

# TRAINING FOR 2SLGBTQ+ INCLUSION

May 15, 2020

## WELCOME

As we wait for everyone to join, please use this time to:

- Share your name, pronouns, camp, position, and favourite snack food in the chat.
- Write down one training success you've had. This could be an outcome; how you made a session very engaging, etc. Think about how you might replicate that success at your next training.
- Write down a question you have about 2SLGBTQ+ inclusion training.



# LAND ACKNOWLEDGEMENT

Pride Camping Association works on the traditional territories of First Nations, Metis and Inuit peoples. This includes Two Spirited and LGBTQ+ Indigenous peoples.

Today, Davin is speaking to you from the traditional and unceded land of the Coast Salish peoples, specifically the Skwxwu7mesh-ulh Temixw (Squamish) Nation.

Amanda is speaking to you from the traditional and unceded land of the Omàmiwininiwak (Algonquin) , Huron-Wendat and Anishinaabeg peoples.

For more information on the traditional territories of the peoples near you, visit [Native-Land.ca](https://Native-Land.ca) and [Whose.Land](https://Whose.Land) (both have information about territories in Oceania and North, Central and South America).



# WHO WE ARE



## PRIDE CAMPING ASSOCIATION

### Amanda Grassick - They/Them

Amanda identifies as queer and genderqueer hold a MA in Interdisciplinary Studies. They draw on their personal experience in the camping community to help organizations foster diversity and to advocate for more inclusive programs and spaces.



### Davin Allan (he/him)

Having worked at a summer camp for 2SLGBTQ+ and allied youth in Ontario, Davin saw the need for many other camps to embrace this same sense of inclusion and acceptance, to ensure 2SLGBTQ+ campers are being offered a safe and barrier-free traditional camp experience



# OUTCOMES

## WHAT WE WILL COVER

- Base knowledge required to lead an effective training session
- Benefits of providing 2SLGBTBQ+ training to staff
- Essential learning outcomes for training sessions
- Resources that can be incorporated into training
- Lesson plans for three training sessions

## WHAT WE WILL NOT COVER

- Definition and terminology
- Organizational and camp policies
- Inclusion and diversity plans



# BASE KNOWLEDGE

- Definitions and Terminology
  - Language is culturally specific
- Know the WHY and how to communicate that
- Camp and Organizational Policies
- Local Resources + Guest Speakers
- Include camp staff who identify as 2SLGBTQ+, when appropriate
- Past Incidents at camp



# WHY TRAIN?

- Increase staff confidence in supporting campers, families and other staff
- Implement organizational inclusion policy at the ground level
- Prepare staff to support campers during program season
- Identify potential concerns and have plans in place to mitigate these concerns
- Indirectly foster a culture of inclusion through appropriate language
- Communicate to staff that the organization values inclusion



# Share Your Success

Remember the success we asked you to write down at the beginning of the webinar?

*Write down one training success you've had? This could be an outcome; how you made a session very engaging, etc. Think about how you might replicate that success at your next training.*

Share those successes in the chat.



# ESSENTIAL STAFF TRAINING OUTCOMES

- Staff should learn:
  - Camp and organizational policies
  - Basic terminology and definitions
  - How to use inclusive language
  - How to create a safe environment for 2SLGBTQ+ campers, staff and families
  - How to support 2SLGBTQ+ campers and families
  - How to address micro-aggressions and bullying





# INCLUSION CARDS

Supplies: None

Resources: Pride Camping Inclusion Cards

Length: 30 - 60 minutes

Outcomes: Staff familiarize themselves with how different identities, backgrounds, and social categories may create barriers in a typical camp setting



# Inclusion Card Deck

## **GENDERQUEER**

A term for gender identities that are not exclusively masculine or feminine and are outside the gender binary and cisnormativity.

## **HETEROSEXISM**

Behaviours, assumptions and rules that give preferential treatment to heterosexual folks. Reinforces the assumption heterosexuality is normal and superior to other sexualities.



# INCLUSION CARDS

Intro: Introduce why you are facilitating inclusion training and how your organization supports diverse campers, staff, and families.

Option 1: In groups of 6-10, each with a Inclusion Cards, work to match the terms and definitions on each card. Give each group the time and space to discuss, brainstorm, and ask questions. Have each group pick 10 terms that they want to examine more closely to share with everyone else, considering how those identities and categories could have barriers at camp.



# INCLUSION CARDS

Option 2: With a group of 30+, organize cards so there are enough matching terms and definitions for everyone to have one.

Participants move around the room to find the person with the term that matches their definition or vice-versa.

In these pairs, discuss their understanding of the term they have and how they as staff could support people at camp of that identity, background, or experience.



# INCLUSION CARDS

Examples: Examples of connections to be made:

- The term “gender binary” and how many facilities at a camp may only exist for those who identify as male or female.
- The term “nuclear family” and how people may make assumptions about the structure of a person’s family, especially when talking about feelings of missing home.
- The term “heteronormativity” and how behaviour management and relationships amongst senior campers are often navigated through assumptions about heterosexual attraction.



# INCLUSION CARDS

Prompts: Question prompts to encourage discussion:

- Are there any policies or practices that are not inclusive to people with diverse identities?
- Do campers see representation of varying identities amongst the staff team? The community? Why or why not?
- Are any of our programs, practices, or traditions organized on principles of gender?
- Does the language we use acknowledge diverse identities, or simply predominant ones?



# POWER FLOWER

Supplies: Chart paper and markers

Resources: Power Flower template (optional)

Length: 30-60 mins

Outcomes: Learn how power and privilege operate within socially constructed groups

Gain an understanding of how privilege and power may affect individuals at your camp



# POWER FLOWER

Activity: Introduce the concepts of power and privilege.

Discuss or brainstorm the social categories that exist both inside and outside of your camp

Discuss what the dominant social group is and an example of privilege the group has access to

Provide time for folks to place themselves

Discuss how those without access to privilege may encounter experiences at camp differently



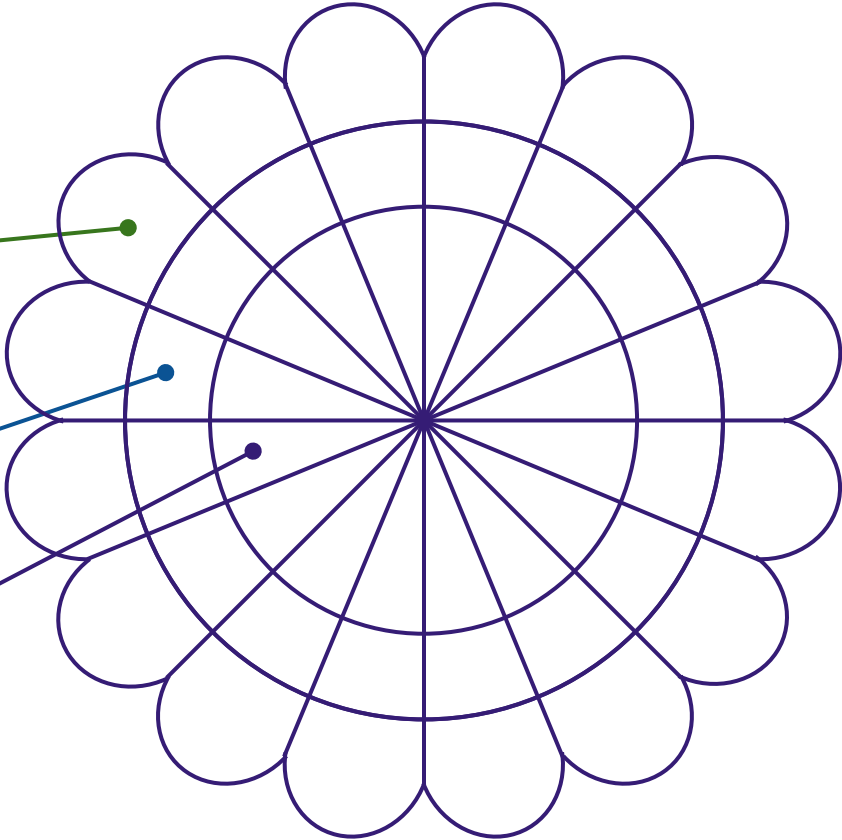


# POWER FLOWER

- Social Category
- Gender
  - Sexual identity
  - Age
  - Ability

Socially dominant group and example of privilege

Individual identity/experience



# POWER FLOWER

- This is about intersectionality and discussing how power, privilege and oppression may affect different groups
  - It is not about comparing or ranking experiences of oppression
- Be aware that this activity could feel dangerous to to members of the group
  - May feel an obligation to out themselves
  - May not know how they identify
- Providing space to participate privately or confidentially, right to pass



# CREATING SAFE SPACE

1. Outlining what makes a safe space

What makes a space safe for you? Type them into the chat.



# CREATING SAFE SPACE

1. Outlining what makes a safe space
2. All questions are welcome
3. No putting down or dismissive language
4. Provide space for everyone to contribute
5. Right to pass
6. Confidentiality
7. Calling people in vs calling people out



# **BRAVE SPACE**

Supplies: Strong facilitator

Resources: None

Length: 30 min - 1 hour

Outcomes: Staff will learn about different perspectives

Staff will flex their empathy muscles



# **BRAVE SPACE**

Activity: Discuss the difference between a safe space and a brave space.

Provide staff the option of staying to have a further discussion or leaving to do an alternate activity

Introduce the ground rules for Brave Spaces.

Continue discussion from previous session.



# **BRAVE SPACE VS. SAFE SPACE**

The concept of Brave Spaces originates from discussions of race, as a method for white anti-racists and people of colour to dialogue more authentically and acknowledge feelings of discomfort as a learning opportunity.

- Increased accountability for both your intention and the impact of your words
- Recognize privilege
- Lean into discomfort, rather than mitigate it
- Actively and openly direct group dynamics
- Challenge people respectfully



# BRAVE SPACE GROUND RULES

After giving the option of doing a separate training session elsewhere, proceed to set ground rules with the remainder of the group. Some suggestions include:

- Use “I” Statements.
- No speaking over others; give everyone the opportunity to speak.
- Assume the best for everyone.
- Ask yourself if your thoughts will positively add to the discussion.
- Personal details that are shared should not leave the room.
- Ask for clarification if you don’t understand a word or phrase.





# BRAVE SPACE FACILITATION

As a facilitator:

- Guide the conversation, don't take part.
- Affirm others, or paraphrase to acknowledge understanding.
- Manage the time and gauge when the group can shift to the next focus.
- Manage the ground rules; revisit if needed.
- Name the group dynamics publicly. Take a break if needed.
- Give people time to think.
- Respectively challenge participants.



# RESOURCES

- [Pride Camping Association](#)
- [Action Canada for Sexual Health & Rights](#)
- [Amplifier - Creating a Brave Space for Dialogue](#)
- [The Canadian Centre for Gender + Sexual Diversity](#)
- [Gender Spectrum](#)
- [GLSEN](#)
- [National Education Association - Schools in Transition](#)
- [The Trans Student Educational Resources](#)



# Q & A



# MORE FROM PRIDE CAMPING ASSOCIATION

## More Sessions

- 2SLGBTQ+ Camp Pro Gathering Space - May 19, 2020 12pm PDT / 3pm EDT
  - Continues every other Tuesday
- Pride Camping Professional Development Series - May 26, 2020 12pm PDT / 3pm EDT

## Contact Us



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