



# **Gender Ally**

## **Preparing the Facilitator**



## The Role of the Facilitator

A facilitator's purpose is to smooth the flow of discussion to support clarity and understanding. The facilitator eases the way through communication, using techniques such as:

- Asking clarifying questions
- Intervening when discussion becomes heated or personal
- Paraphrasing what someone said to foster understanding
- Summarizing as the conversation progresses
- Making sure that everyone has an opportunity to speak
- Preventing putting one person, e.g. the GNC person 'on-the-spot'
- Does NOT get personally involved or identifies it when it occurs.

## Facilitator Self-Assessment

Before you begin please complete the following self-assessment.

1. Are you clear about why you want to use this content?
2. Do you have personal experience with trans, Two-Spirit, or gender non-conforming (GNC) Youth?
3. Have you responded using ally practices at least three times in the last year?
4. Do you have or know where to find, local resources to support this content?
5. How would you rate your comfort level in facilitating this material on a scale of 1 to 5? 1 is low 5 is high

If you answered no to three or more of these questions, if you have rated your comfort level at 3 or lower or if you are unfamiliar with any of the terms used in the self-assessment, please review the online resources listed at the end of this document.

## Guidelines for the Facilitator

The intent of these workshop materials is to provide opportunities for everyone to inform and engage around issues that affect people who are trans, Two-Spirit, and gender non-conforming. Your role as the facilitator is key to holding a safer space in which learning, conversation and skills development can occur. When presenting this subject matter it is important to model a trans and queer positive approach. Practicing and/or having considered the following things will make facilitating one of these workshops more manageable and more valuable.

As the facilitator, you should:

- Be able to create and maintain an atmosphere of respect for the storyteller in the video and for every participant in the group, including yourself.
- Advise participants about how to take care of themselves when someone finds the content disturbing – refer to the Safer Space guidelines.
- Be aware of trans, Two-Spirit and gender non-conforming (GNC) issues, know how to create and identify appropriate questions and practice appropriate language.
- Identify ways in which you, personally, can practice allyship.
- Practice non-violent communication skills (see resources listed below).
- Identify one's own experiences or feelings that relate to the stories on video.
- Be prepared to speak with parents and caregivers about the subject matter and issues that may arise after presenting the material.

- Be prepared to provide information and accessible resources. Have a list of resources and references ready for participants in your area — e.g.: Trans and GNC positive counselors, local LGBTQ2 organizations, local LGBTQ2 programs at community centres or similar, school GSAs, Parents and Friends of Lesbians and Gays ([PFLAG.ca](http://PFLAG.ca)), online resources (from this document or add your own)

People often have more skills than they think. For those facilitators who are coming to this workshop series without any experience, the amount of information we are asking you to digest can feel overwhelming. You should also know that your willingness to facilitate these workshops is 9/10ths of the battle. The people that seem the most uncomfortable with teaching this material are often the best at doing it because they have left some room to learn. Admitting that you don't know something is perfectly ok and may help you in drawing out the knowledge of your group, enabling you to learn together. You may find that the participants are an excellent resource but please be sure not to put the LGBTQ2 folk on the spot.

## Resources for the Facilitator

This content may bring up some intense and potentially negative or discriminatory reactions in your group. It is important that you feel comfortable with the subject matter and possess the knowledge and skill to respond appropriately to the potentially homophobic and transphobic reactions that may come up. It is also important that you have a list of resources to pass on to participants, parents/family and others as necessary. The following is a list of online videos and articles that are meant to help acquaint you with the subject matter if you are



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not an experienced facilitator or if you are not familiar with the content of this series.

## **Anti-Oppressive Facilitation**

*A great guide to creating a safer meeting space*

<http://aorta.coop/wp-content/uploads/2017/06/AO-Facilitation-Resource-Sheet.pdf>

## **Supporting the Transgender People in Your Life**

*A Guide to Being a Good Ally*

<https://www.transequality.org/issues/resources/supporting-the-transgender-people-in-your-life-a-guide-to-being-a-good-ally>

## **Transmisogyny Briefly Defined**

<https://www.juliaserano.com/av/TransmisogynyPrimer-Serano.pdf>

## **Being an Effective Trans Ally:**

<http://www.the519.org/education-training/training-resources/trans-inclusion-matters/creating-authentic-spaces/being-an-effective-trans-ally>

## **Two-Spirit Resource Directory**

*Two-SpiritJournal.com, January 2016*

<http://www.ohtn.on.ca/northern-exposures/wp-content/uploads/sites/8/2016/01/Two-Spirit-Resource-Directory-Jan-2016.pdf>

## **Trans Care BC – Services and Programs Listing**

<http://www.phsa.ca/our-services/programs-services/trans-care-bc>

## **Non-Violent Communication**

*YouTube video – Marshall Rosenberg – Non Violent Communication:*

<https://www.youtube.com/watch?v=O4tUVqsjQ2I>

## **The Centre for Non-Violent Communication**

<https://cnvc-bookstore.myshopify.com/collections>

## **Non-Violent Communication Publisher's Free Resources**

<http://www.nonviolentcommunication.com/freeresources/resources.htm>

## **Inside Out, in New Zealand**

*Introduction for facilitators for a similar resource*

<http://insideout.ry.org.nz/facilitator-intro>

Feel free to watch all their videos. Five episodes are available online and their pedagogy guide is available for download (free):

[http://insideout.ry.org.nz/assets/INSIDEOUT\\_PedagogyGuide.pdf](http://insideout.ry.org.nz/assets/INSIDEOUT_PedagogyGuide.pdf)

## **Glossary from Teaching Transgender Toolkit**

*Based in Philadelphia, PA, USA*

<http://www.teachingtransgender.org/wp-content/uploads/2016/12/TTT-Glossary-of-Terms.pdf>

## **Glossary from Qmunity**

*Based in Vancouver, BC*

[http://qmunity.ca/wp-content/uploads/2015/03/Queer\\_Terminology\\_Web\\_Version\\_Sept\\_2013\\_Cover\\_and\\_pages\\_.pdf](http://qmunity.ca/wp-content/uploads/2015/03/Queer_Terminology_Web_Version_Sept_2013_Cover_and_pages_.pdf)

## **Practice With Pronouns**

*An interactive pronoun practice sheet*

<http://www.practicewithpronouns.com>