

Safe Zone Cohort Program

M.O.S.A.I.C
LGBTQ+
Resource Center



Current Facilitators



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Director



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Primary Facilitator

Background

The **Safe Zone Project** was created in 2013 by to become a free online resource providing curricula, activities and other resources for educators and learners on gender and sexuality in efforts to create safe and inclusive environments.

The cohort model was piloted in the fall of 2022 at UCCS as a way for participants to ***receive continued support, resources, and ongoing education***. The tragedy of Club and the growing anti-LGBTQ rhetoric and legislation has called for allies to improve their allyship skills and invest in a stronger commitment towards advocating for LGBTQ+ safer environments.

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Why a cohort model?



Collaborative and Long Term Learning

- Resources including articles, videos, events provide ongoing learning and engagement.
- Participants gain confidence to ask questions and grow collectively.
- Offers opportunities for participants to discuss misunderstood concepts and develop critical thinking skills.



Supportive Network

- Participants in cohort programs have a 3.6 times higher rate of completion.
- Community is linked to higher learning satisfaction.
- Participants are matched with a cohort member in a different department for a more interpersonal support.



Promotes Accountability

- Participants feel motivated and invested in each other's learning.
- Gain skills to be able to take on responsibility and lead on advocating for LGBTQ+ inclusiveness.
- Each participants will be paired with their Safe Zone Sidekick to help each other through their first year.



Diverse Perspectives

- Cohort-based learning strategies is 41% better for memory retention.
- Conversation and dialogues with guest speakers will produce new ways of thinking.
- Allows for participants, otherwise isolated in their departments, to engage with others on campus.

Program Requirements

Attend 1 Event Per Semester

Participants are required to attend one LGBTQ+ focused event per semester. These can be in-person or virtual. In addition, this can be an event hosted at UCCS or by another organization/university.

Engage in Microsoft Teams

Participants are invited to a Microsoft Teams channel, where articles, videos, and resources are posted. Resources will be posted twice a month with a question for participants to engage with. Participants are required to engage in one of the postings each month.

Attend a Check-In

A check-in will be provided at the end of each semester. Participants will be required to attend a check-in the semester they will complete the program. A survey will be given for participants to complete and turn-in, which will indicate their completion of the program. They will receive their certificate at that point.

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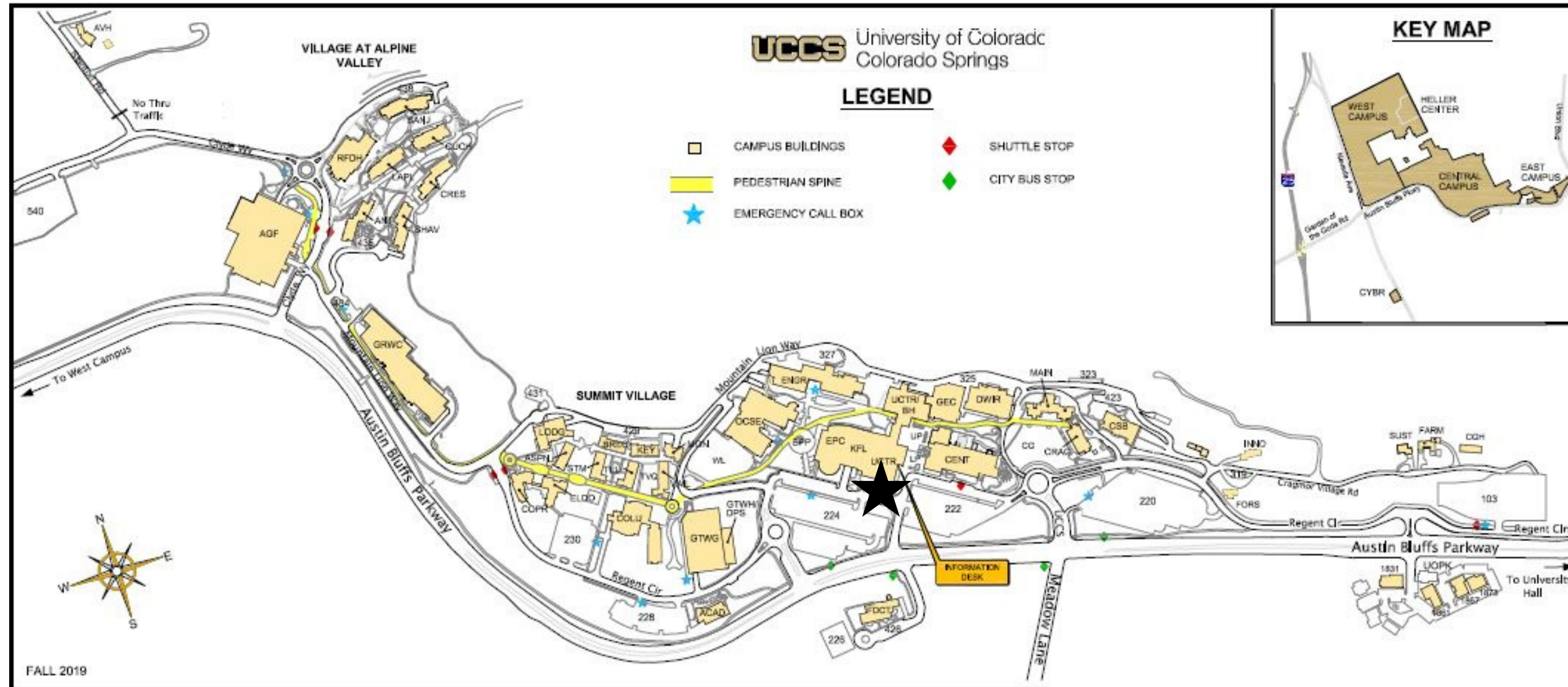
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1-Year Active Commitment GOAL



After having attended a Safe Zone training, participants will be invited to attend several gatherings and learning opportunities over two semesters. By the end of the two semesters, participants will receive a certificate and their department will receive a star on the Safe Zone map to indicate what offices have had Safe Zone trained employees.

Fall Trained - Spring Goal
Spring Trained - Fall Goal

Safe Zone Program Trained Map Example



University Center

- Student Life 
- Events Services 



Your Safe Zone Sidekick



Accountability

Sidekicks are there to check-in on each other to make sure they both complete the requirements of the program. If you find out that your sidekick is not engaging or hasn't attended an event, check-in with them to see if they need additional support.



Invite each other to events and opportunities.

Participants are more likely to attend events and seek opportunities when they know someone personally.



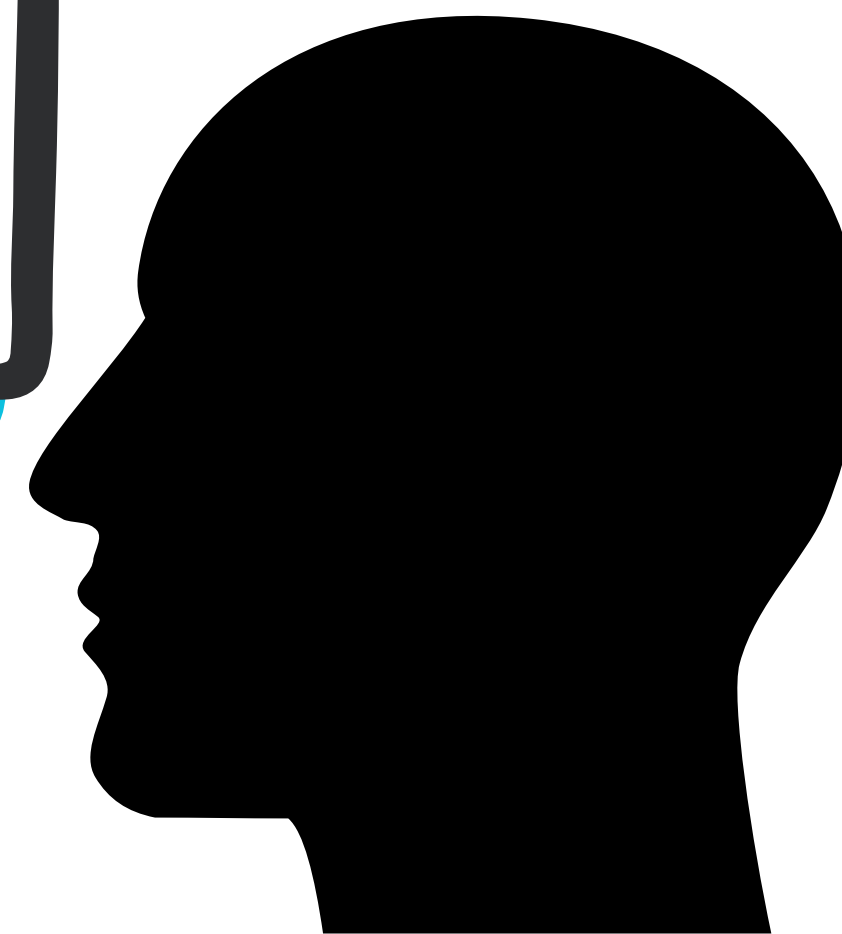
Connections Across Offices

Your sidekick will be from a different office/department. The purpose is to bridge cross departmental communication and engagement.



**I'm previously trained
in Safe Zone but I'm
interested in becoming
part of the cohort
program?**

**Reach out to the LGBTQ+
Coordinator during the
summer or winter breaks
to discuss entry into the
cohort model.**



Important Details on the Program

- We ask that departments **do not mandate or require** their employees to attend the Safe Zone program, but encourage and invite employees to ensure investment in the program.
- Through the Office of DEI Education and Outreach with the Division of DEI, they offer a "**Beyond the Binary**" workshop, for those wanting a foundational knowledge on the LGBTQ+ community.
- The Safe Zone training is 3 hours in length.



Contact Us

If you have any questions, please reach out to Rafael Norwood, LGBTQ+ Coordinator at the MOSAIC and LGBTQ+ Resource Center.



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lgbtresourcecenter.uccs.edu/safezone



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