

Safe Zone Training 101 Curriculum

Training Overview

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Introductions

Goals & Learning Outcomes

- For you to know your participant's names and pronouns.
- Participants will know your name, pronouns, and other relevant information about your role as a facilitator.
- Participants will understand the general flow of the training.
- Participants will understand overall goals for the training.

Group Norms

Goals & Learning Outcomes

- Participants will understand and express personal investment in the group norms for the training.
- Participants will connect with why these group norms are important for the dynamic of the training.

First Impressions of LGBTQ People

Goals & Learning Outcomes

- Participants will reflect upon their first impressions with LGBTQ people and identity.
- Participants will reflect on how their understanding of LGBTQ people and identity has changed over their lifetime.
- Participants will have an opportunity to hear how diverse the group's experience with LGBTQ people and identity are.

Core Vocabulary

Goals & Learning Outcomes

- Participants will be able to clarify questions that they have about foundational LGBTQ vocabulary.
- Participants will be on the same page about common terminology that will be used throughout the rest of the training.
- Participants will have a clearer understanding of the importance of language in relation to creating affirming environments LGBTQ individuals.

Genderbread Person & LGBTQ Umbrella

Goals & Learning Outcomes

- Participants will be able to understand that there is a difference between gender and sexuality.
- Participants will be able to identify the difference between the L, G, B, Q, and the T of LGBTQ.
- Participants will be able to describe the difference between biological sex, gender identity, gender expression, and attraction.

Privilege for Sale & Coming Out

Goals & Learning Outcomes

- To acknowledge and investigate privilege.
- To provide an opportunity for participants to empathetically connect and reflect on the experience of having (or not having) privilege.
- To discuss the variety of privileges that the queer community (and other communities) have limited access to. Not just legal privileges but social, financial, etc.
- To discuss how no one privilege is more important than another, that for someone any privilege may feel essential.
- Participants will be able to identify privileges that they take for granted in their everyday life.
- Participants will discuss what types of privileges (social, financial, legal, etc.) are important to them and why that may differ from others in their group.
- Participants will be able to investigate and discuss what groups may have limited access to what privileges and effect that lack of access may have on an individual.

Anonymous Q&A

Goals & objectives

- Provide an opportunity for all participants to ask the questions they are most curious about and have them answered
- An opportunity to generate scenarios for the activities later in the training

F(earfully) Asked Questions, Questions, Questions

Goals & objectives

- Participants will be able to describe answers to some common questions related to LGBTQ identity and individuals.

Scenarios

Goals & objectives

- To provide real world situations that participants may encounter in the future and for participants to think through and game plan the different ways to handle the situation
- To empower participants to feel more comfortable applying the knowledge that they have gained during the course of the training in real-world situations
- To provide a framework for participants to use when working through scenarios and when considering scenarios for multiple periods in time.

Wrap-up & Feedback

Goals & objectives

- Wrap up the program by summarizing the takeaway points from the different aspects of the training.
- Remind participants the events of the training giving them a chance to reflect on what they've experienced and learned over the course of the program.
- Opportunity to make any last points or take-aways.
- Opportunity for participants give feedback on the training that will help the facilitator grow and develop the training in the future.

The Geisinger Commonwealth School of Medicine students, faculty and staff can also request to have a Safe Zone Training conducted for their student club/organizations, office or department. **The training request must be submitted at least one month in advance.** The link to request a training is:

<https://goo.gl/forms/sWEr2vnevn89jdK62> OR



For more information, please contact Dr. Vicki T. Sapp at: vsapp@tcmc.edu