



Class Handout – Information ©2023 – Version 1.0 – Bear Mike, leather-kink.com

#### About Bear Mike

##### Some Affiliations:

- Married to Lash Onyx
- Associate member of Onyx, Poppa Savant Onyx
- Board Member Leather Organizations
- Albuquerque Leather Daddys
- Mama's Alpha Tech
- D&I representative @ work as a side job
- Judge at various leather contests, WOD weekend, ABQ.
- Produces "Albuquerque Leather & Kink" group on Meetup to raise cross-community awareness

##### Recent play:

- Mike identifies as a Dom switch
- Impact play, electroplay, watersports, sounding, and fisting

##### Instructor at CLAW, Blackout, ILSb-ICBB, Spring Pan, Leather Fiesta, OK Leatherfest, and others...

- Albuquerque Men's Naked Yoga on Zoom and in-person, Kinky Naked Yoga, Electroplay 101 Toys to Tasers, Better BDSM with Passion



#### About Lash Onyx

##### Some Affiliations:

- Married to Bear Mike
- Lash Onyx, Onyx Men of Color
- Also Bear Marvin
- NM Corazon 2023, NM Leather Bear 2019
- Mama's Kinky Martian

##### Recent Play:

- Marvin identifies as a Dom switch
- Impact play, rope, fisting, watersports, power exchange and exploring more in BDSM

##### Other activities:

- Produced successful Black and White Fetish Ball, inaugural Onyx event in Albuquerque
- Raises funds for the Transgender Resource Center of NM
- HIV/AIDS awareness volunteer while in the Navy
- Instructor
- Enjoys travel to many events across the USA with his husband



This handout provides partial summary information for use during and after the class. Please attend the class for the full content in lecture, stories about our community, including audience input and discussion.

<p><b>Getting on the same page – Definitions</b></p> <p><b>D&amp;I • DEI • DEIJ • DEIB</b></p> <p>Diversity • Inclusion • Equity • Justice • Belonging</p> <p><b>Diversity (objective)</b></p> <p><b>Equity (how)</b></p> <p><b>Inclusion (resulting environment)</b></p> <p><b>Justice (ongoing effort for those impacted)</b></p> <p><b>Privilege</b></p> <p><b>Safe Space</b></p> <p><b>Supremacy Culture</b></p>	<p><b>Exclusion: Types &amp; Reasons</b></p> <p>Exclusion can be a useful and positive action – it can also be unacceptable</p> <p><b>+ Safety - Physical</b></p> <p><b>+ Safety - Mental</b></p> <p><b>+ Play Preference</b></p> <p><b>+ Legal</b></p> <p><b>+ Code Bar</b></p> <p><b>- Implicit Bias, Learned Bias</b></p> <p><b>- Hate (Racism, Classism, all the “isms”)</b></p>
<p><b>Components of Community Inclusion</b></p> <p>What does it take for you to feel included in a space, at an event, in a group?</p> <ul style="list-style-type: none"> <li>• <b>Clear Rules</b></li> <li>• <b>Being Welcomed</b></li> <li>• <b>Being Seen</b></li> <li>• <b>Belonging / Seeing Yourself</b></li> <li>• <b>Being Tolerated</b></li> <li>• <b>Being Invited</b></li> <li>• <b>Feeling Safe</b></li> <li>• <b>Being Accommodated</b></li> <li>• <b>Being Acknowledged</b></li> </ul>	<p><b>Evolution of Exclusion &amp; Inclusion – Neurodivergence [frame topic]</b></p> <p>Gay persons were “Neurodivergent” before 1987, many think we still are!</p> <p><b>Def: What is neurotypical? [understand]</b></p> <ul style="list-style-type: none"> <li>○ Minds that function like most of their peers.</li> </ul> <p><b>Def: What is neurodivergent?</b></p> <ul style="list-style-type: none"> <li>○ Positive way to view this: <ul style="list-style-type: none"> <li>○ A natural form of personality diversity – not a pathology</li> <li>○ A feature of personality – not a flaw</li> </ul> </li> <li>○ Examples: Dyslexia, Autism, Compulsions, Schizophrenia, ...</li> </ul>

<p><b>Neurodivergence Inclusion – Tools</b></p> <p>How can we be inclusive to those that are neurodivergent?</p> <p><b>Suggested tools for communicating</b></p> <ul style="list-style-type: none"> <li>○ Use affirming language with everyone</li> <li>○ Your differences – not – Your deficit</li> <li>○ Traits/Characteristics – not – Symptoms/impairments</li> <li>○ Thrives on routine – not – Inflexible/rigid</li> <li>○ Preference for indirect gaze – not – Avoids eye contact</li> <li>○ Deep interests – not – Obsessions</li> <li>○ Low/high support needs – not – High/low functioning</li> </ul> <p><b>Don't joke around or provoke behaviors</b></p> <ul style="list-style-type: none"> <li>○ Don't try to elicit neurodivergent behavior by joking, saying you can hear voices, or</li> <li>○ Don't call their differences "super powers" (e.g., ability to talk to ghosts)</li> </ul> <p><b>Other suggested Accommodations, Train Staff</b></p> <ul style="list-style-type: none"> <li>○ Clear communication, Be patient, Accommodate Sensory needs, Visual aids, Create quiet space, Consider signage</li> </ul>	<p><b>Evolution of Exclusion &amp; Inclusion – Gender [frame topic]</b></p> <p>Changes are occurring in our cultures around gender identity</p> <p><b>Frustrating for some in dominant cultures to understand (cisgender of any sexuality or race)</b></p> <ul style="list-style-type: none"> <li>○ Keeping track of pronouns, making mistakes...</li> <li>○ How do we make safe space for changing genders?</li> <li>○ Who is allowed in a particular space by gender when it's not just women and men?</li> <li>○ Why do we have to deal with this?</li> </ul> <p><b>Roots of inappropriate exclusion – Gender [understand]</b></p> <p>Dominant culture has had heavy influence on view of gender</p> <p><b>Def:</b> Gender Identity - Personal sense of one's own gender</p> <ul style="list-style-type: none"> <li>○ Historic dominant culture: Gender Binary <ul style="list-style-type: none"> <li>○ Female/Male, Feminine/Masculine, Same as biological sex</li> <li>○ Expectation about how you dress, your hair length/style</li> <li>○ But many throughout history did not fit this mold</li> </ul> </li> </ul> <p>Like human attribute, gender can be expressed in a spectrum, gender non-conforming</p> <ul style="list-style-type: none"> <li>○ Many cultures over time have accepted this</li> </ul>
<p><b>Roots of inappropriate exclusion - Gender</b></p> <p>Humans have a spectrum of attributes – including Gender</p> <p><b>Def: Examples of alternative genders:</b></p> <ul style="list-style-type: none"> <li>○ Transgender - individuals born with different biological &amp; mental gender identities</li> <li>○ Non-binary, Genderqueer, Gender Non-conforming <ul style="list-style-type: none"> <li>○ Agender/Neuter, Bigender, Pangender/Polygender, Genderfluid, Third gender</li> <li>○ May have various sexual or romantic orientations</li> </ul> </li> <li>○ Most intersex people identify as either male or female.<sup>1</sup></li> </ul>	<p><b>Roots of inappropriate exclusion - Gender</b></p> <p>How can we see situations for gender-diverse people?</p> <p><b>Root: Gender Presentation vs. Gender Identity</b></p> <ul style="list-style-type: none"> <li>○ Historic dominant culture: Your gender is how you appear (presentation). You are either female or male. Easy!</li> <li>○ This is cisgender dominant culture privilege: <ul style="list-style-type: none"> <li>○ Why should I worry about pronouns? I am doing just fine. It's too hard.</li> <li>○ I feel embarrassed making a mistake.</li> <li>○ Why should I wear pronoun pins? I am clearly a male.</li> <li>○ If you're a man, dress like a man!</li> </ul> </li> </ul>

### Roots of inappropriate exclusion - Gender

How can we be inclusive to those that are not of binary gender?

Tools for gender inclusion:

- Use correct pronouns
  - Look for pins, labels, badges, ... default to "they"
  - If you make a mistake, apologize briefly and move on.
- Display pronouns – pins, badges, email footers, ...
  - Wearing them yourself creates inclusion for all
  - The pins aren't for you – they show inclusion
- Have them on your email footers, badges, etc.
- Pronouns on badges should be same size as name
- Accommodate pronouns on forms & websites
  - Include common options, but have a fill-in-blank option

### Roots of inappropriate exclusion - Gender

How can we be inclusive to those that are not of binary gender?

Tools for gender inclusion:

- Make available: Gender neutral bathrooms
  - For events in rented spaces, temporarily re-sign your bathrooms.
- Be seen in even advertising, event pictures, etc.
- Be clear about gender-exclusionary safe spaces and events (e.g., dungeons, meetings, classes, etc.)
  - Clear rules. Follow and enforce the rules you set.
  - (More about this later)

### Another tool: The Genderbread Person v4

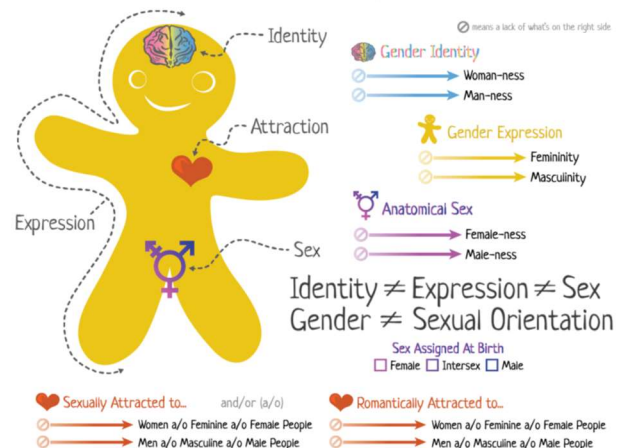
By Sam Killermann, itspronouncedmetrosexual.com

How a person shows gender-based interest can be divided into four things:

- **Gender Expression (appearance)**
  - Actions, clothing, demeanor...
- **Gender Identity (mind)**
  - Your headspace, experience
- **Gender Attraction (what you like/love)**
  - How you're drawn to others, sexually, romantically, other ways
- **Anatomical Sex (genitalia)**
  - Physical traits born with or develop, "sex characteristics," also assigned at birth

### Another tool: The Genderbread Person v4

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<p><b>Alternative Community Inclusion &amp; Exclusion</b></p> <p>Prevailing / Predominant Culture – Privilege can lead to prejudice</p> <ul style="list-style-type: none"> <li>○ Kink Privilege</li> <li>○ Fetishizing inappropriately – Not inclusive</li> <li>○ BDSM Play Intensity – Shaming or exclusion</li> <li>○ Ignoring Bootblacks in our midst</li> <li>○ Bootblacks have often been treated as 2<sup>nd</sup> Class</li> </ul> <p>Ask yourself: Have I seen this kind of behavior? Have I done anything about it?</p>	<p><b>More Detail on Exclusions</b></p> <p>Types of Exclusion</p> <ul style="list-style-type: none"> <li>○ Agism</li> <li>○ Ablism</li> <li>○ Sizeism, Size shaming</li> <li>○ Sexism</li> <li>○ Transphobia</li> <li>○ Homophobia</li> <li>○ Gender Expression</li> <li>○ Mas-Fem-Child appearance</li> <li>○ Racism</li> <li>○ Castes</li> <li>○ Economics &amp; Authority</li> <li>○ Community Experience</li> <li>○ Sexual Display</li> <li>○ Extreme Play</li> <li>○ Return to Normative Culture</li> </ul> <p>Ask yourself: Have I experienced such an exclusion? Have I enacted such an exclusion? Is this exclusion valid? When?</p>
<p><b>Components of Community Inclusion</b></p> <p>Feel included &amp; safe in a space: Clear rules followed by everyone, enforced.</p> <ul style="list-style-type: none"> <li>○ Clear Rules</li> <li>○ Follow the rules (Train staff)</li> <li>○ Enforce the rules</li> <li>○ Have an anonymous process for feedback and follow-up</li> </ul>	<p><b>Components of Community Inclusion (summary)</b></p> <p>Feel included &amp; safe in a space: Ideas for inclusive events (some may not work in all cases, for all events)</p> <ul style="list-style-type: none"> <li>○ Clearly posted unambiguous rules</li> <li>○ Gender-neutral restrooms</li> <li>○ Pronoun use</li> <li>○ Inclusive marketing materials</li> <li>○ Reward inclusive behavior</li> <li>○ Staffing that is diverse</li> <li>○ Partners that don't violate your policies</li> <li>○ Stature of a person should not matter</li> <li>○ Consider exclusive spaces/talks at events (What kind of safe space does your event need?)</li> <li>○ Recovery/Sobriety</li> <li>○ Quiet space</li> <li>○ Trans</li> <li>○ Women only</li> <li>○ Men only</li> <li>○ ...</li> <li>○ Switch only</li> <li>○ subs only</li> <li>○ Tops only</li> <li>○ Queer, Non-binary</li> <li>○ Pansexual</li> <li>○ ...</li> <li>○ Multiple Dungeon Examples <ul style="list-style-type: none"> <li>▪ SPLF 2023, WOD, Blackout 2019</li> </ul> </li> </ul>
<p><b>Exclusion as Community Inclusion</b></p> <p>Excluding - when it's OK to exclude? How do you appropriately exclude?</p> <ul style="list-style-type: none"> <li>○ Feeling safe may need an exclusive space.</li> <li>○ Examples given</li> <li>○ Arguably needed more by marginalized</li> <li>○ Multiple Dungeon Examples</li> <li>○ How you exclude is important. Some ideas</li> <li>○ Two example dungeons as an exercise.</li> <li>○ Lessons learned</li> </ul>	<p><b>Creating Inclusion – Being proactive</b></p> <p>Two ways to create safe space – Join a table, Make a table</p> <ul style="list-style-type: none"> <li>○ Join an existing table w/examples</li> <li>○ Make your own table w/examples</li> <li>○ Pausing or ending a table – is it worth it?</li> <li>○ Positives &amp; Negatives of these two approaches</li> </ul>

<p><b>Advanced Topic: Levels of Community Inclusion</b></p> <p>A 5-level scale of community inclusion can help you reflect on your status</p> <ul style="list-style-type: none"> <li>○ Fully inclusive, Engaging, Tolerance, Intimidating, Exclusive</li> </ul>	<p><b>Advanced Topic: Roots of inappropriate exclusion</b></p> <ul style="list-style-type: none"> <li>○ Root: Larger societal ocean</li> <li>○ Root: Indoctrination</li> <li>○ Root: Not speaking up</li> <li>○ Root: Fear</li> </ul>
<p><b>Advanced Topic: Recognizing Response to Exclusion</b></p> <p>People's emotional behavior can exist on a scale of very active to very passive.</p> <ul style="list-style-type: none"> <li>○ Avoidance, Flight, Unsettled, Measured, Active, Radical, Violent</li> </ul> <p>Attempt to drive behavior toward the middle, "measured."</p>	



## References (not complete list)

- “Diverse Populations and Relationships in Kink,” TASHRA, Alexandra Gold, Nov 20, 2020.
  - For lower-income folks, accessing trainings, classes, and community events may be a challenge. The majority of empirical studies find that their samples of kinky folks are well-educated, often including (frequently costly) higher education. This correlates with a lack of accessibility, shaping kink spaces that are perhaps not representative of a greater kinky population.
- “Challenge at the Intersection of Race and Kink: Racial Discrimination, Fetishization, and Inclusivity Within the BDSM (Bondage-Discipline, Dominance-Submission, and Sadism-Masochism) Community,” Jennifer M Erickson 1, Anna M Slayton 2, Joseph G Petersen 2, Hannah M Hyams 2, Lori J Howard 2, Shane Sharp 3, Brad J Sagarin 2 Arch Sex Behav. 2022 Feb;51(2):1063-1074. doi: 10.1007/s10508-021-02102-9. Epub, 2021 Sep 22.
- People of color were 16 times more likely than non-people of color to feel discriminated against at BDSM events and 17 times more likely to feel fetishized. Qualitative results included troubling stories of overt racism and offensive racial slurs, and examples of microaggressions, feelings of isolation, and feelings of being dismissed. The results suggest that organizations can increase inclusivity by understanding the unique costs faced by people of color with an awareness that these costs might be invisible to non-people of color, diversifying positions of authority and leadership, and teaching well-meaning members what types of behaviors could create a hostile environment.
- Undoing White Supremacy in Kink Community, <https://www.uwsinkc.com/>
  - A place for people in BDSM, Kink and Leather Communities to explore white supremacy culture, racism and colonialism; to critically examine how we experience it in our communities; and to understand our role and responsibilities in undoing racism. Associated with Undoing White Supremacy Austin (UWSA) a group which is supported in turn by the People’s Institute for Survival and Beyond (PISAB).

### Other written resources consulted in generating this course (incomplete list):

- “How to Unlearn Racism - Implicit bias training isn't enough. What actually works?” Abigail Libers, Scientific American, 2020 Oct 01.
  - Great summary of a broad set of issues and players in this domain.
- “White Supremacy Culture Characteristics,” Tema Okun, Website, <https://www.whitesupremacyculture.info/characteristics.html>.
  - Document on Tema Okun’s website with a more comprehensive list of characteristics.
- “White Supremacy Culture,” Tema Okun, dRworks, [dismaltingracism.org](https://dismaltingracism.org).
  - Summary list, characteristics of white supremacy culture and suggested antidotes. Not consistent or summarized compared with other lists.
- Undoing Racism, The People’s Institute for Survival and Beyond, [pisab.org](https://pisab.org).
  - “Our aim is to undo racism and other forms of oppression.”
- NARN (Northwest Animal Rights Network) DEIJ Glossary, [narn.org](https://narn.org).
  - A great glossary from an organization that works on intersection between human and non-human exploitation.
- My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies, Resmaa Menakem
  - The body is where our instincts reside and where we fight, flee, or freeze, and it endures the trauma inflicted by the ills that plague society. Racism is not just about the head, it’s about the body memory.