

Introduction

As leaders in your organizations, you have a lot of power to help create safe and inclusive environments for students across the LGBTQIA community. This short training is based on Stacey L. Kirby's "I Am" performative interaction that explores gender identity. It is meant to get participants to actively consider gender identity to help create and foster a safe and understanding environment. This activity is designed for young adult leaders such as college resident assistants, camp counselors, teen librarians, and others.

Intended Age Group: 18 and Up

Audience: Resident Assistants, Teen Librarians, Camp Counselors, and other Young Adult Leaders

Links for Activity

[Website and Description of "I Am" Project](#)

[Video of "I Am" Presentation](#)

Handouts

[PDF Link to "I Am" handout \(page 5 of PDF document packet\)](#)

[Multiple Governors Sign Bills Banning Transgender Athletes From School Sports](#)

[Transgender rights in the spotlight as Arkansas and Tennessee become latest states to pass anti-trans legislation](#)

[Sexual Orientation and Gender Identity Definitions](#)

Detailed Activity Description

1. Watch the video and introduce Stacey L. Kirby's Bureau of Personal Belonging project by reading the description of the "I Am" project from the website link above.
 2. Have participants fill out a card with their gender identity (Give the option at the beginning of presentation that participants may keep their answers private if they choose).
 3. Depending on the size of the group, you can break out into smaller groups to discuss your answers or meet as one large group. Have the group go over the below questions. Appoint a recorder to write down and present about the group's discussion and a time keeper to keep each question at a few minutes in each group.
 4. Make time for each group's recorder to present the group's findings. If you are able, show photos from Stacy L. Kirby's website including examples of completed cards from the original performances.
 5. Then talk about some of the case studies about gender identity and its relevance to the participants' work. (You can find these in the in the handout links).
 6. Leave time for Q & A and comments. Leave time for everyone to be declared valid as a human as demonstrated in the "I Am" video.
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Discussion Questions

1. Where do you believe your gender identity originates?
 2. Is there room for discussion in this based on other people's answers?
 3. Can gender change and evolve over time?
 4. How and when is it appropriate to ask about someone's gender identity?
 5. Should gender identity stop an individual from participating in any aspect of society?
 6. How did this activity make you feel about gender?
 7. How can this training help you in your role as a (resident assistant, camp counselor, etc.)?
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Further Resources to Consider:

[Civil Rights Law Protects Gay and Transgender Workers, Supreme Court Rules](#)

["Bathroom Bill" Legislative Tracking](#)

[Does the law protect my right to use the restroom consistent with my gender identity?](#)

Save This Toolkit

[For a PDF version of this toolkit, click here!](#)
