are gender-variant.

Transsexual

Individual who exhibits to varying degrees appearance, behavioral characteristics and feelings associated with the opposite sex. Person whose gender identity is different from

biological sex at birth. Transsexuals may hormonally and/or surgically change their bodies to more fully match their gender identity and may be homosexual, bisexual or heterosexual.

Gender Variant

A person who expresses gender behavior and/or appearance outside of perceived social norm. Includes persons who are transsexuals, cross-dressers and those who identify as neither male nor female. Gender explorer. Gender bender.

Androgynous

Having male and female qualities.

Intersexed

Person who is born with biological aspects of both sexes to varying degrees.

Taking time to get to know individuals is rewarding and may present life lessons for each of us. Modeling a welcoming and inclusive atmosphere is paramount. Valuing and celebrating similarities and differences enables us to become better humans in this global environment, today and in the future.

Multicultural Dialogue Videotape Worksheet

(Participants may complete worksheet while watching video clips, if desired.)

1. What **cultural groups** do you identify with?
2. What aspect(s) of your **culture(s)** is/are **most important** to you (circle responses)?

Beliefs	Sexual orientation	Family
Behaviors	Gender identity	Work/occupation
Values	Organizational affiliation	Friends
Language	Food	Community
Ethnicity	Music	Health
Religion/spirituality	Art	Other
Education	Dress	
Sports/recreation/leisure		
3. With reference to your **culture**, what are you **most proud of**? What is **most important to you**?

4. What is a **common misperception** persons often have about **you** and/or your **culture(s)**?

5. What do you most **want others to know** about **you** and/or your **culture(s)**?

6. What **cultural differences** and **cultural similarities** do you have with the participants in the video?

CULTURAL DIFFERENCES

CULTURAL SIMILARITIES

Based on above responses, what are your thoughts? What have you learned? What will you share with others?

Thank you for attending Ally training!

S://Ally Program/Ally trainings and resources/ UNT Ally Training 5 hr Feb-04-05.doc