

## Safe Space/Conversations Brainstorm

Being open to criticism

Being open to opinions

Avoiding value judgments

Being able to leave if the situation is unsafe

Respecting others

Make it Vegas and keep everything in the conversation not outside of that space

Listen to hear not respond

Trust

Allowing people to make their own points

Use Inclusive language

Knowing that you can speak confidently and freely

Listening without judgment

Empathy

Having a safe word for if people are getting uncomfortable

Gently and respectfully educating people when they are being offensive

Approachable

Code of conduct

Chosen pronouns

Boundaries- physical and consent, Opting out of activity with no penalty

Language- inclusive, listen to language used

Body language

Listen- non judgmentally

Peer group norm- establish acceptance

- Respect others
- Don't judge
- Have a conversation about how it's normal and be accepting

- Open body language
- Use correct/appropriate terminology
- Have a welcoming space
  - o Cozy environment
  - o Making room for others
  - o Accessible
  - o Open door policy
  - o Visible signage
  - o Freedom to ask questions and make mistakes
- Visible symbols of inclusion
  - o Stand behind that sign
- People vs issue
- Education
- Give everyone a chance to speak/a voice
- Speak up for others when they need
- Admit when you don't know something
- Understand the culture of the space
- Create space for youth to drive the narrative forward
- Have clear guidelines and make sure that they are repeated so everyone knows them
  - o Consistency
- Be open to suggestions to create the safe space for all people

## Challenges and Opportunities

Education and talk about the different groups

Talk about what you can do as an ally

Start with the basics and ask questions like gender pronoun preference (he/she/them)

Create the space to have the conversations

Reach out to the community to help facilitate discussions

Ensure that the space is created with people who are up to date with language and terminology. Keeping the space safe.

Allow learning for all (including the facilitators)

Normalize the smaller conversations

Pronouns. Use the right ones and don't use "preferred" when talking about them. A person's pronoun is not about you, but about that individual.

Working with younger kids:

Don't enforce gender roles. Allow them to be whoever they want to be.

Ensure that you bring diversity into the conversation

"Sometimes they don't" book

Inform the parents in advance of what diversity discussions. But have the conversations!

Girls First Platform has LGBTQ instant meetings. There's also "I'm your family" under Brownies

GGC has a very inclusive environment that needs to be better advertised. However, there are further conversations to be had with GGC about the use of pronouns and using the term "Girl Guides" instead of just "Guides".

Having individual conversations with the people impacted to find ways to include and create safe spaces

Don't make assumptions about beliefs, diversity etc.

Have open conversations about diversity or feelings or gender. Let parents know and inform them about GGC inclusion policy.

Assist the entire group with acceptance and comfort. Especially when ensuring inclusion of trans. Don't make assumptions on behalf of any of the members about what would make people comfortable / feel supported / accepted. Talk a lot.

Find out what people are afraid of and help educate to ease discomfort and fear.

- Girls knowing more than the adult generation
  - We can google what they tell us (make sure your search results are credible!)
  - Let the youth educate you – that's totally okay!
- Are we creating these safe spaces?
- It's not the youth's job to educate us or explain themselves to us
- Everyone's marginalized experience is different
- How do we support MTF trans youth joining GGC? We want to make sure all members feel comfortable and included without "outing" them
- When do we need to have separate washrooms – woman vs gender neutral/universal
- GGC: you need to identify as a girl/woman to be a member
- Policy isn't always reality
- How do we model these conversations when we are navigating different cultural/religious backgrounds that may not be supportive? Or Guiders who may not be supportive?

- Let it be a girl driven conversation
- At what age is it appropriate to learn about this topic?