



SAFE ZONE TRAINING INFO PACK

OUTBermuda's Safe Zone Training is designed to create a visible network of support for LGBTQ+ individuals and their allies by providing an avenue through which members of our community can show their support. These trainings provide information and resources related to sexual orientation, gender identity, and gender expression. Safe Zone trainees develop:

- A deeper awareness of personal ideas, stereotypes, and assumptions related to gay, lesbian, bisexual, transgender, intersex, queer and asexual (LGBTQ+) individuals
- An increased comfort level in addressing concepts and language regarding LGBTQ+ communities within our island and with individuals
- The internal capacity of teams and organizations to create safe spaces for LGBTQ+ staff and clients by creating and upholding inclusive policies and procedures

Our Safe Zone Training is an opportunity for organizations, nonprofits, and community **leaders to learn how to develop, enhance and maintain** environments in workplaces, schools and other social settings that are safe, welcoming and inclusive for individuals who are LGBTQ+.

This training will be held in conjunction with [The Safe Zone Project](#), an internationally-recognised curriculum used in 100 countries worldwide. The 2-hour in-person sessions, facilitated by OUTBermuda, will aim to help organisations commit to creating welcoming, supportive, LGBTQ+-inclusive environments. Topics covered will include identities, gender, and sexuality, as well as an examination of prejudice, assumptions, and privilege. There are a total of two, 2.5 hour workshops held over two days (back-to-back sessions).

Session 1: Scratching the Surface

- Information: Awareness, Vocabulary, Privilege, Discussion, History

Session 2: Under the Surface

- Integration: Intersectionality, Safe Zone Scenario Exercises, Discussion



BECOME A CERTIFIED SAFE ZONE!
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LEARN HOW TO DEVELOP, ENHANCE AND
MAINTAIN A **SAFE SPACE** IN WORKPLACES,
SCHOOLS, AND OTHER SOCIAL SETTINGS THAT
ARE WELCOMING AND INCLUSIVE FOR
INDIVIDUALS WHO ARE LGBTQ+.

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Groups of 10 or More

If you are interested in scheduling a Safe Zone Training for your department, organization or group please contact us at least one month in advance to request a training. We ask that hosting departments and groups commit to the following:

- Guarantee at least 10 participants (feel free to invite community partners or similar groups if necessary.)
- Handle internal (or external) publicity, registration, and participant reminders
- **Attend a 30-minute planning meeting with OUTBermuda staff before scheduling the training.**
- Reserve a space and notify OUTBermuda of the location and room amenities, such as computer, projector, speakers, etc as early as possible.
- Agree to and schedule a 4 month 30-minute check in meeting

Value of Training

\$195 - Per person

(includes training manual, light refreshments, and *sticker)

\$2,925 - Private Sessions per organization/groups of 20 or more

(includes training manual, 30-minute prep meeting, *sticker, and light refreshments)

Customized Safe Zone Trainings

Please email: executivedirector@outbermuda.org to discuss your needs.



Safe Zone Ally Pledge

Groups that have made the Safe Zone Allyship Commitment and volunteered to have their names included will be listed on our website and publications. The pledge states:

“I hereby agree to provide a “safe zone” for anyone who self-identifies as lesbian, gay, bisexual, transgender, intersex, queer, asexual, or as another sexual and gender minority (LGBTQ+), or as an ally of LGBTQ+ individuals. Although I am not an “expert”, I will provide affirming resources and referrals to the best of my ability.

I am committed to educating myself and others about oppression, heterosexism, biphobia, transphobia, and homophobia; and to combating it on a personal level.

I am committed to working toward providing a safe, confidential support network for people who self-identify as LGBTIQA+.

I am committed to treating everyone with the dignity and respect to which they are entitled as human beings.”

SOURCE: <https://lgbtq.unc.edu/safe-zone-trainee-hub/safe-zone-trainee-list/>

Participant Name: _____ Signature: _____

Date: _____

Facilitator Name: _____ Signature: _____

Date: _____



Image of the Safe Zone Sticker

*A Safe Zone Sticker - is **only** provided to groups, companies, or individuals that have completed the training and signed the pledge.

