

YOUR GUIDE TO

HOSTING QUEER INCLUSIVE EVENTS

Especially those touching on relating, sensuality, and sex.



PHOTO: RONÉ FERREIRA

Content Warning: Explicit discussion of sexual anatomy, hormones, sex, and gender dysphoria.

A resource created by the Kiwiburn Rainbow Team.

INTRODUCTION

So you want to run a workshop that is welcoming to all burners, regardless of their gender, sexy parts, and sexual partners? Great, this resource is for you!

Kiwiburn is a once a year opportunity for people to gather and explore and share sides of themselves that don't get much space in the "default world". This is true for all attendees, but can be especially true for LGBTQ+ burners. We can all learn, and unlearn, so much at burns. So while we're revelling in a collective, norm-challenging experience, let's make sure we're not accidentally tracking in wack ideas about gender and sex from the rest of society. Protect the inclusion, self-expression, and participation of our queer whānau!

This resource contains a ton of great information, and is tailored specifically to workshops and events touching on or involving sensuality, sexuality and bodies.

THE FOUNDATION

Before we get into fine detail and terms, let's start at the beginning. In your imagination of your workshop, consider who you're assuming will show up. Are you inadvertently forgetting a group of people?

Here is a good example:

You want to run a vulva gazing workshop to normalise the amazing variety of genitals and push back against body shame and fucked up beauty standards.

In an attempt to keep the event feeling safe and not sexual in nature, in the description you say "for women only". Aw shit, this was well-intended, but now a bunch of people are confused and uncertain if they are welcome to participate.

Thought you were being pretty clear? Well, not everyone who has a vulva is a woman. Many transgender men and non-binary people have vulvas and would still benefit from this great workshop. And not all women have vulvas. Many transgender women don't have vulvas, and could also benefit from inclusion in this workshop.

Feeling overwhelmed? Just wanted to put on a cool workshop and now you don't know where to start? No worries, the key here is to be precise in your language. Instead of saying "for women only" as a way to try and keep the event safe, spell out what you mean. Something like "This is not intended to be sexual and participants are expected to respect the vulnerability of others." could do.

So hey, language is important, as are your underlying assumptions of who the event or workshop is for.

TERMS AND CONCEPTS

Okay, now hopefully you can see why it's useful to dig deeper into your language and underlying assumptions about sex, gender, and attraction.

Human gender, sexualities, and sexes are far too complicated and amazing to be fully described in this short resource. So here we will focus on some basics and what you need to know to run your workshops, while linking to other resources should you want to know more.

Gender Identity (*noun*)

A self-identified sense of maleness, femaleness, combination, or absence of gender. Gender identity is distinct from your sex, and is increasingly being understood as a spectrum rather than two distinct categories.

Common genders include:

Man/Boy; Woman/Girl; Non-Binary

Sex (*noun*)

Sex, as opposed to gender, refers to physical characteristics of the body. Previously considered as two separate, non-overlapping categories, scientists are increasingly conceptualizing sex as a combination of characteristics.

These characteristics include:

- Chromosomes (XX; XY; XXY; and more!)
- Hormones and hormone sensitivity (Testosterone, oestrogen)
- Internal reproductive organs (Ovaries, uterus)
- External reproductive organs (Genitals)
- Secondary sex characteristics (Body hair, body fat, voice, etc)

Endosex (*adjective*)

Refers to someone who is born with a combination of sex characteristics that align with typical male or female categorizations.

Intersex (*adjective*)

Refers to someone who is born with a combination of bodily characteristics that do not align with what is typically considered to be either male or female. This could be because someone has a combination of sex chromosomes other than XX or XY, or because their body does not produce or respond to sex hormones.

A commonly cited statistic states that the intersex people make up about 1.7% of the population, or roughly the same amount of natural red heads. Just as endosex people can have a variety of sexualities and gender identities, so too can intersex people.

What does this mean for your workshop?

Keep in mind that not all your attendees will fit neatly in the category of male or female.

Transgender (*adjective*)

A transgender person is someone whose gender identity does not align with the sex they were assigned at birth. Someone who vibes with their assigned sex is called Cisgender, and no, this is not a slur.

Many trans people experience **gender dysphoria**, which is a feeling of distress stemming from the incongruity between a person's internal sense of self and their physical sex characteristics and expected gender roles and expression. This is why many trans people chose to alter bodily characteristics and change their name and pronouns.

Non-Binary

A non-binary (enby) person is someone whose gender identity is not man or woman. They could be agender, meaning they feel no gender, or they could be various mixtures or gradations of gender. This is an umbrella term, and there are too many possibilities to include in this resource! Many enbies use gender-neutral pronouns like they/ them but it is best to ask, as there are a variety.

Sexual Orientations

There are tons of sexualities, from people who are attracted to others regardless of their gender or presentation, to those attracted to one gender, to those who experience little to no sexual attraction.

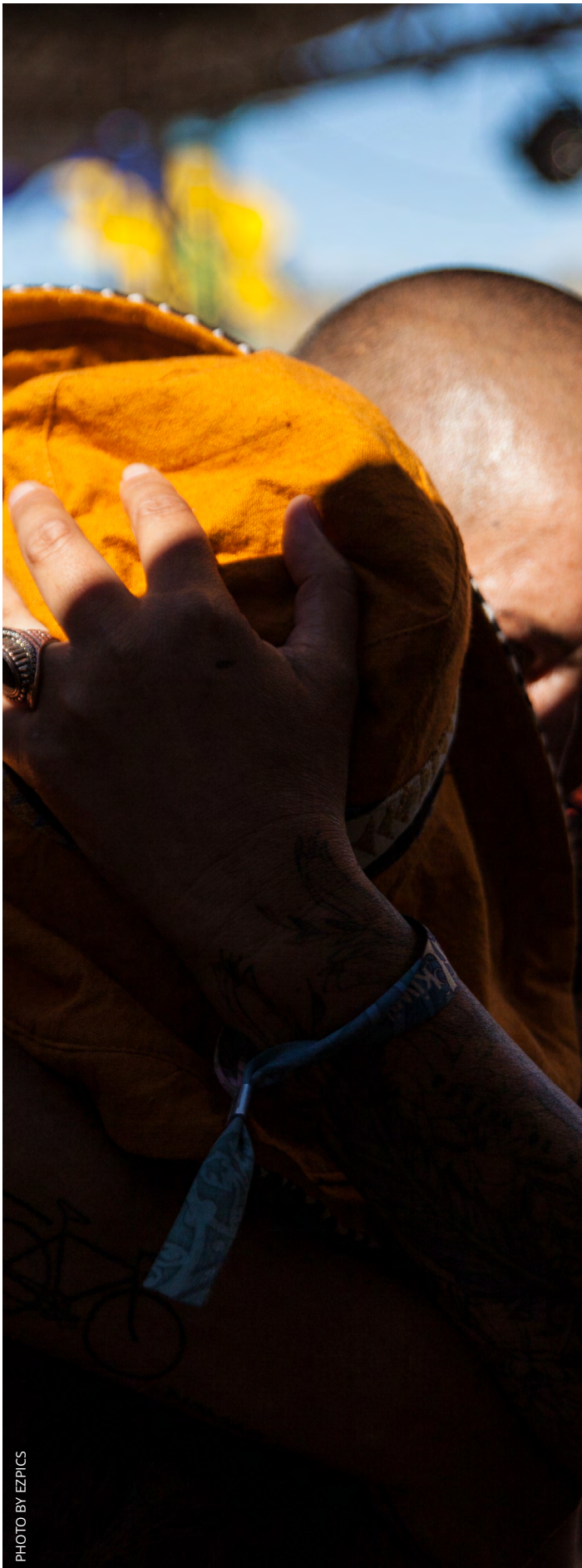
- **Asexual**
People who experience little to no sexual attraction
- **Allosexual**
People who do experience sexual attraction

Romantic Orientations

Similar to above, people can feel romantic attractions to many, few, or no genders or presentations. We are noting the distinction between sexual and romantic orientations here as some people who feel sexual attraction do not feel romantic attraction, and vice versa.

There are so many varieties of sexual and romantic orientations. Check them out in the link below. The point for workshops is to keep in mind that not all men are attracted to women, and not all women are attracted to men.





CURIOSITY AND ETIQUETTE

While Kiwiburn is a unique environment and many social conventions are checked at the gate, it's helpful to remember some of your manners.

Would you go up to a random naked stranger and ask them about their genitals? Probably not, and a random naked transgender or intersex stranger should be no exception.

Similarly, are you going to expect a positive response if you were to ask a new friend what their relationship with their family is like since they're, you know, gay? Are you prepared to hold space for them if the answer happens to be "No, I got kicked out at 16 and haven't spoken to my father in over a decade" or are you going to awkwardly stare at your feet as the can of worms you've casually opened begins to overflow?

Now look, I'm not trying to say "NEVER ASK ANYONE ABOUT ANYTHING EVER OMG IF YOU EVEN THINK ABOUT IT I'M GOING TO CANCEL YOU FOR THE REST OF ETERNITY AND PROBABLY LONGER" but like, mate; bodies, families, and sexualities are weighty topics. Just pause a moment and consider if you're genuinely interested in their story or trying to satisfy your own curiosity.

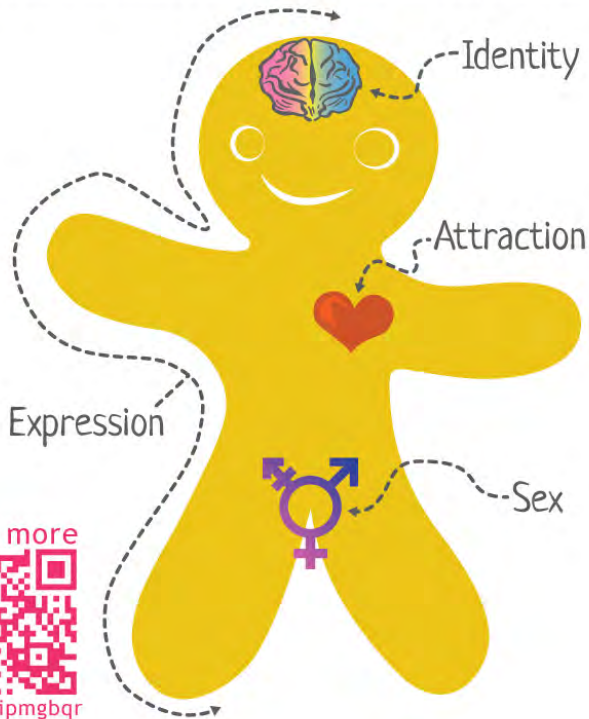
You can always just ask if someone wants to answer a personal question about XYZ, or let them know that you'd really like to know more about XYZ, and let them tell you their boundaries and capacity to answer.

IMAGE RESOURCES

The Genderbread Person v2.0

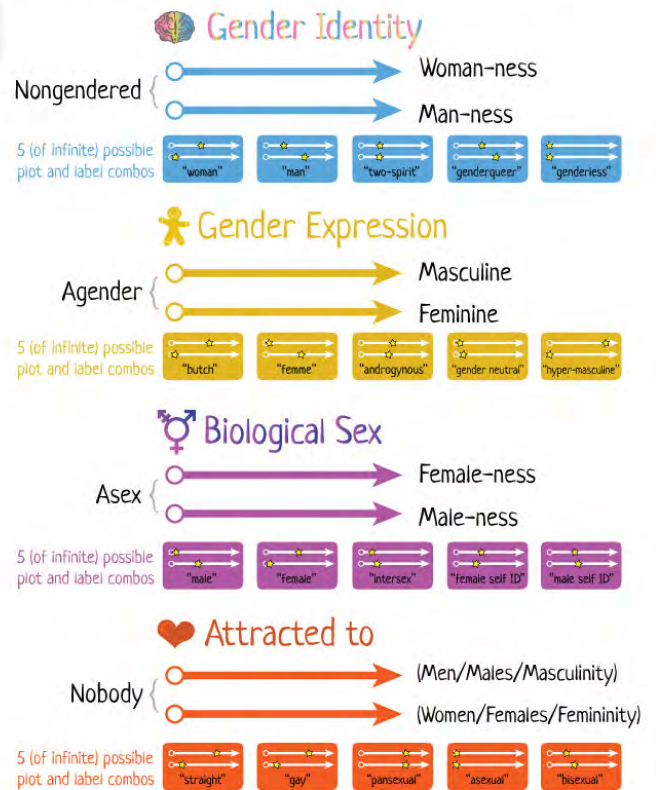
by its pronounced **METROsexual**

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It's okay if you're hungry for more.



read more

bit.ly/ipmgbqr



By [Sam Killerman](#)

The Gender Doughnut

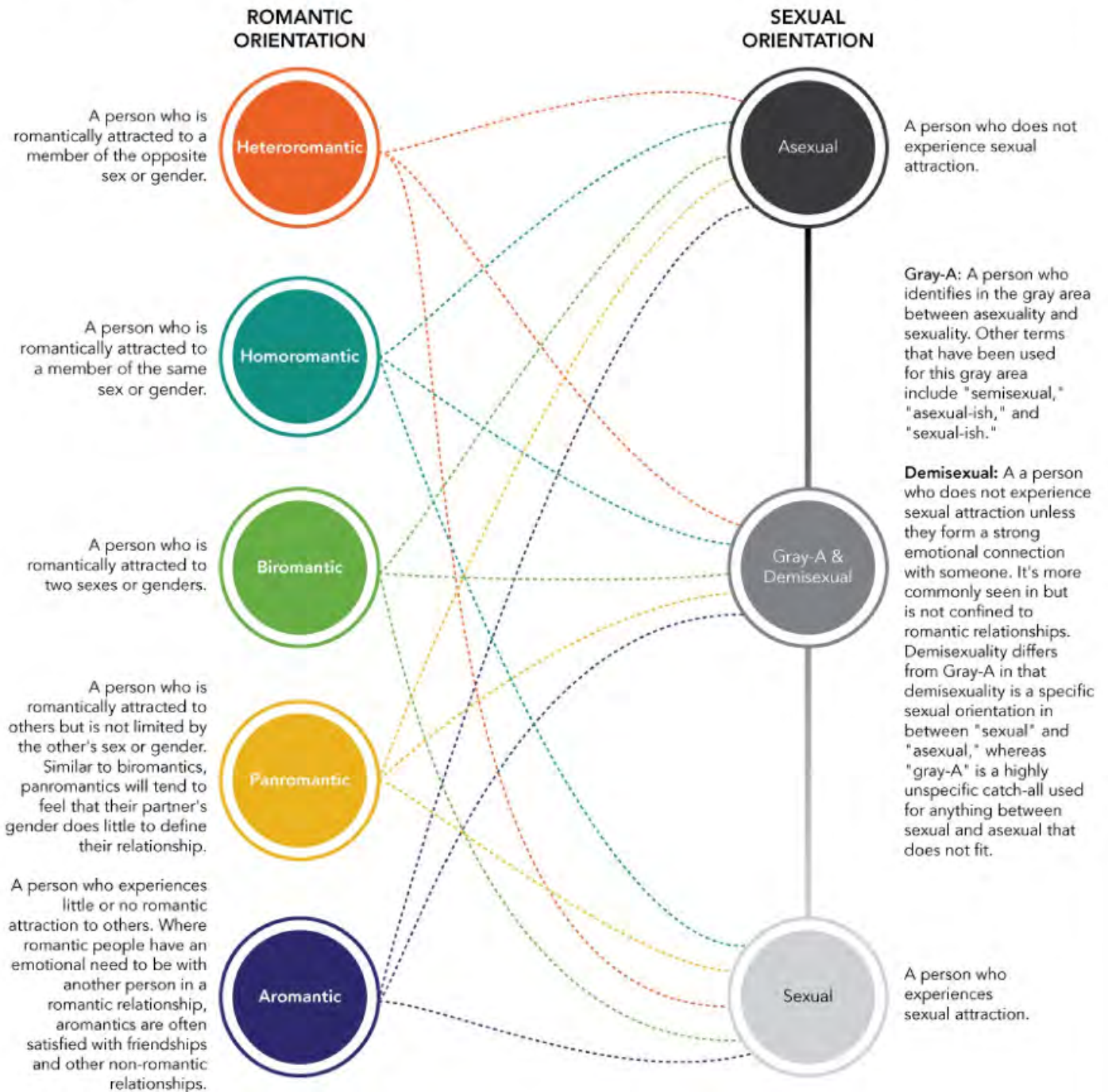


SEXUAL IDENTITY FLAGS



The Asexual Spectrum

Many asexuals identify with two orientations: a romantic and a sexual one. According to the Asexual Visibility and Education Network (AVEN), an asexual's romantic orientation determines "which gender(s), if any, they are inclined to form romantic relationships with." There are also individuals in the asexual community who identify in the gray area between asexuality and sexuality.*



*Note that this infographic is a limited and not definitive model of the asexual spectrum. Not all asexuals will identify or agree with the definitions in this graphic.

Source: AVENwiki (asexuality.org/wiki/)

THE HUFFINGTON POST

Huffington Post

L	G	B	T	T	Q	Q	I	A	A	P
Lesbian A woman who is primarily attracted to women.	Gay A man who is primarily attracted to men; sometimes a broad term for individuals primarily attracted to the same sex.	Bisexual An individual attracted to people of their own and opposite gender.	Transgender A person whose gender identity differs from their assigned sex at birth.	Transexual An outdated term that originated in the medical and psychological communities for people who have permanently changed their gender identity through surgery and hormones.	Queer An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQ+ community.	Questioning The process of exploring and discovering one's own sexual orientation, gender identity and/or gender expression.	Intersex An individual whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male."	Ally Typically a non-queer person who supports and advocates for the queer community; an individual within the LGBTQ+ community can be an ally for another member that identifies differently than them.	Asexual An individual who generally does not feel sexual desire or attraction to any group of people. It is not the same as celibacy and has many sub-groups.	Pansexual A person who experiences sexual, romantic, physical and/or spiritual attraction to members of all gender identities/expressions, not just people who fit into the standard gender binary.

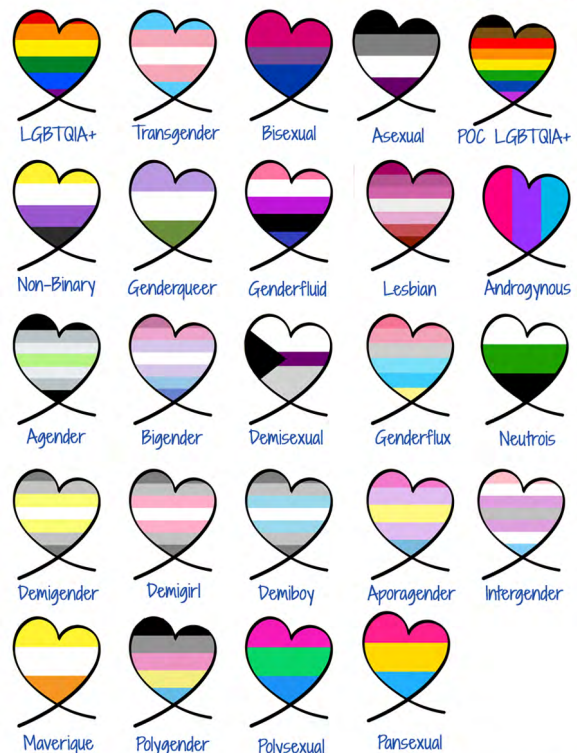
OTHER HELPFUL RESOURCES AND LINKS

- [Beyond XX and YY](#)
- [Different types of sexuality - Healthline](#)
- [Health.com - Non-Binary](#)
- [Transgender and Intersex 101 - Gender Minorities Aotearoa](#)
- [What is Intersex?](#)
- [Sex Redefined - Scientific American](#)

LGBTQIA+ Pride Flags 101

by Queer Little Family

A non-exhaustive and ever updated list of LGBTQIA+ pride flags (in no particular order)



www.queerlittlefamily.co.uk

Vr. 1. 19/06/2018

Buy these as badges at zazzle.co.uk/scruffyduck