



About the Safe Zone Program: The St. John's University **Safe Zone Program** is a three-level LGBTQ+ ally awareness and education program that promotes equity and inclusion within and beyond our university community. This Safe Zone Program has been developed by identity-holding members and allies of the SJU lesbian, gay, bisexual, transgender, and queer plus (LGBTQ+) community. Safe Zone exists to provide safe and affirming spaces for all individuals and community members. The Safe Zone Program is open to all SJU community members, inclusive of gender and sexual minorities, straight allies and advocates committed to upholding St. John's Catholic, Vincentian, metropolitan, and global mission by upholding the human dignity and intrinsic value of all individuals, especially members of the LGBTQ+ community. Participants who take part in the three-level workshops will have the opportunity to increase skills and competencies necessary to serve as allies through content delivery, dialogue, storytelling, and interactive exercises. The current Safe Zone program is adapted from Spectrum Student Organization, the Safe Zone Project, and includes content from other national and local resources.

Offered in three levels, each are two-hour segments, and each session or level will be co-led by two trained Safe Zone Facilitators. The levels are prerequisites, meaning they must be completed in sequential order. Participants will become "Safe Zone Certified" after completing all three levels. Workshops will be offered during the fall and spring semesters, virtually to all employees.

To become a Safe Zone Facilitator/Trainer, you must complete all three levels. Then, you can apply to attend the Train the Trainer session (three hours in length).

Elements of this series are still in development and will be aided by the feedback given from community members, participants, students, and the managing Office of Multicultural Affairs.

Level One: [Get Used to It: Gender, Sexuality, and Love](#)

Participants will learn about the concepts of sexuality and gender, develop a toolkit of acceptable language and terminology used by the LGBTQ+ community, and begin to understand what it means to be a good ally.

Level Two: [Pride Applied: Intersecting identities and Effective Allyship](#)

Participants will examine the positions individuals hold in society and how these intersect with and affect power dynamics. They will also dissect the terms and histories surrounding LGBTQ+ identities.

Level Three: [Allyship: More than a Buzzword](#)

The third workshop in our Safe Zone program focuses on what it means to be an ally/accomplice to the LGBTQ+ community. Participants will examine their spheres of influence and the various roles that can be taken within resistance movements to consider how best they can apply themselves to affect change. After completing this level, participants are invited to make a commitment via the Ally Pledge.

Train the Trainer: [Step Up or Move Back!](#)

This *optional* workshop will prepare participants to effectively move into trainer/facilitator status. Once complete, you will be contacted, paired, and asked to co-facilitate and lead Safe Zone workshops. This Train the Trainer workshop will allow facilitators to learn the ins and outs of the activities from each three levels, continue some self-awareness work, and add to their inclusive/advocate toolbox. Finally, we will ensure all trainers have the necessary tips and feedback to facilitate future L1, L2, and L3 workshops.