IGNITE! Session Descriptions

**Allyship is Not an Identity; It’s a Practice!**: This session focuses on foundational information relevant to the LGBTQIA community, with an emphasis on cultural competence, structural competence, and methods for putting Allyship into practice. Participants will learn about the LGBTQIA acronym, models of gender and sexuality, pronoun usage, policies that impact LGBTQIA communities, and practices of Allyship. This is the primary introductory session offered within the IGNITE! program.

**Allyship in the Academy: Promising Practices for Faculty & Staff**: Faculty and staff play a significant role in impacting the experiences of LGBTQIA students on campus. This session invites faculty and staff to think critically about how to practice allyship specifically in a classroom, lab, or office setting. Attendees will have the opportunity to brainstorm and implement practices around shaping “brave” educational spaces, encouraging civil discourse, engaging in bystander intervention, and directing LGBTQIA and allied students to campus resources.

**Navigating Multiple Identities**: Gender and sexuality need to be understood in relation to other identity categories: race, socioeconomic status, national origin, ability/disability, etc. Whether we identify as LGBTQIA or not, we are all impacted by gender and sexuality. This session, which may be held as a panel or a facilitated group discussion, examines how Kimberlé Crenshaw’s concept of intersectionality impacts our experiences on campus. This session is particularly useful for student organizations and departments that want to brainstorm ways to further incorporate issues of gender and sexuality into their work on campus.

**Living Authentically: Promising Allyship for Transgender & Gender non-Conforming Individuals**: Practicing Allyship to LGBTQIA people has many positive impacts on the well-being and inclusion of all members of our community. This session will focus specifically on the practice of Allyship with
transgender and gender non-conforming individuals through supporting them in being their authentic selves. Participants will learn about the distinctions between gender expression, gender identity, and biological sex, as well as about gender-inclusive pronouns and cisgender privilege. Participants will also brainstorm ways of practicing Allyship in their everyday lives.

**Career Preparation and Supporting LGBTQIA Employees:** Are you preparing to enter the workforce with a desire to learn how to succeed in an interview? How can employers be accepting of LGBTQIA-identified interviewees? This session will help participants develop the skills to succeed in the workforce as LGBTQIA individuals, including how to put together a resume, navigate professional dress, and identify inclusive corporate policies and practices. This session will also provide allies with the resources to help make their workplaces more inclusive.

**Faculty & Staff Panel: Allyship as a Practice:** Faculty and staff are extraordinarily impactful in determining the campus climate and state of inclusion at the university. This session, facilitated by the IGNITE! educators, will feature faculty and staff from a wide array of departments and colleges as they share their experiences empowering LGBTQIA people at Texas Tech. Participants will also have a chance to share their own practices of Allyship on campus.

**Home for the Holidays / Summer: Strategies, Resources, & Support:** This session will focus on the strategies that have been proven effective in navigating unaccepting environments when LGBTQIA students return home. An emphasis will be placed on how Allies can support their LGBTQIA friends, peers, and students over the holidays. This session is co-presented with the Student Counseling Center.