

### Gender & Sexuality: Creating a Culture of Equity & Consent

*Specialty Track 1*

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<b>TOPIC (S)</b>	Gender, Sex & Sexuality; Identity
<b>SUMMARY</b>	Through writing, interactive activities, and discussion, we will consider and unpack how power dynamics and systemic oppression impact gender identity, expression, and roles at camp.
<b>GOALS:</b>	Our goal is to explore how to dismantle the things that keep us from thriving at camp as our full and authentic selves with regards to gender, sexuality, and sex in order that participants leave feeling empowered and equipped to facilitate programming, support campers and other staff, and plan how to co-create camp cultures and communities rooted in equity and consent.
<b>AUDIENCE:</b>	Any age; If campers or CITS / SITS, it's recommended for at least 10 and up to 20 or 30 people. If this is for staff training, can be facilitated for any size.
<b>TIMING:</b>	75 minutes
<b>APPENDICES:</b>	<ul style="list-style-type: none"> <li>• <a href="#">Jamboard link</a> for those doing this virtually</li> </ul>
<b>MATERIALS NEEDED:</b>	<ul style="list-style-type: none"> <li>• Two pieces of paper per participants</li> <li>• At least 3 different colored markers per participant</li> <li>• Any other craft supplies that might be fun or easy to use like stickers, scissors, construction paper, etc.</li> </ul>
<b>SET-UP DETAILS:</b>	<ul style="list-style-type: none"> <li>• An open space area where everyone can sit in a large circle - indoors or outdoors, whatever best supports the group</li> <li>• An open space area where everyone can sit in chairs at tables where they are all able to see each other in a large rectangle or circle - indoors or outdoors, whatever best supports the group</li> </ul>

### SESSION TIMELINE

- Introduction - 10 minutes
- Map Activity - 20 minutes
- Writing Activity - 15 minutes
- Map 2.0 Activity - 20 minutes
- Closing - 10 minutes

### SESSION OUTLINE:

- **Introduction (10 minutes)**
  - Welcome participants and share both specialty track and session one goals and agendas:
    - **SHARE OPENING FRAMING:**
      - Affinity group versus culture change
      - Thinking about systemic versus personal
      - Oppressor groups & target groups
        - Often we all navigate a combination of those
        - Mine are...
      - Cishetpatriarchy hurts EVERYONE
      - Goal - to help make camp a safer space for folx to play...so my hope is we can gather tools, ideas, and skills to help make that possible
    - Specialty track goal: To explore how to dismantle the things that keep us from fully thriving at camp with regards to gender, sexuality, and sex in order feel empowered and equipped to facilitate programming, support campers and other staff, and plan how to co-create camp cultures and communities rooted in equity and consent.
    - Specialty track agenda:
      - Session one: exploring gender expression and roles at camp
      - Session two: expanding our identity lens
      - Session three: dismantling the creation binary
      - Offer this overall note: there will be opportunities where everyone will be invited to share throughout the three sessions both in small groups and with the group at large. First and foremost, you are the most important audience member, and you are encouraged to write first for yourself without feeling pressure to share anything you don't want to share.
    - Session goal: To begin to literally and figuratively map out how gender roles, gender expression, and gender expectations show up at camp.
    - Session agenda:

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- Introduction
- Map Activity
- Writing Activity
- Map 2.0 Activity
- Closing
- Group guidelines and agreements:
  - Use “I” statements
  - Confidentiality / privacy
  - Ask clarifying questions
  - Meet risk with risk
  - It’s ok to be messy
  - Self-regulate self-care
  - Facilitator is available after
- Begin opening activity and ice-breaker (5 minutes):
  - Ask participants to share their name, their pronouns if they feel comfortable, why they chose this specialty track, and one thing for which they’re grateful today.
- Map activity: **(20 minutes)**
  - Share [Jamboard link](#) with participants.
  - Ask participants to find the slide with their name in the top left corner and take a look at the rectangle in the center, which will serve as the outline / perimeter of their camp map.
  - Ask participants to create a code of some sort (shape, number, letter, etc.) that indicates a self-generated rubric of how gender roles and expression typically play out at camp.
    - Additional things to consider:
      - Who has power to go in to various spaces at camp and what happens when that is “challenged” / etc.
      - I encourage you to think about space in time, in addition to place - i.e. does something happen the first week, or night, or session that is particularly gendered in some way.
    - \*(NOTE: Facilitator gives examples. Feel free to use the guiding questions provided at the bottom of the session write-up).
  - Ask participants to use their code to indicate on their camp map the places, times, and moments where they witness and experience particular gender dynamics playing out.
  - Break out into small groups of 2 or 3 to discuss what they see on their maps.
  - Come back together as a larger group to share out what came up.
  - Invite people to add a sticky or a symbol of some kind to each other’s maps if someone shares something and they realize that happens at their camp too.

- **Writing activity: (15 minutes)**
  - Ask participants to take out and/or open a blank piece of paper or in a computer document.
  - Tell participants: Now that we've discussed where this lives at camp, we're going to take time to reflect on our individual and/or our personal roles in this.
  - I invite you to think about the ways that you act in accordance with or in opposition to the prevailing normative ways that gender plays out in society.
    - Make a list of 3 to 5 actions from your daily and routine life activities that *promulgate* gendered historical norms.
    - Make a list of 3 to 5 actions from your daily and routine life activities that *disrupt* gendered historical norms.
    - Make a list of 3 to 5 aspects of your speech/ways you communicate that *enable* these historical norms.
    - Make a list of 3 to 5 aspects of your speech/ways you communicate that *disrupt* these historical norms.
    - Now look at the lists of things you're enabling and promulgating. Ask yourself:
      - Are you comfortable with this?
      - Do you need or want to make changes?
      - Do you feel you have permission to be comfortable with this?
      - How do we acknowledge that it's not all bad?
      - How do I understand the permissions?
      - Who decides?
      - How do we decide in an equitable and inclusive way?
- **Map Activity 2.0 (20 minutes)**
  - Return to [maps](#).
  - Pick another symbol or image.
  - Zone/highlight/note all parts of camp where you feel you are doing things in a way that is comfortable and supportive to an expansiveness around gender identity and expression and camp.
  - With another image or symbol or text, locate/highlight those areas of camp where you'd like to see change and think you can be an agent of that change.
  - Ask volunteers to share.
- **Closing (10 minutes)**
  - Briefly recap what learned and worked on today - what modalities used, etc.
  - Ask participants to each share one thing for:
    - What's clear?
    - What's lingering?

\* Potential examples - facilitator should take care not to put out too many of these in a way that could become prescriptive; they are just here as idea-starters if group is stuck or some participants think there are no gendered spaces at their camp:

- Which group of people is sent to move the chairs when a big room needs re-setting?
- Who has a Friday activity of baking or braiding challah?
- Who is on the sports staff?
- What is happening at the very entrance to camp: who is driving the cars that arrive; who are the security guards?
- What language is used to get the attention of a group (is it, for example, “Guys”?)
- If there is a rabbi, who is that?
- If everyone is generally addressed by their first name, who is the exception to this rule?
- Who builds the campfire?
- Who cleans up the s’mores debris after the campfire?
- Where and how does changing for the pool or lake take place?
- What happens during Friday night rituals regarding blessings, including candles and wine?
- Who would you call for if you saw a snake or other animal?
- Is there a dress code and is it the same for everyone?
- Who is on the dance staff?
- What pronouns are used for G-d by the rabbi, staff, and leaders?

### BRINGING IT BACK TO CAMP & SHIFTING TO IN PERSON:

In order to best adapt and modify this program for your camp, I would suggest:

- This is a great activity for either campers or staff of any age and role.
- If this can be one in person, I recommend using paper, pens, markers, and any other supplies that make the map-making portions of the session meaningful and effective.
- Consider using the maps-making activity at the beginning of camp, and then having participants revisit their maps later in the summer and see what kinds of actions they were able to put into place and fulfill.

Other adaptations for this program at camp and beyond:

- Another way to expand upon this program is to imagine yourself in another role at camp, in another age group, or at a different camp. Does that change how you fill out your map and answer the prompts?



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- Adapt this from camp to any other community of which you are a part (college campus, school, synagogue, youth group, etc.)