

Privileges of Being Heterosexual

- The right to kiss or show affection in public
- The right to talk about your relationship/significant other
- The right to not question your normalcy
- The right to show sorrow when a relationship ends
- The right to live comfortably in a residence hall or greek house without enduring the fear of rejection from floor, roommates, or housemates
- The right to be open about apartment hunting with your significant other
- The right to marry
- The right to dress without worrying about what it represents
- The right not to have to hide friends or same-sex activities
- The right to have a heterosexual reference base by faculty, staff, and friends, so you never have to feel excluded
- The right to open support from family and friends
- The right to share holidays with family and friends
- The right to have your partner appear in family photographs
- The right to have friends not avoid being seen with you for fear of being labeled by others
- The right not to resent media for heterosexual reference base, or to feel excluded by media
- The right not to explain your sexual orientation
- The right to be accepted, not just tolerated

Glossary of Terms

Ally: A heterosexual person whose attitudes and behaviors are anti-heterosexist, who is actively committed to educating themselves about heterosexism, and who is actively working against homophobia and heterosexism on various levels.

Bi-phobia: Term that is used to define fear and/or hatred of bisexual men and women.

Bisexual: A person who acknowledges their ability to feel attracted to, or engage in loving and sensual/sexual relationships with, people of both genders.

Bi-gender: Not to be confused with bisexuality, bi-gender refers to a person who feels comfortable identifying with both a masculine and feminine side.

Coming Out: A short version of the phrase "Coming out of the closet," which is a metaphor for disclosing one's sexual orientation to either themselves (often stated as "Coming out to themselves,") or to others.

Dyke: A term most often used in a negative way to describe lesbian women as "masculine." It has also been reclaimed by some in the lesbian community as a symbol of pride, strength and independence.

Faggot: Translating into "bundle of sticks," gays were described using this term when they were used, literally, as kindling for burning witches during the Spanish Inquisition. This term is almost always used negatively to denote "weakness" or "lack of masculinity" in men.

Gay: Term used to describe men who are attracted to men emotionally and physically in a positive way, but has also been used as an umbrella term for those who are not heterosexual.

Gender: Not necessarily related to biological sex, gender is a more fluid term that describes a continuum between masculine, feminine and androgynous.

Heterosexism: A system of attitudes, behaviors, cultural norms, and institutional practices that directly or indirectly subordinate lesbians, gay men, bisexuals and transgender people on the basis of their sexual orientation. Heterosexism is the prejudice that only heterosexuality is normal coupled with the social power to enforce that privilege on every level.

Heterosexual: A person who is emotionally, physically, and/or sexually attracted or committed to a member or members of the opposite sex.

Homophobia: The fear and/or hatred of gay men, lesbians and bisexuals, or of same gender attractions within oneself. This also incorporates the fear of anything or anyone who deviates from traditional gender norms associated with one's biological sex.

Homosexual: A person who is emotionally, physically, and/or sexually attracted or committed to a member or members of the same sex.

Internalized Homophobia: The manifestation of homophobic myths and stereotypes within the lesbian, gay, bisexual and transgender communities. Products of internalized homophobia include self put-downs, putting down other members of the same community, living out stereotypical roles, and failing to confront heterosexism.

Lesbian: A term of pride for women who are attracted to women both emotionally and physically.

LGBT: Lesbian, Gay, Bisexual and Transgender

Privilege: A right that only some people have access to because of their social group membership.

Queer: A traditionally derogatory umbrella term for those who are not heterosexual, which denotes strangeness or freakishness. Some in the LGBT movement as a term of pride and empowerment have reclaimed this term.

Right: A resource that everyone has equal access to regardless of social group membership.

Sex: In this context, sex describes whether a person is biologically male, female or intersexual (hermaphroditic). A person's sex is not necessarily the same as a person's gender.

Transsexual: A person who transverses the boundary of sex they were given at birth-often with the use of hormones or surgery.

Transgender: (1) Everyone who challenges the boundaries of sex and gender. (2) Those who reassign the sex they were given at birth. (3) Those who express gender in a form considered inconsistent with their biological sex.

Guidelines For Allies

Allies are people who want to overcome our own racism, sexism, heterosexism etc.. It's helpful for allies to remember that members of groups that are targeted by the ism's:

- don't always want to be a "teacher" to allies
- don't represent all of their constituency
- may be members of more than one group
- will want to name them/our/selves
- may not all have the same descriptors for themselves as other members of the same constituency
- know what it feels like to be targeted
- are experts on their own culture and own oppression
- can be prejudiced
- may like to answer questions about their culture or constituency
- can get weary, anxious, irritable or angry at living in the dominant culture
- are not likely to think of the dominant culture as "the norm"
- do not necessarily want to be more like the dominant culture may be "invisible"
- do not appreciate appropriation of their culture by non-members
- tire of and resent stereotyping
- may have internalized their own oppression but are never "less _____"
- may use derogatory terms for themselves and other members or their group but prefer that non-members don't use those words
- have been excluded from history, politics, art, science, education etc.
- have always been part of history, politics, art, science, education, etc.
- are not more sexist or patriarchal than other groups
- are not "taking over" this country, nor have ownership of any aspect of the country (i.e. banking, media, Hollywood, sports, the arts, interior design)
- are not attacked, abused, oppressed, pogromed upon or enslaved because of their race or cultural background but because of ISMS
- do not feel complimented when told "I don't think of you as _____; I think of you as just like me/as one of the human race."
- don't want to hear about your past transgression with someone of their group
- sometimes need time and space apart from the dominant group just to relax, be them/ourselves, to shape our/their own reality on own/their turf

Qualities of an Ally

"Being an ally on gay/lesbian/bisexual issues is the process of working to develop individual attitudes, institutions, and culture in which gay, lesbian and bisexual people feel they matter. This work is motivated by an enlightened self-interest to end homophobia and heterosexism."

– J.Jay Scott and Vernon Wall, 1991

An Ally:

1. Has worked to develop an understanding of homosexuality and the needs of gays and lesbians.
2. Chooses to align with gays and lesbians and responds to their needs.
3. Believes that it is in his/her self-interest to be an ally.
4. Is committed to the personal growth required.
5. Is quick to take pride and appreciate successes.
6. Expects support from other allies.
7. Is able to acknowledge and articulate how patterns of oppression 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 change whether or not persons on the other side choose to respond.
10. Knows that in the most empowered ally relationships, the person in the non-homosexual role initiate the change toward personal, institutional, and societal justice and equality.
11. Knows that s/he is responsible for humanizing or empowering their role in society, particularly as their role relates to responding to gays and lesbians.
12. Promotes a sense of community with the gay and lesbian community and teaches others about the importance of outreach.
13. Has a good sense of humor.

– Shawn-Eric Brooks, 1990.

What An Ally Does Do

An Ally . . .

- Knows and understands what an ally is and what it means to be an ally to people in oppressed groups.
- Uses appropriate language.
- Confronts inappropriate language and behavior.
- Supports activities, policies, etc. that address oppressed peoples' concerns.
- Supports other allies.
- Builds relationships with all & other oppressed groups and peoples.
- Regards all oppressed group people as whole human beings.
- Takes responsibly for equalizing power.
- Asks questions.
- Appreciates the risk a person takes in identifying with a culture.
- Appreciates the efforts by oppressed people to point out mistakes they make.
- Takes risks.
- Educates self on oppressed people, their issues, their culture, and their oppression.
- Begins to educate others on oppression of other groups.
- Actively participates and identifies oppressive institutional practices or individual actions, and works to change them.
- Addresses oppressed people, not their behavior, color, gender, etc.
- Continue to work on their own level of acceptance.
- Acknowledges the risks oppressed people face in our society.
- Supports change in others.
- Values friendships with people of oppressed groups.
- Becomes knowledgeable on issues which concern oppressed people.
- Act as a 100% Ally - no strings attached.
- Honestly and openly expresses their feelings.
- Asks himself or herself "What do I know about other cultures, diversity, oppression, people/cultures who are targeted for oppression.
- Promotes discussions among student groups, peers, friends, and family members around issues of differences and oppression.

What An Ally Does Not Do

An Ally does not . . .

Use language of oppression.

Assume non-oppression in a person.

Includes all oppression and oppressed groups in affirmative action statements.

Assume there are not oppressed people on campus, work place.

Hold stereotypical beliefs about oppressed peoples.

Make oppressive, offensive, discriminatory jokes, slurs, or comments.

Omit oppressed groups from art, TV, books, etc.

Believe in the socialization of our society.

Patronize or judge what is appropriate behavior.

Assume they are more competent than people in oppressed groups.

Take responsibility for, think for, or speak for a person in an oppressed group.

Assume one person represents the whole oppressed group or community.

Trivialize the concerns and issues of oppressed groups.

Overlook history and equate all oppression.

Expect oppressed people to educate them about the culture.

Expect to be trusted by people of oppressed groups.

Think their own view of reality is the only one.

Regard oppressed people's culture as being underdeveloped, disadvantaged.

Turn to an oppressed peoples culture to enrich humanity while invalidating it by calling it exotic.

Ignore the effects of oppression.

Get offended when assumed to be part of an oppressed group.

LGBT Resources

The Directory

Published by OutReach, Incorporated, *The Directory* is the most comprehensive, up-to-date guide to the organizations, businesses, restaurants, clubs and more that serve Madison's gay, lesbian and bisexual communities. To find out more about LGBT resources in the area, pick up a free copy at OutReach, the LGBT Campus Center or at several locations on State Street.

LGBT Campus Center

2nd Floor, Memorial Union

265-3344

Hours: Varies by semester, please call.

The Lesbian, Gay, Bisexual, Transgender Campus Center (LGBTCC) provides support, social and educational services to the campus community. Serving as an open meeting place for all LGBT students, organizations and their friends, the LGBTCC welcomes all in need of a place to relax or study. It serves as UW-Madison's first stop for those looking for information about campus LGBT organizations as well as many other concerns of LGBT students. The LGBTCC also encourages other campus and local organizations to create an atmosphere that includes people of all sexual orientations, ethnicities, classes, abilities, genders and cultural backgrounds.

The LGBTCC consists of seven student staff members who coordinate activities, support groups, and serve as general resources for LGBT concerns. The LGBTCC has an Associate Director and Liaison for Students of Color, as well as a weekly support group designed for students of color and international students.

Dean of Students LGBT Issues Coordinator

Sara Hinkel

84 Bascom Hall

265-2480

<http://www.wisc.edu/students/lgbt.htm>

Established as a full-time position in September of 1999, the LGBT Issues Coordinator helps to develop and sustain links that support the campus LGBT community. The LGBT Coordinator serves as a general resource for LGBT students as well as an advocate for LGBT concerns throughout the UW – Madison and greater community. The LGBT Issues Coordinator is available to assist students with concerns about harassment and provides referral information for campus agencies. The LGBT Issues Coordinator also plans the LGBT Welcome Reception and Resource Fair during Wisconsin Welcome as well as co-planning the LGBT Graduation Celebration with the GLBT Alumni Council of the Wisconsin Alumni Association.

LGBT Liaisons in Residence Halls

Contact: Kathy Sisneros, Residence Life Coordinator

262-9049

<http://www.housing.wisc.edu/lgbt/>

The Division of University Housing is committed to providing a living and learning environment free from intimidation and harassment. University Housing has two student LGBT Liaisons. The liaisons provide advice and support on issues of dealing with sexuality and orientation, and assist students transitioning to living in the residence halls. They also plan and implement ongoing LGBT socials for LGBT students in the residence halls, as well as educational programs for all students in the residence halls.

OutReach, Incorporated

Located in the Gateway Mall

600 Williamson St.

'Outline' 255-4297

Business Line 255-8582

A social change and service agency, OutReach acts as an information clearinghouse for the LGBT communities and their families and friends in the Greater Madison area. OutReach provides information about community support resources, social and political groups, as well as referrals to area professionals who are sensitive to LGBT issues. Phone lines are open for peer counseling and are staffed by trained volunteers from 9am-9pm. In addition, there is a speaker's bureau service and a large LGBT lending library located on the premises.

Student Organizations

Our campus is rich with student organizations that flourish or wither year to year depending on interest. The Ten Percent Society, the oldest LGBT student organization at the UW, meets weekly on Wednesdays at 7pm in the Memorial Union. We often have LGBT groups in Economics, Social Work, Law School, and other departments. We also have One in a Minyan, an organization for Jewish LGBT students and their friends as well as Q-Grads, an organization for LGBT graduate students.

For complete information about currently active student organizations and other campus opportunities, contact the LGBT Campus Center at 265-3344 for more information.

Parents, Families and Friends of Lesbians and Gays (P-FLAG)

PO Box 258168

Madison, WI 53725-8168

(608) 848-2333 (Answering machine-calls will be returned within 24 hrs.

This organization was created to provide a support system for families and friends of lesbians and gays, bisexuals and transgender people, in their effort to understand, accept and support their children with love and pride; to provide education for individuals and the community at large on

the nature of homosexuality; to support the full human and civil rights of lesbians and gays, and to speak out and act whenever necessary to defend and enhance those human and civil rights. The Madison chapter of this national organization was formed in 1984.

Meetings take place on the third Sunday of each month (September-May) from 2:00-4:00 pm at the Friends Meeting House at 1704 Roberts Ct.

EXAMPLES OF SUBTLE HOMOPHOBIA, HETEROSEXISM, AND SEXISM

1. Assume everyone you meet is probably heterosexual.
2. Never say or have trouble saying the words 'lesbian, gay, bisexual'.
3. Begin sentences with "I'm straight but ..."
4. Think homosexuality is just a phase, a lifestyle, a choice, a preference.
5. Use the terms lesbian, gay, or bisexual (hereafter collectively known as LesBiGay) as accusatory.
6. Keep your distance from LesBiGays for fear of being labeled one yourself.
7. Are outspoken about LesBiGay rights, but make sure everyone knows you are straight.
8. When you hear the words lesbian or gay you immediately think of SEX and that sexuality is being 'flaunted'. When you hear the words marriage, husband, or wife, you immediately think of LOVE or you don't even notice that sexuality is being declared.
9. Don't ask about your LesBiGay friends' lovers/partners although you regularly ask about the wife/girlfriend or husband/boyfriend when you run into a heterosexual friend.
10. Tell or laugh at a homophobic joke so you don't get called names or laughed at too.
11. Feel repulsed by stereotypical gay men and lesbians.
12. Don't confront a homophobic remark for fear of being identified as a LesBiGay yourself.
13. Kiss an old friend, but are afraid to shake hands with, hug, or kiss a LesBiGay friend.
14. Feel repulsed by public displays of affection between lesbians or gay men, but accept the same affectional displays between heterosexuals.
15. Assume that all lesbians are 'butch' and gay men are effeminate.
16. Feel that a lesbian is just a woman who can't find a good man.
17. Stereotype lesbians as 'man-haters', separatists, or radicals. Use those terms accusingly.
18. Wonder which one is the 'man' in a lesbian couple and which one is the 'woman' in a gay male couple.
19. Feel that LesBiGays are too outspoken about gay rights.
20. Fail to be supportive when your LesBiGay friend is sad about a quarrel or breakup.
21. Avoid mentioning to friends that you are involved with a women's organization because you are afraid they will think you are a lesbian.
22. Expect a lesbian to change her public identity or affectional habits or mode of dress to work on feminist issues.
23. Change your seat in a meeting because a LesBiGay person sits in the chair next to yours.
24. Think that if a LesBiGay touches you they are making sexual advances.
25. Look at a lesbian or a gay man and automatically think of their sexuality rather than seeing them as whole, complete persons.

POSSIBLE RESPONSES TO HOMOPHOBIA AND HETEROSEXISM

There are 5 tips to remember before responding to homophobia and heterosexism:

1. The speaker needs something.
Consciously or unconsciously, s/he probably lacks information, needs acceptance, wants to be seen as ok/like everyone else, is afraid or hurt or ignorant or feels powerless.
2. Acknowledge them.
Let them know you heard them. Say, "I hear you.". Let them have their opinions and feelings. You can acknowledge them without agreeing.
3. Acknowledge that there are other points of view too.
"I hear your point of view - others may feel differently." or "In my experience...." or "I used to think that too. Now I know"
Replace misinformation with accurate, more complete information. Ask others to comment or present another opinion yourself without attacking the speaker. Ask open-ended questions.
4. Focus on the TONE you want to set.
Do you want to escalate the 'war' or open communication and give the speaker new information? It is hard to be open and educate without setting the proper TONE yourself.
5. Remember: The only person you can change is yourself. Therefore, give the 'educational response' because it is important to you to respond in that manner. Whether or not the speakers change their behavior in the long run is up to them.

THE HETEROSEXUAL QUESTIONNAIRE

1. What do you think caused your heterosexuality?
2. When did you decide you were heterosexual?
3. Is it possible that your heterosexuality is just a phase that you may grow out of?
4. Is it possible that your heterosexuality stems from a neurotic fear of others of the same sex?
5. If you have never slept with a person of the same sex, is it possible that all you need is a good lesbian/gay lover?
6. Do your parents know that you are straight? Do your friends and/or roommates know?
7. Why do you insist on flaunting your heterosexuality? Can't you just be who you are and keep it quiet?
8. Why do heterosexuals place so much emphasis on sex?
9. Why do heterosexuals feel so compelled to introduce others into their lifestyle?
10. A disproportionate majority of child molesters are heterosexual men. Do you consider it safe to expose children to heterosexual male teachers, social workers, foster parents, etc.?
11. Just what do men and women do in bed together? How can they truly know how to please each other, being so anatomically different?
12. Even with all the societal support marriage receives, the divorce rate increases each year. Why are there so few stable relationships between heterosexuals?
13. Statistics show that lesbians have the lowest incidence of sexually transmitted disease. Is it really safe for a woman to maintain a heterosexual lifestyle and run the risk of disease and unwanted pregnancy?
14. How can you expect to become a whole person if you limit yourself to compulsive, exclusive heterosexuality?
15. Considering the menace of over-population, how could the human race survive if everyone were heterosexual?
16. Could you trust a heterosexual therapist to be objective? Don't you feel that s/he might be inclined to influence you in the direction of his/her own leanings?
17. 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 and other therapies?
18. Would you want your child to be heterosexual knowing the problems s/he would face?