

Importance of Language as a Dancer

Use gender neutral language when referring to dance roles, such as "Lead" or "Follow"

In our community, people of all genders dance each role. When asking someone to dance, remember to ask them if they'd like to lead or follow!

Being mindful of the language we use can help create a more welcoming and supportive community!

Reporting Incidents:

If you or another person is feeling unsafe or need to report an incident, please contact a member of our Safety Response Team using the information provided inside this pamphlet, or by completing the Safety Report Form accessible via the QR code.



theopenswing.com/incident-reporting-form/

Thank you for helping
in creating a
Safe & Inclusive
Dance Community
for All

QUESTIONS? CONTACT THE SAFETY CONCERNS COMMITTEE

John Lindo - Event Director
john@usopenswing.com

Heidi Dziak - Lead Safety
Representative
dziakheidi@gmail.com

Dani Mullin Darasz - Director of
Registration
danimullin@gmail.com

Michael Eads - Event Security
tiggerswing@gmail.com

The Open
Code of Conduct:
[https://theopenswing.com/
code-of-conduct/](https://theopenswing.com/code-of-conduct/)

LGBTQIA+ Diversity & Inclusion

Creating a Safe &
Inclusive Environment
for All



THE OPEN
SWING DANCE CHAMPIONSHIPS

KNOW THE TERMS!

LGBTQIA+ Terminology

WHAT DOES LGBTQIA+ STAND FOR?

LGBTQIA+ stands for Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, Asexual, and the + is for those who may not identify with one of these other banners.

Non-Binary describes a person who does not exclusively identify as a man or woman. A Non-Binary person may identify as being both a man or a woman, somewhere in between, or completely outside of these categories.

WHAT DOES NON-BINARY MEAN?

HOW DO I KNOW WHAT PRONOUN TO USE?

If you're not sure, ask! You can also encourage pronoun use when introducing yourself. For example, "Hi, I'm John. I use he/him/his pronouns." fosters awareness of each other's preferred pronouns.

"Coming out" is the process of voluntarily sharing one's sexual orientation and/or gender identity with others. To "out" someone is to share their sexual orientation and/or gender identity with others without their consent.

BEING "OUTED" - WHAT DOES THIS MEAN?

Ways to be an ALLY

There is no one "right" way to show support, but here are a few examples on how to continue to create a safe and inclusive dance environment.

- 1 STAY INFORMED:** If you don't know, ask! Make sure to ask questions, do research and don't be afraid to be honest about what you don't know.
- 2 BE REASSURING:** Remind others that you care for and respect them as they are!
- 3 REPORTING:** If you or a member of the community is subject to anti-LGBTQIA+ behavior at our event, speak up! Report incidents through The Open's reporting process.
- 4 SPEAK AND ACT:** Verbal communication of support and following through with actions of support are crucial in demonstrating support.



What does being an ALLY mean?

A person who has genuine, strong concern for the well-being of LGBTQIA+ individuals.

A person who supports and accepts LGBTQIA+ people, and advocates for their equal rights and fair treatment.

A person who demonstrates kindness and respect, with no judgement of another's life experience.

Allies are important & welcome supporters of the LGBTQIA+ community. You can be an effective and powerful voice for creating a safe, caring and inclusive environment for all!