

**PRIDE AT
WORK**
CANADA



**FIERTÉ AU
TRAVAIL**
CANADA

LGBTQ2+ Inclusion: Making Meaningful Connections and Activating Allyship in the Legal Workplace

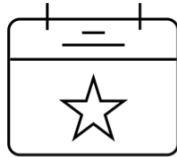
Presentation by Pride at Work Canada

Pride at Work Canada/Fierté au travail Canada

Through dialogue, education and thought leadership, Pride at Work Canada empowers employers to build workplaces that celebrate all employees regardless of gender expression, gender identity, and sexual orientation. We help create safer, more inclusive workspaces that realize the full potential of all employees and bring down barriers to employment. Our learning, networking and community events happen across the country, celebrating and connecting the most inclusive Canadian employers.



Over 150 National,
Regional and
Community Partners



Events and activities
across Canada



Research,
benchmarking and
publications



Engaging LGBTQ2+
communities and
HR/diversity
professionals

Today's Agenda

- Introductions and Welcome
- Making Meaningful Connections:
Effective Communication for LGBTQ2+
Inclusion
- Taking Action in Allyship
- Resources

Land Acknowledgement

Pride at Work Canada works on the traditional territories of the First Nations, Metis, and Inuit peoples. This includes two-spirit, and LGBTQ Indigenous people. We recognize that there are multiple barriers that impact Two-Spirit and LGBTQ Indigenous people from accessing meaningful, affirming, and inclusive employment. In our work we look to reduce those barriers and, are open to feedback from Indigenous workers, employers, and job seekers in making that a reality.

Making Meaningful Connections:
Effective Communication for LGBTQ2+
Inclusion



Discussion:

What does LGBTQ2+ mean? Are there other terms you've heard?

What does LGBTQ2+ mean, anyway?

L : Lesbian

G : Gay

B : Bisexual

T : Trans

Q : Queer

2 : 2-Spirit

+ : and more!

Agender, ally, androgynous, aromantic, asexual, bigender, bisexual, butch, cis, cisgender, cross-dresser, demisexual, femme, gay, gender fluid, gender non-conforming, genderqueer, intersex, lesbian, MLM, MSM, MSW, non-binary, pansexual, queer, questioning, SGL, straight, trans man, trans-feminine, trans-masculine, trans woman, trans, transgender, transsexual, two-spirit, WLW, WSM, WSW

Sex vs. Gender

Sex:

A medical classification based on physical characteristics and/or chromosomes.

Sex assigned at birth:

A label attached to human beings when they are born based generally upon genitalia or other physical characteristics.

Gender:

A person's internal and individual experience of gender: being a man, woman, both, or not subscribing to the idea that gender is limited to these terms.

Gender expression:

How one engages with conventions and stereotypes associated with a specific gender to present their gender externally on a daily basis.

Remember:

“We make assumptions every day about other people's genders without ever seeing their birth certificates, their chromosomes, their genitals, their reproductive systems, their childhood socialization, or their legal sex. There is no such thing as a ‘real’ gender - there is only the gender we experience ourselves as and the gender we perceive others to be.”

— Julia Serano

Respectful language, re: sex and gender

What NOT to say:

Chosen gender
Preferred pronoun



Sex change



Transgendered



Male-bodied
Female-bodied



Real man
Real woman



What TO say:

Gender
Pronoun

Gender confirming care

Trans

Assigned male at birth
Assigned female at birth

Man (or cis man, trans man, etc.)
Woman (or cis woman, trans woman, etc.)

Gender-specific vs. gender-neutral pronouns

Gender-specific pronouns are the ways we refer to each other in the third person. People who are transitioning in some way might choose to change their pronouns.

Examples:

She, his, he, hers, they, them, ze, hir etc.

*I saw Lauren come to work today and **she** seemed really happy. I wonder if it has anything to do with **her** weekend. I hope I see **her** soon to hear all about it!*

Gender-neutral pronouns are the ways we refer to each other in the third person when we are unaware of (or if the person does not use) someone's gender-specific pronouns.

Examples:

Them, they, their, etc.

*I saw Lauren come to work today and **they** seemed really happy. I wonder if it has anything to do with **their** weekend. I hope I see **them** soon to hear all about it!*

Gender-specific vs. gender-neutral pronouns

ASK:

You cannot tell someone's name or pronoun just by looking at them. If you find yourself unsure of someone's pronoun, be attentive to how others refer to this person. If you are still unclear or concerned that people might be using the incorrect pronoun, politely and privately ask that person what pronoun they use.

RESPECT:

If someone takes the time to let you know their name and pronoun, use and respect it. It's not up to you to decide someone else's identity.

PRACTICE:

If you have difficulty using someone's pronoun and name, practice. Ask co-workers, peers, and friends to point out when you've made a mistake.

Create space for pronouns

- Name tags and name plates can also have a spot to show someone's pronouns
- Start meetings with everyone introducing themselves and stating their pronouns

HELLO
my name is

LAUREN

PRONOUNS: She & Her

Avoid the use of gendered titles

- When writing an email it is not required to use a gender-specific title (i.e., Mr., Mx., Ms., Miss., Mrs.), consider just using the person's first and last name
- Only use gender-specific titles after you have confirmed how someone wishes to be addressed
- Request information that you need to help people feel respected

“Hi there, how are you today?”

“How can I help you today?”

“Is there anything you need me to know to help us better meet your needs?”

“What would you like support with?”

“What is your name?”

“What pronouns do you use?”

Sexual orientation

A personal characteristic that encompasses an emotional, romantic or sexual feelings toward other people.

It is the attraction felt for others, not sexual behavior or sexual history that defines one's orientation.

Don't make assumptions about a person's orientation based on their current partner, previous relationships or sexual activity.

Respectful language, re: sexual orientation

What NOT to say:

Sexual preference



Homosexual



Gay community



Gay lifestyle



What TO say:

Sexual orientation or orientation

Gay, lesbian

LGBTQ2+ (or other acronym) community/communities

Nothing...

Respectful conversations

Start with yourself



Explain who you are before asking details of another person

“My name is Ridhima, my pronouns are she/her, what about you?”

Lead with the “why”



Ensure you have a solid reason for requesting information and share that rationale

“We add pronouns to our client profiles, which should we use when contacting you?”

Mirror language



If someone uses a term to describe their identity or relationship, use the same words

“My wife and I had a fun trip. How did you and your partner enjoy your vacation?”

Don't assume



It's dangerous to make assumptions based on limited information

Remember:

Just because you want to know something
doesn't mean you have the right to ask about it.

Before you ask, you should know...

- Trans people in both Canada and the US report high levels of violence, harassment, and discrimination when seeking stable housing, employment, health or social services
- LGBTQ2+ people experience higher rates of depression, anxiety, obsessive-compulsive and phobic disorders, suicidality, self-harm, and substance use
- LGBTQ2+ people are at double the risk for post-traumatic stress disorder (PTSD) than other people
- Bisexual women face higher rates of sexual violence than any other demographic in Canada
- LGBTQ2+ youth face approximately 14 times the risk of suicide and substance abuse than their peers
- 77% of trans respondents in an Ontario-based survey had seriously considered suicide and 45% had attempted suicide
- Despite representing approximately only 7% of the country, LGBTQ2+ people make up 40% of Canada's homeless youth population

This information was compiled by Rainbow Health Ontario and CMHA Ontario.

<https://ontario.cmha.ca/documents/lesbian-gay-bisexual-trans-queer-identified-people-and-mental-health/>

Before you ask: think!

Before you ask:

About someone's transition



Think about:

Whether or not it's appropriate to discuss one's personal medical history (it's usually not, so don't ask)

About someone's sexual practices



Whether this would be acceptable with a straight cis colleague (it would never be, so don't ask)

Someone's medical sex



Whether or not you are a health care provider or researcher dealing with the person in a clinical setting (you're not, so don't ask)

Remember:

Everyone makes mistakes. When you make one find a balance between owning your error and fixing the situation.

Remember:

It is not the duty of LGBTQ2+ individuals to educate you. There is a lot of great information out there!

Taking Action for Allyship



Self-Education

- Keep learning. There is always more to know.
- Pride at Work Canada webinars
- Workplace Summit
- Google and youtube are useful.
- Books: Glad Day Bookshop
- SOGIC - Sexual Orientation and Gender Identity Community of the Canadian Bar Association.
- Ongoing continuing education.
- Community events.



Intervention

- Strategies to intervene:
- Be willing to go to the bathroom with someone.
- Be willing to support someone going to HR.
- Be willing to address comments.
- Be willing to suggest more inclusive language.



Supporting Community

- Give money to community groups and charities.
- Support employee resource groups.
- Get involved in groups and in Pride.



Advocate for Change

- LGBTQ2+ inclusive policies
- All gender washrooms
- Positive space campaign
- Pronouns in signature and business cards



How the Legal Profession has acted as Allies

- Acted as legal advice during the Bathhouse raids working with the Right to Privacy Commission.
- Supported legal rights cases that went through the courts.
- Challenged Trinity Western.
- Provided legal literacy to LGBTQ2+ groups and youth.
- Helped trans people change paperwork for ID.



Resources

Further resources

Download Pride at Work Canada's reports at:

<http://www.prideatwork.ca/resources>

Check out PFLAG National's ally materials at:

<http://www.straightforequality.org>

The 519's resources:

<https://www.the519.org/education-training/training-resources/our-resources>

The Canadian Bar Association - SOGIC:

<https://www.cba.org/Sections/Sexual-Orientation-and-Gender-Identity-Community>

Check out Trans Student Education Resources:

<http://www.transstudent.org/>

Download Rainbow Health Ontario's Resources:

<https://www.rainbowhealthontario.ca/resources/>



Questions or Followup

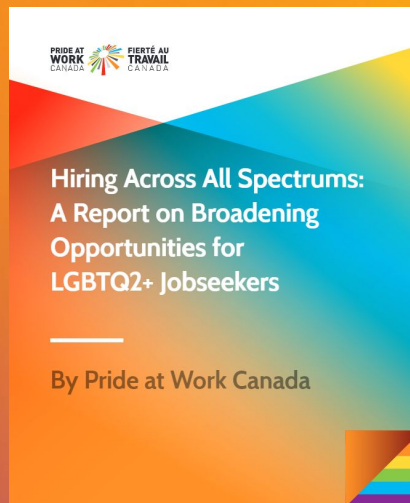
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Pronouns: they/them / Pronoms: elle/la

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Some of our helpful resources.