

SAFE Zone Introductory Professional Development Workshop



Who was on this land first?

**In the area of 66506 you are on Washtáge
Moⁿzháⁿ (Kaw / Kansa), ᄎᄎᄎᄎ ᄎᄎᄎᄎ ᄎᄎᄎᄎ
ᄎᄎᄎᄎᄎᄎ (Osage), Očhéthi Šakówiŋ, and
Kiikaapoi (Kickapoo) land.**

Objectives

- Historical & current context of SAFE Zone (SZ) at K-State
- What is SAFE Zone Allyship
- Vocabulary and Dialectic Concepts
- Rights & Responsibilities
- Campus community support , and resources



[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

Historical & Current Context Of SAFE Zone At K-state

- Origins
- 1970s
- Creates spaces of belonging, and non-judgement
- Revised in 2019
- Students , Administrators, and Faculty for Equity

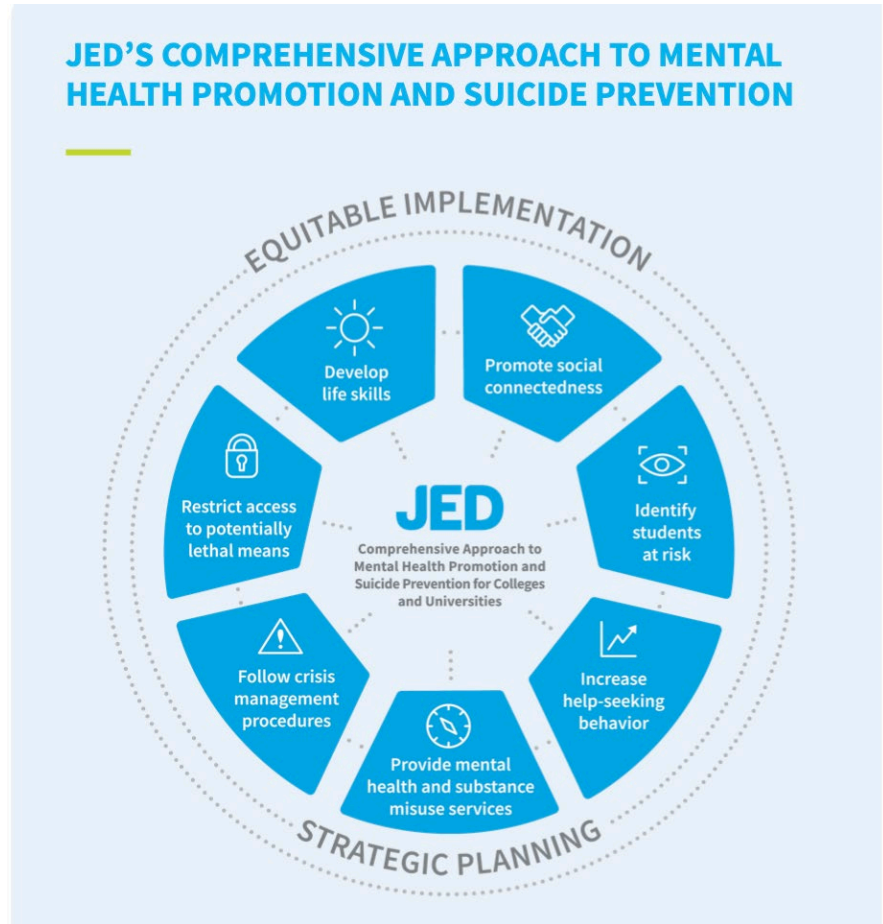


NICHOLS GYMNASIUM AND ANNEX

[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

Historical & Current Context of SAFE Zone at K-State contd.

- Nurturing spaces and belonging for all personal identities and social identities
- SAFE zone workshops
- SAFE zone allyship
- Strategies and resources align with the JED Framework



Reflection and Dialogue

Share a few of your personal identities and a few of your social identities.



[This Photo](#) by Unknown Author is licensed under [CC BY](#)

What is SAFE Zone Allyship?



- Allies and expertise
- SAFE Zone is structured to cultivate these attributes.
- Workshops are built on four foundations: ***health and wellness, intercultural confidence, educational development, and student support.***
- Aims to broaden perceptions, and capabilities.
- Engendering voice and agency.

How to become a SAFE Zone ally



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

- “humans as beings in the process of *becoming*”
(Freire, 2000, p. 84).
- Education is open-ended



Words Matter

“Words have the power to engage and include or to wall us off from those with whom we most need to communicate”



Vocabulary

- **Culture:** Those practices, beliefs, behaviors, and ways-of-knowing of each human being.
- **Diversity:** The mix of human difference within a population
- **Nationality:** Simply, the country of your birth (citizenship)
- **Race:** A social construct created to separate people into classes and specific groups based on physical characteristics (phenotype).
- **Ethnicity:** Shared cultural characteristics
- **Identity:** Who you are, the way you think about yourself, the way you are viewed by the world and the characteristics that **define** you.
- **Mutual Inclusion:** Equitable representation of historically under-represented populations/identities in social, power, and work structures.
- **Empathy:** The ability to see the perspective of another person, without judgment, and being able to feel another's emotions.

Words Matter cont'd.



Self-awareness



Our biases and stereotypes



Interpersonal and communication styles



Reflections and comments



- How does self-awareness, our biases and stereotypes, or interpersonal and communication styles affect allyship?

[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)




Words Matter cont'd.

- Avoid guessing - Ask
- Be aware of outdated, inaccurate, degrading, invalidating language
- Avoid making assumptions
- Avoid stigmatizing
- Use language that is descriptive and less value laden
- Recognition of words that have been reclaimed
- Awareness of changes to terminology and meanings affiliated to social groups

Experiences and Referral

- Know and understand your level of comfort and knowledge
 - Be aware that reactions or discomfort could contribute to trauma
- Create a space of trust and aid
 - Assure a safe physical and emotional space
 - Always ask first

Narratives and feedback

1. Can you share or relate a personal story in which you either did or did not do one/more of the suggestions 
2. What was the outcome?
3. Would you like to add to this list of suggestions?

- Avoid guessing
- Avoid outdated, inaccurate, degrading, invalidating language
- Avoid making assumptions
- Avoid stigmatizing
- Use language that is descriptive and less value laden
- Recognition of words that have been reclaimed
- Awareness of changes to terminology and meanings affiliated to social groups

Establishing trust as an ally

Listen

- Try to avoid “fix-it” mode.

Believe

- Know your boundaries

Inform

- Offer the best support you are able.

Clarify, Reframe, Encourage

Know your limitations

- **Create boundaries**
- **Know your rights and responsibilities in assistance**
- **Know when to refer**

Responsibilities of an Ally

Adherence to Title IX of the Education Amendments of 1972 (Title IX)

Title IX

- fosters safe and respectful university environments
- **Title IX Coordinator** is Justin Frederick, 220A Kedzie Hall, 785-532-6220, frederick@k-state.edu
- PPM 3010 Policy enables prompt and equitable resolution that allege actions prohibited by Title IX

<https://www.k-state.edu/oie/titleix/>

Responsibilities of an Ally cont'd.

- It's required to report violations of PPM Chapter 3010, Policy Prohibiting Harassment, Sexual Harassment, and procedure for Reviewing Complaints to the Office of Institutional Equity.

Reporting Process

- "mandated reporters" for Title IX purposes.
- Authority and responsibility to take action to remedy harassment by reporting to the OIE.
Faculty and staff who wish to report Title IX incidents may do so [online](#) or in person to the Title IX Coordinator or Deputy Title IX Coordinators.

(<https://www.k-state.edu/oie/titleix/>)



[This Photo](#) by Unknown Author is licensed under [CC BY](#)

Creating an understanding process through dialogue



[This Photo](#) by Unknown Author is licensed under [CC BY](#)

- Listen without criticizing
- Listen with a sense of anticipation and wonder
- Say, “Help me to understand..” or “Tell me more about that”
- Ask clarifying questions
- Inquire about how the person arrived at their perspective.
- Listen more than you talk- let their story emerge
- Check for understanding, “Let me know if I understand what you are saying or not. What I hear is ...”
- Ask open-ended, non leading questions: “How does that work?”

Which recommendation do you feel you need to work on? Why? & How?



Reflections & Dialogue

- Listen without criticizing
- “Tell me more about that”
- Ask clarifying questions
- Listen more than you talk- let their story emerge
- Check for understanding, Let me know if I understand what you are saying or not. What I hear is ...”
- Ask open-ended, non leading questions: “How does that work?”

Resources and support

<https://www.k-state.edu/oie/resourceswheels.html>



June 2023

Referral sources to be covered today

- Diversity and Multicultural Student Affairs –
 - Intercultural Learning and Academic Success
- Center for Advocacy, Response, and Education (C.A.R.E.) Office
- Counseling Services
- Family Center
- International Student and Scholar Services (ISSS)
- KSU PD
- LGBT Resource Center
- Office of Institutional Equity
- Office of Student Life
- Student Access Center



Spectrum Center

- Dr. B. Harley Haddock – Student Services
- Location – 207 Holton Hall
- The LGBT Resource Center dedicates itself to helping students, staff, faculty and allied members of our campus and surrounding communities of all sexualities and gender identities to be more secure, educated, and productive in their personal and professional surroundings.

Student Access Center

- The Student Access Center (SAC) supports students with disabilities (permanent or temporary) by arranging academic and/or housing accommodations.
- SAC is committed to
 - providing equal access to all campus programs and services
 - promoting awareness about disability-related issues
 - collaborating with faculty, staff, and students to ensure appropriate accommodations meet the needs of students in the academic environment.



202 Holton Hall

accesscenter@k-state.edu

785-532-6441

KANSAS STATE
UNIVERSITY



Office of Student Life

How to refer

- Go to [OSL website](#)
- Student of Concern link,
- Complete form
- OSL will follow-up directly with the student.

NB: Dean on Call and OSL phone is always answered



Counseling and Psychological Services

- Location – 1105 Sunset Ave, Room 101 (under LaFene Student Health Center).
- Counseling Services is here to help students clarify problems, identify resources, and expand options. We provide confidential, short-term, focused counseling to currently enrolled students.
 - Through student privilege fees, students are eligible for up to **8 free sessions**.



Family Center

- Sliding fee scale (\$9 for most students)
- Unlimited sessions
- Therapy for grief and loss; suicide ideation; trauma; depression; anxiety; parenting; relationships; life transitions; chronic illness; etc.
- Call 785-532-6984 or visit <https://www.hhs.k-state.edu/familycenter/therapy-request/therapyrequest.html> to schedule appointment

How to contact K-State Police Department

- Dial “911”
- Non-Emergency 785-532-6412
- Blue Light Emergency Phones
- Rave Guardian App
- Confidential Tips Silent Witness

www.ksu.edu/police/silent

- K-State Police
Facebook
Twitter

- Email: police@ksu.edu





References

Flick, D. L. (1998). *From debate to dialogue: Using the understanding process to transform our conversations*. Orchid publications.

Freire, P. (2000). *Pedagogy of the oppressed* (30th anniversary ed., M. B. Ramos, Trans.). Continuum.

Roe, K. M., & Mata, H. J. (2019). The Power of Words. *Health Promotion Practice*, 20(2), 153–156. <https://www.jstor.org/stable/27008424>



Disclaimer:

- Participating in a SAFE Zone Class does not clear you from and/or help justify actions of any allegations being made against you, your organization, or your institution.



Questions and comments

Evaluation

https://kstate.qualtrics.com/jfe/form/SV_bpYAjkodoqd7P6K

