

Slide #	Topic	Text	Graphics	Multimedia	Interactivity
1	Title Slide	<b>“Creating a Welcoming Work Culture and Space for Genderqueer Folks”</b>	<i>Binaries are for Computers, not Humans</i> (BCH) logo		
2	Who We Are	Include brief write up of history of organization.	Photo of the team		
3	Who We Are (cont)	Brief history of <i>why</i> BCH exists	Statistic of Trans/nonbinary folks in tech (if I can find one)		
4	Who I Am (Instructor )	Brief introduction to instructor (Me, Marren!)	Picture of Marren		
5	So, what is this course?	Course outline: “The course is a “crash course” in gender outside of the binary of male and female...”	Meme frog (you know the one Marren)		
6	Course Learning Outcomes	“Introduce key concepts used by gender nonconforming folks, to dispel disinformation on the history of non male/female gender identities, and present practical ways to confront this in workspaces.	Meme most likely (have to source)		
7	Module #1 Gender is Weird 101	<b>Gender is Weird 101</b>	Funny meme		
8	Introduction	“Every wondered what folks were talking about when they said Cis and Trans? What	Funny comic, hopefully		

		about Two-Spirit or Agender?”  Well, guess what: You’ll learn soon.			
9	More than Male/Female	“But wait, isn’t there only two genders...?”  Nope.	You guessed it, another meme. Dealing with binary.		
10	Introduction to some concepts	The lovely nonbinary person, Jacob Tobias, gave a good interview on a very popular term to describe genders outside of male/female: Genderqueer.		Youtube video: <a href="https://www.youtube.com/watch?v=Y06_8LhHJa4">https://www.youtube.com/watch?v=Y06_8LhHJa4</a> (“Jacob Tobias Explains the History of the Word 'Genderqueer'   InQueery   them.”)	
11	What’s a gender?	Definitions for: Cis, Trans, AMAB/AFAB, Intersex			
12	What’s a gender 2	Definitions for: Gender nonconforming, Genderqueer, non-binary, Two-Spirit, Agender	Meme		
13	What’s a gender 3	Definitions: Gender Expression/Presentation vs. Gender Identification	Two Part Comic (Gender expression =/= identification)		
14	What’s a Gender 4	Gender Dysphoria vs. Gender	None		

		Euphoria: Two ways of viewing “Non-cis gender”			
15	Test your Gender Knowledge	“Alright, enough definitions, time to see what you remember! Every teacher’s favourite fallback, Kahoot!”	Kahoot Image		Link to Kahoot Game with questions that are about terms they just learned. Important that if this was synchronous learning, they’d be paired. Otherwise, Well... Good question. Sorry Kelly!
16	The History of Gender (in the West and Beyond)	<b>The History of Gender (in the West and Beyond)</b>	Image, something to do maybe with Male/Female marketing/ His and Hers.		
17	Why History is Important	<b>But Marren, why are we learning about history?</b> Because a common rhetoric used is that “these new-fangled genders are just passing trends of snowflakes.” That’s because we don’t have a proper understanding of			

		the rich and deep history of gender expression through history. Or, the reasons we don't know that.			
<b>18</b>	Setting Out Reasonable Expectations	We're not going to pretend that we can accurately do all of queer history in... one eLearning module. Instead, we'll look at trends and tragedies that have set back the community as hopeful examples for taking recent revivals in a better light.			
<b>19</b>	The Great Loss	Briefly highlight the history of the “ <i>Institut für Sexualwissenschaft</i> ,” often translated into English as the Institute of Sex Research	Picture of “ <i>Institut für Sexualwissenschaft</i> ,”  And “ <i>Vita homosexualis</i> , a 1902 collection of August Fleischmann’s popular pamphlets on <a href="#">third gender</a> and against <a href="#">Paragraph 175</a> , confiscated by Nazis on 6 May 1933.”		
<b>20</b>	The Great Loss	CW/TW The next slide includes for some very obvious Nazi imagery and salutes.			
<b>21</b>	The Great Loss	Much of this information and research was lost	Picture of the Book burning.		

		<p>during the Nazi's famous book burning. It wasn't just <i>any</i> books burned, but particularly targeted towards one of the few research centres that view queer folks as humans and not an alimento.</p>	<p>Would be useful if there was a way to "skip" this slide prior to see it, to really help with the TW</p>		
<b>22</b>	Two-Spirit Individuals	<p>A (relatively new) term used by some native individuals to describe traditional third-gender roles within their communities. A catch-all term used to counter much of Western notions assigned to pre-existing third gender terms within communities.</p>			
<b>23</b>	Two-Spirit Individuals	<p>The term itself highlights much of the problem with understanding non-male/female genders in history: It was introduced to <i>counteract</i> the Western, colonizer term for <i>already existing</i> genders. The term given by Europeans was <i>berdache</i>, and much as with the term Indian, it has been an important part of</p>			

		reconciliation to drop terms that indigenous groups did not ascribe to themselves.			
<b>24</b>	Two-Spirit Individuals	Highlight a few traditional roles of third genders within Native American cultures: healers, visionaries, leaders, warriors, and many more. Sometimes these figures were seen in what we would call gay or lesbian relationships: other times it was more a matter of gender identity. The roles are as diverse and wide as the tribes and nations that make up the First Nations.	<a href="http://www.2spirits.com/PDFolder/History.pdf">http://www.2spirits.com/PDFolder/History.pdf</a>		
<b>25</b>	Hijra	In South-Asia there exists a deep history of a third gender, known by many names (we'll use Hijra for simplicity). While recently they've won legal recognition on many documents in both India and Bangladesh, and while their history is old within these communities, British rule brought with it much persecution	Pictures of Hijras		

		for the community.			
<b>26</b>	Hijra	However, like many traditional third genders, the Hijra serve a special spiritual place within the community as they are usually devotees of the mother goddess Bahuchara Mata, Lord Shiva, or both.	Bahuchara Mata picture		
<b>27</b>	That's a Lot of History There Marren!	Yes, that is a lot of history. And this is truly only the tip of the iceberg. It is less important to remember the exact details and more important to remember that the concept of a third gender (or multiple after that) is far from a "New" thing. Rather, in some cases, it predates our own concepts of a binary. History can be difficult to track accurately, particularly for marginalized folks, and for all we know there could be dozens of instances of third genders and gender nonconforming people in all cultures.			

28	Research Time	<p>Now, for our evaluation for this module, you will be doing your own research into third genders/gender nonconforming individuals in different communities, and then presenting this to the group. There are many cases, and while information on them may be different your presentations don't have to be super long!</p>	Meme probably		
29	<b>Putting it all together now</b>	<b>Putting it all together now: Application and Practice</b>	Meme! Yay!		
30	How to Create a Gender Inclusive Space	<p>Now that you've learned some of the key words in gender discussions and a bit of the long, storied history of non-male/female genders, it's time to actually take that knowledge and make your workspace a more inviting and inclusive setting.</p>	More Memes (I promise I have like 50+ of them that could work)		
31	How to Create a Gender Inclusive Space	<p>This process is not a one size fits all solution. There is no silver bullet that will instantly make your workspace a more inclusive one.</p>	Meme		

		Rather, constant reflection and work are the best course forward. In the spirit of that, before continuing, try to come up with five concrete ways you could improve your workspace!		
32	How to Create a Gender Inclusive Space	<p>Now that you have your own, here are some common (and simple) practices that you can apply almost right away!:</p> <ul style="list-style-type: none"> <li>- Pronouns in Email Signatures</li> <li>- Pronoun Pins</li> <li>- Gender Neutral Language (Ladies and Gentleman is boring, Folks and Friends is way more, well, friendly)</li> <li>- When talking about a new person/employee/someone's partner, use gender neutral language (they/them),</li> </ul>	Yay more memes	

		<p>partner, etc.) unless you know their pronouns</p> <p>And many more</p>		
<b>33</b>	How to Create a Gender Inclusive Space	<p>Final Evaluation: Time to put all this theory into actual work! Pun intended! You will be paired with another learner (virtually) and come up with some concrete suggestions to change practices and policies at your workplace to become more inclusive. You can use ideas that we've already discussed, but the real challenge is to think of ways <i>particular</i> to your workspace that you can improve. Perhaps a dress code policy is in need of serious updating? Contract language? It's up to you to think of some! Good luck learners!</p>	<p>Comic Panels (one to deal with different terms that are gender neutral to use instead of madam/sir or ladies and gentleman etc.)</p>	
<b>34</b>	Course Review	<p>... And with that, you're done! Just a few more slides.</p> <p>We've discussed a lot of information in this course, and</p>	<p>Meme</p>	

		remember not to lose the forest for the trees. But over the next few slides we'll highlight the biggest themes from each module.			
<b>35</b>	Course Review	<p>Module 1: Gender is Weird 101</p> <p>We learned here many of the common terms used by gender nonconforming folks. Things like Gender Euphoria, Non-binary, cisgender, and more.</p>			
<b>36</b>	Course Review	<p>Module 2: The History of Gender (in the West and Beyond)</p> <p>In module 2 we dealt with just a few cases of historical examples of gender nonconforming and third genders in many cultures. We also highlighted that while there have always existed these gender ideas, much of our knowledge of them in the past is skewed due to various political and religious forces.</p>			

37	Course Review	<p><b>Module 3: How to Create a Gender Inclusive Space</b></p> <p>This was far less of me teaching you things, and you coming to your own ideas about helping to create an inclusive workspace for gender nonconforming folks! It was all about you and putting this theory into practice to create a future where folks of all genders can find themselves safe and secure in whatever occupation they want!</p> <p>Congratulations on being part of that!</p>			
38	Course Review	<p>That's a wrap folks! If you're interested in learning more, here's a (start) to some easy, but good, readings!</p> <p>“A Quick and Easy Guide to They/Them Pronouns” by Archie Bongiovanni &amp; Tristan Jimerson.</p> <p>“Queer: A Graphic History”</p>	Picture of the two book covers		

		xtramagazine.com Them.us			
<b>39</b>	Course Review	Contact Info of organization and instructor. Social medias to follow	Logo of Organization		
<b>40</b>	Course Review	We'd love to hear about your experience and ways to improve our course! Please fill out this anonymous survey at [Link] to let us know!	Logo of Organization		