



Gender Policy and Practices January 2023

Camp Wahanowin is firmly committed to promoting diversity, equity, inclusion, and belonging. Our value of Respect and Community inspire us to act in support of our entire community - campers, families, alumni, and staff - to ensure Camp is always a safe place.

We are proud of the open, supportive, and inclusive environment we have built together. We are collectively committed to building a vibrant community rooted in values and bringing the transformative power of summer camp to every person that comes through our gates. Camp Wahanowin welcomes all members of the community; we support gender-diverse, gender-fluid, transgender, and non-binary campers and staff at Camp.

In support of our commitment to transparency and respect, we are affirming our practices and policies regarding gender inclusion. We recognize that gender exists along a spectrum and may change at any point in an individual's development. To support our transgender and gender expansive community, Camp Wahanowin acknowledges that each participant's needs are unique and should be treated individually, in consultation with the participant.

We understand these policies may be new to some families, and we encourage everyone to have a conversation with their camper(s) prior to Camp. Included in this policy are resources available to use in support of family dialogue. During the summer, our camper care team will be available to answer questions campers or staff may have and will communicate with families when necessary. We are grateful for the partnership with our Camp Wahanowin families in helping our Camp be a safe and inclusive place for our entire Community.

Registration & Intake

Upon registration, families are asked to indicate the camper's gender and are provided with multiple options on how they identify. Please select the gender in which the camper most identifies with. A detailed intake meeting will be scheduled for any camper that indicates that their gender identity differs from their sex assigned at birth as noted in the forms filled out by parents and campers. Families are also provided a space on the confidentiality form to elaborate on information they would like to share with Camp. Camp Wahanowin's staff applications also include options to indicate how a staff may identify and are given an opportunity to provide further information. Camp also takes this opportunity to connect with these individuals to have further conversation to optimize their comfort at camp.

Accommodation

Our cabins are separated by gender and age. In focusing on supporting each participant's overall development and well-being, cabin assignments may be made by gender identity instead of sex assigned at birth. For campers to request accommodation by gender identity, this request must be made by the camper and a parent or guardian before staff pre-camp begins at the beginning of June. Changes will not be made once camp has commenced. We will work with gender fluid and non-binary participants and their families before Camp to help them identify and agree to the appropriate cabin placement.

Facilities

Each cabin area has a back room change space and private washrooms that campers can choose to use. Cabins also have private stall showers with a curtain to ensure each camper and or staff is comfortable. Additionally, private, all-gender bathrooms are available at the guest washroom area and health centre.

Gender Inclusive Practices & Policies

Confidentiality

Camp Wahanowin ensures the confidential status of a camper, participant, or staff member's gender status in accordance with applicable local, provincial, and federal privacy laws. All campers and staff have the right to discuss and express their gender identity and expression openly and to decide when, with whom, and how much to share private information. The fact that a camper or staff chooses to use a different name, to transition at Camp, or to disclose their gender status to staff or other campers does not authorize Camp Wahanowin to disclose this information with their parent or guardian. When contacting the parent or guardian of a camper, Camp Wahanowin will use the camper's legal name and the pronoun corresponding to the camper's sex assigned at birth unless the camper, parent, or guardian has specified otherwise.

Camp Wahanowin will not disclose any information that may reveal a camper or staff member's gender status to others, including other campers, families, and staff, unless legally required to do so or the camper or staff has given permission. In any scenario where Camp Wahanowin is legally required to disclose a camper or staff member's gender status, Camp Wahanowin will provide the camper or staff an opportunity to make that disclosure themselves first.

Pronouns & Names

Every camper and staff member has the right to be addressed by a name and pronouns that correspond to their gender identity. Regardless of whether a camper or staff member has legally changed their name or gender (or undergone any surgical or hormonal transitions), Camp Wahanowin will allow such campers and staff members to use a chosen name and gender pronouns that reflect their identity. Camp Wahanowin will ask in the camp forms how the camper prefers to be addressed, and Camp staff will ask campers privately how they would like to be addressed. Staff are asked for their pronouns and are provided an opportunity to include them on staff identification (name tags, etc.).

Some campers may feel most comfortable being addressed by gender-neutral pronouns such as "they" or just referred to by their name (without pronouns). We recognize that our returning campers may come to camp with a different name, pronouns, or gender than the summer prior. In that case, Camp will direct all staff to use the person's chosen name and appropriate pronouns. Camp Wahanowin will act to the best of our ability to educate campers and staff members to avoid "dead naming" (call someone by their birth name when they have changed their name as part of their gender transition).

De-Gendering Places & Traditions

We continue to explore how gender might show up in camp programs and traditions and may unintentionally create a feeling of exclusion. With that lens, we have made programmatic revisions over the last year or two to reflect our commitment to being an inclusive camp. Camp will continue to monitor and adjust programmatic areas to assure maximum inclusion.

Staff Training

Camp Wahanowin has been working with organizations that specialize in training camp communities about gender inclusion like CANVAS and includes information and education about the topic during staff pre-camp. Camp is committed to creating safe spaces for everyone.

Resources

[CANVAS Arts Action Programs](#)

[The Micropedia of Microaggressions](#)

[Creating Authentic Spaces: A Gender Identity and Gender Expression Toolkit](#)

[OCA LGBTQ+ Tips Resource](#)