

Guidelines of Inclusion for LGBTQIA2S+ Campers and Guests

Dakotas-Minnesota Camp and Retreat Ministries

Definitions: To aid in our understanding of the topic of inclusion for LGBTQIA+ campers and guests, a definition of terms is helpful. (Definitions are taken from teenhealthsource.com and pflag.org/glossary)

- **LGBTQIA2S+:**
 - Lesbian – a female-identified person who is attracted to other female-identified people.
 - Gay – a male-identified person who is attracted to male-identified people.
 - Bisexual – a person who can be attracted to either male or female identified people.
 - Transgender – people who are born/assigned a certain sex (male or female) at birth but identify as a different gender (masculine or feminine)
 - Queer – an umbrella term that can be used to define people who do not identify as straight or cisgender. Historically a negative word, the word queer has been reclaimed by some members of the LGBTQ community to refer positively to themselves.
 - Intersex – someone who doesn't fit medical definitions of male/female – this can be because of body parts, chromosomes, hormones, or any combination of these.
 - Asexual – a person who is not sexually attracted to other people but may be attracted to them in other ways such as emotionally or romantically. Sometimes abbreviated as ace.
 - 2S -or- Two Spirited – a term referring to Aboriginal, First Nations, Indigenous, and Metis people whose identifies are outside the straight, cisgender norm. A Two Spirit person may or may not dually identify as gay, lesbian, bisexual and/or trans. The term refers to the idea that a person has both a male and a female spirit inside them. This term is specific to Aboriginal, First Nations, Indigenous and Metis people and should **not** be used an identity by those outside these communities.
 - Pansexual – a person who is attracted to people from across the gender spectrum; they are attracted to individuals rather than one particular gender or sexuality
 - + - any and all other gender identities and sexual preferences that are not included above
- **Assigned Sex:** a person's legally assigned sex at birth. (also: Sex Assigned at Birth)
- **Gender Identity:** how a person views themselves regarding the gender assigned at birth and the gender they currently identify with. This includes a person's gender-related identity, appearance, expression, or behavior. Gender identity does not equate to sexual orientation or preference.
- **Gender Expression:** how a person chooses to express their gender to the world. (i.e., clothing, behavior, posture, make-up, jewelry, etc.)
- **Gender Non-Conforming:** having gender-related characteristics and/or behaviors that do not conform to stereotypical or traditional expectations associated with physical gender
- **Gender Fluid:** people who have shifting gender identities, meaning their gender can change over time anywhere along the gender spectrum.
- **Genderqueer:** a person who does not necessarily identify as either a man or woman, may identify as both man and woman, or identifies outside of traditional Western ideas of gender.
- **Name and Pronouns:** the name and pronouns with which a person identifies and desires others to use.

- **Pronouns:** he/him/himself; she/her/herself; they/them/themselves; xi (zee)/xe (zay)/xem (zem)
- **Non-Binary:** an umbrella term that covers any identities outside the gender binary of woman/man or sexual orientation binary of gay/straight.
- **Transgender:** an umbrella term used to describe people whose gender expression and/or gender identity is different from their assigned sex at birth, regardless of any gender-related medical or surgical treatment they may or may not have received. This can include transgender, cross-dressing, androgynous, and other people whose appearance or characteristics are perceived to be gender-atypical
- **Transgender:** a person who emotionally and psychologically feels that they belong to the opposite sex
- **Transgender Boy/Man (Female-to-Male/FTM):** a person who was assigned the female sex at birth but identifies as male and may use masculine pronouns.
- **Transgender Girl/Woman (Male-to-Female/MTF):** a person who was assigned the male sex at birth but identifies as female and may use feminine pronouns.
- **Transition:** a term used to refer to the process – social, legal, and/or medical – one goes through to affirm one’s gender identity.

We, the camp and retreat ministries of the Dakotas and Minnesota Conferences, firmly believe in the sacred worth of all persons created by God and will strive to do our best to ensure the safety and well-being of all campers and guests without regard to sex, gender identity, sexual orientation, sexual preference, and gender expression.

We work to provide adequate and thorough training for all paid staff, unpaid staff, and volunteers in caring for persons who identify in the LGBTQIA+ community. The training will encompass the following ideals:

- Positive engagement with campers and guests who are LGBTQIA2S+
- Use ‘Person-First’ language and be sensitive with names, pronouns, and culture.
- Anti-bullying and By-Stander training
- Creating and holding safe and sacred spaces
- Open and honest dialogue
- Reduction of abusive and homophobic/transphobic language
- Non-gendered assumptions toward campers and guests – we work to never assume the gender and sexual orientation of a person.

We are committed to creating a safe, respectful, and welcoming environment for all campers and guests, including those who identify as LGBTQIA2S+. We work thoughtfully to provide appropriate privacy in lodging, changing, and shower spaces whenever possible for transgender campers or anyone desiring additional privacy.

Our staff engage in open, caring conversations with campers, guests, and parents/guardians (when applicable) to determine the most supportive and appropriate accommodations for each individual while maintaining healthy camp community expectations and camp policies. Lodging arrangements may include rooming with others based on gender identity, biological sex, friendships, individual comfort, or private accommodations when appropriate and available. Decisions are made collaboratively, with clear communication and mutual understanding among all involved.

We treat all couples with the same dignity and respect that they deserve no matter who their partner is. We work with campers and staff regarding appropriate boundaries when attending a conference camping event at the camping facilities.

We use inclusive language and options on our registration forms. This includes the following:

- Listing parent/guardian 1 and parent/guardian 2 rather than mother/father
- A space to list one's preferred name.
- A space to list one's gender rather than assuming male or female.
- Providing adequate space for campers and guests to list their preferred pronouns if they so choose.
- We choose to honor the names and pronouns by which people wish to be understood.

We ensure that each camping facility assesses their abilities to provide a sacred place apart for all people no matter their sexual orientation, gender identity, and gender expression.

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