

# Guidelines of Inclusion for LGBTQIA+ 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.

- **LGBTQIA+:**
  - Lesbian – people who identify as female, who are attracted to others who identify as female
  - Gay – people who identify as male, who are attracted to others who identify as male; anyone who is attracted to people of the same sex as them
  - Bisexual – people who are attracted to both the male and female sex
  - Transgender – people who are born/assigned a certain sex (male or female) at birth but identify as a different gender (masculine or feminine)
  - Queer – a very inclusive term for anyone in the LGBTQIA+ community
  - Intersex – people who are born with reproductive organs of both sexes
  - Asexual – a person who is not very sexually attracted to either sex and has a general low level of interest/desire to take part in sexual activities
  - Pansexual – a person who is attracted to another person regardless of gender; 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 identifies one's own gender, or inner sense of being a boy, girl, or somewhere between those identities, regardless of the person's assigned sex at birth. 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 expresses gender identity or the characteristics and behaviors that people use to identify another person's gender. (i.e. clothing, 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
- **Preferred Name and Pronouns:** the name and pronouns with which a person identifies and prefers others to use.
  - **Pronouns:** he/him/himself ; she/her/herself ; they/them/themselves ; xi (zee)/xe (zay)/ xem (zem)
- **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 (Female-to-Male/FTM):** a person who was assigned the female sex at birth, but identifies as a boy and uses/prefers masculine pronouns.
- **Transgender Girl (Male-to-Female/MTF):** a person who was assigned the male sex at birth, but identifies as a girl and uses/prefers feminine pronouns.

- **Transition:** the personal process a transgender person undergoes to begin to live as their self-identified gender.

We, the camping ministries of the Dakotas and Minnesota Annual 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 will work to provide adequate and thorough training for all paid staff, un-paid staff and volunteers in caring for persons who identify in the LGBTQIA+ community. The trainings will encompass the following ideals:

- Positive engagement with campers and guests who are LGBTQIA+
- Use 'Person-First' language and be sensitive with preferred names and pronouns
- 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 will work to never assume the gender and sexual orientation of a person.

We will work hard to provide adequate lodging, showers, and other spaces for privacy for those who identify as transgender. We will explicitly have open and honest dialogues with campers and guests who are transgender about accommodating their needs in the healthiest and most open way possible that still adheres to appropriate camp protocol. This may include having a camper who is transgender bunk with those of their gender identity, those of their biological sex, those who are friends of the campers, and/or alone. The decision will be made with the consent of the camper and parent/guardian (when applicable). Clear expectations will be outlined by all parties involved.

We will also work with a camper or guest who identifies as transgender about shower accommodations. We will do our best to provide individual showering stalls when possible for campers who are transgender, anxious, and/or campers who want to shower privately.

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

We will use more inclusive language and options on our registration forms. This will include the following:

- Listing parent/guardian 1 and parent/guardian 2 rather than mother/father
- A space to list one's gender rather than assuming male or female.
- Providing space for campers and guests to list their preferred pronouns if they so choose.

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