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Inclusive Language & Allyship for Organizations

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They/ He / She




Born and raised in Saint John, Mariah received their Bachelor of Science from UNBSJ. A proudly Queer and Trans young professional with a background in medical research who is an analytical, collaborative, information-based thinker with knowledge and passion for issues facing the 2SLGBTQQIA+ community.



This Workshop is a **Brave Space**

A community space where different points on a journey of learning and growing are supported & engaged.



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Affirming Care.



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First Impressions of LGBTQ People

Answer the following questions to the best of your ability:

1. When's the first time you can remember learning that some people are lesbian, gay, bisexual, or queer?
2. Where did most of the influence of your initial impressions/understanding of lesbian, gay, bisexual, and queer people come from? (e.g., family, friends, television, books, news, church)
3. When's the first time you can remember learning that some people are transgender?
4. Where did most of the influence of your initial impressions/understanding of transgender people come from? (e.g., family, friends, television, books, news, church)
5. How have your impressions/understanding of LGBTQ (lesbian, gay, bisexual, transgender, and queer/questioning) people changed or evolved throughout your life?

What is an Ally?

In the rainbow community Ally describes some who is **not a part of the Rainbow Community but is supportive**. A straight ally or heterosexual ally is a Straight and/or cisgender person who supports gender equality, civil rights, 2SLGBT social movements, and challenges homophobia, biphobia and transphobia.



Awareness

Knowing there's a problem



Analysis

Knowing why there's a problem

Acting

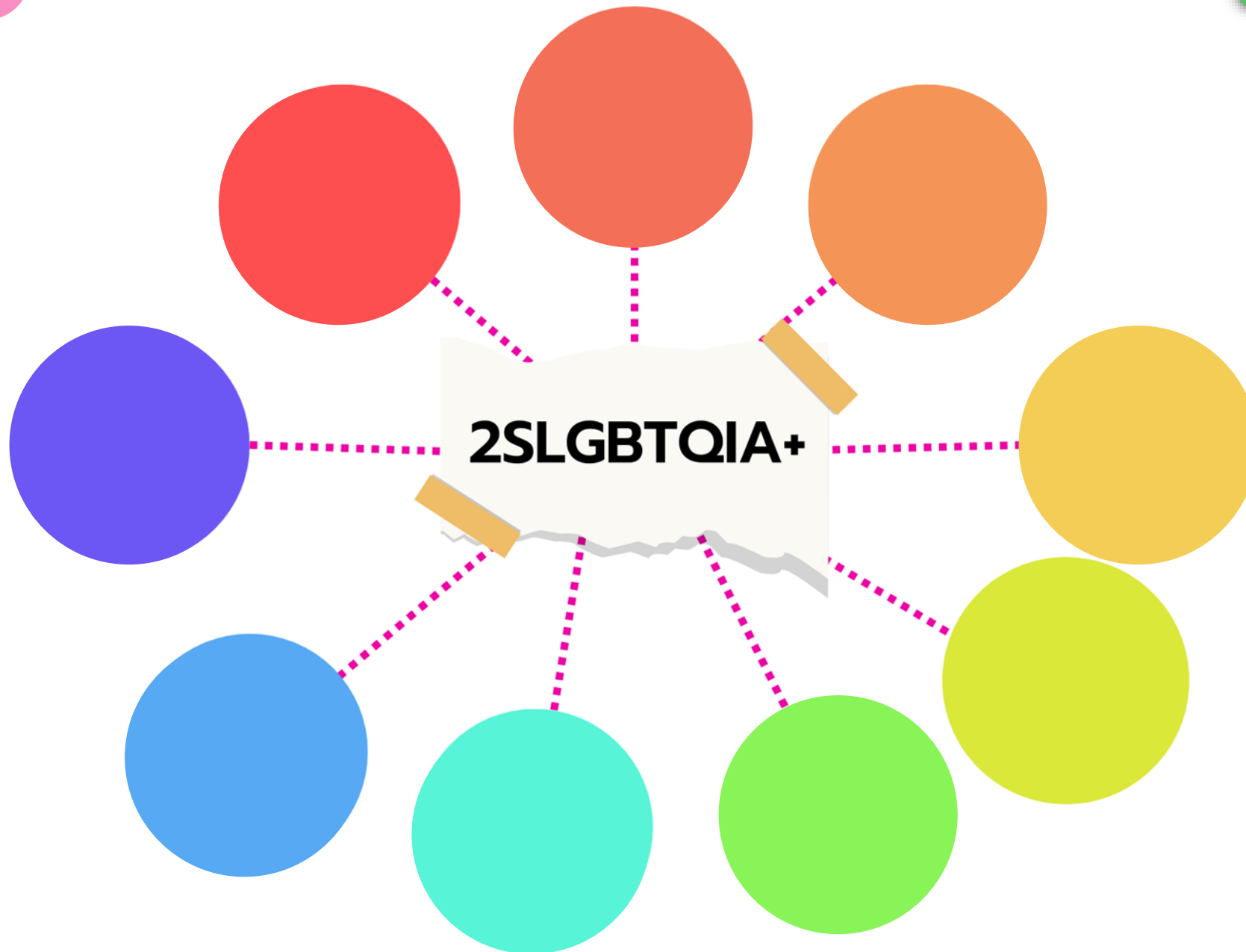
Taking action when there's a problem

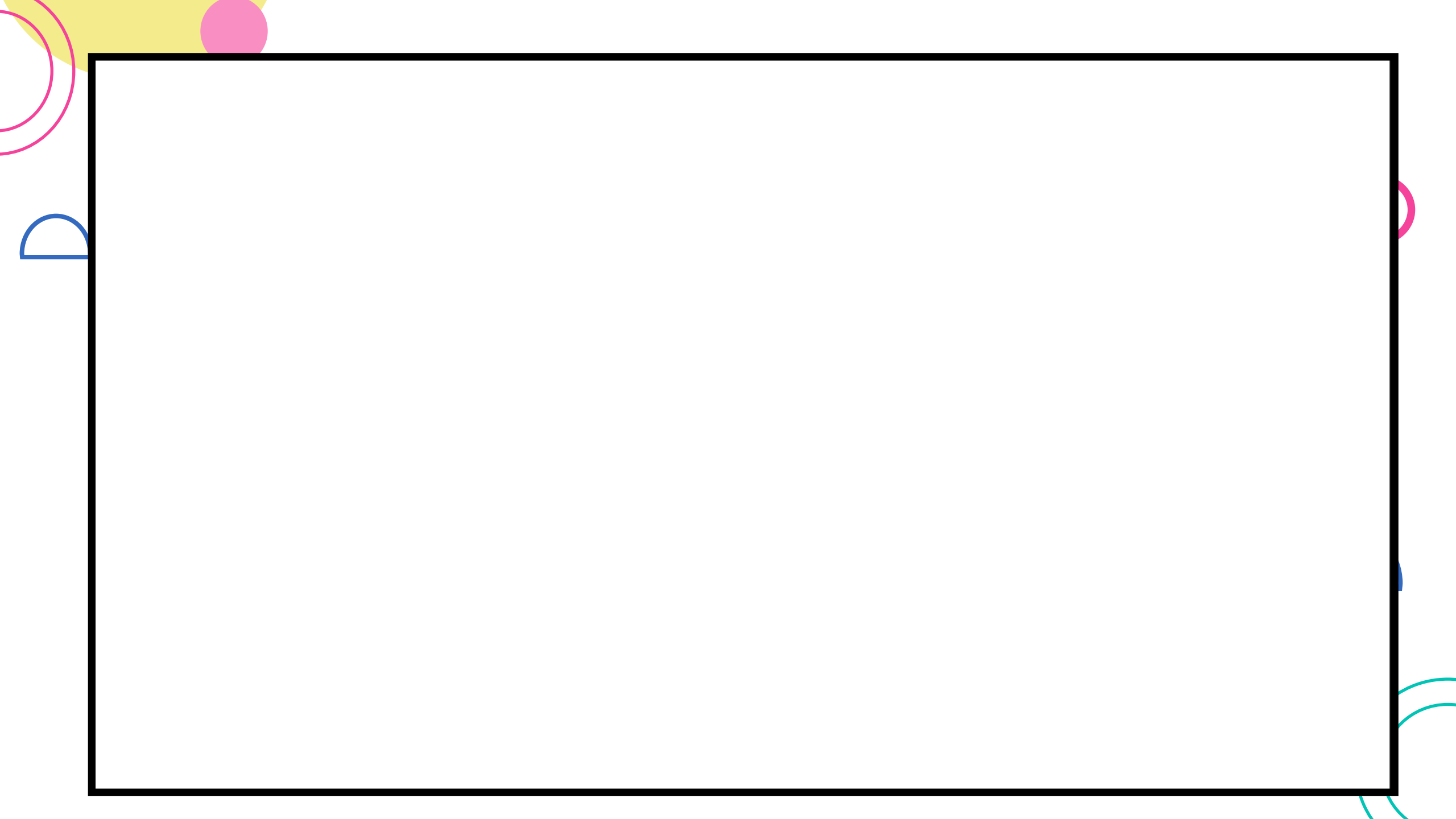


Accountability

Reflecting, continuing learning, and
adjusting based on new information







Definitions

Cisgender

AMAB/AFAB

Transgender

Intersex

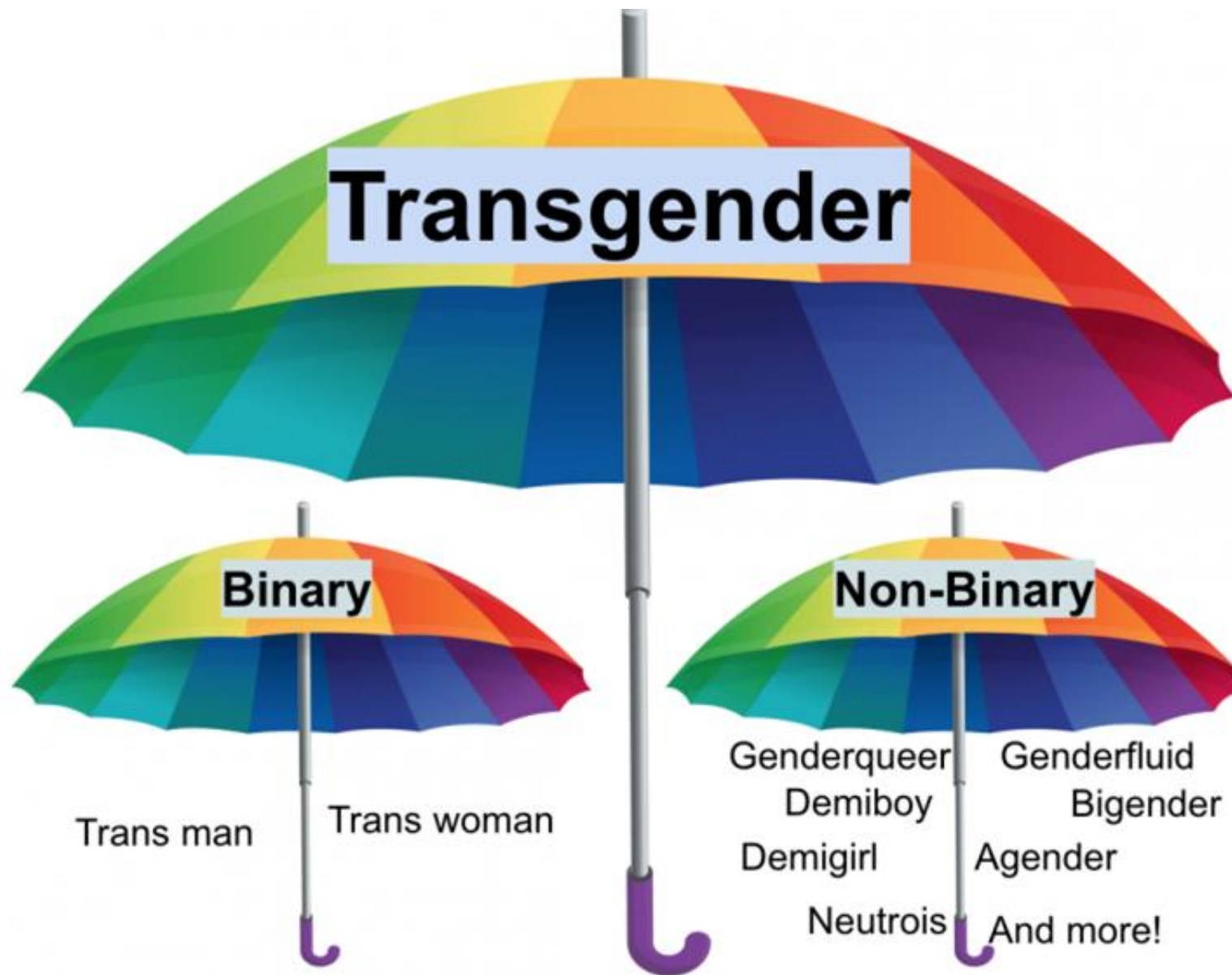
Queer

Questioning

Deadname

Two Spirit

Non-Binary



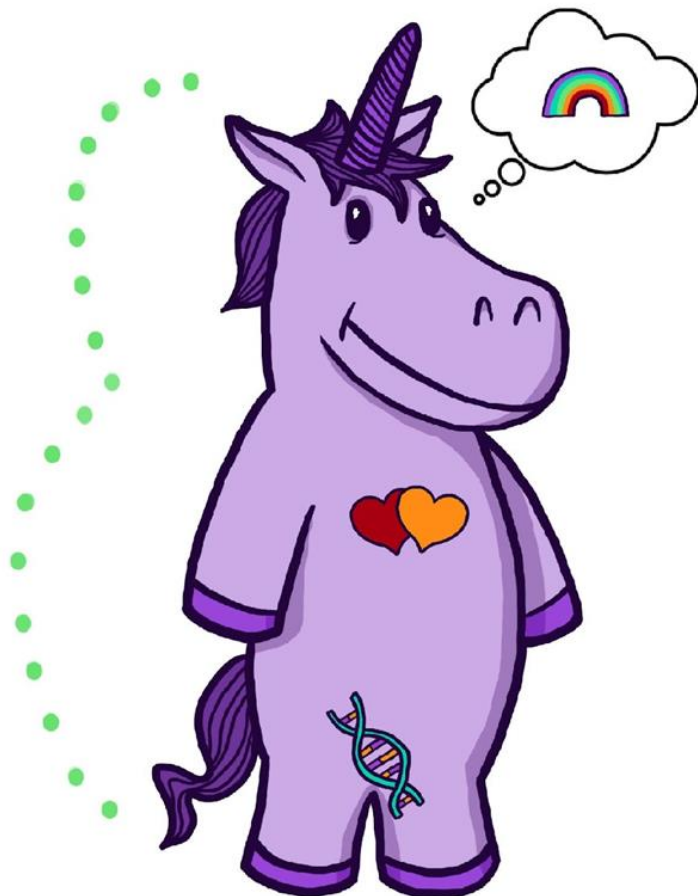
Check Yourself: Understanding Your Own Beliefs (cont.)

4. Have you ever been to an LGBTQ social event, march or worship service? Why or why not?
5. Can you think of three historical figures who were lesbian, gay or bisexual?
6. Can you think of three historical figures who were trans or nonbinary?
7. Have you ever laughed at or made a joke at the expense of LGBTQ people?
8. Have you ever interrupted anti-LGBTQ teasing or harassment? Why or why not?
9. If you do not identify as LGBTQ, how would you feel if people thought you were LGBTQ?
10. If you do identify as LGBTQ, do you share this identity with your students? Their families? Colleagues? Administrators? Why or why not?

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

chroma
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Gender Identity

Female / Woman / Girl
Male / Man / Boy
Other Gender(s)



Gender Expression

Feminine
Masculine
Other



Sex Assigned at Birth

Female



Male



Other/Intersex



Physically Attracted to

Women
Men
Other Gender(s)



Emotionally Attracted to

Women
Men
Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



Bill C-16: What is it and what does it mean?

<https://www.youtube.com/watch?v=s4BSkw62T1s>

The *Act* has **16 grounds of discrimination**. These grounds represent your identity or personal characteristics (ex: race, colour, religion), which could make you more vulnerable to discrimination.


The grounds are:

1. Race
2. Colour
3. National Origin
4. Ancestry
5. Place of Origin
6. Creed of religion
7. Age
8. Physical disability
9. Mental disability
10. Marital status
11. Family status
12. Sex (including pregnancy)
13. Sexual orientation
14. Gender identity or expression
15. Social condition (includes your source of income, level of education and type of occupation)
16. Political belief or activity



Why Queer+ and Trans+?

The + (plus) includes any number of identities, labels, and feelings regarding gender and sexuality. It is a way to be all-inclusive of all **non-cisheteronormative** individuals. Queer+ and Trans+ are two fluid and open terms that also include and acknowledge intersetionality of the rainbow community, such as: race, ethnicity, culture, historical background, socioeconomic status, disability status, gender, presentation, and sexuality.



What is Intersectionality?

- Intersectionality is a framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face.
- We are always learning. Definitions, labels, and areas of identity are changing and expanding as we discover more about human experiences on an international scale.



How to Support Queer+ and Trans+ Folks?



Make No Assumptions!





Use Inclusive Language



Respond to Anti- 2SLGBTQ+ Behaviour



Responding with Allyship

Want to act in allyship but not sure of what to do when you see or hear hurtful or offensive behaviour?
Here are some tips and some ideas on how to respond:

Tips for Responding

Figure out what the problem is.

Does the problem lie in:

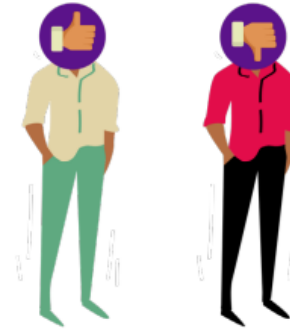


Focus on the effects.



It's not about what someone meant to do, it's about the effects that it had on other people.

Try not to judge a person as "good" or "bad".



It is about the way they behave and act.

Keep calm and cool.



Use a non-judgemental tone and facial expression.

Indirect Responses

Sometimes it may not be the right situation for you to give a direct response.
Here are some ideas you can use:

Use non-verbal signals to indicate that you do not comply with the discrimination.



Give a questioning glance



Refuse to react or laugh



Leave

Redirect the conversation away from discrimination.



Change the subject



Repeat what you heard without the discriminatory language



If you witness discriminatory harassment in a public setting such as public transport, pretend that you know them so that they don't appear to be alone.



**Mistakes
Happen...Correct yourself
and Move on!**

GENDERED



GENDER NEUTRAL

Subjective	Objective	Possessive Adjective	Possessive Pronoun	Reflexive
She <i>(She is here)</i>	Her <i>(I called her)</i>	Her <i>(Her hands are wet)</i>	Hers <i>(That is hers)</i>	Herself
He	Him	His	His	Himself
Ze	Zir	Zir	Zirs	Zirself
Xe	Xem	Xir	Xirs	Xirself
Sie	Hir	Hir	Hirs	Hirself
They	Them	Their	Theirs	Themselves

them.

MYTH

**THEY/THEM
PRONOUNS AREN'T
SINGULAR! :(**

FACT

**THEY/THEM ARE USED
SINGULARLY ALL THE
TIME-- REFERRING TO
SOMEONE WHEN YOU
DON'T KNOW THEIR
GENDER!**

MYTH

**THERE'S NO ONE
LGBTQ+ HERE... WE
DON'T NEED
PRONOUNS**

FACT
4% OF CANADIANS ARE
LGBTQ+ , YOU'RE
INTERACTING EVERYDAY.
A SIMPLE STEP TO
PROVIDE SAFETY &
COMFORT

New Brunswick
Student Wellness
Survey reported
21.9% of students
(Gr 6-12) identify as
2SLGBTQIA+

MYTH

**I CAN TELL WHO
USES WHAT
PRONOUNS BY
LOOKING!**

FACT
THERE ISN'T JUST ONE WAY
TO BE/ PRESENT. SOME
FOLKS WITH SIMILAR
PRESENTATION USE
COMPLETELY DIFFERENT
PRONOUNS!

Client Safety

How to make safety a priority:

Have an open discussion with your client alone.

Ask:

How do I refer to the client when parents/family are present?

Is the client 'out' to family?

How can I provide a safe space to be themselves when I am working with the client?

You may have to use the client's deadname and different pronouns when interacting with the client's family.

Safety should always be the Number One Priority

What is outing?

- “Outing” is when you reveal a person’s gender identity or sexuality to another person, intentionally or unintentionally, without explicit permission from the individual.
- Outing someone is always a safety concern. Have a clear discussion with your client to avoid these instances.

Constant misgendering by strangers (as well as family, friends, coworkers, and acquaintances)

Continually self-advocating, re-traumatizing, self-outing, explaining/clarifying

Navigating systems as queer+/trans+ can be incredibly difficult.

Being unable to select the correct gender marker on forms

Being called the wrong name every time you need to show ID

Being told which resources do/do not apply to you because of your perceived gender

Affirming Care.



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Tom Peach 🌈📖
@ThomasPeachLib



There are some school kids on the table next to us in McDonald's practicing their friend's new 'they/them' pronouns.

“If we practice now then think how happy they'll be on Monday at school”.

My heart.

Question Period



Thank You!