A faculty & staff network affirming lesbian, gay & bisexual people on campus

Sponsored by the Counseling Center, Student Affairs, University of Illinois at Urbana-Champaign
SODA COMMITTEE (SEXUAL ORIENTATION DIVERSITY ALLIES)
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SECTION 1

WELCOME, QUESTIONNAIRE, DEFINITIONS
April 21, 1995

Dear Program Participant:

Welcome to the ALLY program. You have indicated your wish to be an identifiable source of support and nurturance for gay, lesbian, bisexual, and transgendered students on the University of Illinois campus. Your participation in this program will let the campus community know that you are open and available to talk about concerns relating to sexual orientation. More specifically, you may be approached by students struggling with issues of sexual identity, coming out, and harassment. Other faculty and staff may seek your assistance with how to become an ALLY to the lesbian, gay and bisexual community.

This booklet, prepared by the SODA (Sexual Orientation Diversity Allies) committee, contains information which may assist you in your role as an ally. Please read it. The poster is for display on your office wall or door as a signal of your ALLY status. Wearing the ALLY button around campus may provide you an opportunity to explain the ALLY program to those who notice it.

We appreciate your willingness to be publicly identified as an ally. Your participation in this program will contribute to a more receptive and affirming climate regarding sexual diversity, and a safer campus. Thank you for being an ally.

Sincerely,

The Sexual Orientation Diversity Committee
University of Illinois Counseling Center

Terri Rhodes
Leo Bourneuf
Lori Davis
Marybeth Hallett
Paul Joffe
Yvonne Ortiz-Bush
Colleen Vojak
Craig Waldo
HETEROSEXUAL QUESTIONNAIRE

In an effort to develop a basic awareness of heterosexism in society today, the following questionnaire is aimed at pointing out the many biases that gay, lesbian and bisexual people encounter in everyday living. It is a turn-around experience.

1. What do you think caused your heterosexuality?

2. When and how did you first decide you were a heterosexual?

3. Is it possible your heterosexuality stems from a neurotic fear of others of the same sex?

4. Is it possible your heterosexuality is just a phase you may grow out of?

5. If you have never slept with a person of the same sex, is it possible that all you need is a good gay or lesbian lover?

6. To whom have you disclosed you heterosexual tendencies? How did they react?

7. Why do heterosexuals feel compelled to seduce others into their "lifestyle"?

8. Why do you insist on flaunting your heterosexuality? Can't you just be what you are and keep it quiet?

9. Would you want your children to be heterosexual, knowing the problems they would face?

10. A disproportionate majority of child molesters are heterosexual. Do you consider it safe to expose your children to heterosexual teachers?

11. With all the societal support marriage receives, the divorce rate is still spiraling? Why are there so few stable relationships among heterosexuals?

12. Why do heterosexuals place so much emphasis on sex?

13. Considering the menace of overpopulation, how could the human race survive if everyone were heterosexual like you?

14. Could you trust a heterosexual therapist to be objective? Don't you feel she/he might be inclined to influence you in the direction of her/his own leanings?

15. How can you become a whole person if you limit yourself to compulsive exclusive heterosexuality, and fail to develop your natural, healthy homosexual potential?

16. There seem to be very few happy heterosexuals. Techniques have been developed that might enable you to change if you really want to. Have you considered trying aversion therapy?
DEFINITIONS*

Lesbian: A woman or young woman who forms her primary loving and sexual relationships with other women; a woman or young woman who has a continuing affectional, emotional, romantic, and/or erotic preference for someone of the same sex. Some lesbians prefer to call themselves "lesbian" and use the term "gay" to refer to gay men; others use the term "gay" to refer to both gay males and lesbian females.

Gay male: A man or young man who forms his primary loving and sexual relationships with other men; a man or young man who has a continuing affectional, emotional, romantic, and/or erotic preference for someone of the same sex.

Bisexual: A woman or young woman, a man or young man who forms primary loving and sexual relationships with members of both sexes; someone who has a continuing affectional, emotional, romantic, and/or erotic preference for people of both sexes.

Heterosexual: A heterosexual is someone who has a preferential erotic attraction to the other sex, and who usually (but not necessarily) engages in overt sexual relationships with people of the other sex.

Homosexual: A clinical and technical term that is not generally used by lesbian and gay people to refer to themselves or their community. For example, Congressman Barney Frank refers to himself as gay, or openly gay, not admittedly homosexual or a practicing homosexual.

Fag, Dyke, Faggot, Lezlie, Homo, Queer, Fairy, Fruit, Cocksucker, Pansy, and Sissy are all insulting terms to lesbian, gay, and bisexual people. They are equivalent to Wop, Gook, nigger, Cunt, or Retard as insulting terms for Italian people, Asian people, Black people, women, or People with mental disabilities. Some of these terms are words that have been reclaimed by lesbians and gay men and are then perceived as words they can identify with instead of insults. The intention and context are always important for determining the significance of the term.

Being Out or Out of the Closet: A term which means being open and public about being lesbian, gay, or bisexual. A Closeted person hides the fact that they are lesbian, gay, or bisexual. Some people are "out" in some settings (for example, with friends) and not "out" in other settings (for example, at work or with family).

Lover, Partner, and Significant Other are terms that lesbian, gay and bisexual people use to identify those people with whom they have romantic or sexual relationships.

*Source: Campaign to End Homophobia*
Section II

Coming Out & Developmental Issues
DEVELOPMENTAL ISSUES
OF GAY AND LESBIAN AND BISEXUAL STUDENTS

The University years are years of extreme change. Students are confronted with a variety of issues. Each issue is dealt with differently based on the student's maturity and the experiences that he or she has had. As a result, the student who may be struggling with his or her sexual identity may have a more difficult task as these issues appear.

Many activities during the undergraduate years encourage students to develop self-esteem and a distinct identity. For the gay, lesbian, and bisexual student, answering the questions "Who am I?" can be very difficult. Because homosexuality and bisexuality are not widely accepted or even seen as healthy or acceptable by many people, gay, lesbian, and bisexual students begin the self-esteem battle a few steps back. They may question their self-worth and wonder where they fit into society and the university community. Also, the majority of activities during the undergraduate years are heterosexually based. Whether social functions or dating, the gay, lesbian, and bisexual student can experience extreme anxiety as he or she decides how to "play the game." Coupled with this issue is the fact that most gay, lesbian, and bisexual students do not find a community with which to connect initially. As a result, gay, lesbian, and bisexual students may feel even more isolated than heterosexual students.

During college years students also begin to make decisions about what role religion will play in their lives. For lesbian, gay, and bisexual students, coming to terms with their religious beliefs can be a difficult task in light of the fact that homosexuality and bisexuality are not accepted in most religious environments. Other issues that will challenge gay, lesbian, and bisexual students will be coming to terms with their career goals and health-related issues such as coping with AIDS and the fear that goes with it.

In addition, there are some unique issues that face lesbian and gay students that heterosexual students do not have to face. There are differences between gay men and lesbians in the process of identifying oneself as lesbian or gay. Men seem to become more anxious and concerned about the possibility that they might be gay than women. Once the identification has been made, men tend to view it as a discovery in that they have finally acknowledged their homosexuality. Women, however, reconstruct the past by examining and emphasizing their significant friendships/relationships with other women. In addition there are issues concerning:

1. Grieving the loss of membership in the dominant culture and entry into a permanently stigmatized group.
2. The experience of being a minority, especially an invisible minority and its impact on one's life.
3. Lack of family support or strong role models to help them deal with their new found status and identity.
4. Potential lack of peer support and isolation.
Persons who are bisexual may also experience many of the above concerns.

These and other issues may by some of the struggles experienced by those who approach you as a ALLY member. You, of course, cannot provide all the answers but your ability to listen and perhaps direct students to others who can be supportive and encouraging can have a significant impact.

**BISEXUAL DEVELOPMENT**

There is less clarity about the developmental issues for bisexuals and it is assumed that they experience many of the same issues as gay and lesbian persons. However, there are some issues unique to the bisexual experience. The stigma attached to bisexuality in many ways is greater than that attached to homosexuality. Many are open about their identity, but many also hide it from both the heterosexual and homosexual world, believing that neither will accept them. Although many bisexuals tend to align themselves with gay and lesbian communities, an individual’s self identification as bisexual is frequently met with skepticism in the homosexual community and is seen as an attempt to avoid the stigma of homosexuality. There is an added pressure on bisexuals to identify as homosexual and behave in an exclusively homosexual manner.

**GAY, LESBIAN AND BISEXUAL STUDENTS OF COLOR**

When a person is both a student of color and a gay, lesbian or bisexual person, that person may feel that only one part of his or her identity can be important. For many it is difficult to strike a balance that allows them to be empowered and liberated in both their identities. Multiple oppressions affect their lives because:

1. They feel they do not know who they are.
2. They do not know which part of themselves is more important.
3. They do not know how to deal with one part of themselves oppressing another part of themselves.
4. They do not have anyone to talk to about the split they feel in their identity.
5. They feel misunderstood by each group is they consider both parts equally important.

The experience of each racial/ethnic group is different depending on cultural values and beliefs about homosexuality and bisexuality and each person should be examined individually for the effects on his or her life of having a multiple identity.

"COMING OUT"

What is "Coming-out"? A generalized definition of "coming-out" involves an acceptance of one's attraction to and orientation toward others of the same sex, and involves the acceptance of one's identity as gay, lesbian, or bisexual (G/L/B). One likes, is attracted to, prefers, and is involved with on intimate levels those of the same sex. Coming-out is a process that happens again and again; it is not just a one-time deal and it does not follow a linear course. It occurs initially when one acknowledges to oneself (most important and difficult aspect of coming out) and to others that one is gay, or lesbian or bisexual. One claims that orientation as his/her own and begins to be more or less public with it. Gays, lesbians, and bisexuals come out again and again as they move through their lives and share their identities with others. Gays, lesbians, and bisexuals are forced to come out repeatedly because of HETEROSEXISM and the assumption that everyone is heterosexual. Most people assume that individuals meet are heterosexual and so gay, lesbian, and bisexual people have to come out to them if they choose to share their true identities.

Coming out to themselves is one of the hardest steps in developing a positive gay/lesbian/bisexual identity for gay men, lesbians, and bisexuals. It involves much soul searching and introspection and a good healthy sense of self-appreciation and acceptance. Coming out to others involves other risks and difficulties depending on who that person is coming out to, how engaged they are with them, how much power they have in the relationship, and how accepting they are. Coming out ALWAYS has risks involved in it, so when a gay man, lesbian, or bisexual comes out, they are trusting us with that valuable information.

Why Come-out? It is a necessary part of developing a healthy and positive identity as a G/L/B individual. It is more honest and real, and ends the stress of hiding or keeping a secret and living a double life. It reduces isolation and alienation and allows for increased support from other G/L/B people. It allows G/L/B people to live a fuller life.

What are people afraid of? Rejection and loss of relationship, especially family and friends who do not understand or approve. The real possibility of harassment and abuse from others, ranging from verbal insults to physical violence against them or their possessions. Real possibility of institutionalized discrimination and prejudice. For example, losing a job, not being hired for a career, being denied housing and other equal opportunity rights. In a word HOMOPHOBIA!

There are stage development theories that attempt to describe the process of coming-out. Cass is the most widely known and used. Her model includes six stages that are not necessarily mutually exclusive. The stages are:

1. **IDENTITY CONFUSION:** Conscious awareness of G/L/B orientation and that it has some relevance to self and at same time is confused about the issue. "Maybe this information about homosexuals pertains to me, maybe it does not."
2. IDENTITY COMPARISON: Aware that feelings of sexual and affectional attraction are for the same sex persons and that these attractions are different from my peers, family, and from society at large. Begins to have "relationships" with same sex partners, but rationalizes it with "this is a special case it is not because she is a woman, but because she is THE PERSON I LOVE.

3. IDENTITY TOLERANCE: Increased contact with the gay community, but continues to believe and perpetuate stereotypes and myths about G/L/B. Is very ambivalent about meeting other G/L/B and reluctant to embrace gay culture. Thinks: "I am probably G/L/B, but I'm not sure I like that idea or can accept it."

4. IDENTITY ACCEPTANCE: Actively seeking out G/L/B culture and contacts and an increased involvement and commitment to being G/L/B. Finds validation in contacts with other G/L/B and feels at home with others like them. However, continues to "PASS" and keeps closeted about orientation and fit into the majority culture. "OK, I'm G/L/B and I am comfortable as long as I keep that life separate from my straight friends and people in the outside world. It is not anyone's business how I live my personal life."

5. IDENTITY PRIDE: Strong sense of belonging in the G/L/B community and wants to be political and active. Has a strong sense of loyalty toward G/L/B and anger toward the straight world and people. Immersed in G/L/B culture and community and wants to separate from straights. "I am G/L/B and proud of it. I prefer to have as little contact with those straight people as possible. We are better than them and I cannot be close to them. I do not trust them."

6. IDENTITY SYNTHESIS: No longer feels the need to separate from straights and renews trust in straights. Awareness that orientation is but one aspect of more whole person. Is comfortable in both worlds and with both straights and gays. "I am G/L/B, but that is just one part of me. I am comfortable with people gay or straight as long as they can be comfortable with me".

There are other theories and they basically follow a similar pattern: the initial stage involves some awareness that another way of being (besides being heterosexual) exists and that it is somehow attractive fits. Followed by attempts to explore that way of being, the community, and culture that it represents and attempts to explore how it fits, how one might feel when acting on one's curiosity. Then some phase of coming to terms with that seems to be one's identity and orientation including rationalizing it away and denying it until some resolution and piece of mind is reached that ends in self-acceptance and grows into self-appreciation. And finally, a synthesis of one's sexual orientation with the rest of the person.
SECTION III

HOMOPHOBIA AND HETEROSEXISM
HOMOPHOBIA*

Homophobia: The fear of feelings of love for members of one’s own sex and therefore the hatred of those feelings in others.

Heterosexism: The belief in the inherent superiority of one pattern of loving and thereby its right to dominance.


Homophobia refers to the many ways in which people are oppressed on the basis of sexual orientation. Sometimes, homophobia is intentional, where there is a clear intent to hurt lesbian, gay, and bisexual people. Homophobia can also be unintentional, where there is no desire to hurt anyone, but where people are unaware of the consequences of their actions.

There are four distinct but interrelated types of homophobia: personal, interpersonal, institutional, and cultural. Institutional and cultural homophobia are often referred to as heterosexism.

1. **Personal homophobia** is prejudice. It is the personal belief that lesbian, gay, and bisexual people are sinful, immoral, sick, inferior to heterosexuals, or incomplete women and men. Prejudice towards any group is learned behavior; people have to be taught to be prejudiced.

Personal homophobia is sometimes experienced as the fear of being perceived as lesbian, gay, or bisexual, out of the fear that one will be treated as if they were sinful, immoral, sick, or inferior. This fear can lead to trying to "prove" one’s heterosexuality. Anyone, regardless of their sexual orientation or preference, can experience personal homophobia; when this happens with lesbian, gay, and bisexual people, it is sometimes called "internalized homophobia."

Many people believe that there is a positive correlation between sexual orientation and sex roles, that lesbians are masculine and gay men are feminine. There is absolutely no basis for this belief, but it persists. Consequently, many people spend a lot of energy and time trying to fit prevailing cultural images of what it means to be female or male as a way of avoiding being perceived as lesbian or gay.
2. **Interpersonal homophobia** is the fear, dislike, or hatred of people believed to be lesbian, gay, or bisexual. This hatred or dislike may be expressed by name-calling, verbal and physical harassment, and individual acts of discrimination.

Lesbians, gay, and bisexual people are regularly attacked for no other reason than their assailants’ homophobia. Most people act out their fears of lesbians and gay men in non-violent, more commonplace ways. Relatives often shun their lesbian and gay family members; co-workers are distant and cold to lesbian and gay employees; lesbians and gay men are in some states legally prevented from becoming foster parents and attempts have been made to fire lesbian or gay teachers.

3. **Institutional homophobia (or heterosexism)** refers to the many ways in which government, businesses, churches, and other institutions and organizations discriminate against people on the basis of sexual orientation. These organizations and institutions set policies, allocate resources, and maintain unwritten standards for the behavior of their members in ways which discriminate.

For example, most religious organizations have stated policies against lesbian, gay, and bisexual people holding offices; most schools fail or refuse to allocate funds and staff for lesbian, gay, and bisexual support groups; and most businesses have norms for social events which prevent lesbian, gay, and bisexual employees from bringing their same sex partners while heterosexual employees are encouraged to bring their opposite sex partners.

4. **Cultural homophobia (or heterosexism)** refers to social standards and norms which dictate that being heterosexual is better or more moral than being lesbian or gay, and that everyone is heterosexual or should be. While these standards are not written down as such, they are spelled out each day in television shows and print advertisements where virtually every character is heterosexual and every sexual relationship involves a female and a male; or in the assumption made by most adults in social situations that all “normal” children will eventually be attracted to and marry a person of the other sex.

Often, heterosexuals don’t realize that these standards exists, while lesbian, gay, and bisexual people are acutely aware of the standards. The feeling which results is one of being an outsider in the society.

*Source: Campaign To End Homophobia*
In the clinical sense, homophobia is defined as an intense, irrational fear of same sex relationships that becoming overwhelming to the person. In common usage, homophobia is the fear of intimate relationships with persons of the same sex.

Below are listed 4 negative homophobic, and 4 positive levels of attitudes toward Gay and Lesbian relationships/people. They were developed by Dr. Dorothy Riddle, a psychologist from Tucson, Arizona.

**HOMOPHOBIC LEVELS OF ATTITUDE:**

**Repulsion:** Homosexuality is seen as a "crime against nature". Gays are sick, crazy, immoral, sinful, wicked, etc., and anything is justified to change them (e.g., prison, hospitalization, negative behavior therapy including electric shock).

**Pity:** Heterosexual chauvinism. Heterosexuality is more mature and certainly to be preferred. Any possibility of becoming straight should be reinforced and those who seem to be born "that way" should be pitted, "the poor dears".

**Tolerance:** Homosexuality is just a phase of adolescent development that many people go through and most people "grow out of". Thus, gays are less mature than straights and should be treated with the protectiveness and indulgence one uses with a child. Gays and Lesbians should not be given positions of authority (because they are still working through adolescent behaviors).

**Acceptance:** Still implies there is something to accept, characterized by such statements as "You’re not a gay to me, you’re a person." "What you do in bed is your own business", "That’s fine as long as you don’t flaunt it."

Denies social and legal realities. 84% of people believe being gay is obscene and vulgar and 70% still believe it is wrong even between consenting adults.

Ignore the pain of invisibility and stress of closet behavior. "Flaunt" usually means say or do anything that makes people aware.
POSITIVE LEVELS OF ATTITUDE

Support: Basic ACLU approach. Work to safeguard the rights of Gays and Lesbians. Such people may be uncomfortable themselves, but they are aware of the climate and the irrational unfairness.

Admiration: Acknowledges that being Gay/Lesbian in our society takes strength. Such people are willing to truly look at themselves and work on their own homophobic attitudes.

Appreciation: Value the diversity of people and see Gays as a valid part of that diversity. These people are willing to combat homophobia in themselves and in others.

Nurturance: Assume that Gay and Lesbian people are indispensable in our society. They view gays with genuine affection and delight and are willing to be Gay advocates.
COMMONLY HELD INCORRECT BELIEFS*

1. **Homosexuality Isn't Very Prevalent.** The Kinsey studies (1947, 1953) found that 13% of men and 7% of women were exclusively gay or lesbian throughout their lives. Homosexual behavior is common, has been found in every known culture, and in the animal world as well. Homosexual people are found in every social, economic, and racial and religious group. They are our teachers, colleagues, friends, parents, and children. We all know a number of gay people, whether we are aware of it or not. Because of the intense pressure to remain closed and be perceived as heterosexual many gay and lesbian people never come out an openly identity as such. The exact numbers may never be known. We want to ask ourselves why it matters?

2. **We know What "Causes" Homosexuality.** The research so far has proven only one thing -- we don’t know what causes anybody's sexual orientation. The old Freudian notions of family structure -- dominant mother, passive father or vice versa "causing" homosexuality have been laid to rest. Gay people have been raised in all kinds of homes, as have heterosexual people.

3. **Homosexuality Is Unnatural.** There are recorded observations of homosexual behavior throughout the animal kingdom (from seagulls and mares to primates) and from every known culture in the world. For the 22 million people who identify themselves as gay in the U.S., it is a common and natural and satisfying way of life, not harmful to anyone.

4. **Homosexuality Is Immoral.** There are several texts in the Old Testament that are frequently used as a religious condemnation of homosexuality. Some religions choose to use them; others believe they are a reflection of a social custom of the time. Taken literally and out of context, the Bible can also be used to encourage slavery, reinforce the inferiority of women, prohibit eating shrimp and shellfish, using makeup, wearing red dresses, prohibit women cutting their hair, etc. We each must choose our own religious beliefs.

5. **Homosexuality is a Mental Illness.** The American Psychiatric Association voted in 1973 to remove homosexuality from the list of mental disorders. In fact, studies have found no difference between heterosexuals and homosexuals in self-esteem, alcohol and drug use, suicide rates, family relations, and general life satisfaction.

6. **Gay Men and Lesbian Women Have Many More Sexual Partners Than Do Heterosexuals.** Certainly, individuals within the gay community have many sexual partners, and these are the ones we hear about. About 60% of women and 40% of men are in committed long-term relationships. Maintaining relationships is more difficult for gay couples; society does not provide any of the supports for these relationships that it provides to heterosexual couples. None of the social, legal, or religious support -- and often no family support. With heterosexual marriage at a 50% failure rate, it’s probably amazing that as many gay couples stay together as are able to do so now.
7. Lesbians Really Want To Be Men; Gay Men Really Want to Be Women. The very nature of gay relationships provide an impetus away from rigid sex-role stereotypes. Research indicates that there's no difference in homosexuals than in heterosexuals in their gender identity, but, for survival, traditional roles often need to be abandoned. Lesbians have to learn to do yard work and take care of the car themselves; there's no husband around to do it. Gay men need to learn how to cook and clean; there's no wife to depend on to get this done. Gay couples tend to break down sex roles rather than reinforcing them.

8. Gay Men Molest Children. Ninety-seven percent of child molesting is perpetrated by heterosexual adult males and mostly on minor females. The "average" offender is a white heterosexual male in an adult relationship and is a man that the child knows. The adult male who does molest boys is often a pedophile -- a man who is attracted to children regardless of their sex. The New York City Board of Education recently reported they have multiple complaints on file about male teachers making sexual advances to female students but no complaints of teachers making advances to students of the same sex. Perhaps it's heterosexual male teachers we should keep out of the classroom!

9. You Can Spot A Gay Man or Lesbian Woman By the Way They Act and Dress. Sex roles do not determine sexual orientation. Most gay men and lesbian women look and act so much like everyone else that even the "experts" cannot identify them. There are some lesbians who dress in a very masculine way and some gay men who have very effeminate behavior, but they are not more representative of all gay people than The Marlboro Man and Farrah Fawcett are representative of all heterosexual people. David Kopay, for example, a ten-year veteran of pro-football, a 6'1" and weighs 205 -- a real man's man -- and at the same time a gay man.

10. Gay People Are Not Good Parents As They Introduce Their Children To Their Lifestyle; Their Children Will Grow Up To Be Gay. Our courts often deny custody of children to a gay parent; some even proscribe visitation. There's no evidence that children of gay people are more likely to grow up gay. Most gay people were conceived and raised by heterosexual parents. Dr. Judd Marmor, past president of the American Psychiatric Association said, "There's no evidence that heterosexual parents are more loving stable, or supportive in their parental roles than homosexual men and women.

*Source: Sarah Babb, Akron Newsletter*
ACTION IDEAS FOR INTERRUPTING HETEROSEXISM

Stopping heterosexist behavior

Notice and ask people not to tell heterosexist jokes

Notice and stop heterosexist language in yourself and others

Establish guidelines and enforce them gently, but firmly

No name calling, ragging, etc.

Educate yourself

Go to more workshops
Read about lesbians/gays/homophobia (see bibliography)
Talk about the issue with others
Attend gay/lesbian events
Go to see films with gay/lesbian characters or themes
Join organizations (NGTF, NASW gay caucus, etc.)
Read the Myths and Facts handout (Assumptions) and think about
questioning all of them
Make some gay/lesbian friends

Dialogue and explore the issue
Some suggestions for name-calling
What did you say?
What does that word mean to you?
What did she/he do to make you call them that?
How did you feel when she/he called you that?
How did you feel when you said it?

Some questions for jokes
What’s funny about that?
Would you explain that joke to me?
If you were gay/lesbian, how would that joke make you feel?
Do you like jokes that put you down as a ________?
That joke relies on a myth about lesbians/gays, and it is______

Support change in others
Acknowledge when someone is non-heterosexist
Rename heterosexist acts and comments as unfair or unbecoming
Initiate and Prevent

- Plan strategies together as a staff
- Develop an agency policy statement against heterosexism
- Add sexual-orientation to the non-discrimination policy
- Analyze training materials for heterosexist bias
- Write to congressmen to support gay rights legislation

Model non-heterosexist behaviors

- Be equally physical with girls and boys
- Don’t joke or tease someone for nontraditional gender behaviors
- Avoid heterosexual credentializing-making a point of your heterosexuality
- Don’t assume that anyone/everyone is heterosexual
- Don’t assume that heterosexual relationships take precedence over same-sex ones
- Use terms like partner and friend, not boy-friend, wife
- Value same-sex friendships
- Use neutral examples for pronouns
- Expand your repertoire of interests to non-traditional ones
SUGGESTIONS FOR COMBATTING HETEROSEXISM*

Assume that wherever you go to work there are lesbians or gay men who are wondering how safe the environment is for them. Don't assume that everyone you meet is heterosexual. Provide safety by making clear your support of gay and lesbian identity.

Realize that the cultural oppression of gays and lesbians is perpetuated in social situations where physical affection is exclusively heterosexual. In consideration of this, where it is appropriate and mutually consensual, feel free to be physically affectionate with someone of the same sex.

Challenge heterosexism whether or not lesbians or gay men are present. Don't always leave it to gays and lesbians to do it.

Remember that silence is complicity. Challenge/confront anti-gay and lesbian statements and structures as well as the assumptions behind them. Do not promote the institutionalized invisibility of lesbians and gays.

When speaking of your heterosexual lover, point out that he or she is of the opposite sex, implying that he or she may not have to be.

Confront your own fear, memories, and bad feelings about gay men and lesbians: Recall and release those feelings, thereby diminishing their hold on you.

Do not assume that a gay or lesbian of the same gender is automatically attracted to you. Do you assume that all straight people of the opposite gender are interested in you? If a gay or lesbian is attracted to you, try to be flattered, not offended. If it still bothers you, talk about it.

Change your use of language from "Do you have a girl(boy)friend?" to "Are you seeing anyone?" Heterosexism is promoted and maintained powerfully through language. Respect the profound personalness and delicacy of the "coming out" process.

AND THE BIG CHALLENGE:

If people jump to the conclusion that you are lesbian or gay because of your friendship with gay or lesbian people or because you are reading a gay or lesbian publication or because you are being affectionate with someone of the same gender, resist your impulses to deny it. Challenge yourself to experience gay/lesbian oppression rather than taking advantage of heterosexual-privilege.

* Source: Distributed by Progressive Students Alliance
**LESBIAN, GAY AND BISEXUAL AWARENESS**

*Making Lesbian, Gay and Bisexual Inclusive Assumptions*

<table>
<thead>
<tr>
<th>Interacting with people whose sexual orientation is unknown to you:</th>
<th>1. Assume that a parent might be either heterosexual or a lesbian or gay man.</th>
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<tbody>
<tr>
<td>1. Don’t assume all mothers/fathers are heterosexual.</td>
<td>1. Assume that a parent might be either heterosexual or a lesbian or gay man.</td>
</tr>
<tr>
<td>2. Don’t assume that all married women/men are heterosexual.</td>
<td>2. Assume that a person who is married might have gay/lesbian feelings, might be or have been involved in a gay/lesbian relationship.</td>
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<tr>
<td>3. Don’t assume all sexually active women use birth control.</td>
<td>3. Assume that a sexually active woman might have either a male or female sexual partner; with a female partner, she would not need birth control.</td>
</tr>
<tr>
<td>4. In interacting with a &quot;single&quot; adult, don’t assume that person’s only &quot;family members&quot; are parents, siblings, grandparents, etc.</td>
<td>4. Assume that any &quot;single&quot; person might be involved in a life-long committed relationship with a same-sex partner who is as much a &quot;family member&quot; as a husband or wife.</td>
</tr>
<tr>
<td>5. Don’t assume that all children live in families consisting of the kid and a male-female couple or the kid and a single parent.</td>
<td>5. Assume any kid might live in a family consisting of the kid and a single parent, the kid and an opposite-sex couple, or the kid and a same-sex couple.</td>
</tr>
<tr>
<td>6. Don’t assume that everyone will find male-female sexually suggestive imagery erotic, or that everyone will find banter about male-female sexual intrigue funny or playful.</td>
<td>6. Assume that in any group of people, it is highly likely that there is at least one person who is much more interested in same-sex imagery and intrigue.</td>
</tr>
<tr>
<td>7. Don’t assume that the term &quot;women&quot; refers only to heterosexual women, and that the &quot;men&quot; refers only to heterosexual men.</td>
<td>7. Include lesbians in your use of the generic &quot;women&quot; and gay men in your use of the generic &quot;men,&quot; for example, in a discussion of women’s sexuality include relating with same-sex and opposite-sex partners, or in a list of organizations for fathers include groups for gay fathers.</td>
</tr>
</tbody>
</table>
Interacting with lesbians and gay men:

1. Don't assume that everyone is either "homosexual" or "heterosexual."

2. Don't assume that a lesbian's/gay man's/bisexual person's sexuality is the most important aspect of that person.

3. Don't assume that being gay/lesbian/bisexual is the cause of a problem in the person's life. "He's depressed all the time because he's gay."

4. Don't assume that being gay in our society is so hard and presents so many problems that you should feel sorry for lesbian/gay/bisexual people and/or that they'd all really rather be straight.

5. Don't assume that being gay/lesbian/bisexual "doesn't matter." "They're the same as everybody else, and I treat everyone the same."

1. Assume everyone is a sexual person who may be attracted to and/or sexually or romantically involved with (a) partner(s) of the same or opposite sex. Attraction and/or involvement fall along a continuum for everyone, which can vary over time.

2. Assume that everyone is a multi-faceted individual for whom sexuality is one aspect of their lives among many.

3. Assume that gay men/lesbians/bisexual people have the same problems as everyone else. They are just as likely to be well-adjusted, and just as likely to have difficulty coping with stresses in their lives. Because of discrimination, they have to deal with particular stressors.

4. Assume that a same-sex erotic and romantic preference is as legitimate as an opposite-sex preference.

5. Assume that the experience of being gay/lesbian/bisexual in a homophobic society has a profound effect on how that person views him/herself and how she/he experiences the world.
SECTION IV

HOW TO BE AN ALLY
SUGGESTIONS FOR WORKING WITH LESBIAN, GAY AND BISEXUAL STUDENTS*

- Don’t be surprised when someone comes out to you.
- Respect confidentiality. It is imperative that you can be trusted.
- Be informed. Most of us are products of a homophobic society. It is important that you are aware of the needs of gay, lesbian and bisexual students.
- Examine your own biases. If you are uncomfortable dealing with the issue, and know that you are unable to be open and accepting, you need to refer the student to someone else.
- Know when and where to seek help. Know all available resources. A list is provided at the end of this booklet.
- Maintain a balanced perspective. Sexual thoughts and feelings are only a small (but important) part of a person’s self.
- Understand the meaning of "sexual orientation." Each person’s sexual orientation is natural to that person.
- Deal with feelings first. You can be helpful by just listening allowing a lesbian, gay or bisexual student the opportunity to vent feelings.
- Help, but don’t force. Lesbians, gays and bisexuals need to move at the pace they feel most comfortable with.
- Be supportive. Share with them that this is an issue that others must deal with, too.
- Don’t try to guess who’s gay.
- Challenge bigoted remarks and jokes. This shows support.

*Source: PFLAG (Parents and Friends of Lesbians and Gays)
QUALITIES OF AN ALLY*

An Ally:

1. Has worked to develop an understanding of Homosexuality and the needs of Gays and Lesbians.
2. Chooses to align with Lesbians, Gays, and Bisexuals and responds to their needs.
3. Believes that it is in her/his self-interest to be an ally.
4. Is committed to the personal growth (in spite of the probability of discomfort and possible pain) required.
5. Is quick to take pride in personal success in responding to Homophobia and overcoming fears.
6. Expects support from other allies.
7. Is able to acknowledge and articulate how patterns of fear have operated in their lives.
8. Expects to make some mistakes, but does not use it as an excuse for non-action.
9. Knows that both sides of an ally relationship have a clear responsibility for their own response to the oppression whether or not persons on the other side choose to respond.
10. Knows that in the most empowered ally relationships, the persons in the non-oppressed role initiate the change toward personal, institutional, and societal justice and equality.
11. Knows that he/she is responsible for humanizing or empowering their role in society, particularly as their role relates to responding to Homophobia.
12. Promotes a sense of community with Lesbians, Gays, and Bisexual people and teaches others about the importance of outreach.
13. Has a good sense of humor.

*Source: SAFE on Campus Resource Packet
THINGS YOU SHOULD KNOW AS AN ALLY*

THE FOUR BASIC LEVELS OF BECOMING AN ALLY

1. Awareness: Explore how you are different from and similar to gay, lesbian and bisexual people. Gain this awareness through talking with gay, lesbian and bisexual people, attending workshops and self examination.

2. Knowledge/Education: Begin to understand policies, laws and practices and how they affect gay, lesbian and bisexual people. Educate yourself on the many communities and cultures of gay, lesbian and bisexual people.

3. Skills: This is an area which is difficult for many people. You must learn to take your awareness and knowledge and communicate it to others. You can acquire these skills by attending workshops, role playing with friends or peers and developing support connections.

4. Action: This is the most important and frightening step. Despite the fears, action is the only way to effect change in the society as a whole.

IN ADDITION TO THE FOUR LEVELS LISTED, THE FOLLOWING ARE FIVE OTHER POINTS TO KEEP IN MIND

1. Have a good understanding of sexual orientation and be comfortable with you own.

2. Be aware of the coming out process and realize that it is not a one time event. The coming out process is unique to gay, lesbian and bisexual people and brings challenges that are not often understood.

3. Understand that gay, lesbian and bisexual people receive the same messages about homosexuality and bisexuality as everyone else. Thus, gay, lesbian and bisexual people suffer from internalized homophobia and heterosexism. It is important to recognize the risks of coming out and to challenge the internal oppression.

4. Remember that gay, lesbian and bisexual people are a diverse group. Each community within the larger gay, lesbian and bisexual community has unique needs and goals.

5. Know at least basic information about AIDS/HIV in order to address myths and misinformation and to be supportive of those affected by this disease whether in themselves or in partners and friends. While AIDS/HIV is a health issue for all, those who live with most fear and have lost the most members of their community are gay, lesbian and bisexual persons.

*Source: SAFE on Campus Resource Packet
The following staff and faculty are proud to be members of the ALLY network at the University of Illinois, Champaign-Urbana. The purpose of the ALLY network is to build a supportive and affirming atmosphere for lesbian, gay, bisexual, and transgendered people on campus.

Cathy Acevedo  
Counseling Center  
Jose Agusti  
McKinley Health Center  
Cola Bergman  
International Student Affairs  
Marilyn Best  
Office of Women's Programs  
Tara Bisbee  
Illini Union  
Joanne Boudreau  
Kranert  
Lee Bouｍeat  
Counseling Center  
Jenny Breettenfeldt  
Institute of Aviation  
Diane Buening  
Continuing Education & Public Service  
Francisco Castelan  
Counseling Center  
Paraprofessional  
Sachie Chang  
International Student Affairs  
Julianne Cross  
Housing  
Guy L. Davis  
Career Services Center  
Lori Davis  
Counseling Center  
Gary DePaul  
Educational Organization & Leadership  
Ronaldo Dixon  
Illini Union  
Matthew K. Ducatt  
Illini Union  
Dana Farley  
McKinley Health Center,  
Nora Few  
Medical Scholars Program  
Melinda Fiegol  
Sportwell Center  
Stuart Gold  
Dance  
Diane Gottsholl  
Medical Scholars Program  
Jeff Gottlieb  
Housing  
Mary Gramsas  
Television Broadcasting  
Elizabeth Greaner  
McKinley Health Center  
Marybeth Halfett  
Counseling Center  
David Knight  
Theatre  
Charles Kozoll  
Continuing Education & Public Service  
Carol Kulik  
Business Administration  
Greg Lambeth  
Counseling Center  
James Lee-Van Patien  
Spanish  
Janice Lines  
Kranert  
Carol Livingstone  
Management Information  
Judith Martinez  
Career Services Center  
Dennis May  
Counseling Center  
Michelle MacLeod  
Preventive Medicine  
Christine Marsick  
McKinley Health Center  
Ruth McCauley  
Office of Dean of Students  
Curt McKay  
Library & Information Science  
Stacie McElrath  
Housing  
Marlyn Michal  
Housing  
Julie Misa  
International Student Affairs  
Patricia L. Morey  
Office of Women's Programs  
Don Mullally  
Broadcasting  
Yvonne Ortiz-Bush  
Counseling Center  
Daniel Ostick  
Housing  
Jean Peterson  
Human Development  
Brian Rainer  
LAS-General Curriculum  
Nancy Rich  
Kinesiology  
Terri Rhodes  
Counseling Center  
Deborah Richie  
McKinley Health Center  
Samira Rizam  
Counseling Center  
Adam Rockman  
Housing  
Judith Rowan  
Chancellor's Office  
Laura Rubinson  
Community Health  
Shelli M. Rudden  
LAS-General Curriculum  
Briland Sanderson  
Supercomputing Applications  
James Schumacher  
WILL-FM  
Tom Seals  
Counseling Center  
Kathryn L. Seybert  
Academic Human Resources  
Clarence Shelley  
Student Affairs  
Monica Shoemaker  
Sociology  
Dan Stoffel  
Illini Union  
David C. Towie  
Counseling Center  
Guzanne Trupin  
Obstetrics & Gynecology  
Phyllis Vantlingingham  
Women's Studies  
Dennis Videni  
Counseling Center  
Colleen Vojak  
Counseling Center  
Rhondie Vorhees  
Residential Life  
Craig Waldso  
Psychology  
Li-Fel Wang  
Counseling Center  
Harriet Weatherford  
Graduate College Administration  
Audrey Wells  
University High School  
Tricia Wolfe  
Housing  
Jerald Wray  
Physics  
Jeff York  
Housing

Allies attend a two-hour training session and receive resource materials, an ALLY sign, and button. If you wish to become an ally and attend training this spring, please call Dr. Terri Rhodes at the Counseling Center (333-8360), or fill out the attached form and mail it to Dr. Terri Rhodes, Counseling Center, McKinley Health Center, MC-026.

I wish to become a member of the ALLY network.

Name ________________
Department ___________________________
Campus Address ___________________________
Campus Phone ___________________________

☐ Please put my name on the list of people invited to the next training session on April 21, 1995.
☐ I can't attend the Ally program on this date but I am interested in becoming an ALLY
March 8, 1994

Dear University of Illinois Faculty/Staff:

The members of the Sexual Orientation Diversity Committee at the University of Illinois wish to extend to you a special opportunity to get in on the ground floor of an exciting new program. We invite you to be part of our "ALLY" program in which University of Illinois staff and faculty show their support to the lesbian, gay, and bisexual community by:

1. Attending a one and a half hour panel discussion of lesbian, gay and bisexual staff and students who will talk about their concerns and answer questions (Friday, April 8, 12:00 - 1:30 pm in room 407 of the Illini Union).

2. Posting a small "ALLY" sign in your office or on your office door to indicate your supportive attitude.

3. Receiving a resource packet regarding issues relevant to lesbian, gay, and bisexual students and staff.

This program has been patterned after a successful program which was started at Ball State University two years ago. Their "SAFE" program has several hundred staff/faculty members who have identified themselves as allies to the lesbian, gay, and bisexual community. We hope to show similar support on our campus.

If you are interested in becoming a member of the "ALLY" program, please fill out the attached form and mail it to Dr. Terri Rhodes, Counseling Center, McKinley Health Center, MC-026. Should you have any questions regarding the "ALLY" program, please contact a Sexual Orientation Diversity Committee member by calling the University of Illinois Counseling Center at 333-8360.

Sincerely,

The Sexual Orientation Diversity Committee
University of Illinois Counseling Center

Terri Rhodes, Clinical Counselor
Paul Joffe, Clinical Counselor
Kathy Helm, Paraprofessional
Francisco Castelan, Paraprofessional
Colleen Vojak, Health Educator
April 6, 1995

Colleen Vojak
Counseling Center
212 Student Services Building
MC-306

Dear ALLY Member:

You are invited to attend our bi-annual ALLY network meeting on Friday, April 21, 1994, from 3-5 p.m., in Room 407 Illini Union. The purpose of this meeting is several-fold.

1) To give the ALLY members a chance to connect and share their experiences as allies.
2) To continue the ongoing process of learning more about lesbian, gay, bi-sexual, and transgendered issues, and what it means to be an ally in our campus community.
3) To integrate new individuals who wish to become part of our network.

Our April 21 meeting plans include the observation of a role play, small group discussions, and an opportunity for sharing our experiences as allies over the past year. Please invite colleagues who you feel are in agreement with our basic purpose as a network, and would be willing to show their support by:

1) Attending a bi-annual networking meeting/educational session.
2) Posting an "ALLY" sign/wearing an "ALLY" button indicating their supportive attitude.
3) Receiving a packet of information regarding ally related issues.
4) Publicly identifying themselves as allies by allowing their name to appear in program advertisements and the ALLY Network Directory.

Currently, we have close to 100 staff and faculty members! Let's "come out" as Allies, double our ranks, and show our support.

Sincerely,

The Sexual Orientation Diversity Allies Committee

Terri Rhodes
Craig Waldo
Colleen Vojak
Yvonne Ortiz-Bush
Leo Bourneuf
Lori Davis
Marybeth Hallett
Paul Joffe
A reminder to you:

The ALLY program meeting
Friday, April 8
12:00 - 1:30pm
Room 407, Illini Union
Refreshments will be served

We look forward to your attendance.

The SODA Committee
Dr. Terri Rhodes, Clinical Counselor
Dr. Paul Joffe, Clinical Counselor
Kathy Helm, Paraprofessional
Francisco Castelan, Paraprofessional
Colleen Vojak, Health Educator
Yes I would like to be a member of the "ALLY" program and show my support of lesbian, gay, and bisexual people at the U. of I. I also understand that by signing below, I give permission for my name to be publicized in conjunction with the "ALLY" program.

_____ I plan to attend the panel discussion on Friday, April 8, 1994 from 12:00 -1:30 pm in room 407 of the Illini Union.

_____ I am unable to attend the session on April 8, but I am supportive of the "ALLY" program and would like to attend a panel discussion on a different date.

_________________________
signature

_________________________
printed name

_________________________
department

Please return this form to Dr. Terri Rhodes, Counseling Center, McKinley Health Center, MC-026.
ALLY NETWORK MEMBER FORM

Please fill out this form. The information will be used to update our ALLY Network Directory. Your signature at the bottom indicates your willingness to have your name appear in ALLY program advertisements.

PLEASE PRINT

name

job title

campus phone

E-mail address

I am willing to have my name appear in ALLY program advertisements indicating that I am a member of the ALLY Network.

signature
Do you know of a University of Illinois faculty or staff member who would like to be part of the ALLY program? Please fill this out and place in campus mail to:

Dr. Terri Rhodes
Counseling Center
McKinley Health Center  MC-026

______________________________
name

______________________________
department

______________________________
phone

______________________________
name of person making referral
ALLY Program Evaluation

1. Please rate the effectiveness of this training session.

1 2 3 4 5
not effective very effective

2. What did you find useful about this training session?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

3. What suggestions do you have for improvement?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

4. What further suggestions do you have for the ALLY program for recruitment, training, publicity, and other ALLY related activities?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

name & phone number (optional)