



LGBTQ+ Advocates Committee

April 05, 2022

1 p.m. – 2:30 p.m.

In Person at Norco College Campus in IT 208

AGENDA

1:00 p.m. 1. Roll Call/Introductions

Call to order: 1:03 pm

Present: Ammanda Moore
Jake Drainville
Melanie Golbach
Marie Hicks
Chris Lugo
Chris Castillo
Peggy Campo
Courtney Buchanan
Steff Warsinski
Alice Diaz
Ariel Aquino
Ingrid Gonzales
Rudy Castellanos
Paula Partida

Approval of Agenda:

Motion: Alice Diaz
Second: Marie Hicks

1:05 p.m. 2. Action Items

Approval of Minutes

Motion: Alice Diaz
Second: Chris Castillo
Vote to approve Minutes: 10 approved; 4 abstain

1:10 p.m.

3. ALLY TRAINING

- **Preview of ALLY workshop Agenda**
- **Purpose behind the ALLY workshop is discussed**

- **The environment for the ALLY program to work is discussed and how best to construct a connection between participants and the content.**
 - An opportunity for participants to share their own considerations in supporting this environment is provided.
 - A rule was shared: if someone asks a question, it comes from curiosity rather than a place of offence. We are in to learn and educate, not to condemn.
- **First impressions of LGBTQ+ experiences were shared**
- **Discussion ensued regarding the various terminologies associated with the LGBTQ+ community.**
 - **A question was asked about the range of heterosexism and how ingrained it can be.**
 - Discussion resulted in identifying how personally held beliefs, values, and perceptions as a “norm” become the bar to discriminate against the Community.
 - **A question was asked about the difference between phobias and what the connections are between phobias and isms.**
 - Phobias are irrational fears and are very personal.
 - “isms” are systems of oppression.
 - Phobias can be a precursor to an “ism”, or a system of oppression when it moves from personally held fears into acts. “Isms” can also influence and exacerbate phobias.
 - Phobias and isms are also not outside-only from the community but can be found from within too.
- **Additional terminology discussed**
 - **A question was asked if someone could have multiple sexual orientations based on the information provided.**
 - Yes, it is possible.
- **Discussion on the terminology on M2F/F2M and AMAB/AFAB ensued.**
 - **Great conversation surrounding these terms resulted. Additional information on M2F/F2M and AFAB/AMAB needs to be added into the ALLY workshop reflecting the conversation that occurred.**
- **Discussion ensued regarding the problems associated with the LGBTQ acronym**
 - **Queer use as an umbrella term and the variation with generations associated with the term**
 - **Discussion ensued on the limiting nature behind the abbreviation of LGBTQ**
 - It was shared that there are multiple markers of gender identity and sexual orientation that are vast. The umbrella term’s intent is considerate, but members of the community may not feel represented.
- **Discussion ensued regarding the Gender Unicorn**

- **A question was asked why the gender unicorn was used as it seems to infer a binary rather than a spectrum**
 - The gender unicorn is not meant to represent the binary system, but demonstrative of how you see yourself in various identity intersections. The gender unicorn still permits participants to factor in their placement within the spectrum, but the previous usage of a genderbread can connote “man” and the work behind the scaling of intersectional identity was stolen from African American creators and credited to a cis-white male.
- **Discussion ensued on defining what an ALLY is, what an ALLY tends to do, and what an ALLY is definitively not.**
 - **It was shared that it is important as an ALLY to recognize the importance behind owning up to mistakes and having the introspection that an ALLY is not a front-facing individual wherein you are a role model for the “straight” community and different among members of the community. It is far more important to admit mistakes, recognize the error, address the error, and allow the individuals of the community that may have been offended or insulted the chance to accept and understand the error (rather than trying to hide the error or hope it passes along).**

2:15 p.m.

4. Contracts & Evaluations

- Contracts signed by willing participants

2:30 p.m.

5. Adjournment

Next meeting:

May 10, 2022, from 1-2:30PM in room IT-208 at Norco College