



Affirming Logistics: Handout

The Naming Project's Priorities for making logistical decisions:

- All campers should feel safe at our camps and programs, including transgender campers.
- Everyone should have a reasonable expectations of privacy, while also living and functioning in a semi-public space, including transgender campers.
- When campers (or anyone) are talking about identity, we listen to them and believe them and treat them accordingly.

Bathrooms

- Have single-stall bathrooms? Why not make them gender-neutral and accessible?
- Menstrual products and disposal for menstrual products should be in bathrooms regardless of gender.
- Don't force transgender people to use private or separate bathrooms when others don't have to.

Sleeping Arrangements

- The space will shape decision-making.
- The safety and comfort of youth is more important than adherence to a gender-binary model.
- Try to set up a way to check in privately with youth about their preferences before sleeping assignments are made.
 - Ex: "We house campers using X parameters; check this box if you'd like one of our staff to contact you to discuss another housing option for your camper."

Pronouns

- Cisgender* people can have the biggest impact in changing the culture around pronouns. When cisgender people put their pronouns on their business cards, website bios, email signatures, nametags, etc, and introduce themselves with their pronouns on their own, it makes more space for transgender people.
- When making group introductions, invite folks to introduce themselves with their pronouns. *Importantly* it's ok if folks skip this part and shouldn't be forced to answer if they don't want to. Many transgender people don't want to be "outed" by this process or aren't sure of the answer just yet. That said, it is very helpful when cisgender people take this part of introducing themselves seriously.

*cisgender = someone who identifies as the gender they were assigned at birth.



Affirming Logistics: Handout

Website

- Make your welcome of LGBTQ people explicit and easily-findable on your website. A newcomer or first-time registrant shouldn't have to click anything to find out if you welcome LGBTQ people.
- Relatedly, don't advertise that you welcome LGBTQ people if your congregation or ministry hasn't done the work. Will there be a safe and comfortable place for a newcomer LGBTQ person to use the restroom? Will they receive strange looks, passive-aggressive comments, or inappropriate questions?
- Have staff bios on your website? Why not add pronouns?
- Check out www.churchclarity.org for more information and ideas.

Forms (ex: RSVP forms, camp registration, etc)

- Give serious thought to what information you need and when. Do you need to know this person's gender right now? Why?
- Give as much freedom for self-identification as possible.
 - Ex: "Gender: _____" or a short answer blank instead of a pre-filled drop-down list or checkboxes.
- Are you making assumptions about family structures on your forms? (Gendered parent language, only two parents listed, etc)

Gendered Groups

- Think through why you're dividing into gendered groups and the language you're using to do it.
- If your ministry or congregation has mainly gendered groups ("Mens' Group; Womens' Bible Study; etc), think through the reasons why you've done it this way. Do you want to welcome non-binary people and, if so, what small-group opportunities are there for them to grow in deeper relationship? If gay or transgender people want to be part of your gendered groups, will they be truly welcomed?



Internal Welcome & External Witness: Handout

Will LGBTQ youth feel safe and be safe participating in your program?

Questions to Ask:

- How are LGBTQ youth going to be treated in the registration process?
 - What information is required about gender or gender identity?
 - Are the parents only listed as mother and father?
 - Are there options for step-parents to be listed?
- How do you handle housing?
 - If I have a transgender youth, where would they stay?
 - What if I have twelve transgender youth?
 - What about housing for gay youth? Bisexual? Lesbian? Youth with two moms or two dads?
- Will my LGBTQ youth be around people they know and trust, or will they be placed with strangers who will at best distrust them and at worst harass them?
- What form do your bathrooms and showers take?
 - How much privacy does each youth have?
 - How crowded do the bathroom and showers get, with your schedule?
- What about work assignments? Are only boys allowed to do construction work, and girls relegated to packing food and reading to children?
 - If part of the assignment is working with children, will LGBTQ youth or adult volunteers be prevented from volunteering?
- Will LGBTQ youth be allowed to talk honestly about their lives with their co-workers?
 - If they are asked about dating, can they safely talk about their significant other on work sites?
- If there is a large group program at the end of each day, what theology will ground the presentation?
 - Who will be leading or preaching?
 - What is their theology, and is it sufficiently compatible with ours that I want my youth listening to it?
 - Will LGBTQ people be condemned explicitly in a message, sermon, or devotion?
- What have the program's leaders said about LGBTQ people in the past?

Remember: "We welcome everyone" is not enough.



Internal Welcome & External Witness: Handout

Will our support of this ministry fund the harm of LGBTQ youth?

Questions to Ask:

- Does any portion of your fees go into any programs or campaigns that are working to diminish legal protections for LGBTQ people?
- Has the organization supported anti-LGBTQ bills in congress or in state legislatures (or their equivalent if in another country)?
- Has the organization's leaders or staff been associated with high-profile anti-LGBTQ leaders?
- Does the organization have LGBTQ staff?
- Does the organization have any affiliation with known anti-LGBTQ organizations?
 - Family Research Council? American Family Association? Focus on the Family?

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