

INTRODUCTION TO 2SLGBTBQ+ DIVERSITY, EQUITY & INCLUSION

2021 Northeast Camp Conference



Amanda Grassick + Davin Allan + Rachel Kent
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WHO WE ARE



Amanda Grassick
(they/them)



Davin Allan
(he/him)



Rachel Kent
(she/her)



WHO WE ARE

The Pride Camping Association was created to help camps better support 2SLGBTQ+ campers and staff. We envision a world where all 2SLGBTQ+ campers and staff have access to safe and affirming camp programs.

We believe this world starts with intention.

The intention to do better.

The intention to create space.

The intention to dismantle barriers.

The intention to support others.

The intention to see others as they want to be seen.



**PRIDE CAMPING
ASSOCIATION**



OUTCOMES

WHAT WE WILL COVER

- Definition and terminology
- Why this work is important
- The impact of inclusive practices and policies
- Free inclusion resources

WHAT WE WILL NOT COVER

- Organizational and camp policies
- Inclusion and diversity plans



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.

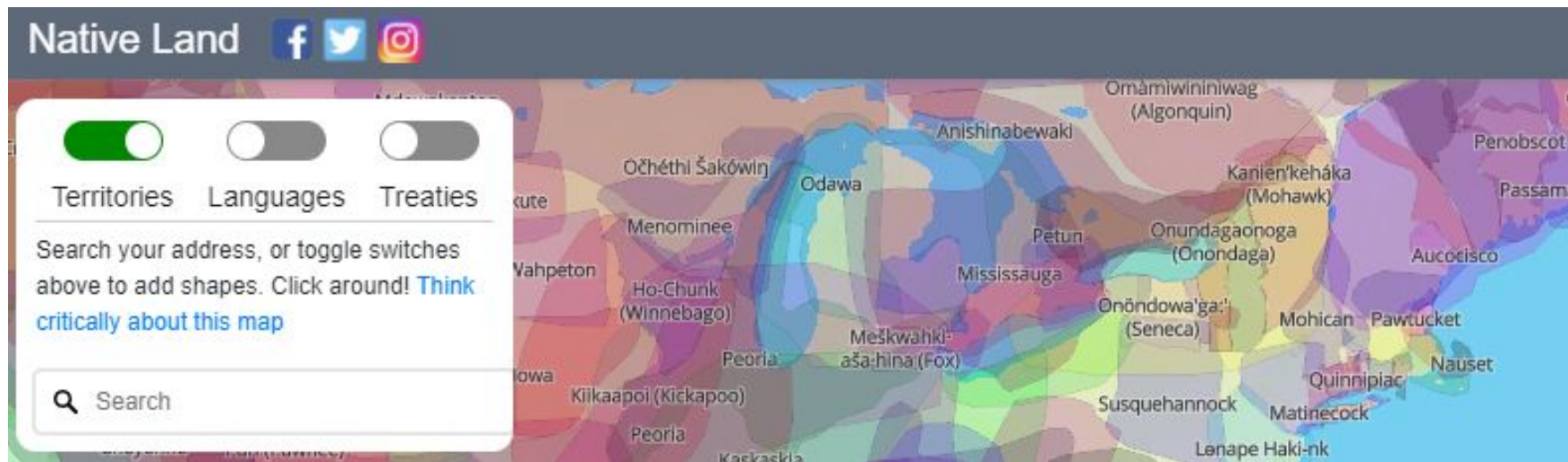
Today, Davin is speaking to you from the traditional and unceded land of the Stó:lō Nation. Stó:lō means “People of the River” and they have lived on these lands since time immemorial.

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

Rachel is speaking to you from the traditional lands of the Anishinaabek (Ah-nish-in-a-bek), Haudenosaunee (Ho-den-no-show-nee), (Len-ahpay-wuk) and (Add-a-won-da-run) peoples, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum.



LAND ACKNOWLEDGEMENT



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



2SLGBTBQ+ Definitions

Two-Spirited

A term used by some indigenous people to identify themselves rather than as lesbian, gay, bisexual or transgender. Historically, in many indigenous cultures, these people were respected leaders and medicine people, based on their unique abilities to understand both male and female perspectives.



2SLGBTBQ+ Defintions

Lesbian

A person who is primarily attracted to people of the same gender. It is most often used by woman who are attracted to other women.



2SLGTBQ+ Defintions

Gay

A person who is primarily attracted to people of the same gender. It is most often used by men who are attracted to other men, although it has been, or can be, umbrella term for the 2SLGTBQ+ community.



2SLGBTBQ+ Definitions

Transgender or Trans+

An umbrella term for anyone whose gender identity and/or gender expression doesn't fit social or cultural expectations or norms of gender. This may include genderqueer, non-binary, androgynous people, and others. This term should only be used with people who self-identify with the term.



2SLGBTBQ+ Definitions

Bisexual

A term used by some indigenous people to identify themselves rather than as lesbian, gay, bisexual or transgender. Historically, in many indigenous cultures, these people were respected leaders and medicine people, based on their unique abilities to understand both male and female perspectives.



2SLGBTQ+ Definitions

Queer

A historically derogatory term for a gay man, lesbian, or gender-nonconforming person. The term has been widely reclaimed, especially by younger 2SLGBTQ+ people, as a positive social and political identity. It is sometimes used as an inclusive, or umbrella, term for all 2SLGBTQ+ people.



2SLGTBQ+ Defintions

Gender Binary

The idea that there are only two genders – male/female or man/woman and that a person must be strictly gendered as either/or.



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2SLGTBQ+ Defintions

Genderqueer

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



2SLGBTBQ+ Defintions

Cisgender

A person whose gender identity and assigned sex align with conventional societal expectations (aperson who is assigned female at birth and is female identifying).



2SLGBTBQ+ Definitions

Intersectionality

The intertwined nature of social identities like gender, race, ethnicity, social class, religion, sexual orientation, or gender identity, which causes unique opportunities, barriers, experiences, or social inequality.



2SLGBTBQ+ Definitions

Microaggression

A term that describes daily behaviour (verbal or nonverbal) that communicates hostile or negative insults towards a group, either intentionally or unintentionally, particularly culturally marginalized groups.



Planning Ahead

Resource - [Summer Camp Best Practice Guidelines](#)

1. Terminology
2. Staff Training
3. Prior to the session
4. Inclusion Practices
5. Sample Policies



Making Space for Pronouns

Resource - [Pronoun Labels](#)



Inclusive Ways to Address Groups

Resource - [Teen Vogue](#)



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

- Pride Camping Professionals Facebook Group
 - facebook.com/groups/pridecampingpros

CONTACT US



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