



Safe Zone Training

(Stars Exercise, Gender Identity And Sexual Orientation 101)

GOALS: To reduce homophobia, bi-phobia, transphobia and discrimination based on sexual orientation and gender identity and create straight allies for LGBTQ+ people.

KEY LEARNINGS:

- Raise awareness of the experiences of Gay, Lesbian, Bisexual, Transgender, Queer, Questioning youth and other sexual identities and gender identities.
- Understand homophobia, bi-phobia, and transphobia as an unrealistic fear of or generalized negative attitude based on sexual orientation and/or gender identity
- Identify our personal use, acceptance, and tolerance of stereotyping

MATERIALS NEEDED: Chart paper, markers, Pencils, Pens and Cut out Stars (Red, Green, Yellow, and Blue). Large Chart Paper (For spectrum activity). Precut pieces of yarn (Red, Green, Yellow & Blue - 6-8 pieces per DG in the same color). [Facilitator Definitions Guide](#): As Needed

TIME: 2.5 Hours.

PART 1 – Stars Exercise(45 Min)

Setup:

- Start off by getting everyone into their discussion groups.
- Hand everyone a star
- During the discussion of the star, make sure to give enough adequate time so that everyone can share their star.

Each person will have either a BLUE, GREEN, YELLOW, RED star. Read the following:

1. Imagine that this star represents your world, with you in the center and those things or people most important to you at each point of the star. So we'll begin by writing your name in the center of the star, making it your very own!



2. Then, pick a side of the star to begin with. Choose a friend who is very close to you. Someone that you care about very much. A best friend or a close friend; it doesn't matter. Write their name on a point of the star.
3. Next, think of a community that you belong to. It could be a religious community, your neighborhood, organization, student group or just a group of friends. Take the name of that group that you are a part of and write it on the next point of the star, going clockwise.
4. Now, think of a specific family member. Someone that you have always turned to for advice or maybe who knows how to cheer you up when you're sad. A mother, father, aunt or grandparent...any family member who has made a large impact in your life. Please write their name on the next point of the star.
5. What job would you most like to have? It could be anything from president to dentist to actor. Whatever your career aspirations are, please write it on the next point.
6. Lastly, what are some of your hopes and dreams? Maybe you want to be a millionaire, start a family, travel the world, and give time to charitable causes. Think of a few hopes and dreams and write them on the last point of the star.

Have them discuss their stars among their discussion groups (**12 mins**)

Once complete, have everyone stand up in a circle. Explain that people who have BLUE and GREEN stars are either gay, lesbian, bisexual, or queer, and YELLOW and RED stars are transgender, and are about to begin their coming out process. (This is a NON-VERBAL activity)

You decide that it will be easiest for you to come out to your friends first, since they have always been there for you in the past and you feel that they need to know.

- If you have a BLUE star, your friend has no problem with it. They have suspected it for some time now and thank you for being honest with them. Luckily, they act no different toward you and accept you for who you are.
- If you have a GREEN star, your friends are kind of hesitant. They are a little irritated that you have waited so long to tell them, but you are confident that soon they will understand that being a lesbian, gay, bisexual, or queer is just a part of who you are...you just need to give them some time. Please fold back the point of this star.
- If you have a YELLOW star, your friend reacts with hesitation. they say that they will still be your friend but it will take a while for them to get used to you being a different gender than they have known.



- If you have a RED star, you are met with anger and disgust. This friend who has been by your side in the past tells you that being transgender is wrong and they can't associate with anyone like that. If you have a red star, please tear off this point and drop it on the ground. This friend is no longer a part of your life.

With most of you having such good luck with your friends, you decide that your family probably deserves to know. So, you turn to your closest family member first so that it will be a little easier.

- If you have a BLUE star, you are embraced by this family member. They are proud that you have decided to come out and let you know that they will always be there to support you.
- If you have a YELLOW star, the conversation doesn't go exactly how you planned. Several questions are asked as to how this could have happened, but after some lengthy discussion, this person who is close to you seems a little more at ease with it. They say they are not ready to use your preferred gender pronouns now, and ask if you will wait to transition until they are more comfortable with the idea of you presenting as a gender different from they have known. Fold this point of your star back, as they may be an ally, but only with time.
- If you have a GREEN or RED star, your family member rejects the thought of being related to a person who is LGBTQ+. Much like some of your friends, they are disgusted and some of you are thrown out of your house or even disowned.

You are now part of the 42% of the homeless youth who identify as LGBTQ+.

If you have a GREEN or RED star, please tear off this point and drop it on the ground.

Having told your friends and family, the wheels have started to turn and soon members of your community begin to become aware of your sexual orientation or gender identity.

- If you have a YELLOW or BLUE star, your sexual orientation is accepted by your community. They continue to embrace you like anyone else and together you celebrate the growing diversity in your community.
- If you have a GREEN star, you are met with a mixed response. Some accept you and some don't know what to think, some ignore your requests to respect your gender identity. You remain a part of the community, and with time, will fit in as you once did. If you have a GREEN star, please fold back this point.



- If you have a RED star, your community reacts with hatred. They tell you that someone like you doesn't belong in their community, and that you are a predator. Those who had supported you in your times of need no longer speak to you or acknowledge you. If you have a RED star, tear this point off and drop it on the ground.

You have heard that rumors have started circulating at work. In the past, you have made it a point to confront these rumors as soon as they began, but now you're not sure if that will do more harm than good. But, unfortunately, you don't have the chance.

- If you have a BLUE star, your co-workers begin to approach you and let you know that they have heard the rumors and that they don't care, they will support you. Your bosses react the same way letting you know that you do good work and that is all that matters.
- If you have a YELLOW star, your workplace has become quite interesting. Everyone seems to think that you are transgender, even though you haven't mentioned it to anyone or confirmed any of the rumors. Some people speak to you less, but the environment has not seemed to change too drastically. If you have a YELLOW star, please fold back this point.
- If you have a RED or a GREEN star, you continue to work as though nothing is happening, ignoring the rumors that have spread throughout your workplace. One day, you come in and find that your office has been packed up. You are called into your boss' office and they explain to you that you are being fired. When you ask why, they tell you that lately your work has been less than satisfactory and that they had to make some cutbacks in your area. When you consult a friend in Human Resources, they tell you that it is legal to fire you for being a lesbian, gay, bisexual, trans, or queer. If you have a RED or GREEN star, please tear off this point and let it drop to the ground.

Now... Your future lies ahead of you as a LGBTQ+ person. Your hopes and dreams, your wishes for the perfect life...for some of you these are all that remain.

- If you have a BLUE or GREEN star, these hopes and dreams are what keep you going. Most of you have been met with some sort of rejection since beginning your coming out process, but you have managed to continue to live a happy and healthy life. Your personal homes and dreams become a reality.
- If you have a YELLOW star, you realize that with the discrimination you face it is better to stay safe and support yourself than try to pursue your dreams. You hope that in the future



society comes to accept you and your identity more freely, and hope that then you may be able to work towards your dreams and goals. Fold this point of the star back.

- If you have a RED star, you fall into despair. You have been met with rejection after rejection and you find it impossible to accomplish your lifelong goals without the support and love of your friends and family. You become depressed and with nowhere else to turn, many of you begin to abuse drugs or alcohol. You have thoughts where you feel that your life is no longer worth living.

If you have a RED star, please tear it up and drop the pieces to the ground.

You are now aware that 40% of all suicide victims identify as LGBTQ+

Tell the group that now that we've experienced the coming out process for LGBTQ+ people, we are now going to go on a guided visualization of how the rest of life can be for different people in the United States. **Explain to participants that there is one designated person in your group that has a symbol on the back of their star. For the sake of this activity, we are going to create a human star centered around this person.** The person with the symbol should have a seat in a chair and the remaining discussion group members will create a circle around this person.

Each group will be given pre-cut pieces of yarn to represent connections and milestones.

- The person in the center will be holding all of the opposite pieces of yarn and discussion group members will be holding the opposite ends (at random).

Let's begin...

I want you to think about how life has been up to now. Think of how you get along with your family, and some of the challenges you have with them. Think about the school you go to and thoughts about your school. Think about the kids at school.

Recently a new family moved into town and they have two kids who attend your high school. You've met them and at first things were fine. Now those two kids are starting to bother you. It seems everywhere you go there they are, every time you turn around they are there and they are always saying mean things to you. You're looking over your shoulder and feeling anxious all the time. You've tried to ignore them, you've tried to stand up to them, even your friends have stood up for you but it hasn't stopped. You know that these actions have turned into harassment and its bullying so you have gone to a teacher and even to the principal.



If you have a **BLUE** or **YELLOW** star, you live in a state that has statewide anti-bullying laws and school non-discrimination laws and policies that have protections for all students. Your school swiftly takes action, you are protected and the bullying stops. Those 2 kids have faced stiff penalties. You are able to safely and successfully finish high school.

If you have a **RED** or **GREEN** star, you are met with sympathy and your school tries to stop the bullying and harassment but they are not successful, you live in a state that has no protections for students. Your state has no statewide anti-bullying laws or school non-discrimination laws for people like you. You have to change schools to finish high school. You no longer go to your high school or all the clubs and activities you loved and you hardly ever see your old friends. Advisors - please cut two connections.

As a senior in high school when researching colleges to go to, you were surprised to learn that there are still colleges that discriminate against different types of students. Luckily for you and your friends no one that you know of was turned down because of their identities. You survived your four years and now have an undergraduate degree. Let's jump a few years - you are now in your mid-twenties.

After months of searching, applying and interviewing for jobs you have landed a great job, just what you wanted. It was worth the entire struggle. You are proud of yourself. You have been working there for over a year and you are finally in a flow at work. You are okay about getting up every morning, you like going to your job and you like most of the people.

The company has just hired new management and they are meeting with each staff member to get to know them. Your turn was yesterday, you thought it went okay but you have weird feelings about it.

If you have a **BLUE** star, your supervisor tells you that the meeting with the manager went great and you have a future with this company. You'll even be getting a raise soon.

If you have a **YELLOW** star, your supervisor calls you in the office and tells you that the manager liked you and you're doing a great job. After much fumbling around your supervisor suggests that you don't bring a date to the company picnic next week even though it is open to employees and their spouses or dates. Your supervisor suggests that you keep this conversation just between the two of you. They want you to continue to be successful. You still have a job but you will now have to be overly cautious. Maybe it's time to start looking for a new job. Yellow connections - please take two steps backward.



If you have a **RED or GREEN** star, your supervisor calls you in the office the day after the meeting with the manager to tell you that your position has been eliminated. They say that you have done a great job and they will give you a good recommendation but there is nothing they can do. You live in a state that doesn't have employment anti-discrimination laws for people like you. You know there is no recourse and there is nothing you can do. You have just lost your dream job. Advisors, please cut one connection.

Let's advance a bit in your life. Life has been a roller coaster but you are in a good place. You are finally in love and have a great relationship. The two of you have been together for a few years and moved in together last year. Your family likes your partner and you have good friendships. One day you are shopping in a mall and stop to eat at one of the restaurants. You reach across the table to hold your partners hand.

If you have a **RED OR GREEN** star the people at the next table start yelling hate words at you. The management comes over and asks you to leave. You try to discuss the matter but they say you have to leave or they will call security to escort you out. You know that you better get out – you live in a state that does not have any hate crimes statute for people like you nor are there any statewide public accommodations laws or policies to protect you – it is actually legal for the restaurant and the mall to discriminate against you. You have finally found great love but you are not safe. Advisors, please cut one connection.

If you have a **YELLOW** star the people at the next table start yelling hate words at you. The manager comes over and tells them to stop. They say even nastier things about and to you. Finally the management gets them to stop and moves them to another table across the room. You know it could have gotten much worse and it could have gotten physical. You live in a state that has hate crime legislation but you know proving it would be challenging. You are lucky because in this state there are legal public accommodations laws and policies to protect you. Please turn back the tip of this point of your star – facing overt discrimination is always upsetting but you are physically okay, the upset will pass. Yellow connections, please take one step back.

If you have a **BLUE** star, the people at the next table start smiling and nodding their head. You hear them say “look how sweet, people in love.” They even start a conversation with you. Blue connections, take one step forward.

A couple of years later - you are now married and still very much in love. It is time to talk about having children. You are now willing to go for it and are getting excited. It takes lots of trying, many months and lots of tests until you finally learn that your bodies cannot have children and you start looking into adoption.



If you have a **BLUE** star, you have tons of support around you and your spouse. Everyone is excited! It takes a little time but you get through the mounds of paperwork and screenings easily and your adoption takes place within the year. Blue connections, take one step forward.

If you have a **YELLOW** star so many people have tried to convince you that having a child is not important and maybe you should just let it go. They can't understand your desire and they are not supportive of you being upset over not having children. After being turned down by some agencies you have finally found a place that will help you with the adoption process and though it takes almost three years you finally adopt your first child. Yellow connections, take one step back.

If you have a **RED OR GREEN** star you and your spouse have fallen into a depression because there is no way for you to adopt a child in your state. There was once a chance for you to adopt but when you went to court the judge decided that you and your spouse would not be good parents. You have researched and researched but there is not a single adoption agency in your state that will let you adopt. You live in a state that can discriminate against you because there are no anti-discrimination adoption laws for people like you. Please tear off this point of your star. Advisors, please cut one connection.

Let's jump a few more years to the next point of your star. Think about the place you want to live. You and your spouse have been saving for years and looking on and off for that right perfect place. Finally it has all come together – you found the right place and you have the money needed.

If you have a **BLUE** star, the family selling the home is very nice to you, letting you come for extra visits to ask questions, measure and plan. The buying of the home goes well and you now live in your dream place.

If you have a **YELLOW** star, you know that the family selling the place doesn't like you - they don't let you see the house after the initial visit, they won't shake hands with you or make eye contact. The interactions with the couple selling is awkward and uncomfortable but soon the sale is done, the place is yours, you will not have to see those people again and you can put all that behind you. Buying the house was not a good experience but the future looks like it will all work out.

If you have a **RED OR GREEN** star, the sellers changed their mind at the last moment. Your realtor tells you that the couple said they will not sell to people like you and many other disgusting things that they won't even tell you. They are sorry but you will have to start looking again. The realtor suggests looking in other communities, many people in this community think like that couple. Please tear off this point of your star – the state you live in has no housing anti-discrimination laws for people



like you – you know there is nothing you can do. Advisors, please cut the remaining connections.

Please take a moment to reflect on your life and your star.

If you have a **BLUE** star, you believe that you have had the normal ups and downs but basically life is great and you believe that you will be able to achieve all your goals and dreams eventually. In doing this activity we had associated the BLUE star with straight and cisgendered people who can live anywhere and have laws that protect them in every state in the U.S.

If you have a **YELLOW** star you have met with push back, some stereotypes and even harassment but you have persevered through it all. It has been quite a roller coaster with great highs and deep lows but you have managed through and live a happy and healthy life. This would be true for LGBTQ people who live in one of the 21 states that have non-discrimination laws and policies.

If you have a **RED OR GREEN** star, you have fallen into despair. You have been met with rejection, misunderstanding, and hate and find life so difficult. You have internalized all the outside cruelty and are exhausted with the struggle. You have experienced so much discrimination and inequality. You know that you have to move to another state if you want to find some respect and safety. Maybe you will never feel safe or find acceptance. Your dreams seem unattainable. If you have a Blue star, please remove your chair and have a seat on the ground. This experience could be true for LGBTQ people who live in the 29 states that have no anti-discrimination laws and protections.

Process using ORID.

Objective: What did you see? What did you hear? What did you observe happening? What are some words, phrases or comments you remember hearing? What part of the exercise struck you most? What happened? What did we just do? What are some of the reactions you saw?

Reflective: How did that make you feel? What emotions did you experience? What surprised you? When have you experienced something similar? Did it bring up any memories?

Interpretive: What did you think about this exercise? What do you suppose was the purpose of this exercise? What do you think was the point of this exercise? What do you think is the most important aspect of this issue? What did you learn? What new insights



came up for you? What would you like to see change? Where do you see this happening in daily life?

Decisional: How did this help you or what can you do differently now? What is one thing you will take away from this exercise? What will you do as a result of this experience? How will this affect how you see things in the future?

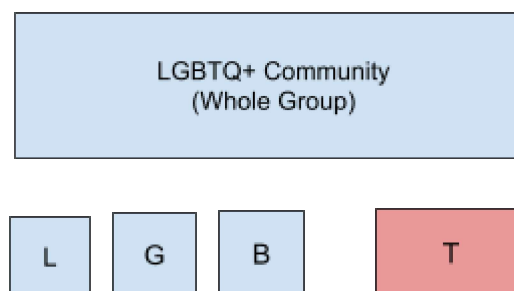
Part 2- Boxed-in Panel (LGBTQ+ Community) (30 min)

Objectives:

- Explore prejudice, discrimination, and privilege as it relates to gender identity/sexual orientation.
- Understand the impact of homophobia, transphobia, and biphobia have on individuals.
- Dialogue with other LGBTQ+ folks about their challenges, joys, differences, common objectives, and misunderstandings.
- Identify techniques to address internalized misogyny and strategize to build a more inclusive community.

Setup:

- Floor tape (boxes) (Boxes included should intentionally only include these boxes, regardless of camp community).



Facilitator Directions:

- For the next 35 minutes, we are going to be taking some time to hear from members of our LGBTQ+ community to help us understand the impact homophobia, transphobia, biphobia have had on individuals.



- We will begin by inviting members of the LGBTQ+ community to one box (bring your chairs). The use of one box is not meaningless, but symbolize how often members of the LGBTQ+ community are quite literally boxed into one box/ one community. I'll ask some general questions to the group but in order to recognize and understand the diversity within the community, I'll also be asking members of the group to remove themselves from the larger box and place themselves in smaller boxes within the community at various times. We want to emphasize that your responsibility (if you are not a member of the LGBTQ+ community in this activity, is to listen. You will get a chance during the 2nd part of the activity, where we will open it up for questions from the group.

Call for members of the LGBTQ community to join large box.

- No one will be forced to speak - can choose to only identify.

What we need from other participants:

- Be Honest.
- Be comfortable with uncomfortability.
- Ask questions/ clarifications if you do not understand.
- Listen to understand not to respond.
- Be ready to be challenged by someone that does not agree with you.
- BE UNAPOLOGETIC

Formulate questions depending on focus and time available. Depending on time, you may want to steer away from prompting coming out stories.

Question Pool + box movements:

Large Box:

- What do you love about being LGBTQ+?
- What has been difficult for you? have you personally been discriminated against for your sexual orientation or gender identity?
- With regards to your individual coming out process (if applicable), how reflective was the STARS activity?
- What are common misconceptions people have of the LGBTQ+ community?

Move to smaller boxes and/or outside of boxes:

- What feelings come up for you being inside of this box? What is true of your identity?
- For those of you who are starting not in a box, where does your identity fit?
- What are common misconceptions people have?



- What's the question/ or statement you are most tired of hearing about your group?
- How can heterosexual people be your ally?
- How can other members of the LGBTQ+ community be your ally?
- Are there any questions you would like to ask those in the heterosexual community?
- Are there any questions the heterosexual community would like to ask our LGBTQ+ community?

***if conversation hasn't gone there yet - conversation on why the boxes are different colors. Answer: Sexual Orientation and Gender Identity are not the same.**

PART 3- Gender Identity 101 (30 min)

Explain that before we begin our next section, we are going to review definitions and terms so that everyone has a common vocabulary. We learned in our last section that sexual orientation and gender identity are not the same. But what exactly is gender identity?

1. **First we will cover biological sex** – ask what makes up biological sex? Answer: hormones, chromosomes and internal and external genitalia.

So it's these three things combined that make up your biological sex which is really interesting because when a baby is born they actually only do one thing before they assign it a sex at birth. What do they do? The doctor looks between the legs – is there a vagina or a penis? If there is a vagina you are assigned female at birth and if it's a penis your assigned male at birth.

Yet, in actuality we know that it takes these three things combined for you to know what your biological sex is:

- A person can have a penis but internally can have a uterus and ovaries.
- A person can have a vagina on the outside but inside has a uterus and ovaries and undescended testicles.
- Or many other scenarios, there is a lot of different “combinations” that could happen.

In other words, you might be intersex (if it comes up the retired name was hermaphrodite which should be left only to amoebas that have all male and all female and can reproduce themselves – humans can't do that!). ADD [Intersex](#) at this time.

This is so much more common than we know – it is at least 1 in 1500 people. Which is fascinating because we never hear about it!



If we can see that biological sex is not simply the binary that we've been taught growing up - that it is way more complicated than what external genitalia someone has, then it will be easy for us to understand what we have been taught about gender.

2. Gender is in fact a social construct. Which means it is something that society has made up. Although it is a social construct, it comes with very real implications in our society.

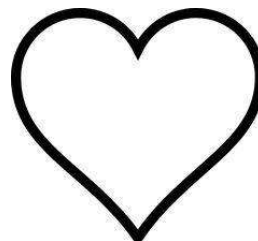
An example of how gender is a social construct - Pink and Blue: in the 1800's all new babies were put into white dresses. In the beginning of the 1900's boy babies were put into pink because red is considered the color of strength, power and independence and pink is just the softer, younger version. When did it change? WWII. In the concentration camps, everyone had to wear a symbol on why they were a bad person and in the camps - Jews wore the yellow star of David. Gay men wore a pink triangle, so pink became associated with effeminate men, gay men and so we changed the colors in the forties putting pink on girls and blue on boys.

This social construct has real implications because as a society we have divided people within a binary and we view gender as having to maintain what it means to a "boy" or "girl" in our society.

Society teaches us the Capital T "Truth" about what gender is - through bathrooms, etc. What we are taught is there are only two genders. What we know to be the REALITY is there are more than two genders.

3. Move on and define: Gender Orientation: An individual's internal sense of their gender. Gender orientation does not necessarily align with the sex assigned at birth. It is the deep down inner FEELINGS you have about your gender and who you are. Draw a heart - and note that this is not what a human heart looks like, but I am not an artist.

FEELING



NOT A CHOICE

Our Gender Orientation is how we feel about our gender. But what are the ways we might label our gender?



Gender Identity

Male		Genderqueer	Agender	CHOICE
Woman	Trans gender		Genderfluid	
Non-Conforming		Genderflux	Man	
Androgynous		Queer	Gender	
Bigender			Female	

4. **This is called our Gender Identity:** (write it down above all the words) it is how we define ourselves and our identities are important to us.

5. Our orientation is how we feel, our gender identity is what we say/ call ourselves, and now how we express all of that is our **Gender Expression**

- **Outside:** clothing, hair, makeup, undergarments
- **Mannerisms:** how you carry yourself, walk, sit, limp wrist
- **Voice:** volume, pitch (high/low), softness, strength
- **Decorate:** jewelry, tattoos, hats, scarves, watches

CHOICE

Let's look at these three things together one more time.

1. Your Gender Expression **IS A CHOICE**. You get to choose how you express yourself, or at least we hope you get to choose this – depending on your parents, dress code, access to money, etc. you might not be fully able to express yourself the way you want to.
2. Your Gender Identity – what you call yourself, which can be the same as your orientation or could not be– **IS A CHOICE**. This might alter or change, as you explore your own identity, depending on the space or people you are with, etc.
3. Your Gender Orientation- how you feel deep down inside about your gender and who you are – **IS NOT A CHOICE**.

These three things might not always align for one person. It could be because they cannot say how they feel because of safety reasons, it could be because gender is more complex for them than the titles that exist or people's understanding of gender, it could be because they themselves are still understanding what their gender fully means (because we have been so socialized into those boxes).



5. **When the gender assigned at birth is the same as your orientation** – this is called **cisgender**. Cisgender is when your assigned sex at birth is the same as your gender orientation. *common but not normal

Part 4- Gender Unicorn + Spectrum (45 min)

Setup:

- Back to discussion groups
- Hand each group a copy of Gender Unicorn
- Long before the presentation, ask a few volunteer staff members of varying gender identities and sexual & romantic orientations if they'd be willing to be "charted" at the end of the workshop in front of the group. They should be asked again right before the presentation to make sure they're still on board (this can be very vulnerable).

Begin the presentation by telling the group that there is going to be a lot of information shared in a short amount of time--as with everything we do, many people study this topic for years and are constantly learning. The three most important things are that 1) every person, no matter their identities, belong somewhere on this chart; 2) each line on this chart is completely separate from the others; and 3) for 99% of the people you meet and interact with, the most important line is Gender Identity.

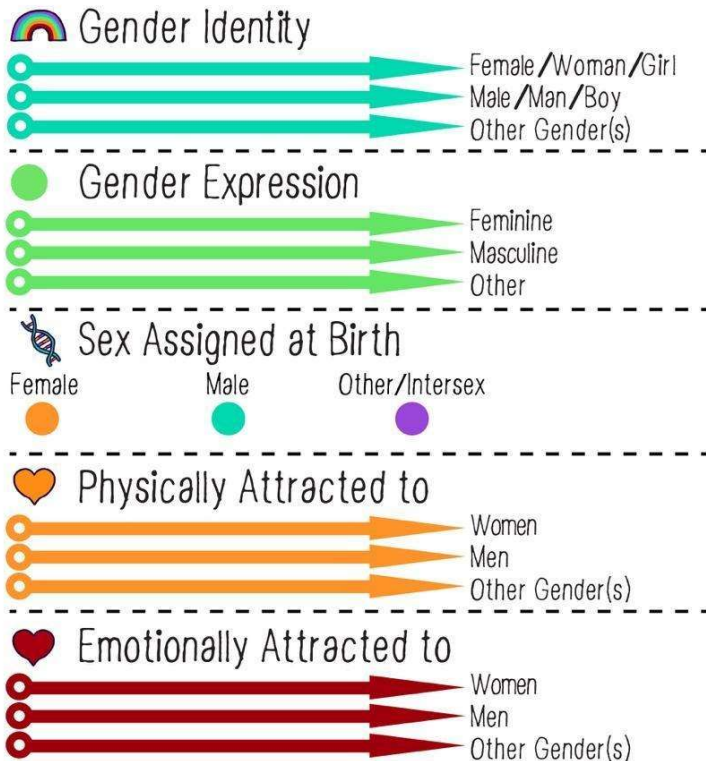
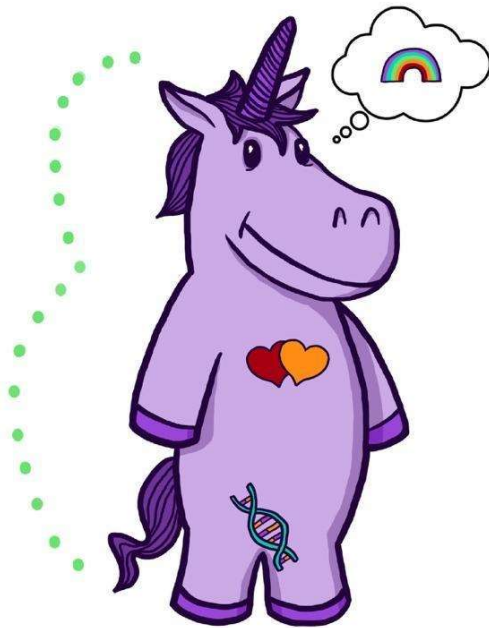
- **Gender Identity:** This is *completely separate* from one's Sex Assigned at Birth. Gender Identity is how a person internally understands their own gender.
- **Gender Expression:** Based on the time and geography's cultural understanding of how different people are "supposed to" express their gender. Completely a social construct. For instance, men traditionally wearing kilts in Ireland, which might be considered skirts in the U.S.
- **Sex Assigned at Birth:** When a person is born, the adults around often look between the baby's legs and announce, "It's a boy!" or "It's a girl!" This decision is based purely on the adults' interpretation of the external genitalia. However, sex also has to do with hormones and chromosomes and, later, secondary sex characteristics (breast tissue, facial hair, etc).
- **Physically Attracted to/ Sexual Orientation:** This is (somewhat) based on one's Gender Identity and is about what gender/a person is physically, erotically attracted to.
- **Emotionally Attracted to/ Romantic or Emotional Orientation:**

After going through the chart, the Facilitators should chart themselves from top to bottom. Then, they should ask those who volunteered to share their identities with the group. “Julia, when you were born, what sex were you assigned?” “How do you identify your gender?” “How do you express your gender? Where on the spectrum would you like your shape to go?” Et Cetera.

Once each of the volunteers have gone, Discussion Groups will be given time to chart and share with their discussion group. Remind them that this is *voluntary*. Do not look at other people’s papers.

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



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

Design by Landyn Pan and Anna Moore



Gender Spectrum

Objective(s):

- Create a visual representation of the gender identity spectrum with participants.
- Learn the difference between gender identity and gender expression.

Set-up:

- Each participant will need a chair.
- Participants will be instructed to place themselves along a spectrum related to gender identity and one for gender expression.
- Facilitators will need to designate the end of each spectrum in the room (Woman to Man and Feminine to Masculine)
- **Note:** Because of the size of the group and space, it will not be possible to set up a straight line. It will be necessary for the spectrum to be done in a half circle/rainbow.

Procedure:

- Instruct all participants to get a chair. (which they can sit down in as you explain the activity)

Gender Identity Spectrum

- Explain that participants will be creating a spectrum based on gender identity.
- Say, "First, think about your gender identity and what you wrote on the gender unicorn."
- Based on what they put, instruct participants to move their chairs to the part of the room that most relates to their gender identity; with Woman being one end and Man being the other end.
 - **Note:** It might be necessary for participants to place themselves behind each other, so that everyone can fit, and to full represent where they see themselves along the spectrum.
- Ask for several volunteers, along the spectrum, to share why they placed themselves where they did.
- Explain that we will be returning to this spectrum very soon to help us form groups for a program later in the day.



Gender Expression Spectrum

- Now, instruct participants to place themselves on the spectrum based on gender expression (feminine to masculine)
- Give participants enough time to move their chairs.
- Ask for several volunteers, along the spectrum, to share why they placed themselves where they did.
 - Make sure to ask participants who did move along the spectrum why they did.
- Lead a conversation about what participants learned from the spectrum activity.

Return to Gender Identity Spectrum

- Instruct participants to return to where they were on the first spectrum related to gender identity.
- Explain that for a program later in the evening we will be in groups based on gender identity.
 - 1. Women 2. Gender Expansive 3. Men
- Allow for the facilitators of the Gender Identity program to step forward and explain what will be happening next with the groups.