



POSITIVE SPACE AWARENESS SESSION

Gender & Sexual Diversity Inclusion Initiative



Facilitators:

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SESSION OUTLINE

- Introductions
- Positive Space Initiative – What is a Positive Space?
- Terminology – 2SLGBTQIA+ Concepts and Identities
- Legislative and Policy vs. 2SLGBTQIA+ Realities
- Inclusive and Affirming Language
- How Can I Become an Ally?
- Resources
- Questions?

HOUSEKEEPING

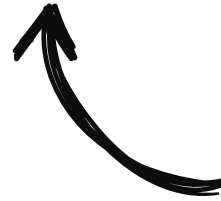
Ask questions!

Respect

Confidentiality

INTRODUCTIONS

YOUR NAME



YOUR PRONOUNS

HE / SHE / THEY / +



**ONE THING YOU
HOPE TO GAIN
FROM THE SESSION**

POSITIVE SPACE INITIATIVE

WHAT IS A POSITIVE SPACE?

- Welcoming and respectful place for everyone!
- Enables individuals who identify as 2SLGBTQIA+ to feel safe and be their true authentic selves.
- Environment where diversity and inclusion are celebrated as a strength.
- Strives to advance inclusiveness through education, resources and support.



TERMINOLOGY

2SLGBTQIA+ CONCEPTS AND IDENTITIES



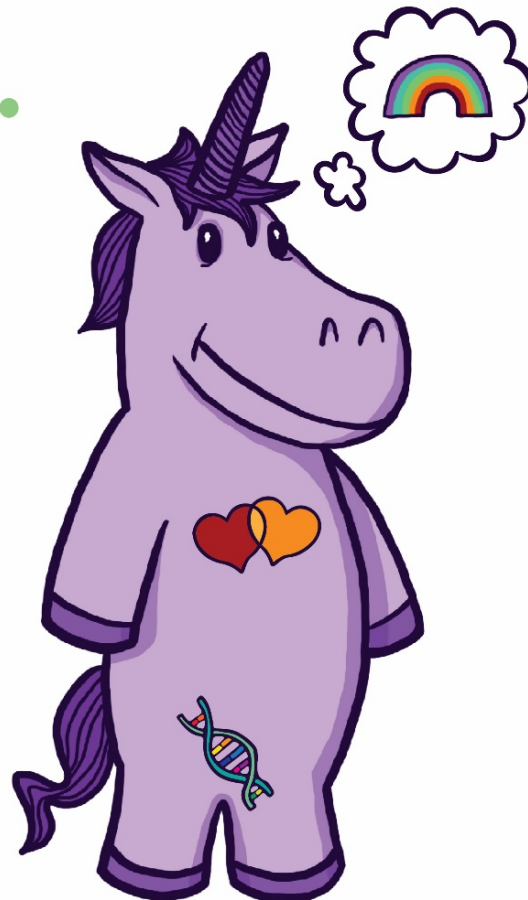
Turn to **page 2** in
your **Terminology
and Resources**
reference guide.

The Gender Unicorn

Adaptation of graphic developed by

TSER
Trans Student Educational Resources

Anna Moore
and Landyn Pan



2SLGBTQIA+

- The acronym is **ever-expanding** as our collective understanding of gender and sexual orientation grow.
- A common technique is to use the “+” denoting the ever-growing nature of diverse genders and sexual orientations.
- Alternative acronyms include:
 - GSM – Gender and Sexuality Minority; and
 - SOGIE – Sexual Orientation, Gender Intity and Expression
- Population vs. Community: 2SLGBTQIA+ groups are not homogenous and cannot be considered one sole ‘community’. Opt for the use of *“communities”* or *“population”*.

PREJUDICES STEMMING FROM ASSUMPTIONS

- **Homophobia:** Fear, hatred, repulsion or social aversion of persons who are or are assumed to be non-heterosexual.
- **Biphobia:** Fear, hatred, repulsion or social aversion of persons who are or are assumed to be bisexual.
- **Transphobia:** Fear, hatred, repulsion or social aversion of persons who are or are assumed to be transgender or otherwise gender non-conforming.
- **Heterosexism:** Prejudice/bias and discrimination on the belief that heterosexuality is the norm *and* superior.
- **Cissexism** Prejudice/bias and discrimination against trans or gender diverse identities and/or expressions based on the assumption that being cisgender is the norm *and* superior.

INTERNATIONAL CONTEXT

The **Universal Declaration of Human Rights** was adopted by the United Nations General Assembly on December 10th, 1948.

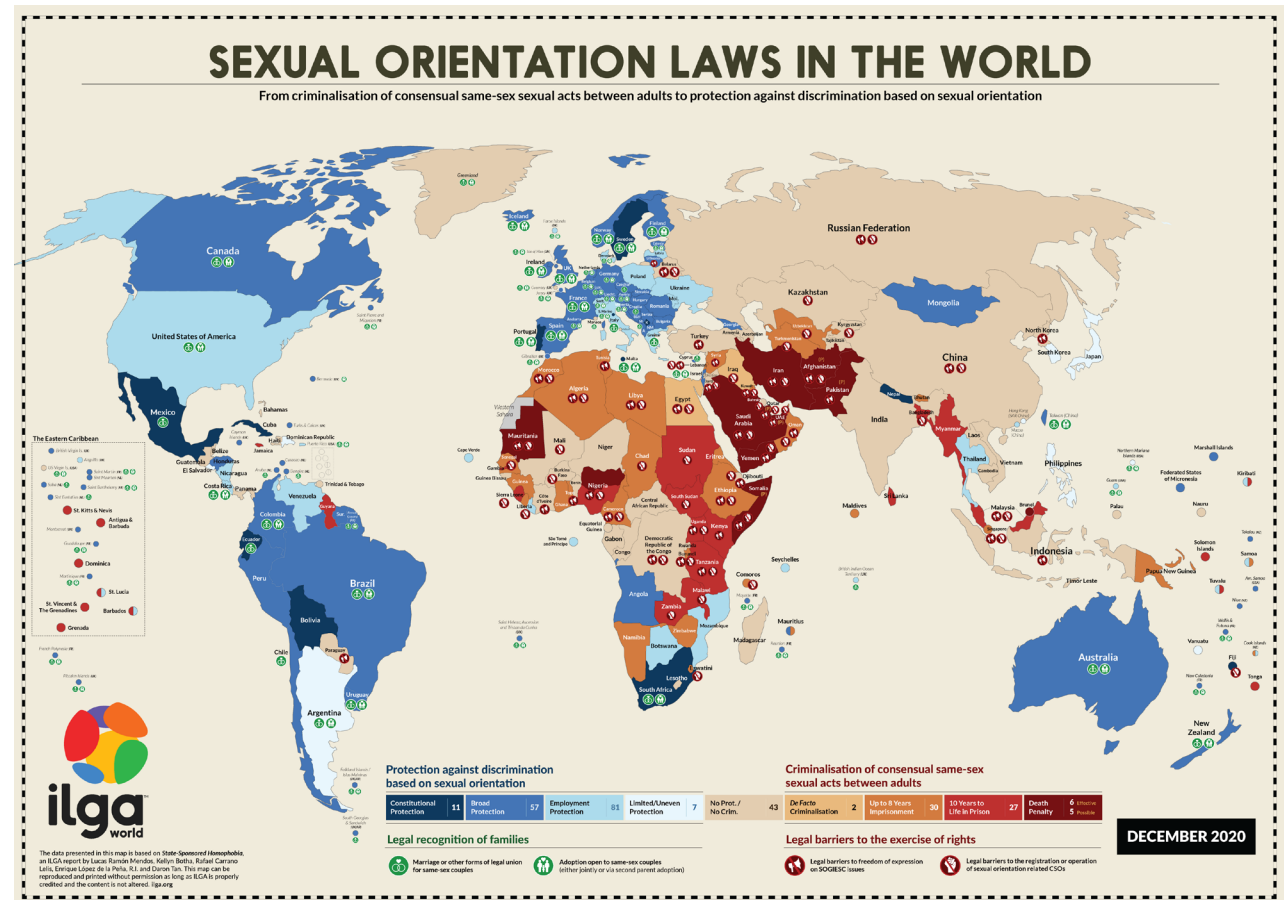
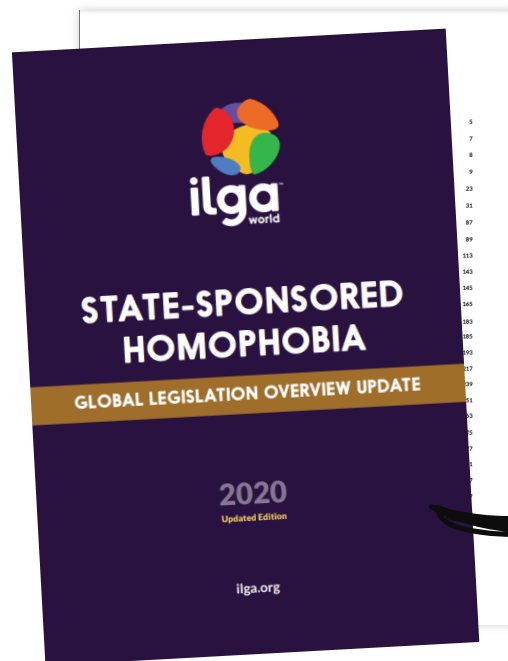


“All human beings are born free and equal in dignity and human rights.”

However, serious concerns remain with respect to the human rights of 2SLGBTQIA+ people and to the many impacts of discrimination.

INTERNATIONAL REALITY

In many countries, being gender or sexually diverse is still criminalized.



CANADIAN CONTEXT

- Equal access to marriage and adoption is available.
- Discrimination against 2SLGBTQIA+ persons is prohibited under provincial/territorial and federal legislation and case law.
 - ↪ Bill C-16 was passed in 2017, which prohibits discrimination based on gender identity and gender expression, and allows for hate crime sentencing on those grounds.
- Transgender persons are free to seek gender affirmation surgeries if they wish, and the gender marker on IDs can be changed in most provinces and territories, as well as with federal departments and agencies.

CANADIAN REALITY

Despite these advances, 2SLGBTQIA+ individuals in Canada still continue to experience harassment and discrimination.

- 2SLGBTQIA+ individuals experience higher rates of homelessness, addiction, mental illness and suicide.
 - ↪ This is **not** as a result of their identities being linked inherently to mental illness; rather, it is a symptom of societal and/or systemic discrimination.
- Trans-identified people experience barriers and obstacles in accessing essential services, such as employment, housing and health care.

INCLUSIVE AND AFFIRMING LANGUAGE

Using gender-inclusive language means speaking and writing in a way that does not discriminate against a particular sex, social gender or gender identity, and does not perpetuate gender stereotypes.



PRONOUNS

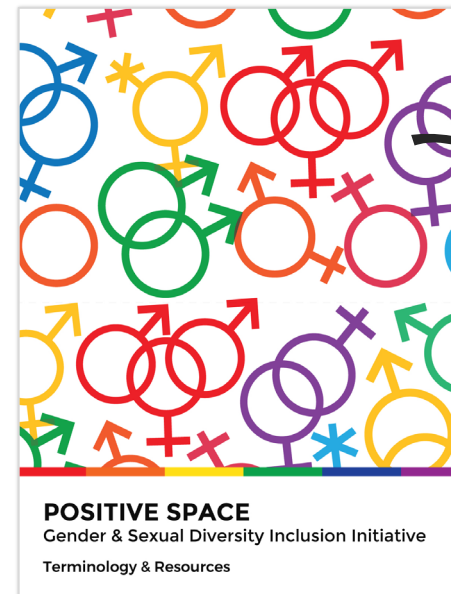
The pronouns used in every day speech and writing often times implies gender. These associations are not always accurate or helpful. Mistaking or assuming peoples' pronouns sends a harmful message. When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, or dysphoric (often all of the above).

Using someone's correct gender pronouns is one of the most basic ways to show your respect for their identity.

IMPORTANCE OF LANGUAGE

Pronouns and names are not the only parts of language marked by gender. By shifting this language to be more inclusive, we can respect and acknowledge the gender identities of **all** people.

Always be mindful of your assumptions and consider gender neutral ways of communicating the same phrases.



Turn to **page 8** in your **Terminology and Resources** reference guide for more information.

ROLE OF AN ALLY

Allyship is a verb; it is the continuous practice of doing the work of standing up for marginalized groups.

Allyship is bestowed not claimed.

The most important guiding principle for allies is knowing when to **step up** and when to **step back**.



RESOURCES

- Ontario Human Rights Commission (OHRC): [Policy on Preventing Discrimination Because of Gender Identity and Gender Expression](#)
- Canadian Heritage – [LGBTQ2 Secretariat](#)
- Public Services and Procurement Canada (PSPC) – [Support for Trans Employees: A Guide for Employees and Managers](#)
- [Canadian Centre for Gender and Sexual Diversity \(CCGSD\)](#)
- [Egale Canada](#)
- [Canadian Centre for Diversity and Inclusion \(CCDI\)](#)



- [Queer Events](#)
- [Kind Space](#)
- [Capital Pride](#)
- [Lanark County Mental Health](#)
- [Lanark County Interval House and Community Support](#)
- [Pride in Mississippi Mills](#)

A decorative border surrounds the central white rectangle, featuring a repeating pattern of colorful arrows and symbols in shades of green, blue, yellow, red, and purple. The symbols include various arrowheads, some pointing in different directions, and some resembling stylized letters or icons.

QUESTIONS?



THANK YOU!

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