

Raising all voices:
creating and facilitating inclusive
spaces for people of all genders

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Overview of seminar

Thinking about gender

Gender theories

Historical and social perspectives

Gender, body and voice

Facilitating inclusive spaces for people of all
genders

Conclusions and questions

Proposed group agreements – part 1

Confidentiality

Feel free to share your own experiences, but please respect confidentiality by not sharing other people's stories or emotions.

Assuming best intention while remaining accountable for our impact

We practice thinking well of each other, and assume that we all are acting from our best selves, as much as possible.

We invite each other to be accountable for our impact, recognizing that our intention can be very different from the impact we have on each other.

Proposed group agreements – part 2

Ethics of care

- Be mindful of moving up and moving back as needed. Your participation is essential, so is everyone else's. Share space mindfully.
- Please do not make assumptions about any aspects of someone's experiences or identities, including their pronouns.
- Please take care of your whole self. If you need to go to the restroom, have a snack or stretch, please do so.

Proposed group agreements – part 3

Culture of consent

- You are your own authority, grounded in community. We respect your choice/consent in all activities.
- Accessibility is necessary! You are expert in what is accessible for your body. Please participate in ways that are honoring to your body's wants and needs.
- Ask for permission and check in about timing before offering feedback.
- Respect yours and each other's boundaries. Yes means yes. No means no. Maybe means no in this moment. Notice the no in I don't know.

Creating safety before addressing context

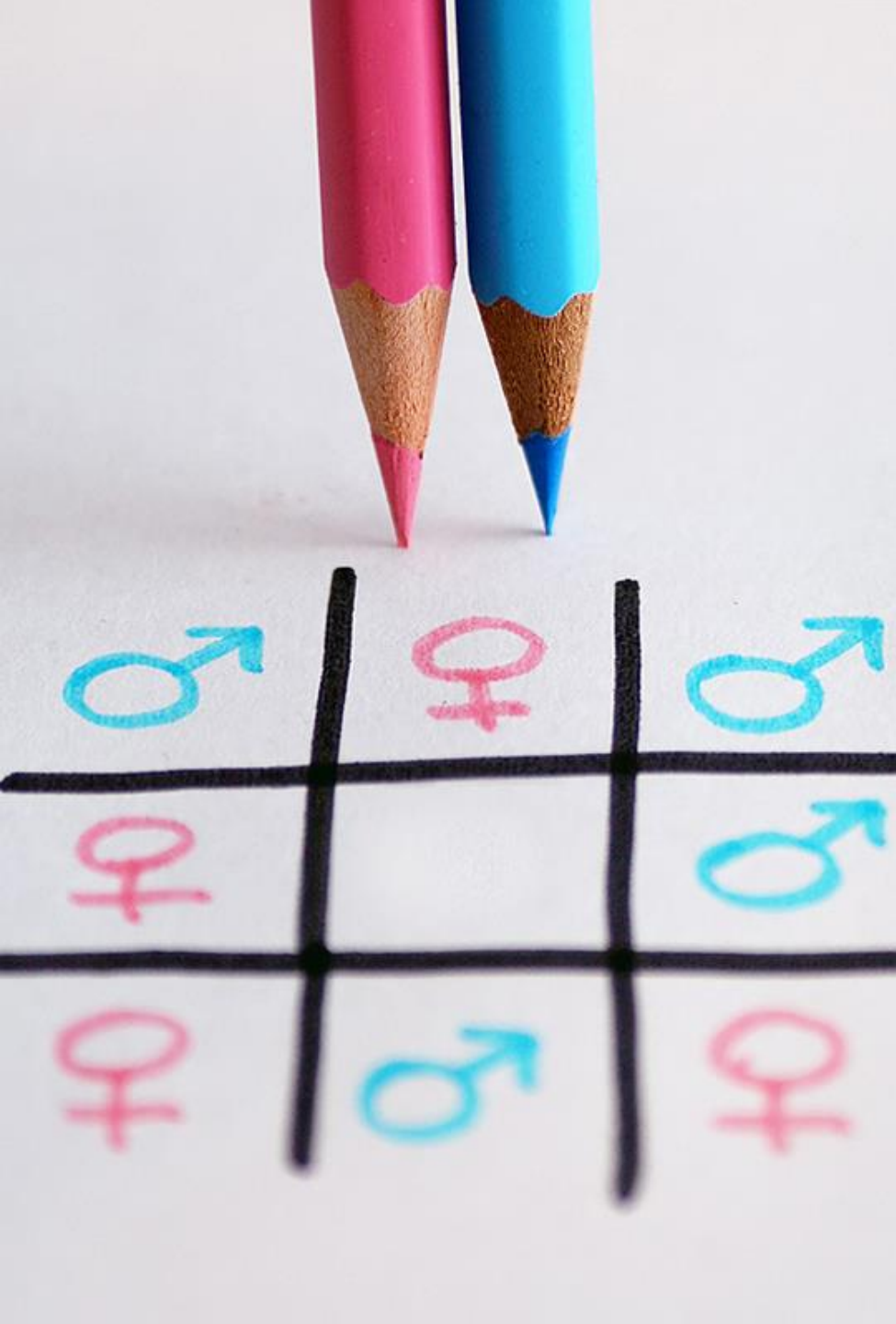
Gender can be triggering in many ways

Context: 'cloud' of trauma (intergenerational, historical, cultural, social)

Importance of supporting nervous system regulation

Somatic approach:

- Grounding
- Orienting
- Going slowly



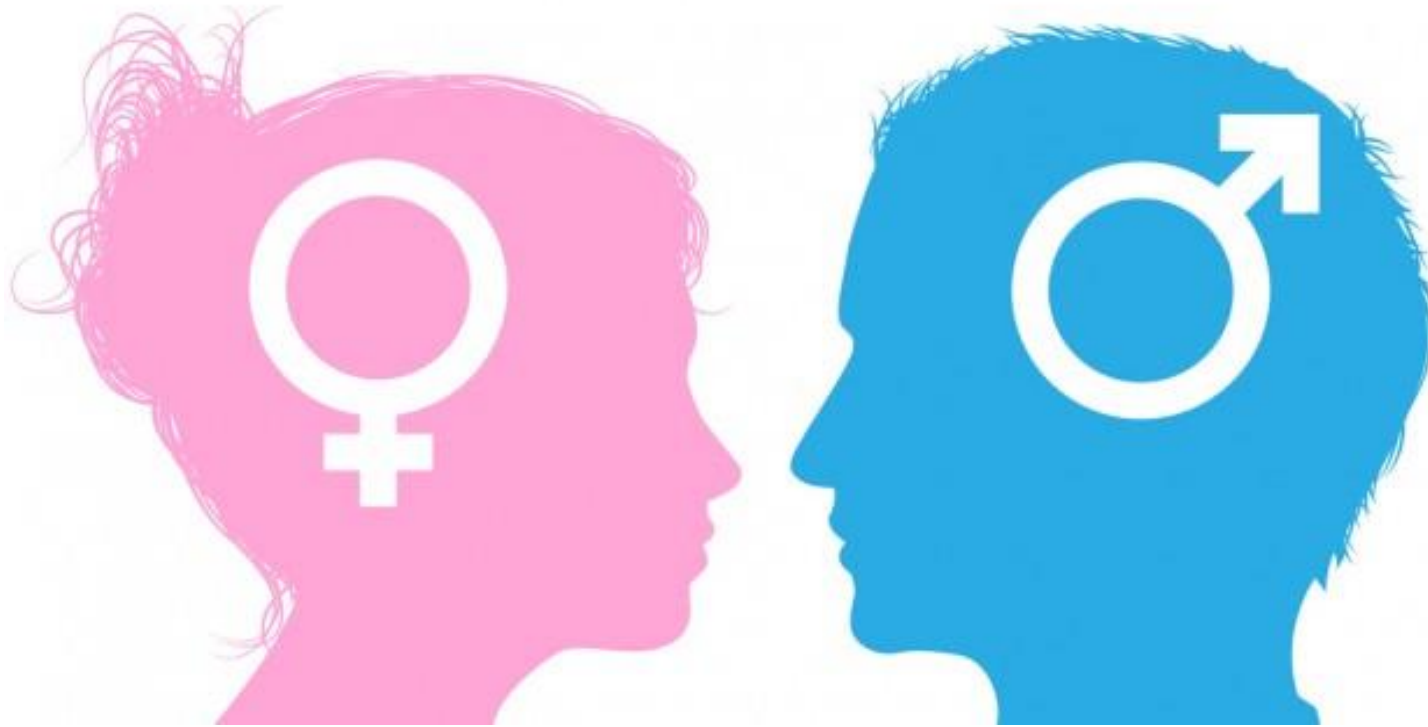
Starting from our own gender experience

How do you know what gender you are?

Can you describe your gender?

When did you first become aware of your gender?

How have others around you responded to your gender expression?



Gender in dominant culture



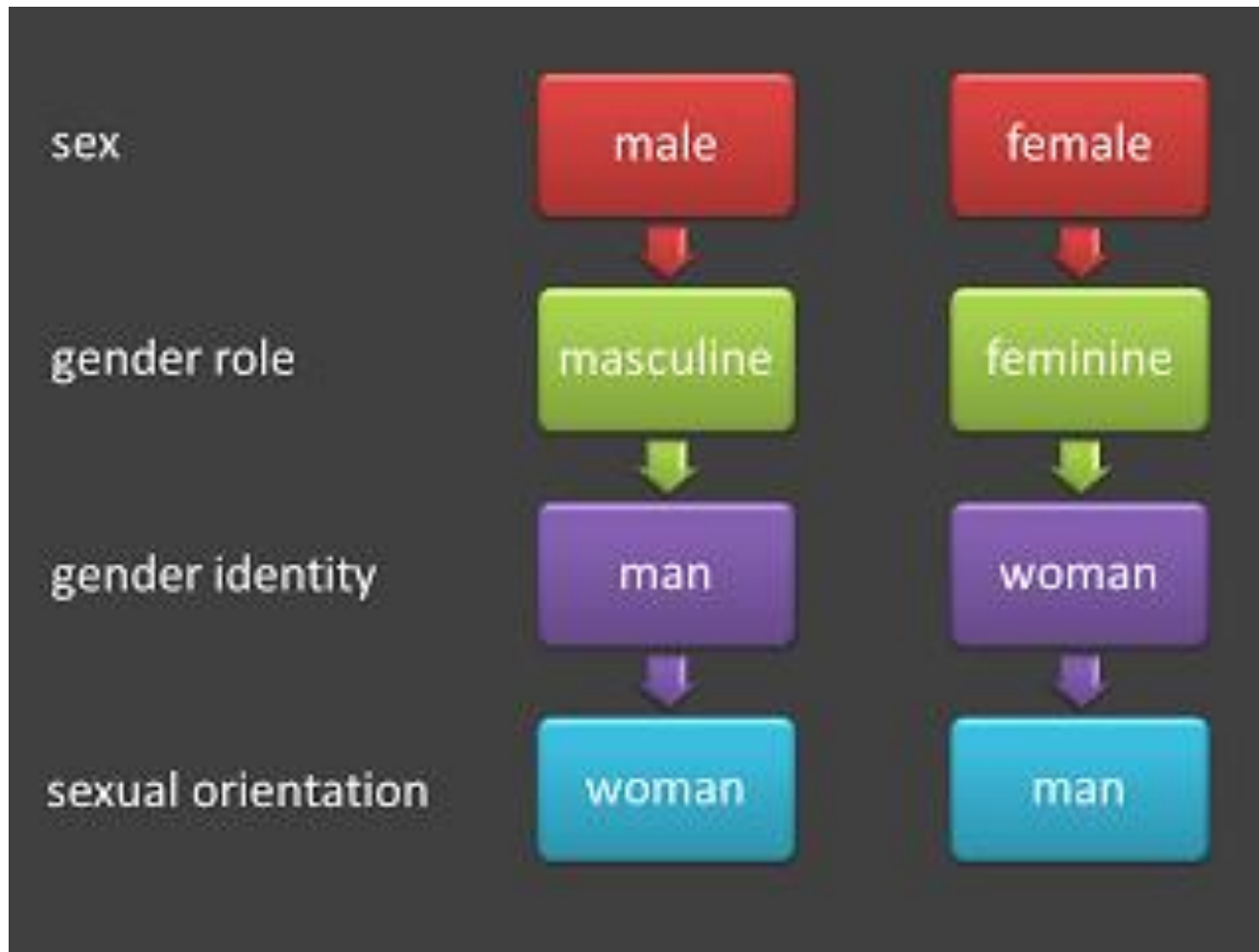
Are you a boy or a girl?

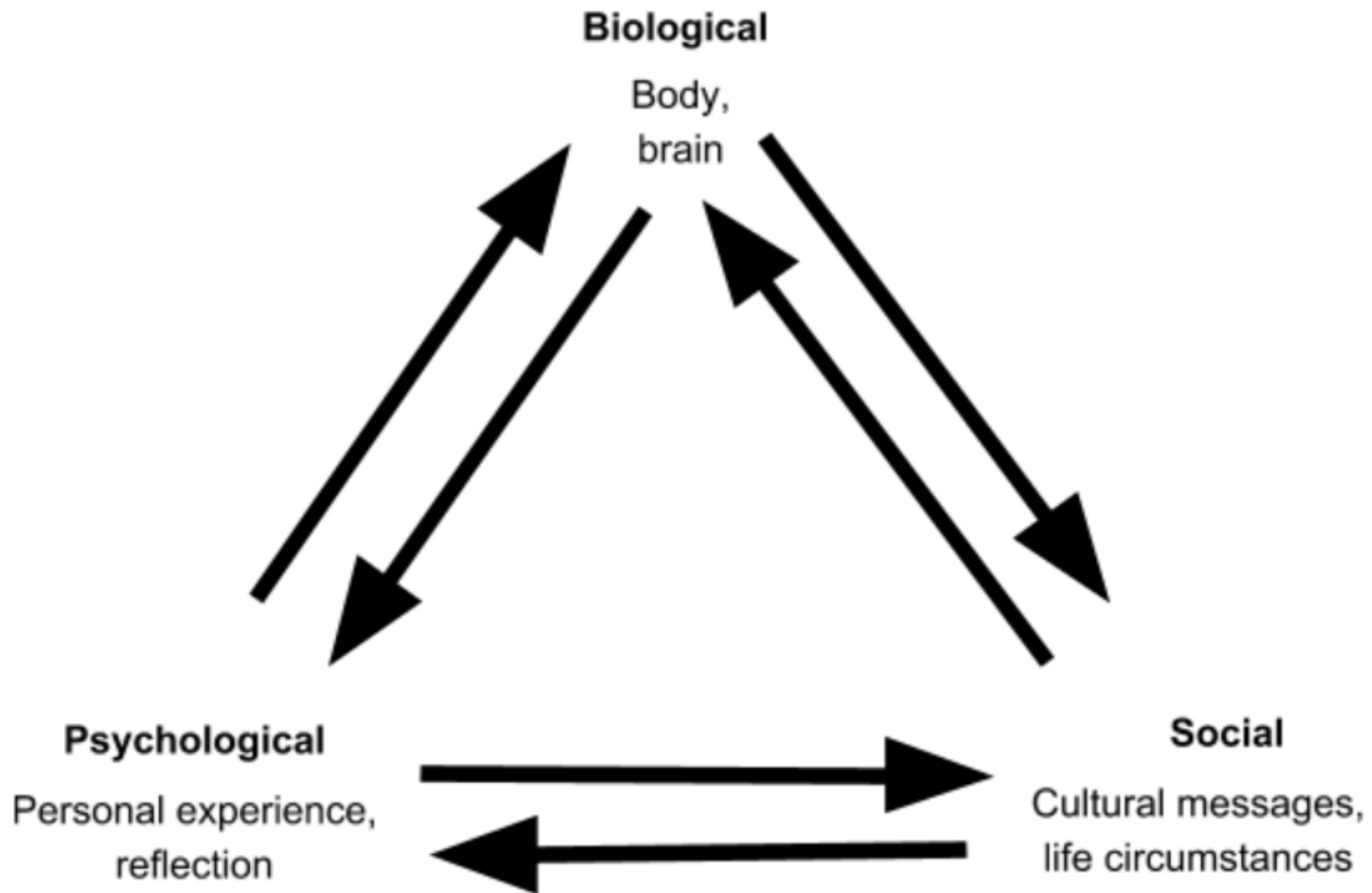
Gender essentialism

**VULVA/VAGINA
=woman**

Penis = man

Gender essentialism and heterosexism

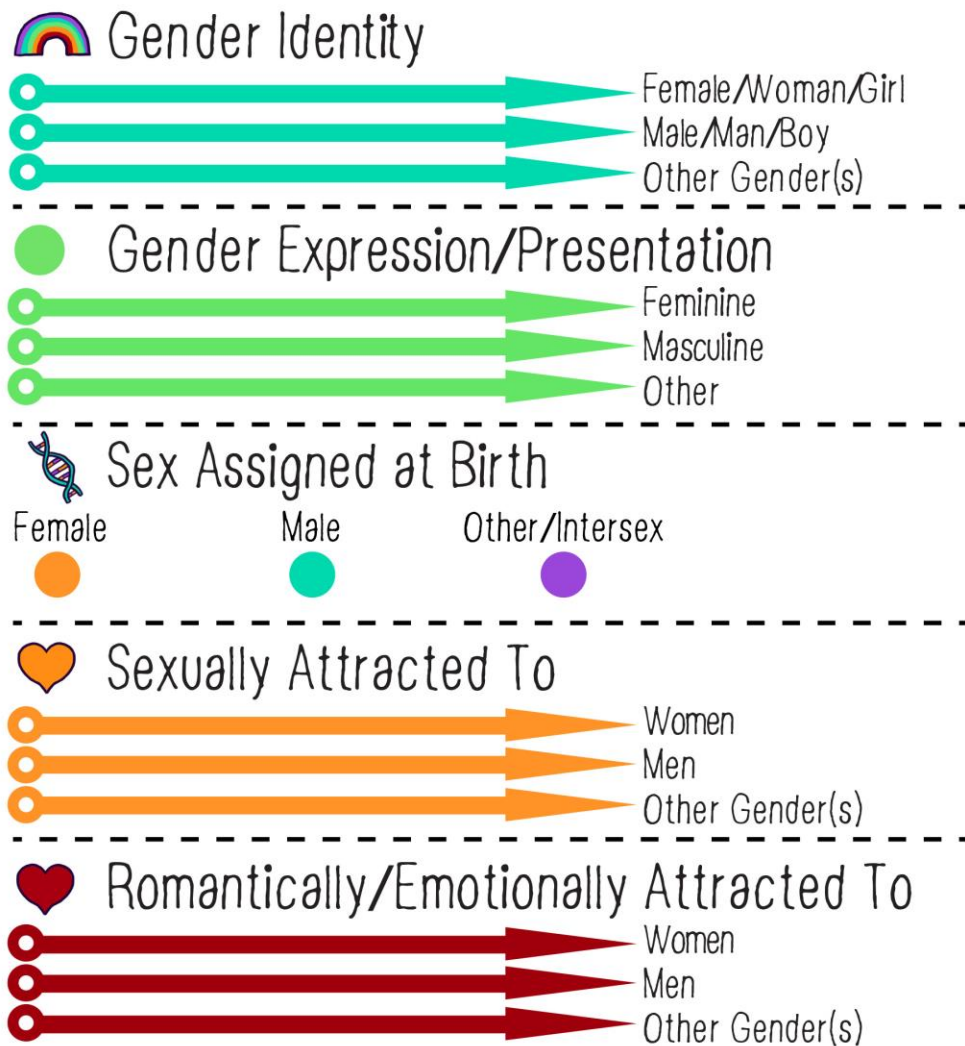
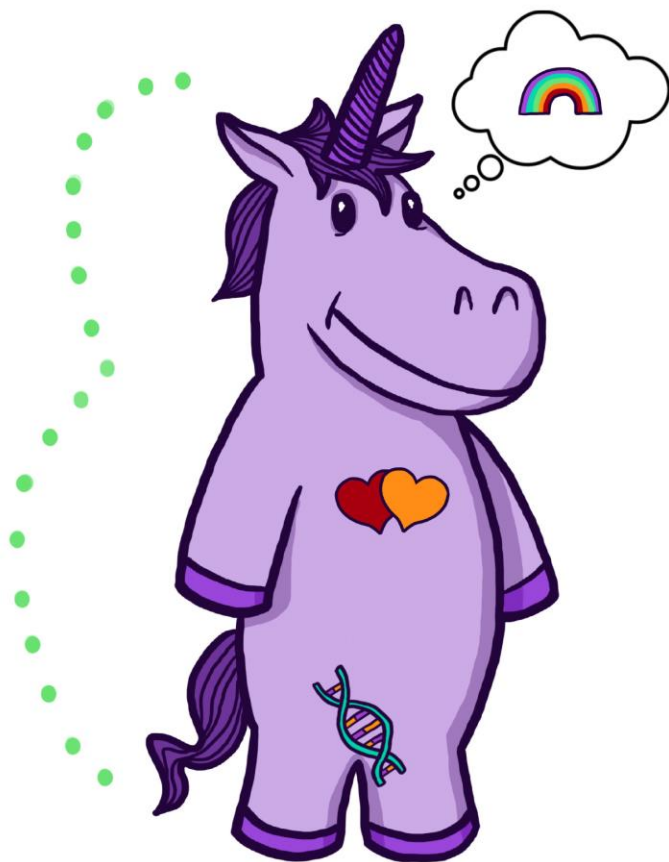




Gender is
biopsychosocial

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more go to:
www.transstudent.org/gender

Design by Landyn Pan



Gender as landscape



Gender diversity and creativity
have always existed!



Gender diversity is part of
this land's past and present

HIJRA
ANDROGYNE
SISTERGIRL
KOTHIS
TRANSGENDERIST
FEMININE
TRANSSEXUAL
FEMME
BUTCH
TWO-SPIRIT
TRAVESTIS
MUKHANNIS
METIS
TRANSVESTITE
GENDERQUEER
BOI
MUJERES
MASCULINE
THIRD
GENDER
FA'AFINE
AGGRESSIVE
TRANSESSUALE
TRANSVESTITES
FTM GENDERFLUID
MAHUWAHINE TRANSGENDER
ARVANI
WARIA
STUD
NYAHS
MUXHE
KATHOEY
WOMAN QUEEN
MTF
TRANS

FOR EVERY GIRL WHO IS TIRED OF ACTING WEAK WHEN SHE IS STRONG, THERE IS A BOY TIRED OF APPEARING STRONG WHEN HE FEELS VULNERABLE. FOR EVERY BOY WHO IS BURDENED WITH THE CONSTANT EXPECTATION OF KNOWING EVERYTHING, THERE IS A GIRL TIRED OF PEOPLE NOT TRUSTING HER INTELLIGENCE. FOR EVERY GIRL WHO IS TIRED OF BEING CALLED OVER-SENSITIVE, THERE IS A BOY WHO FEARS TO BE GENTLE, TO WEEP. FOR EVERY BOY FOR WHOM COMPETITION IS THE ONLY WAY TO PROVE HIS MASCULINITY, THERE IS A GIRL WHO IS CALLED UNFEMININE WHEN SHE COMPETES. FOR EVERY GIRL WHO THROWS OUT HER E-Z-BAKE OVEN, THERE IS A BOY WHO WISHES TO FIND ONE. FOR EVERY BOY STRUGGLING NOT TO LET ADVERTISING DICTATE HIS DESIRES, THERE IS A GIRL FACING THE AD INDUSTRY'S ATTACKS ON HER SELF-ESTEEM. FOR EVERY GIRL WHO TAKES A STEP TOWARD HER LIBERATION, THERE IS A BOY WHO FINDS THE WAY TO FREEDOM A LITTLE EASIER.



Gender
essentialism
impacts
everyone

Grow
Epic
Beard

Kill
12 Point
Buck With
Bow

Earn
Huge
Face Scar

Rescue
Kitten
From Tree

Take up
Smoking
Tobacco
From Pipe

Survive
Rattlesnake
Bite

Carry
Buckskin
Knife

Learn
To
Weld

MAN CARD

Punch Each Task As Achieved



Build
Log
Cabin

Stop
Purse
Snatcher

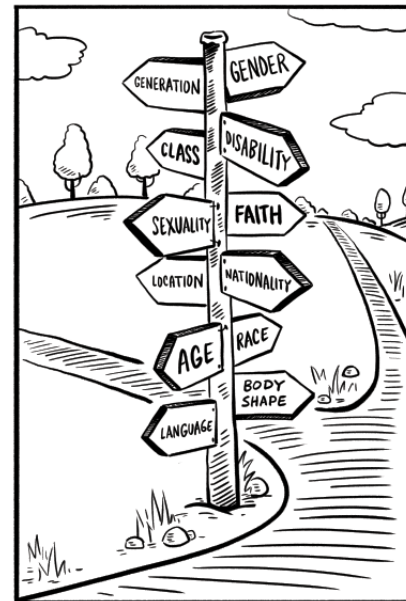
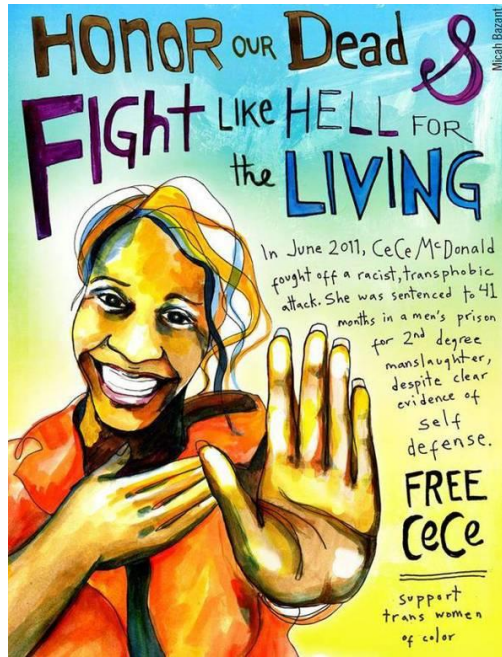
Enter
Lumberjack
Contest

Hike
Appalachian
Trail Solo

Rebuild
Engine
(Any)

Be 1/10
As Manly
As Steve McQueen

Drink
Glenlivet 18,
Neat



Gender and intersectionality



IF I DIE, WOULD IT MATTER? DAMIEN



Video: <https://youtu.be/rQt7UfyxCL4>

Gender, body and voice

Self-consciousness

Avoiding phone calls and recordings

Not participating/speaking up

Restricted movement range

Limiting life opportunities (e.g., jobs, social occasions, leisure activities, etc)

Impact on quality of life

Microaggressions

Harassment

Violence

Spaces for all genders

- Safety & Wellness
 - Forms
 - Records and Documents
 - Bathrooms
 - Accommodation
- Training
- Programming
- Visibility & Public Inclusion
 - Who is represented and where?
 - Policies



CONTACT DETAILS

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The presentation slides
and additional handouts
are available on the
website
www.alexiantaffi.com
under Handouts & Zines

Merci beaucoup

Thank You

お疲れ様

Danke

Gracias

Grazie

谢谢你

Danke u

Thanks

Obrigado