

# Clark College

Board of Trustees Special (Work) Session Packet

Wednesday, December 3, 2025, at 3:00 p.m.

Location: Penguin Union Building, Room 258-C

Virtual Option:

[Zoom Link](#)

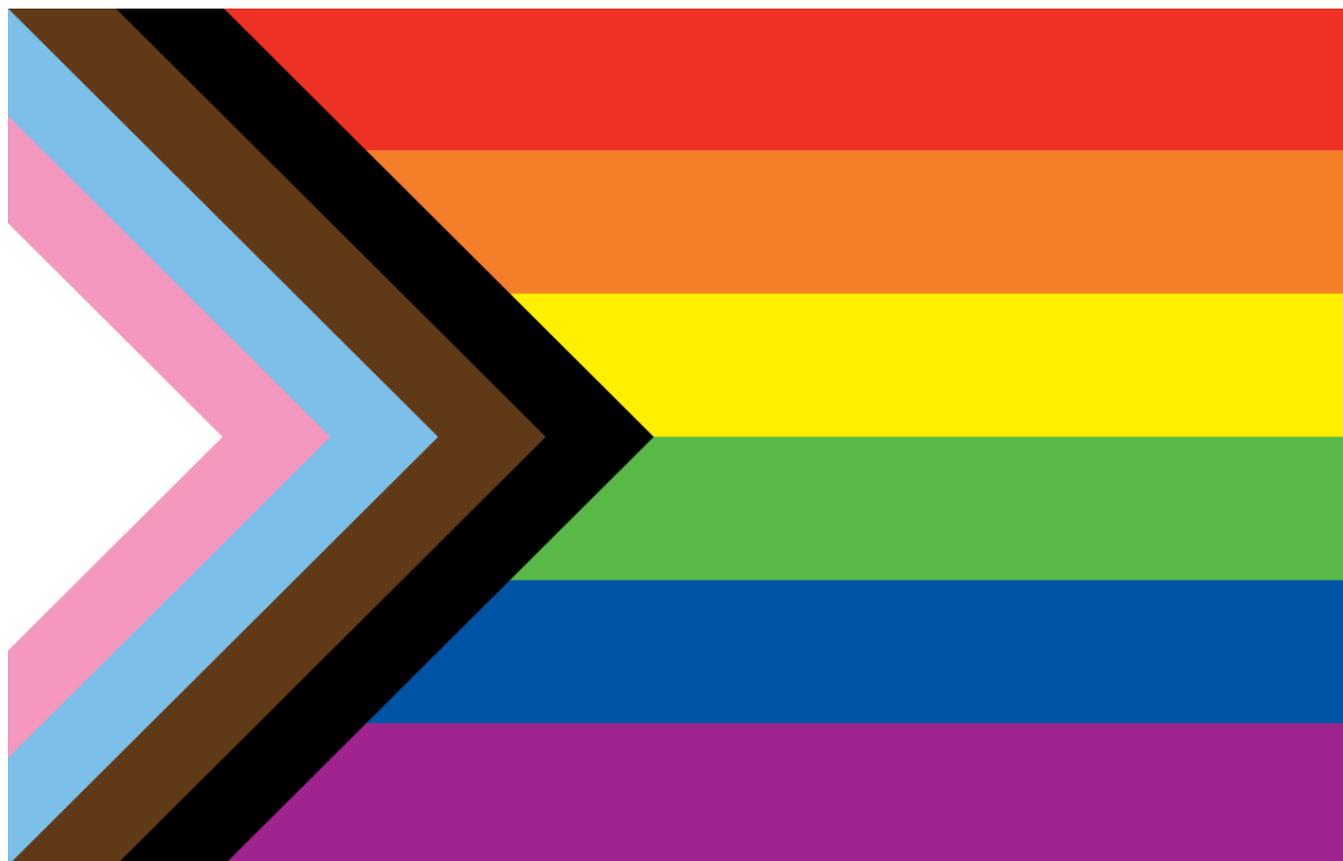
Meeting ID: 835 5861 8811

Passcode: 432808

Dial in: (253) 215-8782

Board of Trustees Special (Work) Session Packet, December 3, 2025, at 3:00 pm

- I. Call to Order/Agenda Review – Chair Scarbrough
- II. Public Comment – Chair Scarbrough  
Public comments will be limited to two minutes each.
- III. PPI: Safe Zone Training  
Presented by Alyssa Montminy, Director of Employee Equity, Outreach, and Engagement
- IV. Adjournment – Chair Scarbrough



# Safe Zone

ALYSSA MONTMINY,  
SHE/HERS

OFFICE OF DIVERSITY,  
EQUITY AND INCLUSION

# Introductions



**Name**



**Pronouns (if you would like to share)**



**Who is your favorite queer character?**

# Today's agenda

Safe Zone Overview

Understanding the Queer Community

Why pronouns matter

Gender Unicorn

Putting this into practice

Wrap-up

# COMMUNITY GUIDELINES

## Speak Your Truth

- Speak for yourself, and not for someone else
- Not at the expense of other's humanity

## Make Space, Take Space

- If you find yourself talking more than listening, encourage others to engage
- If you don't normally engage in discussion, we encourage you to push yourself to share your thoughts

## Stay Engaged

- Work will be there for you after the training
- While you are in this space, we expect that you are actively listening, participating (what ever that looks like to you) and open to learning

# COMMUNITY GUIDELINES

## Stories told here stay here, knowledge leaves

- Specific details, names, and judgements from this training will remain in this room
- Growth, development and connections will leave with you and be used in your work or personal life

## Be mindful of content warnings, and apply them as necessary

- America's historical and modern societies are rooted in violence and white supremacy. Examples may be shared during this training, and we will aim to communicate to you before sharing them
- We ask that you apply and use content warnings as we engage in conversations
- Refrain from language that minimizes the experiences of systemically non-dominant individuals and communities

# COMMUNITY GUIDELINES

## Discomfort is welcome

- Being unsafe and uncomfortable are two different feelings.
- Growth and learning happen as you are challenging your existing beliefs and viewpoints
- Refrain from resorting to defensiveness – practice leaning in to and reflecting on the discomfort

## Expect and accept non-closure

- We don't have every answer and are unable to unpack complete systems and intersectionalities in each workshop
- Be open to continuing research and learning on your own  
...OR come back to a future training!

# The Safe Zone program

- ▶ Created in 2013
- ▶ Free online program, currently uncopyrighted
  - ▶ All materials available on website, downloadable or as a google doc
- ▶ Program is centered on building understanding and allyship

# Safe Zone signs

- ▶ At the end of this training, you have the opportunity to take a laminated "Safe Zone" sign to display in your workspace if you are interested
  - Displaying this sign indicates you are committed to acting as an ally – providing support to queer and trans-identifying individuals without bias, and disrupting acts of Queer Antagonism and Trans Antagonism as you encounter them
  - Displaying the sign is a voluntary decision – you are not required to take one, and we don't keep a list of who has them

# Clark's Non-Discrimination Policy

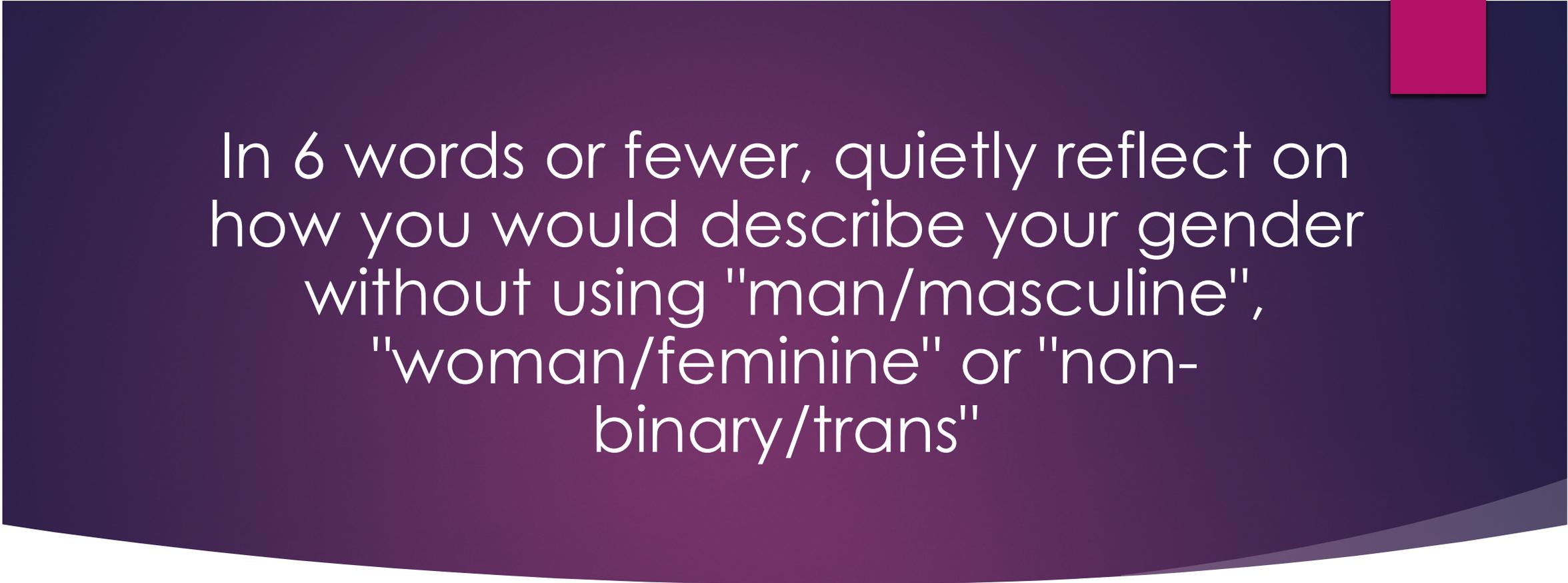
- ▶ The college affirms a commitment to freedom from discrimination for all members of the college community. The responsibility for, and the protection of, this commitment extends to students, faculty, administration, staff, contractors, and those who develop or participate in college programs.
- ▶ It encompasses every aspect of employment and every student and community activity. The college expressly prohibits discrimination on the basis of race, color, national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, citizenship, immigration status, or use of a trained guide dog or service animal. Harassment is a form of discrimination.

# Warming Up





- ▶ In 6 words or fewer, quietly reflect on how you would describe your sexuality...without using "Straight", "Gay", "Lesbian", "Bi", "Pan" or "Queer"



In 6 words or fewer, quietly reflect on how you would describe your gender without using "man/masculine", "woman/feminine" or "non-binary/trans"

# Defining a Community

THE UNION COUNTY BOARD OF CHOSEN FRESHMILKERS AND THE OFFICE OF LGBTQ AFFAIRS PRESENT

*OUT in Union County, NJ*

## QUEER EMPowerment HOUR

with host Micayla Mirabella

A virtual hour-long conversation with some of New Jersey's dedicated LGBTQ+ advocates, community leaders, and allies. QUEER POWER HOUR will explore LGBTQ+ specific topics and offer stories and discussions involving queer folks from different backgrounds and experiences. All are welcomed! Come with an open mind, leave with a new understanding.

- WEDNESDAY SEPT 30 7PM Being a Supportive Parent to a Queer Person
- WEDNESDAY OCT 14 7PM Queer Pioneers and Activists
- WEDNESDAY OCT 28 7PM Transgender Identity and Inclusion
- WEDNESDAY NOV 11 7PM Being Queer in the Military
- WEDNESDAY NOV 25 7PM Ally Talk with Straight Friends & Advocates
- WEDNESDAY DEC 9 7PM Faith and LGBTQ+ Panel

Registration required online at [ucnj.org/lgbtq](http://ucnj.org/lgbtq)

Sponsored by the Union County Board of Chosen Freshmilkers



THE TENTH ANNUAL  
LGBT HEALTH WORKFORCE CONFERENCE

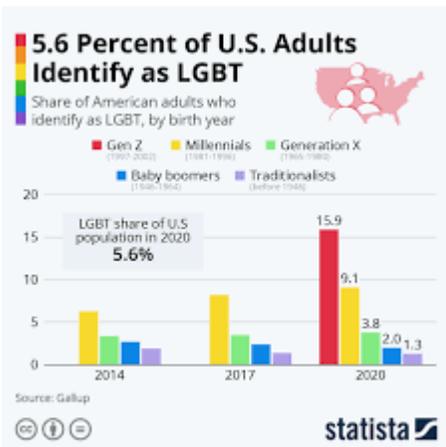
## ENVISIONING THE FUTURE LGBTQ+ HEALTH WORKFORCE

## LGBTQIA+ PEOPLE & DISASTERS

Exploring the impacts of disasters on Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other non-binary, non-heterosexual (LGBTQIA+) people and how the lack of guidance and policy impacts the inclusion of these people in preparing for, responding to and recovering from disasters.

SEPTEMBER 2021

## 2SLGBTQIA+ History Month





**QUEER**

**LGB**

Sexualities

**T**

Genders

# The Power of Language

Asexual/Aromantic

Biological sex

Bisexual, Biphobia and Erasure

Reclaiming "Queer"

"Homosexual" vs. Gay or Lesbian

Passing

# AROMANTIC ≠ ASEXUAL

## Asexual and Aromantic

AROMANTIC (ARO)  
=  
NO ROMANTIC  
ATTRACTION  
(but may experience  
sexual attraction)



ASEXUAL (ACE)  
=  
NO SEXUAL  
ATTRACTION  
(but may experience  
romantic attraction)



AROMANTIC  
AND  
ASEXUAL  
(ARO/ACE)  
=  
NO ROMANTIC  
AND NO SEXUAL  
ATTRACTION



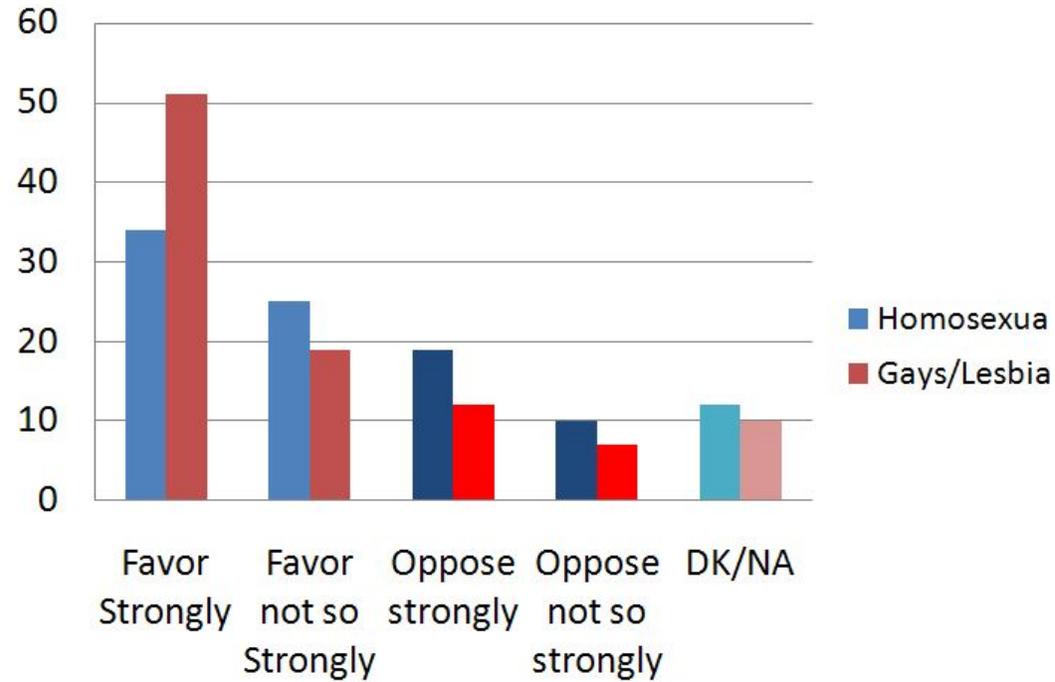
***them.***

Two-Spirit

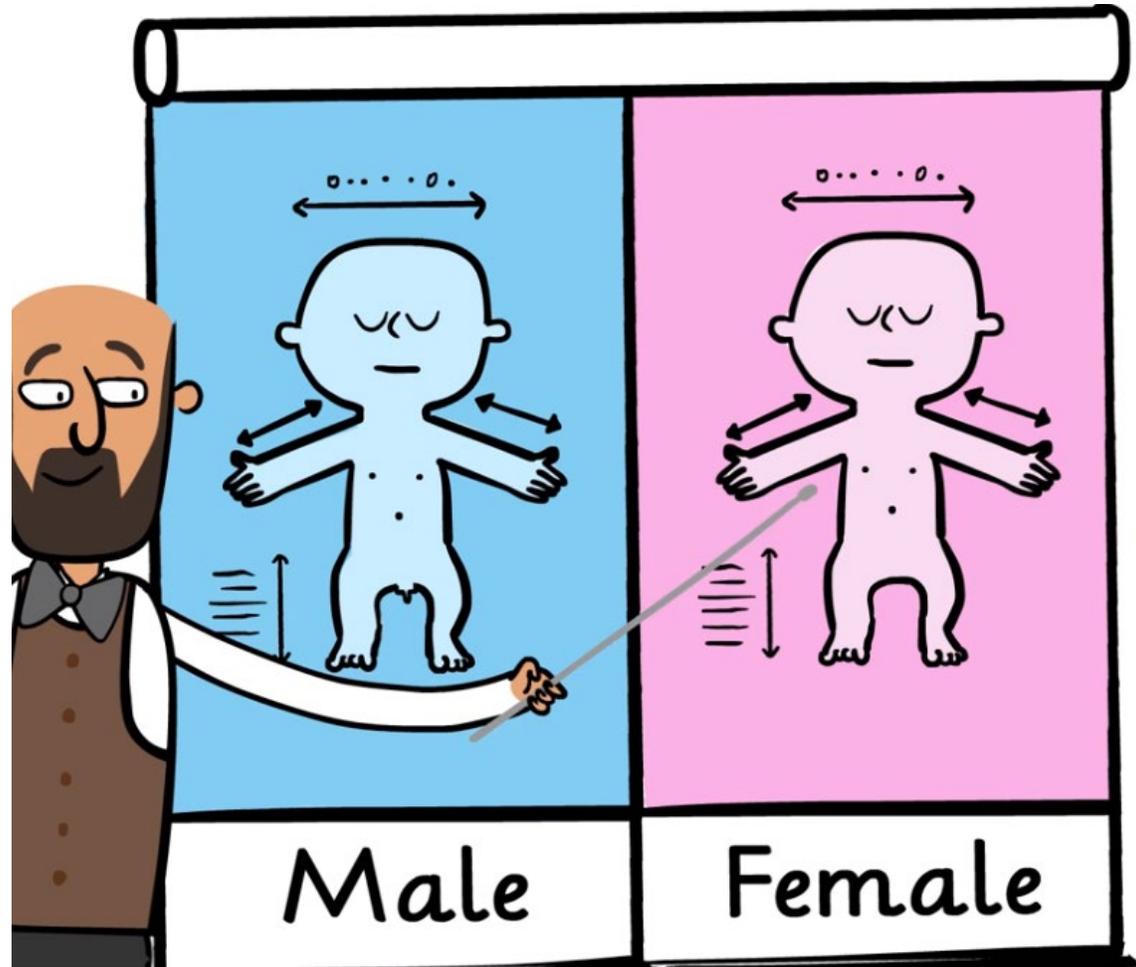


Do you favor or oppose permitting \_\_\_\_ to serve in the military?

### Homosexuals vs. Gays/Lesbians



"Homosexual"



"Biological  
Sex"



# Reclaiming "Queer"



*Behind the Scenes:*

**HISTORIAN'S  
TAKE**

**UNPACKING PAN VS. BI**



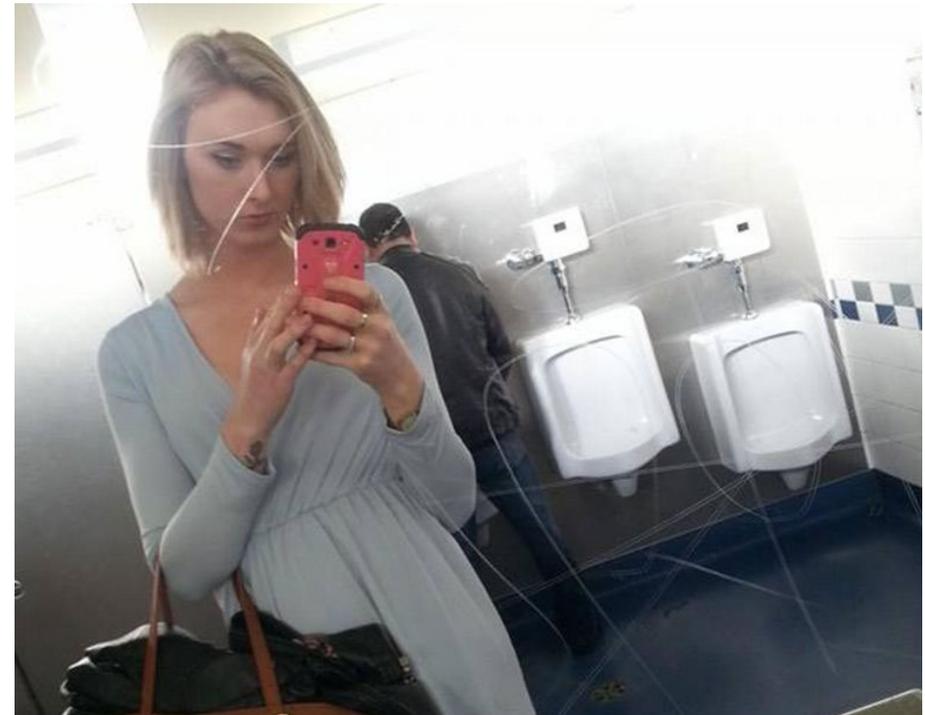
# Bisexuality

- Bisexual vs. Pansexual
- Performative Bisexuality
- Bierasure
- Biphobia



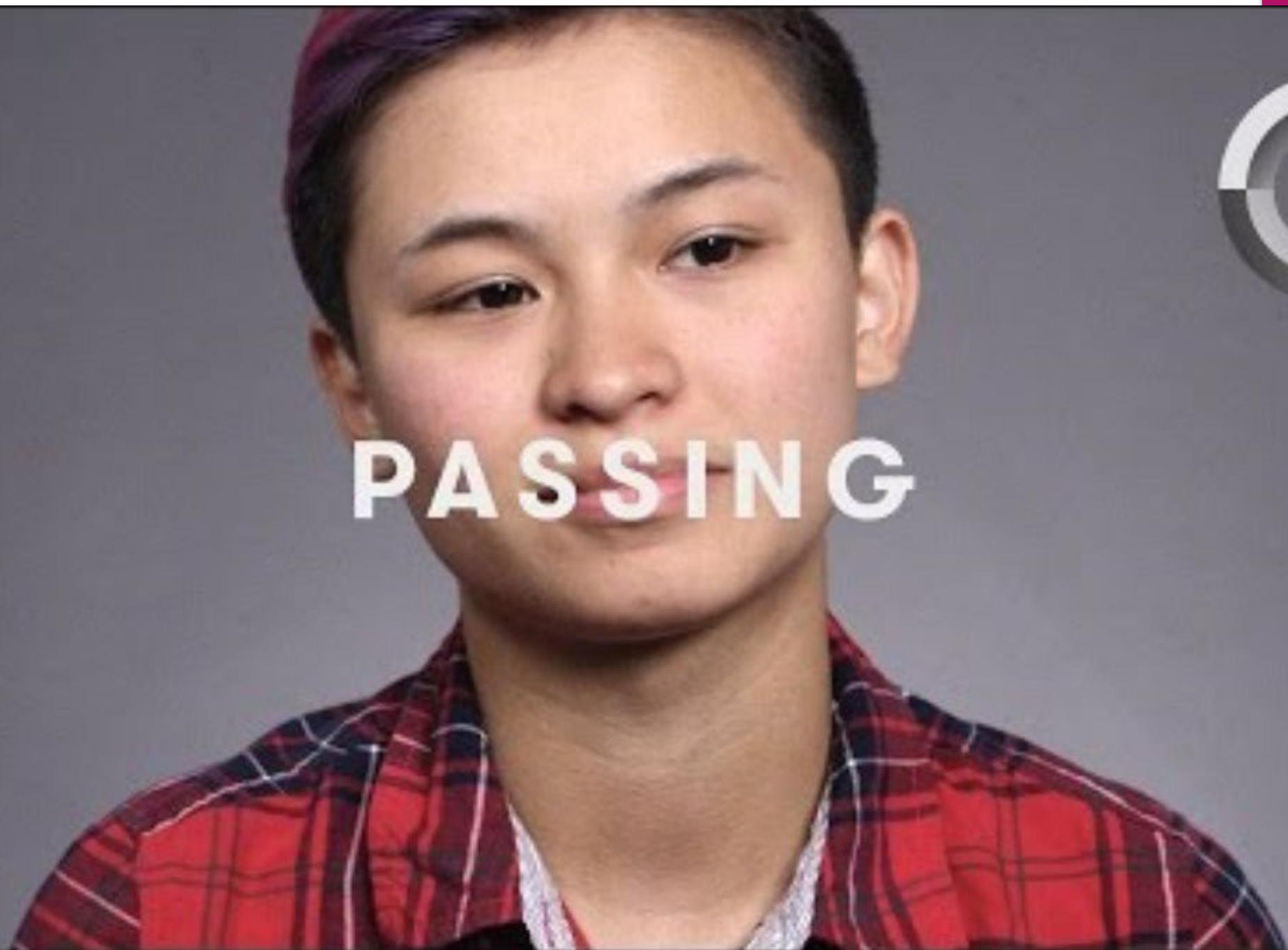
Coming  
Out

# Passing





**PASSING**





# Pronouns

# Pronouns

## What are pronouns?

- Pronouns are how you refer to someone if you are not using their names.
- Example: Jaime went to the store.  
Replace JAIME with Jaime's PRONOUNS
- Examples include he/him/his, she/her/hers, or they/them/their

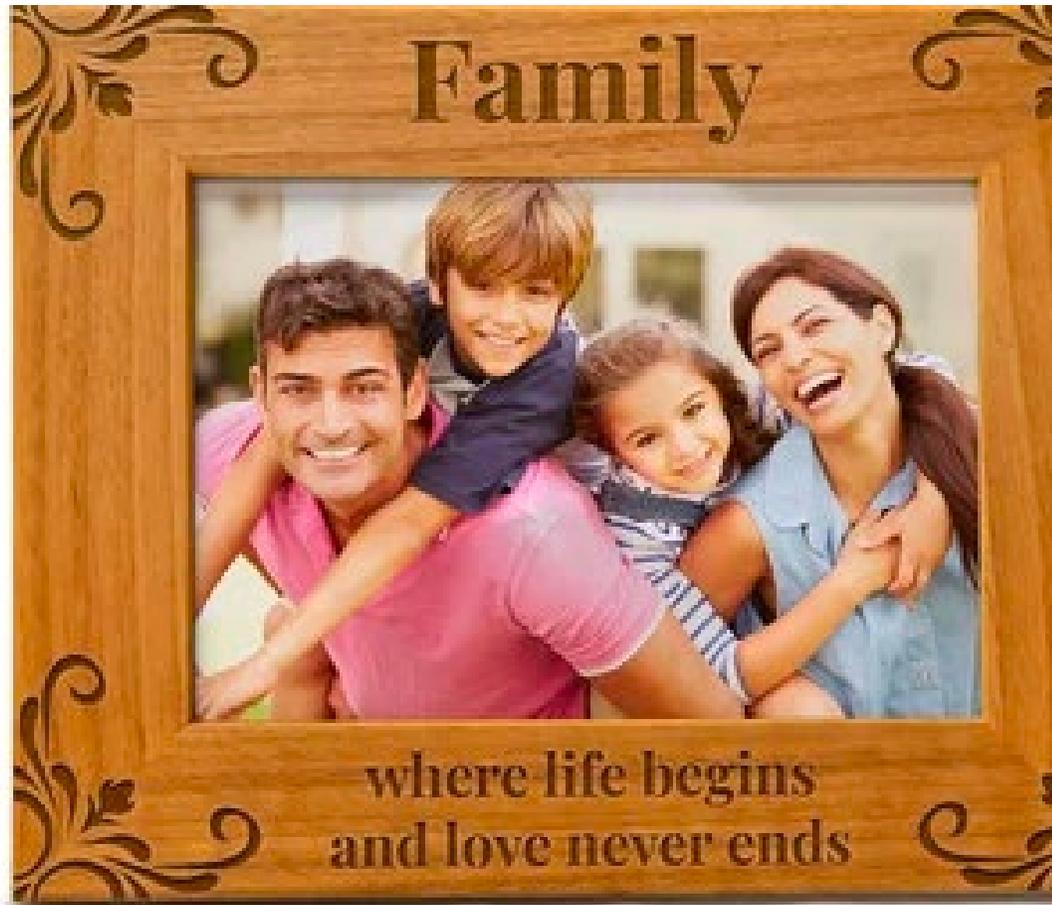
# Why do we use pronouns?

Pronouns  
respect and  
affirm a person's  
identity.

Not everyone  
identifies on the  
male-female  
binary.

# Affirming VS Non-Affirming

- ▶ Pronouns can often be based on assumptions
  - ▶ Often our assumptions are based on a gender expression
  - ▶ As we know, sometimes gender expression doesn't align with their gender identity
- ▶ Proactively sharing pronouns can make a space more affirming
- ▶ Normalizes the conversation and takes pressure away
- ▶ How to have the conversation



Privilege

Ads · Shop wedding topper



Dinosaur Wedding  
Cake Topper,...

**\$48.00**  
Etsy



Custom sculpture  
figure, Bride and...

**\$84.00**  
Etsy  
Free shipping



Goose-Wedding-  
Cake Topper-Bride...

**\$38.00**  
Etsy



Custom African  
American Weddin...

**\$128.00**  
CreBobble



French Vintage  
Wedding Cake...

**\$22.89**  
Etsy  
Used



Bride & Groom  
Cake Topper |...

**\$10.49**  
Amazon.com



Llama Cake Topper,  
Animal-Farm-...

**\$42.00**  
Etsy



Raccoon Cake  
Topper, Wedding...

**\$36.00**  
Etsy



Football Bride and Groom Cak...  
weddingshop.theknot.com



Woodland Bride and Groom P...  
weddingshop.theknot.com



Rustic Wedding Arrow Cake T...  
amazon.com · In stock



Gone Fishing Porcelain Wedd...  
amazon.com · In stock



Blonde Bride & Groom Weddin...  
partycity.com · In stock



Wedding Cake Topper Bride a...  
ebay.com · In stock



Kissing wedding cake t...  
worldcaketopper.com · In...



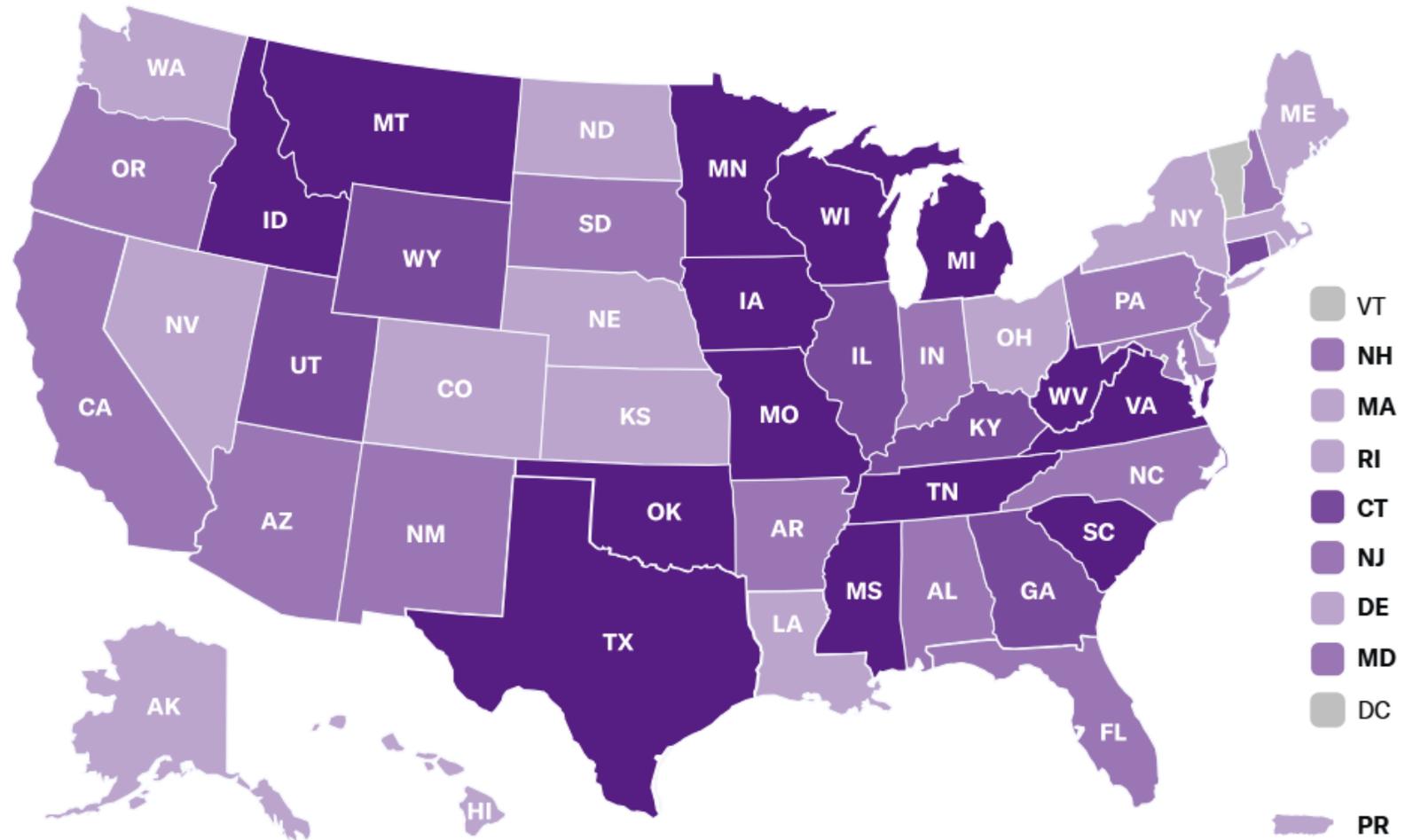
▾ [2025 Legislative Session](#)

# The ACLU is tracking **616** Anti-LGBTQ bills in the U.S.

Choose a state on the map to show the different bills targeting LGBTQ Rights and take action. While not all of these bills will become law, they all cause harm for LGBTQ people.

Last updated on September 19, 2025 ⓘ

Bills per state





celebrity

celebrity

# GUESS THE BABY



- Selena Gomez
- Bruno Mars
- Mandy Moore
- Reese Witherspoon
- Beyoncé
- Ryan Reynolds
- Taylor Swift
- Demi Lovato
- Uzo Aduba
- Miley Cyrus
- John Stamos
- Kate Hudson
- Adele
- Kumail Nanjiani
- Zendaya
- Justin Timberlake
- Maisie Williams
- Sophie Turner
- Mark Ruffalo
- Gigi Hadid
- Tom Cruise
- Scarlett Johansson
- Halle Berry
- Robbie Williams
- George Clooney





Forbes 

@Forbes



Pregnant people who contracted Covid-19 were more than twice as likely to experience significant complications as those who did not have the virus during the first year of the pandemic, according to a new study. [trib.al/5laEJIR](https://trib.al/5laEJIR)

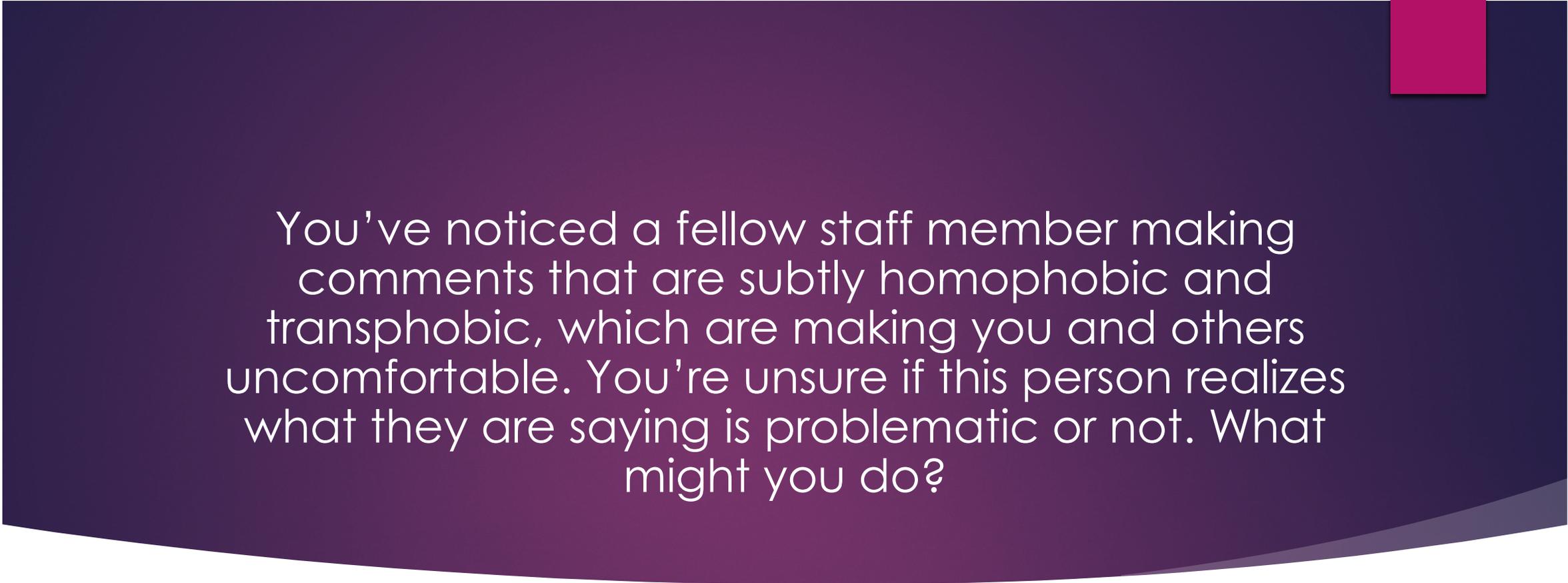


# Audit of Supports here at Clark

- ▶ "How to select an LGBT-friendly college", per US News and World report
  - Look for out faculty and staff
  - Access to gender inclusive bathrooms
  - Ability to honor pronouns, name changes
  - Resources on campus
    - Workshops, student clubs, resource centers, affirming-care, etc

Activity:  
Putting this all  
into practice

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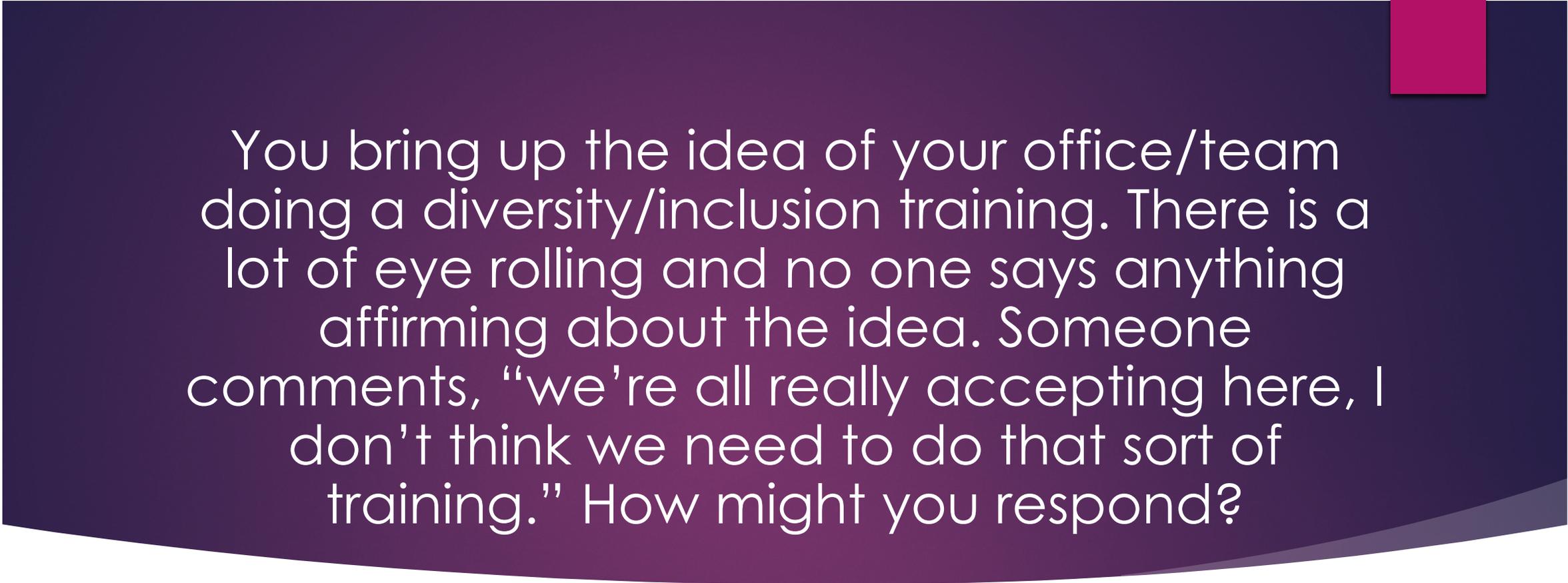
You've noticed a fellow staff member making comments that are subtly homophobic and transphobic, which are making you and others uncomfortable. You're unsure if this person realizes what they are saying is problematic or not. What might you do?

## SCENARIO ONE



A new trustee shares at a meeting that they are trans\* and would like everyone to use a new name and the pronouns “they/them/theirs,” while everyone at the staff meeting is very positive and affirming in the moment, afterward there is a lot of confusion and hesitancy about how to proceed. How might you proceed?

## SCENARIO TWO



You bring up the idea of your office/team doing a diversity/inclusion training. There is a lot of eye rolling and no one says anything affirming about the idea. Someone comments, “we’re all really accepting here, I don’t think we need to do that sort of training.” How might you respond?

### SCENARIO THREE

# Strategies to disrupt

Try to avoid a "fight or flight" scenario

Disruption shouldn't be the responsibility of marginalized communities

Use CPR to decide what to address: Content, Pattern, or Relationship

Approach with curiosity, or a learning perspective

- "Can you explain what you mean by that?"
- "Did you know that when you say BLANK, the assumption is BLANK?"

Opportunity to build a bridge, rather than break it

# Wrap-up



SOMETHING YOU LEARNED  
TODAY...



SOMETHING YOU STILL  
WONDER ABOUT...



SOMETHING YOU WILL DO AS  
A RESULT OF THIS TRAINING...

The image features a vibrant, abstract background composed of overlapping, semi-transparent geometric shapes in various colors including yellow, orange, red, purple, and teal. Each shape has a subtle, textured pattern. In the center, a white circle contains the words "THANK YOU" in a clean, black, sans-serif font, arranged in two lines.

THANK  
YOU