

TRAINING FOR INCLUSION

2019 Tri-State Conference



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



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



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 2SLGBTQI+, 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



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 2SLGBTQI+ campers, staff and families
 - How to support 2SLGBTQI+ campers and families
 - How to address micro-aggressions and bullying



CREATING SAFE SPACE

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



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 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?



GENDER UNICORN

Supplies: Chart Paper + Markers or Projector + Screen

Resources: Gender Unicorn or Gender Elephant

Length: 30-50 mins

Outcomes: Understand the different aspects of sexual and gender identities

Understand how the different aspects differ from one another



GENDER UNICORN

Activity: Introduce the Gender Unicorn (www.transstudent.org) or Gender Elephant (ccgsd-ccdgs.org/gender-elephant).

Explain the different elements.

Walk-through an example of completing the Gender Unicorn.

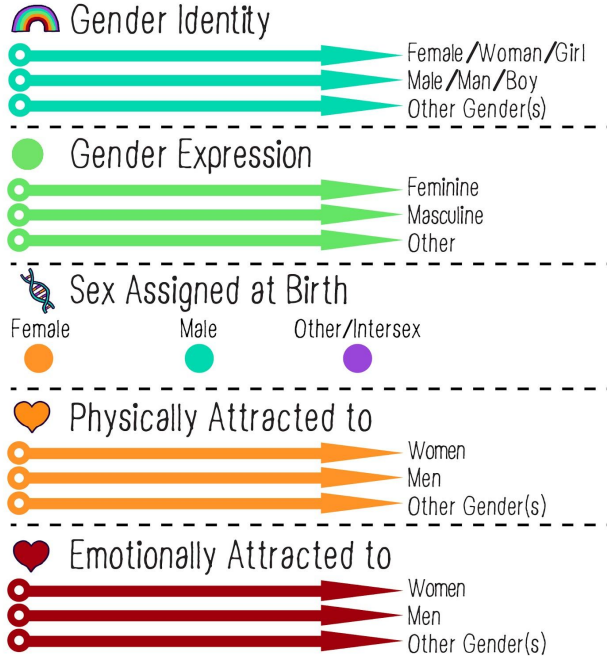
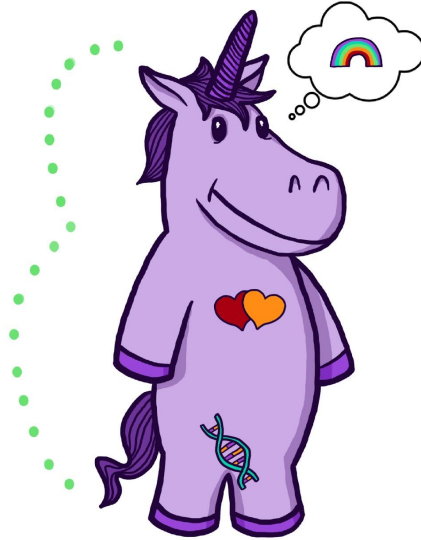
Split the staff into pairs or small groups. Provide them time to discuss and complete (if they are comfortable) the Gender Unicorn.

Come back as a group. Discuss what they've learned and how to use this knowledge to support 2SLGBTQI+ folks at camp.



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

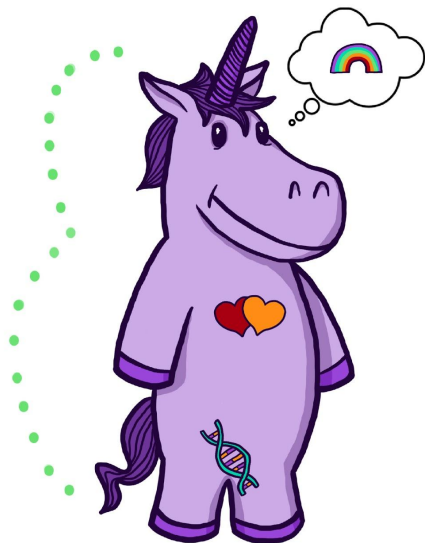
Design by Landyn Pan and Anna Moore



AMANDA'S GENDER UNICORN

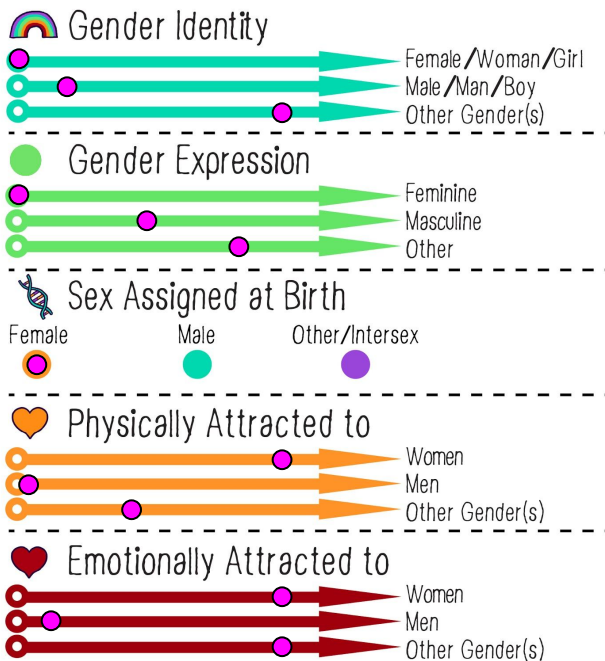
The Gender Unicorn

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Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



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.



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 INFORMATION

More Sessions

- **Pride Meet + Greet** - 4:15-5:15 pm - Room 418
- **So You Want to Be Inclusive...** 2:00-3:00 pm - Room 411

CONTACT US

- Email - info@pridecamping.org
- Facebook + Instagram @pridecamping
- Website - pridecamping.org

