**COURAGEOUS CONVERSATION ABOUT RACE PROTOCOL**

Courageous Conversation protocol utilizes the four agreements, six conditions, and compass in order to engage, sustain, and deepen interracial dialogue about race.

### THE COMPASS

- **Believing**
- **Thinking**
- **Feeling**
- **Acting**

### THE CONDITIONS

1. Focus on what is personal, local, and immediate
2. Isolate race
3. Normalize social construction and multiple perspectives
4. Monitor agreements and conditions. Establish parameters
5. Use a "working definition" for race
6. Examine the presence and role of "Whiteness."

### THE AGREEMENTS

- Stay engaged
- Speak your truth
- Experience discomfort
- Expect and accept non-closure
4-H Practices for Inclusion of All Individuals of All Gender Identities, Gender Expressions, Sexual Orientations, and Sexes

Frequently Asked Questions

As the nation’s largest youth development organization, 4-H Youth Development engages millions of people from all areas of the country to provide opportunities for youth to learn life skills, confidence, and compassion. The 4-H Youth Development Program is committed to being inclusive and welcoming of all forms of diversity.

Oregon State University prohibits discrimination against or harassment of any person in any of its programs or activities on the basis of sex, gender identity, gender expression, and sexual orientation. 4-H programs must ensure that they do not discriminate against individuals (including youth members, adult volunteers, and staff) on any of these bases. While this policy is not new, more and more 4-H staff, volunteers, and members are looking for guidance on how to implement it.

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Webinar Debrief: Working with LGBT Youth and Families

• Did you learn something new from this webinar?

• What strategies or modifications seemed like they might be useful in your programming?

• What topics do your faculty/staff/volunteers/program participants need or ask for more information about?

• What do you think the biggest challenge to creating safe and welcoming Extension environments for LGBTQ+ community members is?
The Genderbread Person v2.1

Gender is one of those things everyone thinks they understand, but most people don’t. Like inception, Gender isn’t binary. It’s not either/or. In many cases it’s both/and. A bit of this, a dash of that.

This tasty little guide is meant to be an appetizer for understanding. It’s okay if you’re hungry for more.

Gender Identity
- Nongendered
  - Woman-ness
  - Man-ness
- Gender
  - Masculine
  - Feminine
- Biological Sex
  - Female-ness
  - Male-ness
- Attraction
  - Attracted to
    - (Men/Males/Masculinity)
    - (Women/Females/Femininity)

For a bigger bite, read more at https://bit.ly/genderbread
<table>
<thead>
<tr>
<th>LGBTQQ+</th>
<th>Lesbian</th>
<th>Gay</th>
<th>Bisexual</th>
<th>Transgender</th>
<th>Queer</th>
<th>Questioning</th>
<th>Intersex</th>
<th>Ally</th>
<th>Asexual</th>
<th>Pansexual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lesbian</td>
<td>A woman who is primarily attracted to women.</td>
<td>Gay</td>
<td>A man who is primarily attracted to men; sometimes a broad term for individuals primarily attracted to the same sex.</td>
<td>Bisexual</td>
<td>An individual attracted to people of their own and opposite gender.</td>
<td>Transgender</td>
<td>A person whose gender identity differs from their assigned sex at birth.</td>
<td>Queer</td>
<td>An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQ+ community.</td>
<td>Questioning</td>
</tr>
</tbody>
</table>
PLEASE:
Let people define *themselves*!

- Respect
- Pronouns: He / His / Him
  She / Her / Hers
  They / Them / Theirs

- Respect
- Chosen Names
- “Please call me ______”

- Respect
- Appearances

- Respect
- Partners
LGBTQ is an acronym meant to encompass a whole bunch of diverse sexualities and genders. Folks often refer to the Q (standing for “queer*”) as an umbrella term, under which live a whole bunch of identities. This is helpful because lesbian, gay and bisexual aren’t the only marginalized sexualities, and transgender* isn’t the only gender identity. In fact, there are many more of both!

*The “Q” sometimes stands for “questioning” and “transgender” is often thought of as an umbrella term itself (sometimes abbreviated “trans”; or “trans*” in writing). Lots of asterisks, lots of exceptions, because hey- we’re talking about lots of different folks with different lived experiences to be inclusive of.
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OSU/O&E LGBTQ+ Support Resources:

• OSU Pride Center: https://dce.oregonstate.edu/pc

• OSU CAPS office and support groups:
  counseling.oregonstate.edu/groups/lgbtqaa

• OSU Office of Youth Safety & Compliance:
  studentaffairs.oregonstate.edu/youthsafety

• DEI Resource Map: LGBTQ+ Resources

• Kanopy films and documentaries celebrating Pride Month
Upcoming events:

• **1:30pm TODAY** for a conversation with Eric Cardella, Director of Youth Safety & Compliance; Lucas Turpin, Extension IT Manager; and Marilyn Lesmeister, 4-H Volunteer Development & Risk Management.
  • Zoom connection available (Meeting ID: 184 350 264)

• Look for more on this topic at the **Extension Annual Conference**:
  • Session by **Basic Rights Oregon**
  • **Authentically Us** virtual reality films, hosted by the Pride Foundation
What’s next?

Navigating Bias in Learning and Working Environments
Wednesday, June 26 at 9:30 a.m.

Summer break:
See you in September to begin Module 3: Equal Opportunity & Access
Keep an eye out for a small amount of pre-work in July and August

If you need additional one-on-one conversation,
If you have any questions or suggestions
please contact Ana Lu Fonseca analu.fonseca@oregonstate.edu