

Gender, Sex and Power: Interview Tool

Leader:

In a few seconds I am going to ask you to arrange yourselves into groups of four. Ideally in your group of four you will have someone who has experience living in a boys' bunk and someone who has experience living in a girls' bunk in your group.

Why Are We Doing This?

This is part of an action research-based exercise developed by the Jewish non-profit Moving Traditions in collaboration with the Foundation for Jewish Camp to help people who work as counselors and staff in Jewish summer camps to take a closer look at the social environments of their camps. What social experiences are campers encountering as they go from being children to pre-teens to teens at camp? How different are the peer pressures on most boys or most girls? Are there campers that are not "fitting in" to these gender codes? Where do we see sexism or sexual harassment or sexual pressure at camp? When we finish the interviews, we will all be discussing the issues that we identify and try to come up with ways to address them.

What You Will Be Doing?

The group of four will split up into two pairs. One person in each pair will interview the other person. For the first round of interviews we will use Survey #1 which we are passing out now.

As you interview the person, you will be reading aloud from the set of questions below and will be recording the person's answers.

Please note: There are two surveys - survey #1 and survey #2 (we recommend that they are on different color paper) You will be the interviewer for one and be the interviewee for one!

Survey #1

Interview Protocol

Researcher:

Ask your interviewee:

1. What campers have you worked with:

Boys / Girls / Both / Other

2. What word best describes your gender identity:

Male / Female / Trans / GenderQueer / Transman / Transwoman /
Unsure / Other

For the next set of prompts, I am going to read a statement, and I will ask you to respond to the question by telling me a number somewhere between 0 and 10. 0 being totally disagree and 10 being totally agree.

3. At camp most people treat each other with kindness and respect

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

4. Is there a difference in the leadership roles that males and females play at camp?

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

5. Is there a difference b/w the way males and female campers are treated at camp?

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

6. Is there a difference b/w the way males and female staff are treated at camp?

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

7. Is there a difference b/w the way LGBTQ staff and other staff are treated at camp?

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

8. Male campers don't have to fit into "one way" of being a boy.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

9. Female campers don't have to fit into "one way" of being a girl.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

10. How important is it for girls to be seen as "hot" at camp?

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

11. How important is it for boys to be seen as "hot" at camp?

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

12. At what age do campers start worrying about their appearance?

Circle Age: 8 - 9 - 10 - 11 - 12 - 13 - 14 - 15 - 16

13. At camp there is no one body type that is seen as beautiful. We celebrate all shapes and sizes. Totally agree is a 10, totally disagree is 0.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

14. At camp people who show off their bodies are rewarded in some ways by their peers. Totally agree is a 10, totally disagree is 0.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

15. The camp rules around dress and appropriate clothing treat boys and girls equally. Totally agree is a 10, totally disagree is 0.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

16. Expectations around prayer or other religious things that happen at camp are fair for campers of all genders.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

17. Many boys say sexist things at camp all the time. It is really a problem. 0 is totally disagree 10 is totally agree

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

18. Many girls say sexist things at camp all the time. It is really a problem.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

19. There are campers who engage in playing or teasing that involves grabbing that may be inappropriate.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

20. Counselors respond effectively to campers who engage in playing or teasing that involves grabbing that may be inappropriate.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10 or N/A

21. There are specific curse words or put downs that some campers use at camp that other people find offensive.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

22. Say: Do you feel comfortable telling me what words you most commonly hear?

If yes, write words here:

23. Staff also use this language amongst themselves.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

24. Staff use sexist language when talking about campers.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

25. Staff at camp are aware of harassment and respond to it effectively.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

26. Sexism is one of the topics that generally gets talked about at camp through a planned discussion or activity.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

Fill in the blank:

27. To be popular at camp, many boy campers try to

—

28. To be popular at camp, many girl campers try to

—

29. One thing/place/activity at camp where campers feel their bodies are judged is:

30. One thing at camp that helps campers feel good in their bodies is:

SAY:

Thank you for sharing your perspective on this important stuff.
Now let's switch.

SURVEY #2

1. Staff at camp have a shared understanding of consent.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

2. Staff know who to go to for help if there is a concern about sexual harassment, coercion, or assault.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

3. Older campers at camp have a shared understanding of consent.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

4. Older campers know who to go to for help if there is a concern about sexual harassment, coercion, or assault.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

SAY:

Now we are going to talk about different ages of campers and the expectations of those ages. Think for a second about the different ages at camp - first-time campers all the way up to the oldest campers.

5. At what age are campers talking about crushes

Circle Age: 8 - 9 - 10 - 11 - 12 - 13 - 14 - 15 - 16

6. Some campers talking about first kisses

Circle Age: 8 - 9 - 10 - 11 - 12 - 13 - 14 - 15 - 16

7. Most campers are campers talking about crushes

Circle Age: 8 - 9 - 10 - 11 - 12 - 13 - 14 - 15 - 16

8. What does 'hooking up' mean at your camp?

9. Some Campers talking about sex acts or hooking up

Circle Age: 8 - 9 - 10 - 11 - 12 - 13 - 14 - 15 - 16

10. Most Campers talking about sex acts or hooking up

Circle Age: 8 - 9 - 10 - 11 - 12 - 13 - 14 - 15 - 16

11. Campers feeling peer pressure to hook up

Circle Age: 8 - 9 - 10 - 11 - 12 - 13 - 14 - 15 - 16

SAY:

Now we are back to the agree/disagree questions with 0 being strongly disagree and 10 being strongly agree.

12. Campers tell each other about hook ups.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

13. Campers get encouragement from counselors to have crushes and pursue them.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

14. Campers get encouragement from counselors to hook up.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

15. At camp campers talk a lot about "who wants to hook up with who."

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

16. At camp everybody knows about everybody else's crushes or hook ups. There is no privacy.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

17. Most campers are supportive of other campers who talk about crushes or hook-ups with campers of the same gender.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

18. All counselors are respond to campers who talk about crushes or hook-ups with campers of the same gender the same way they respond to campers who talk about crushes or hook ups with campers of another gender.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

19. Campers are totally supportive of campers that do not want to participate in the hook-up scene.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

20. Counselors are totally supportive of campers that do not want to participate in the hook-up scene.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

21. Counselors and camp staff are supportive of transgender or gender non-conforming campers.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

22. Campers who are not transgender or non-binary are supportive of transgender or gender non-conforming campers.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

23. At camp there is a good understanding of consent among counselors.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

24. At camp there is a good understanding of the consent among the campers.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

25. What are some of the positive ways that campers interact physically with one another?

26. What are some of the negative or harmful ways that campers interact physically with one another?

27. Campers have a clear understanding of what physical touch is appropriate and what touch is inappropriate.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

28. There are specific activities or times when campers are touching each other in ways that may be inappropriate.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

29. Sometimes staff will massage or hug campers in an inappropriate manner.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

30. Camp is a place where girls experience a positive environment in which to talk about and explore issues of sex and sexuality.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

31. Camp is a place where boys experience a positive environment in which to talk about and explore issues of sex and sexuality

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

32. I am concerned that there are campers who are being pressured to do things sexually that they don't necessarily want to do.

Circle: 0 - 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10

33. Share one (1-3) way(s) that camp is positive in terms of what you learn about sex and sexuality at camp.

34. Share one way that camp is negative in terms of what you learn about sex at camp.

35. What is one thing we could do, in our roles at camp, to have a more positive culture at camp around any of the issues discussed in this interview?

SYNTHESIS

Have one person in the group read this section aloud:

Every Jewish camp has a set of values, either spoken or unspoken, that it is passing on to campers. Rabbi Nachman of Bratslav said:

“If you believe that your actions can break the world, also believe that your

actions can fix it.”

Thinking about these values and the values of camp, we want to look at the issues that were identified in the survey and develop a values-based response.

Have every person in the group reflect on the survey results that they have been given and then respond to the following set of questions:

- How do we encourage more positive experiences for campers?
- How do we reduce the negative experiences?
- What is one message about camp that you want to convey to campers based on this discussion?

CREATE A SIGN WITH THAT MESSAGE!

Places all the signs together on one wall so that people can see the messages. Throughout camp use that wall as a place to remind the campers of the messages and values of camp.
