

Mar 22nd, 8:00 AM - 8:30 AM

Q-Summit Program Guide

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, "Q-Summit Program Guide" (March 22, 2014). *Q-Summit Gathering*. Paper 18.
<http://scholarship.richmond.edu/q-summit/2014/schedule/18>

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Q-SUMMIT

Program Guide



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#URqSummit

Photo Policy

The Q-Summit Leadership Team is committed to creating space for our entire queer family to discuss our on-going projects, dreams for the future, and reflections on our collective past. We've asked for permission to include photos or videos of you in our promotional materials so that we can share how awesome the Q-Summit and these conversations were with others who weren't able to make it. That said, we recognize that folks may come to our conversations with a host of previous experiences with friends, families, faith communities, and strangers around queerness.

While many of you signed our photo release during check-in, we recognize that some folks simply don't want to be photographed, period. In order to ensure each Q-Summit participant feels as comfortable as possible engaging in our sessions, we're making orange stickers available to affix to your name tags if you'd prefer not to appear in any photo or video materials.

Acknowledging the self-determination of our queer family, please refrain from photographing individuals with orange circle stickers on their nametags.

Lose your sticker? The Registration table or any Q-Summit Leadership Team member can help you find another. If you see photos from the Q-Summit on social media that include people with orange stickers, please help us by taking these down, or asking others to take them down. This will help us respect the rules we've set out for working towards safe spaces here at the Q-Summit.

What is Consent?

Consent is a voluntary, sober, imaginative, enthusiastic, creative, wanted, informed, mutual, honest, and verbal agreement that is never implied, never coerced, and never expected.

As a team, we believe in respecting each other's bodily autonomy. We encourage all participants to be open, honest, and communicative in their relationships with others – be they friendships, sexual relationships, and/or committed partnerships.

Ask before touching, kissing, hugging, or discussing sex with another participant and wait for them to give you consent!

Resources:

- **Virginia Anti-Violence Project** (www.virginiaavp.org)
 - Survivor Warmline **1-866-356-6998** (Monday-Friday 8am-8pm)
- **Safe Harbor** (<http://safeharborshelter.org>)
 - 24 Hour Hotline **804-287-7877**

Netiquette for #URqSummit

Adapted from the Midwest Bisexual, Lesbian, Gay, Transgender Ally Conference (MBLGTACC) Program Book – University of Missouri – Kansas City, 2014

As you all may have seen already, the Q-Summit does have a social media presence through a Facebook page and Twitter handle (@URqSummit). During the weekend of the gathering, we'll also debut our Instagram and several hashtags. We encourage everyone to connect with attendees, make new friends and consensually exchange information for contact after the conference weekend. However, we recognize that not all individuals consent to their information or experiences being documented online.

Please get permission from all parties before including folks' faces, accounts, handles, or information in your online posting.

General Note on Inclusivity

Remarks on etiquette pieces adapted from the National Gay and Lesbian Task Force's "The National Conference on LGBT Equality: Creating Change" 2014 Program.

The Q-Summit is proud to honor the diversity of Southern queer movements. As a leadership team we strive to ensure that the myriad of sexual identities, gender identities, and gender expressions that make up our movement(s) all have space, here. We strongly believe that it's each of our duties to ensure that our queer family feels respected and affirmed in this space in each of their many identities. In this spirit, we provide the following remarks on solidarity with several traditionally marginalized constituencies *within* our queer community.

Special Thanks to our Sponsors:



Trans* Solidarity

The Q-Summit leadership team squarely rejects the gender binary; we believe the voices of trans* and gender nonconforming individuals ought to be centered in any conversation on queer liberation. And we recognize that historically trans* and gender nonconforming voices are marginalized in our movements and that cissexism and cisnormativity are present in our movements. Here are some quick tips for cisgender participants to work towards building solidarity with the trans* community:

Names & Pronouns: Respect folks' preferred gender pronouns as listed on their summit nametags. Additionally recognize that while you may say "I don't care what pronoun you use," many pronouns are a core part of other's identities and must be respected.

Asking Appropriate Questions: Trans* folks are often asked extremely personal and invasive questions about their body and their life. Allow trans* folks to share their stories as they see fit without forcing them into uncomfortable and unsafe conversations. If you don't need to know, then don't ask!

Broaden Gender Expectations: Allow for identities and expressions beyond the binary expectations for "men" and "women" and respect others' identities. Don't stare, ask inappropriate questions, laugh at, or write off other's identities or expressions even if you can't quite understand them.

Do NOT Police Gendered Spaces: Recognize that people are utilizing gender spaces, like bathrooms, that best fit their gender identity and expression. Don't shame, yell at, or ask questions of people using gendered spaces.

Recognize Cis-Privilege: Recognize that as cisgender person you have access to a whole host of privilege including others not questioning your name, pronoun, or expression based on your gender identity. Don't speak for trans people and instead listen and work alongside trans* people as they organize for their liberation.

Mistakes & Moving Forward: We all make mistakes! It's important to apologize when we do and move forward without causing additional harm.

All Gender Bathrooms - Third Floor

To ensure everyone at the Q-Summit has access to bathrooms that reflect their identity we have created two all gender bathrooms on the third floor of the Tyler Haynes Commons. These bathrooms are also wheelchair accessible.

Trans* Resources:

- **Fan Free Clinic** (www.fanfreeclinic.org)
 - Afton Bradley (abradley@fanfreeclinic.org) | 804 358-8538 (x130)
- **Transformers** (<https://groups.yahoo.com/neo/groups/RichmondTransformers/info>)
 - Ted Heck 804-358-6343
- **James River Transgender Society** (<http://www.jrts.org/#>)
- **Black Transmen, Inc.** (<http://blacktransmen.org>)
 - Charley Burton, BTMI Virginia State Chapter, at 855.BLK.TMEN or virginia@blacktransmen.org.
- **The Virginia Transgender Referral and Resource List** is the result of collaboration between the VA Department of Health and the Virginia Transgender Taskforce, who compile a running list of resources for the trans community. Contact Ted Heck with questions at ted.heck@vdh.virginia.gov or 804.864.8012.



ROSMY (<http://rosmy.org>)

Thursday Transgender Support Group: This dialogue based support group covers many of the same topic areas as the LGBTQ youth support group, but has a focus on issues pertinent to transgender youth or those questioning their gender identity. Groups are open to youth ages 14-20 and are held each Thursday from 6:30pm -8pm.

Bisexual, Pansexual, Fluid, and Other Non-Monosexual Identities Etiquette

Partly adapted from the National Gay and Lesbian Taskforce's Creating Change program insert, "A Guide to Bisexual/Pansexual/Fluid Etiquette" (http://www.creatingchange.org/downloads/cc13_program.pdf).

Some sexual identities exist in between, outside of, and challenge the binary between heterosexual and homosexual. Folks who identify in this way, sometimes called *non-monosexual*, are not attracted to a single and/or specific gender. Bisexual, pansexual, and fluid identities and folks who choose to remain 'unlabeled' are part of our family. They need you as an ally just as much as they remain your partner in the fight for queer liberation.

As with other communities that disrupt typical understandings of gender or sexuality, the non-monosexual community can be complex, messy, and at tension with itself. With majority society's fixation on 'gay' and 'straight,' non-monosexual identities can often be rendered invisible and their importance minimized even by those within our movement.

When someone identifies with a name or term you are unfamiliar with or want to know more about, you can respectfully say that you are unfamiliar and would like to know more. However, it is important to remember that the individual has the right to respectfully decline.

Here's some quick tips on how to start being an ally within and to our non-monosexual communities:

- Use inclusive language ('queer liberation' vs. 'gay rights')
- Be aware that bi/pan/fluid/non-monosexual identities aren't just a transitioning 'phase' of someone's identity - they're no more a phase than anyone's monosexual identity is!
- Be sure that you ask what term(s) someone prefers
- Please respect each person's power and ability to define themselves.
- Be mindful that no one individual represents their entire community: definitions and terms can change from individual to individual
- Before asking a question, look into the assumptions behind them
- Be positive (and maybe even excited!) about the variety of relationships we all can have
- Understand and accept that you may never fully understand someone's sexuality-- and that's okay!

Solidarity with All People of Color

Partly adapted from “No More Allies” from the Black Girl Dangerous Blog and Southerners on New Ground (SONG)’s “Being an Ally/Building Solidarity” Resource

The Q-Summit Leadership Team is committed to combatting white supremacy in our work. We’re committed to better understanding the ways that white participants can operate in solidarity with communities of color. **We reject the term ‘ally’ in this space and call white participants to not ‘speak for the struggle of people of color’ but to *show up* for communities of color as they strategize their liberation.**

As queer organizers doing cross-cutting work in the South we all see the value of building solidarity across lines of social difference each day. As we think through the pain and struggle of people of color building power in the South, we’re aware that each of us exists within a history, within a context from which we can’t escape. **By being honest about where we’re coming from as individuals and as a movement, we can hold each other accountable to building our own beloved queer community in the South.**

To that end, we encourage participants to recognize the complexities of racial, ethnic, and migrant identities. We’re cognizant of the unique trauma of both our majority-white campus as well as the pain associated with living, healing, and building in the former Capital of the Confederacy. In an effort to best support to the work of queer activists of color working in this area and across the South, we put forth several thoughts for white queer folks critically examining their whiteness in this space.

We call on white participants to **acknowledge their potential to commit micro-aggressions** against people of color even within our ‘well-intentioned’ space and to engage in continued self-education about how to work alongside activist communities of color. As white leadership team members we also call on white participants to respect the power of spaces reserved for people of color. **In this Q-Summit, this might include acknowledging that certain conversations that you might be interested in are not best served by your presence *or by your active participation*.**

We encourage white participants to **be mindful of how their whiteness ‘shows up in a space.’** This could manifest in a fear of deviating from a strict schedule or agenda, a desire to silence ‘unproductive voices,’ or a failure to recognize that being in community is a dynamic process. It can also include white folks feeling expressly entitled to share their opinions or otherwise dominate conversations without knowing it. **White participants can combat these tendencies by actively using their privilege to confront other white folks, taking direction from people of color, and not asking people of color to hold our emotional trauma or realizations.**

As queer folks we’ve all witnessed and experienced straight folks’ attempts to speak for our movement. We acknowledge that queer folks – and all oppressed communities – often struggle against privileged folks’ assumed familiarity as outsiders. We caution white folks currently working in solidarity with communities of color that trust is earned over time. Don’t rush it.

Solidarity with Disabled Folks

Heavily adapted from the National Gay and Lesbian Taskforce's Creating Change program insert, "Creating Accessibility"

(http://www.creatingchange.org/downloads/cc13_program.pdf).

Our Q-Summit family strives to make this space welcoming and accessible for participants with disabilities. In the spirit of learning how our communities can be inclusive of and accessible to all people, we have put together these guidelines for creating a community where people with disabilities are valued and respected.

Understand that the lives of disabled people are neither inspirational nor pitiful by virtue of our disabilities. Rather our disabilities are ordinary and familiar parts of who we are.

- **(Trigger warning for ableist slurs)** Words like “cripple,” “defect,” “spastic,” “lame,” “retard,” “psychotic,” “paranoid” and “crazy” have been used to bully and oppress disabled people for many decades. They are not appropriate language for non-disabled people to use.
- When you encounter someone using a service/assistance or guide dog, do not pet or interact with the animal in any way. They are working hard; you are supporting the independence and autonomy they provide by not distracting them.
- Practice patience with those who learn and/or communicate at a different pace or in a different way than you do. If you are having difficulty communicating with someone, try a different form of communication, like writing or demonstration instead of talking.
- In order to be understood by as many people as possible, speak at a moderate volume and pace. Practice active listening by asking and responding to questions and giving both verbal and non-verbal cues that you are still engaged in the conversation.
- When you are speaking to someone using an interpreter, address the person you are speaking with, not the interpreter.
- Flashing lights can trigger seizures or other conditions. Avoid taking photographs using the flash on your camera in public spaces.
- There are seats set aside for people with varying disabilities, both up front and scattered throughout all rooms in the gathering, including the after-party areas. Please be prepared to move chairs to make room for people using wheelchairs and other mobility devices.
- Please keep the aisles clear and avoid blocking signage for the Q-Summit and other campus resources. Be aware of the people around you when navigating tight, crowded public spaces, and leave plenty of room for people to pass safely; please hold inaccessible doors open for people.
- Challenge your assumptions. Some disabilities are less visible than others. Everyone has a right to use the accommodations they need without being criticized or questioned.

Please listen to the needs and stories of disabled people when they are volunteered; yet please respect people's privacy and boundaries by not asking unnecessarily intrusive questions. Many disabled people deal with daily curiosity about their bodies and find it exhausting. Educate yourself through books, websites, and volunteered storytelling. Then, please join the many hardworking folks who are working to respond appropriately to ableist situations.

We in the Q-Summit accessibility subcommittee encourage all participants to volunteer feedback about their experiences in accessing the various facets of the gathering. We want to work with our community to ensure that Q-Summit is a space where we actively resist the ableism that flows unchallenged through many activist spaces. We strive to work in solidarity with our disabled and neuroatypical queer family and attempt to reasonably accommodate our family in this space: let us know where we have messed up!

Thanks for helping to make the Q-Summit a truly accessible event for all.

Understanding Triggers

We recognize as a planning committee that it's impossible to create entirely safe space. Indeed, many of our own personal and collective traumas find their way into a host of conversations and continue to shape the way we live our lives, perceive the world, and make change. What we do ask, though, is for *all* participants to take steps to mitigate folks re-experiencing past traumas or episodes.

When possible, please preface remarks dealing with sexual and relationship violence, racist, heterosexist, transphobic, and ableist language, or violence with “Trigger Warning for _____” in order to give folks the ability to remove themselves from the conversation or the room if they’re not in a position to hear what’s to come.

We acknowledge that processing one's comments in advance to make these announcements requires foresight and intentionality. For the sake of our collective healing process, though, we ask you to *try as best you can* to minimize unnecessary triggers.

Tips on How to be an Adult Ally in Youth Spaces

Adapted from “LGBTQ Youth Competency and Adult Allyship” by Cassandra Avenatti, MSW from the National Health Care for the Homeless Council and Centres Of Excellence For Children’s Well-Being’s “Adults Allies in Action” Resource.

One of the main goals of the Q-Summit is to amplify the voices of queer youth. We recognize that youth voices tend to be overpowered by voices of adults. We created this gathering to be a space that empowers youth to speak up and be heard. Being an adult in this non-traditional space can be hard to navigate. We ask that you recognize your privilege as an adult and keep these tips in mind throughout the day:

- Move from the traditional ‘adult-as-mentor’ role to an ‘adult-as-partner’ role.
- Acknowledge any biases that you may have so that you enter the space with an open mind.
- Don’t assume that you always know better! Honor youth experiences and acknowledge that they are experts in their own experiences and feelings.
- Limit how long and how often you speak in discussions with young people.
- Don’t speak for youth. Give space for them to share their voices.
- Allow youth to create their own rules for their space.
- Utilize language that is accessible for most young people.
- Share power. Allow youth to have autonomy in the space.

Final Note

The Q-Summit team thanks for you your continued attention to these concerns of inclusivity, accessibility, and programmatic functionings. If you have questions, constructive feedback, or feel threatened, please reach out to the Registration desk or a member of the Q-Summit Leadership Team.

