



ALASKA SHRM STATE COUNCIL



THE ZONE: DIALOGUE FACILITATION

PRESENTED BY
CLINTON SHANE

- Program Handouts: <http://alaska.shrm.org/slides>
- Bookmark our page: <http://alaska.shrm.org>
- Follow us on Facebook
<http://www.facebook.com/AKSHRMStateCouncil>

THE ZONE

A SAFE SPACE FOR LGBTQIA2S+

Psychological Safety.

Kindness: Humanity flourishes from kindness.

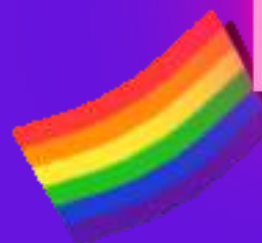
Empathy: Leading, acting, behaving with compassion.

Advocacy: Protecting and promoting a growth mindset.

Belonging: Designing safe and inclusive spaces for ALL to thrive.



HISTORY







Prisoners wearing pink triangles on their uniforms are marched outdoors by Nazi guards at the Sachsenhausen concentration camp in Germany on Dec. 19, 1938



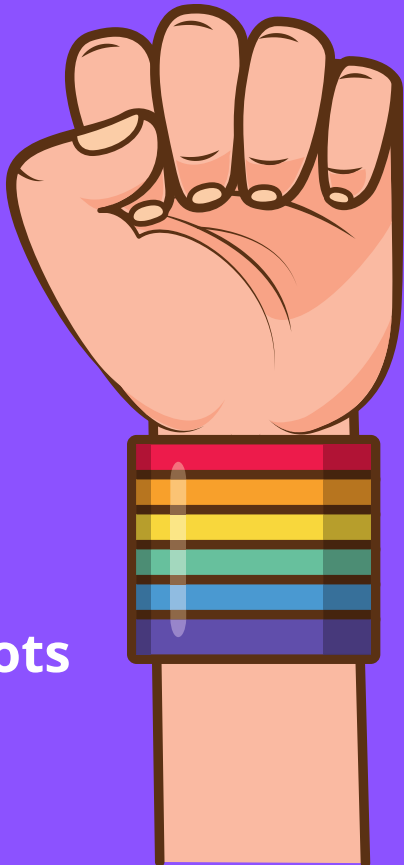
NYPD officers stormed into the bar to enforce a discriminatory law that made it illegal to serve alcohol to gay people.



Stonewall Inn June 1969



Protestors took to the streets in the aftermath of the Stonewall riots in lower Manhattan in the summer of 1969





Marchers at a candlelight vigil in San Francisco carry a banner to call attention to the continuing battle against AIDS.



The AIDS Memorial Quilt on the National Mall (Photo Courtesy of the NAMES Project Foundation).

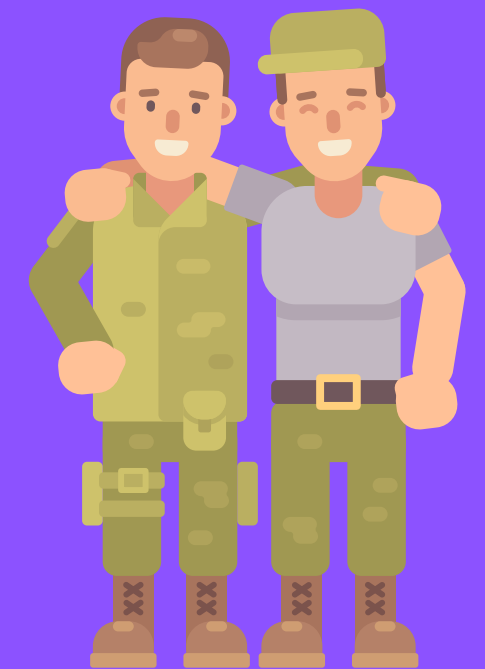




Don't Ask, Don't Tell was a bill signed in 1993 by President Bill Clinton - requiring that soldiers within the military be relieved of duty if they are openly gay or bisexual.



President Barack Obama signing the Don't Ask, Don't Tell Repeal Act of 2010 into Law at the Department of the Interior - December 22, 2010.





The White House lit up in rainbow colors after the Supreme Court's decision to legalize same-sex marriage across the country.



My Wedding
September 24, 2016

WIRKEN | PHOTOGRAPHY





June 15, 2020 - U.S. Supreme Court releases a landmark ruling stating that discrimination against LGBTQ employees is illegal under the Civil Rights Act of 1964.



STEREOTYPES



What My Dad
Thinks



What My Mom Thinks



What My Employer
Thinks



What Is Reality



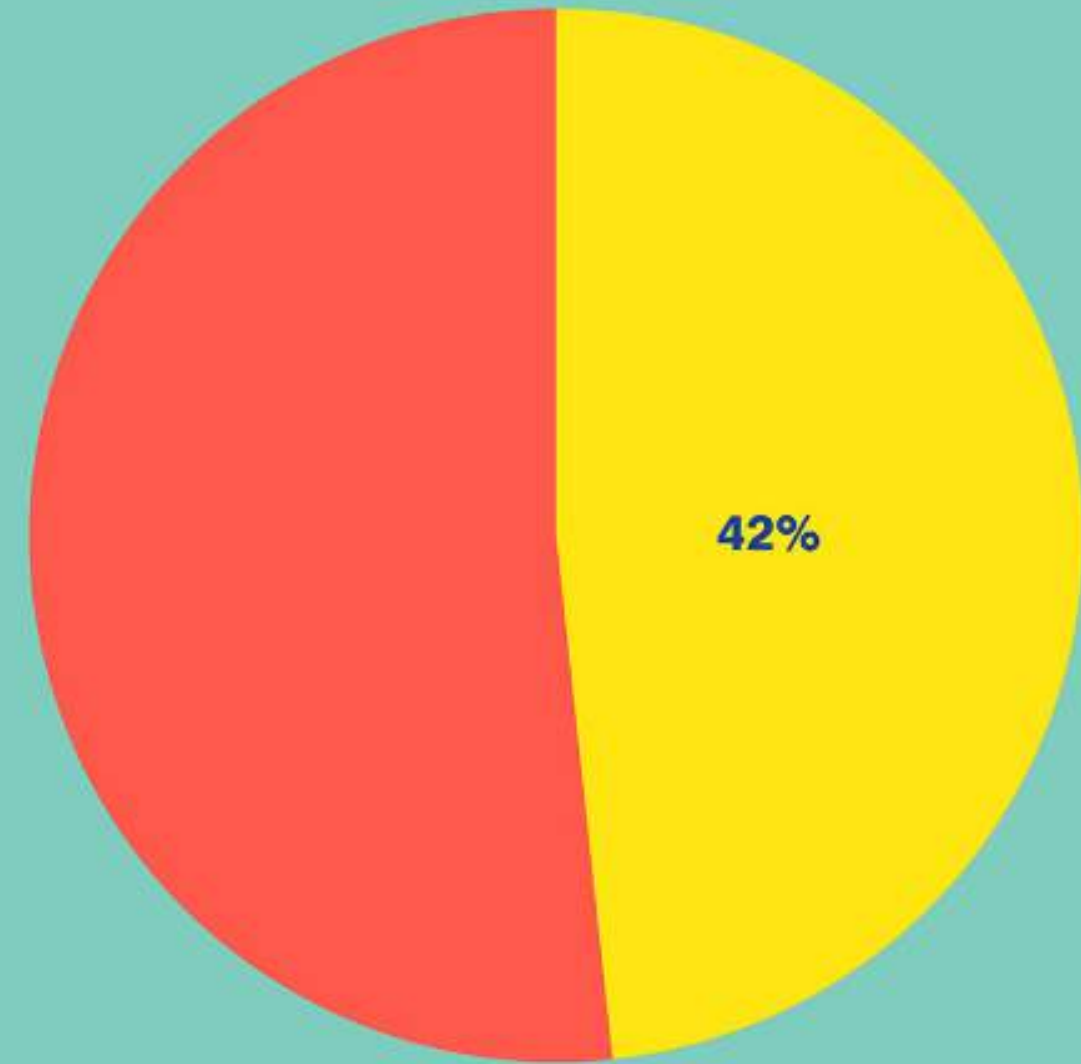


The United Methodist Church, with an estimated 10.4 million members, has current policies that are strongly against the LGBTQ community.



Rev. Fred Phelps Sr., the Westboro Baptist Church founder at Protest





4 in 10 LGBT youth (42%) say the community in which they live is not accepting of LGBT people.



HUMAN RIGHTS CAMPAIGN®

www.hrc.org/youth

#LGBTYOUTH

MENTAL HEALTH

SUICIDE

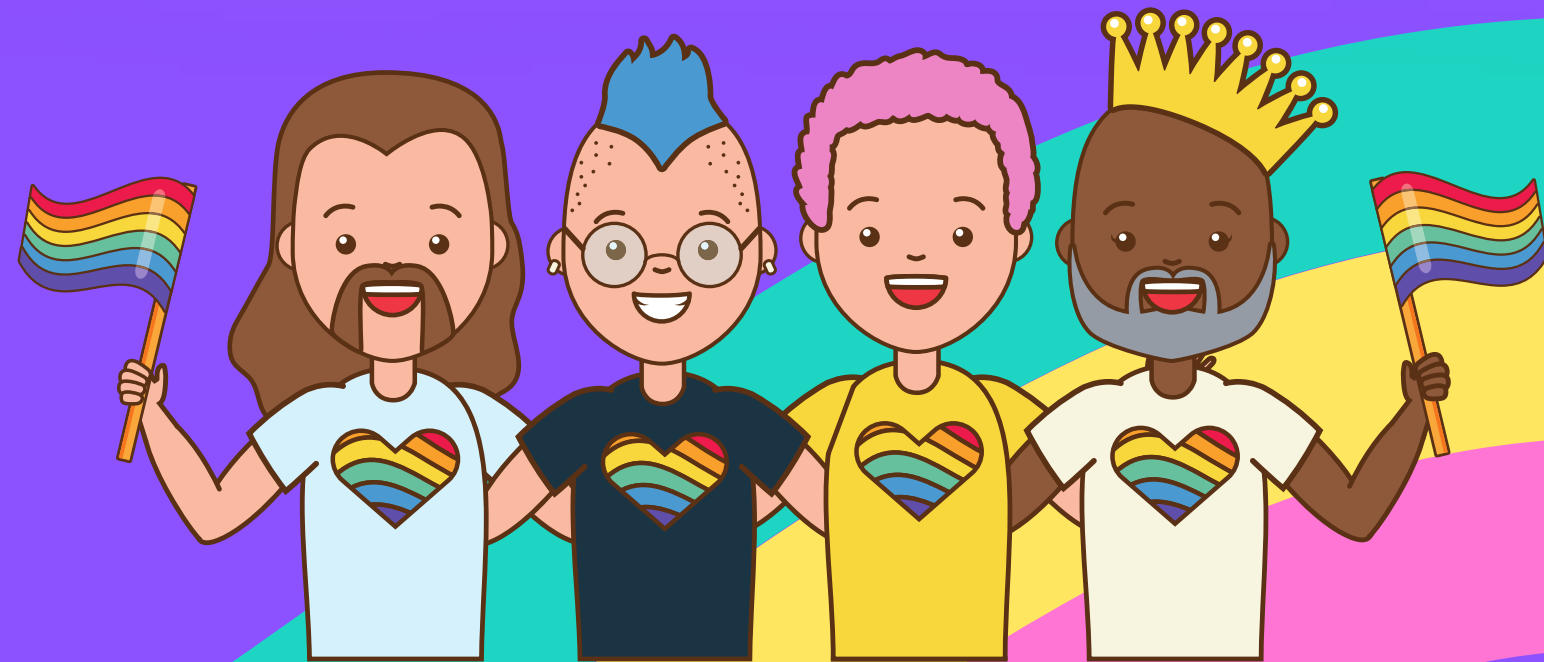
SUBSTANCE ABUSE

SEXUAL ASSAULT

HARASSMENT

DISCRIMINATION

TERMS




 L=Lesbian


 G=Gay

 B=Bisexual

 T=Transgender

 Q=Queer

 I=Intersex

 A=Asexual

 2S=Two Spirit



PROMOUDNS

Masculine

HE
HIM
HIS



Feminine

SHE
HER
HER/s

Plural

THEY
THEM
THEIR/s

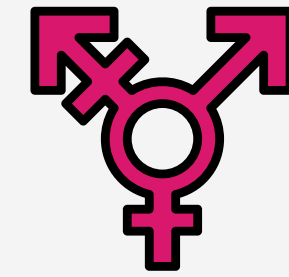
LGBTQIA+

Understanding **PRONOUNS**
beyond the gender binary
creates an inclusive space.



W.T.Fs - F.A.Qs

???



- Gender vs. Sexuality?
- How to keep up?
- Why so complicated?
- Ally vs. Advocate?
- Anyone else confused?





Typically conditioned from fundamental doctrines - concludes group as a moral problem - not a dilemma

REJECTED

Incorporates a dangerous and fundamental belief that the group member can be cured from sexual immorality.

"Stay In The Closet"
Acknowledgement of the Human existence - but only if authenticity is kept silent, ignored, hidden.

SAVED

DENIED

A fringe space in the moral dilemma. Out of the closet, but not seated at the table.

Awareness of moral conditioning and journeying toward ally-ship education and development.

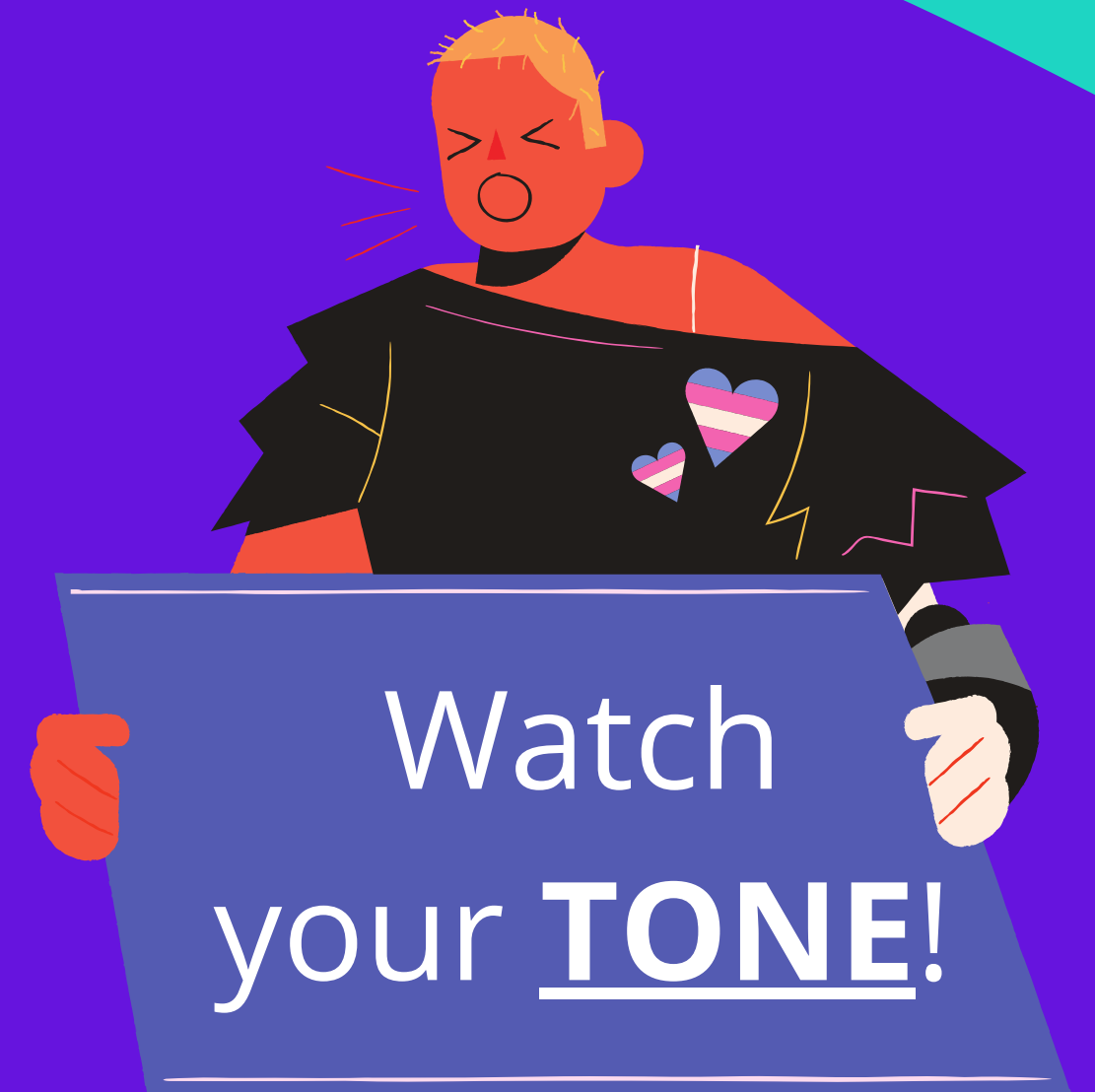
TOLERATED

ACCEPTED

A Seat At The Table!
Whether it be the Board Room or Family Holiday Table - an equitable texture of BELONGING.

INCLUDED

What are your
INTENTIONS?



Navigating The Complex Maze

Emotion

Logic

EQUALITY

Human Realness Podcast

Clinton Shane
Chief People Whisperer

Critical
Conversations
with
Life Wranglers

SUBSCRIBE



I AM MAN

ALLY





ALASKA SHRM STATE COUNCIL



THE ZONE: DIALOGUE FACILITATION

PRESENTED BY
CLINTON SHANE

➤ **Certificate for Professional Development Credits:**
<http://www.alaska.shrm.org/certificate>

➤ **Program Handouts:** <http://alaska.shrm.org/slides>

➤ **Bookmark our page** <http://alaska.shrm.org>

➤ **Follow us on Facebook** <http://www.facebook.com/AKSHRMStateCouncil>