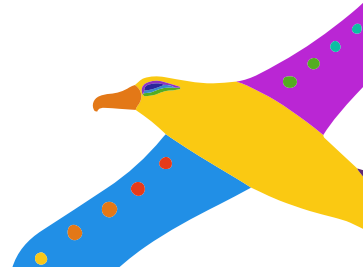
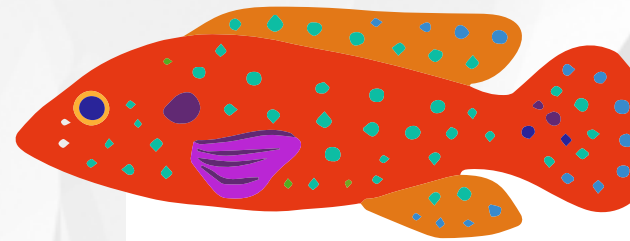


Guide to

p r i d l e

FWS 2022



How to use this guide

This guide, created by the FWS PRIDE ERG, offers FWS staff fun challenges to learn about and support the LGBTQ+ community during Pride month. As you move through these activities on your own time, mark off the purple boxes to show completion!

Want to learn even more? Check out our [FWS Guide to the LGBTQ+ community](#)



Earn a Prize!!

Complete at least 3 activities (and mark the circles digitally so we know they're complete). Email your completed booklet to FWS_Pride_ERG@fws.gov and we'll send you a digital prize. If you provide your mailing address, we'll also send you a handmade block print card created by our own Erin Abernethy!

Celebrate Pride through media!



Activity: Complete the following challenges and write in the title/name in the slot below.

- Read a book by a LGBTQ+ author:
- Watch a LGBTQ+ film/movie (either made by artist in the LGBTQ+ community or featuring LGBTQ+ stories)
- Follow a new LGBTQ+ content creator on social media
- Listen to a song by a LGBTQ+ singer
- Learn about a new LGBTQ+ historical figure
- Shop (or show support in other ways, ex: uplift on social media) at a LGBTQ+ -owned business

Did you know every day of PRIDE we are having a Queer Wordle!? (Queerdle!) [Visit Sharepoint to play Queerdle!](#)

Personal pronouns

Personal pronouns are the pronouns a person chooses to use for themselves. Some pronoun examples are she/her/hers, he/him/his, them/them/theirs, and ze/hir.

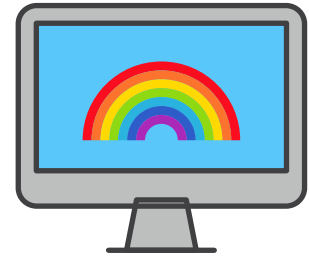
When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, dysphoric, or all of the above. Making it a matter-of-fact practice is a meaningful sign of respect for others' identities. Help make FWS a safer space for everyone by sharing your pronouns!



Activity: Add your pronouns to your email signature!

Feel free to copy and paste the text below into your email signature (text links to mypronouns.org).

Personal pronouns: __/__/__ ([why is this important?](#))



Gender-neutral challenge!

See if you can use all of these gender-neutral greetings (for larger groups) throughout the month of June! Extra points if you add your own, the more creative the better!

All of you
Y'all
Folks
Friends

Everyone
Friends, Foes, and Neithers
Humans

Visit a LGBTQ+ Site



Our friends over at the National Park Service recognize many different sites with LGBTQ+ heritage and significance. Visit the [NPS LGBTQ Places website](#) and find out if there are any sites near you OR that you would really love to visit. Fill out your itinerary below. And if you are lucky enough to visit any sites during June, tell us below!



Darcelle XV in Portland, Oregon, was listed in the National Register of Historic Places in 2020. Darcelle XV Showplace is one of only two known drag clubs open prior to 1970 in the United States with an owner who performed (and is still performing!) as part of the company. Darcelle XV is 91 (as June 2022) and is the oldest drag queen performer on the West Coast!

Plan your Queer Road-trip

First Stop:

Second Stop:

Where are you having dinner (just for funsies)

Third Stop:

Ending Your Journey after the Pride Celebration at:

Visit a site in person? What did you see and do?

Pride Puzzles

ACROSS

6. Marketing technique where creators hint at queer romance without intent to make it canon

8. Said, "There is no thing as a single-issue struggle because we do not live single-issue lives."

9. First American woman in space

10. United States president who signed a law banning discrimination in federal benefits. **1**

11. Poet whose work contained the first known written references to lesbian relationships. **2** **3** **4** **5**

6

7

9

10

11

12

13

13. ____ is Burning is a documentary depicting New York City's drag ball life at the height of the AIDS crisis.

14. What TV show featured the largest transgender cast in history?

DOWN

1. Make-over TV show that's getting a second life after more than a decade **14**

2. Gay rights activist's whose middle initial was P for "pay it no mind"

3. Drag Queen who sings like Dolly Parton and laughs like a murder of crows

4. Some _____, like the New Mexico Whiptail, reproduce asexually via parthenogenesis

5. Pride month

7. Former government employee who became a pioneer of the LGBTQIA+ rights movement after being fired red for being openly gay.

12. The ____ Guide is an [interactive resource](#) from NPS for exploring lesbian, gay, bisexual, transgender, and queer (LGBTQ) history and places in the United States.

Make a Queer Wildlife Flag



Since we are FISH and WILDLIFE, see if you can write in an animal or plant that matches the color of some of the LGBTQ+ flags! We'll use your answers to build out some cool LGBTQ+ wildlife flags that we'll display on sharepoint, or color in the image from your flag!

Example



Collared Lizard
Roseate spoonbill
Polar bear



Gay Flag



And of course there are many other identifies and flags! Feel free to do an alternate flag i



Bisexual Flag



Lesbian Flag



Non-binary Flag



Secret
Letter
for Code
activity:
"H"

If you wish! Advanced challenge, see how many of these flags you can identify!



Pride in the Wild

Laysan Albatross

Laysan Albatrosses have been found to form long term female-female pairings. A study actually discovered that about a third of the pairs were two female birds. In these pairings, albatrosses were still mating with males, but then returning to their female pair to incubate eggs and rear chicks together. Scientists didn't realize this until 2008 because male and female Laysan albatrosses look virtually identical.



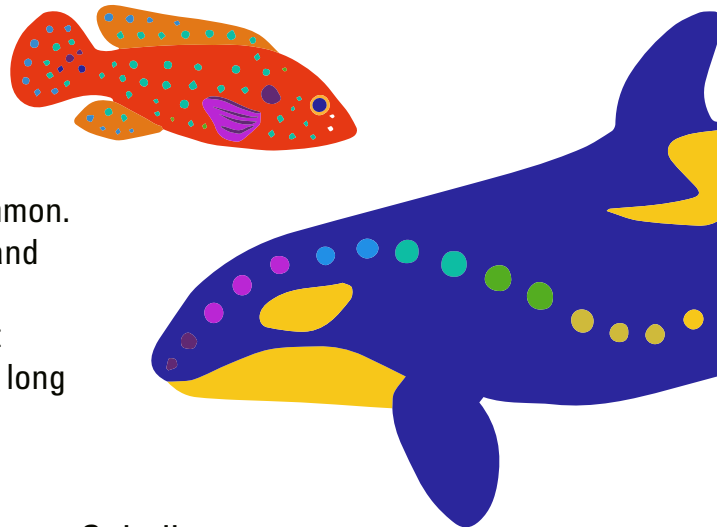
Swans

Swans form stable male-male pairs that can last for many years and will raise offspring as a couple. There are several recorded observations of females temporarily associating with a male-male pair, mating with one of them, and then leaving her eggs with them to raise. A study showed that pairs were more successful at fledging their offspring than male-female pairs because of access to better nesting sites and territories (80% success fledge rate compared to 30% in male-female pairs). Roughgarden, J. (2013) *Evolution's Rainbow: Diversity, Gender, and Sexuality in Nature and People*. University of California Press, Berkeley. p. 136



Orcas

Orcinus orca are also known to leave their group to join male groups where same sex courtship is common. Some of this frolicking behavior includes jumps, splashing and nuzzling/rubbing each other's genital area with the mouth/beak whilst diving. Killer whales will also display their erect penises during these sessions, showing off their bright pink long appendages.



Illustrations used courtesy of Karen Ceballos.



Giraffes

Male giraffes have been commonly observed having, what appears to be, attempted sexual intercourse, courtship, and partnership. These displays can be either dominance or bonding behaviors. One of these dominance/bonding behaviors including , where giraffes will gently rub their necks along the other’s body, leading up to mounting.

Whiptail Lizards

All lizards in the of the genus *Aspidoscelis*, are female and reproduce asexually through a process called , meaning their eggs develop into embryos without fertilization. Unlike other animals that reproduce this way, these lizards’ DNA changes from generation to generation in ways similar to sexually reproducing lizards.



Research your own species that symbolizes “Pride in the Wild”

Species:

Description/Fun Fact:

Answers: Albatross: Ka’ena Point in Hawaii; Swan: male-male; Giraffe: necking; Whiptail: parthenogenesis; Killer Whales: matrilineal



LGBTQ+ in Science and Conservation!

Sally Ride

(1951 - 2012)

Identities: "Sally didn't use labels." - her sister

The public learned about her female life partner from obituary. She was the first American woman and youngest person in space.



Photo by NASA

Lauren Esposito

Identities: Queer

An arachnologist and the curator of Arachnology at the California Academy of Sciences. She is the co-founder of [500 Queer Scientists](#), a visibility movement and network that boosts the recognition and awareness of LGBTQ+ people working in STEM.



Photo from 500 Queer Scientists

George Washington Carver (1864-1943)

Identities: likely Gay

He was a pioneering agricultural scientist whose work transformed the lives of struggling farmers. Known as "The Peanut Man," he encouraged farmers to cultivate peanuts for the first time.



Photo from Tuskegee University Archives

Pattie Gonia

Identities:

"Environmentalist. Drag Queen. Professional Homosexual."

Pattie is self-described as the "world's first backpacking queen" and works to build an inclusive outdoor community for "queer people, allies & mother natch." They are one of the co founders of the "Outdoorist Oath" nonprofit.



Photo by Pattie Gonia

Scavenger Hunt



Check off the boxes as you complete each photo scavenger challenge! As an extra bonus, you can submit 1 to 5 photos to our online Story Map by visiting our [online form](#) to upload your photo. These photos will be viewable to DOI staff, but will not be shared with the public. Check off at least 4 boxes and upload at least 1 photo.

A photo of yourself with a pride flag out in nature

A photo of yourself at a pride event in an FWS uniform and/or holding a printout of the FWS Pride logo

A photo of something colorful in nature

A photo of yourself with a drag performer (or in drag!)

A photo of yourself visiting your local LGBTQ Center

A photo of yourself at a place of LGBTQ+ Historical significance (YOU can define what this means. It can be a long standing gay bar in your city, a place where an important protest happened, the former home of a queer author, or the place you first came out)



Can you Crack the Code?



Attend FWS Pride virtual events and resource pages to find the letters that will crack the super duper secret, high-level government secret code!

A queer icon of the night, even though my ruby eyes may give some fright, with an impressive wingspan to boast, this species is rarer than most.

1 2 3 4 5 6 7

1. Look at the home page of [FWS Pride ERG Sharepoint Page](#)
2. Attend the Pride Month Webinar hosted by FWS ODIWM and Ecological Services, "[Pride in the Wild: Bringing Our Authentic Selves](#)" occurring Tuesday, June 21 at 2:00 – 3:00 pm EST.
3. Complete the [Pride Survey](#) and the letter will be in the "Thank you for your response email"
4. Letter hidden somewhere in this very booklet!
5. The first letter of the answer to the [Queerdle for June 9th](#)
6. Look at the [Observances Days Page on the FWS Pride Sharepoint](#)
7. The first letter of the answer to the [Queerdle for June 22nd](#)

Answers to Crosswords

ACROSS

6. QUEERBAITING
8. AUDRE [LORDE]
9. SALLY [RIDE]
10. BARACK [OBAMA]
11. SAPPHO
13. PARIS
14. POSE

DOWN

1. QUEEREYE
2. MARSHA [P. JOHNSON]
3. TRIXIE [MATTEL]
4. LIZARDS
5. JUNE
7. FRANK [KAMENY]
12. PRIDE

Contributors

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Curious about the font?

Available for free at <https://www.typewithpride.com/>

On 31 March, 2017, Gilbert Baker the creator of the iconic Rainbow Flag sadly passed away. Mr. Baker was both an LGBTQ activist and artist, and was known for helping friends create banners for protests and marches. To honor the memory of Gilbert Baker, NewFest and NYC Pride partnered with Fontself to create a free font inspired by the design language of the iconic Rainbow Flag, the font was named 'Gilbert' after Mr. Baker. We had to modify the font a bit to meet 508 accessibility standards, but hopefully retained the look of the font!