2SLGBTQ+ Diversity & Inclusion

Creating a welcoming & accessible workplace for 2SLGBTQ+ folks

2SLGBTQ+ "101": Learning about these communities
The Acronym
Sexuality & Attraction, Gender
Transition
Names & Pronouns

2SLGBTQ+ Inclusion
Considerations
Inclusive Workplaces
Putting it into Practice

Color-your-own Gender Unicorn!

cglcc

2SLGBTQ+ "101": Learning about these communities

The Acronym: "2SLGBTQIA+"

"LGB" in the 80s, the "T" was added in the 90s, and it continues to expand and evolve, with different iterations currently being used around the world. Informed by Western, colonial context(s).

2S	Two Spirit	A term used by Indigenous folks that can reflect gender, sexuality, spirituality, or a combination of them. Two Spirit folks have been and are revered within Indigenous culture, and the role, its teachings and responsibilities can look different between Indigenous groups. Only applies to Indigenous communities, cannot be adopted by non-Indigenous people. Listed first to center these communities and their histories, and honor the intent of reconciliation.
L	Lesbian	Women that are attracted to women.
G	Gay	Men that are attracted to men; sometimes used as an umbrella term for all sexual minority groups.
B	Bisexual	A person that is attracted to people of more than one gender. Traditionally implied "men and women", but is expanding to reflect growing awareness of gender diversity.
T	Trans/Transgender	A person who does not identify as the sex/gender they were assigned at birth.
Q	Queer/ Questioning	Queer: an umbrella term for all sex and gender minority identities Questioning: reflects inclusion of people questioning their orientation and gender in the broader community
I	Intersex	An umbrella term for differences in genitalia, internal anatomy, hormones, chromosomes from traditionally accepted "male" and "female" bodies/the "usual" two ways bodies develop.
A	Asexual/ Agender	Asexual: A term used by folks that feel an absence or low level of sexual attraction to others; some consider it an orientation, others the absence of one. Agender: A term used by folks that identify as having no gender.
+	Other sexual & gender identities	All other possibilities along sexual and gender spectrums

Sexuality & Attraction

Sexuality: How we feel about and identify our capacity to feel sexual feelings

Orientation: Who it is that we feel sexual and romantic attraction towards – their gender, gender expression, etc.

Attraction: The presence of and ways in which we experience attraction to others – physical, emotional, romantic

Sex & Gender

Sex (assigned at birth): Designation given at birth, informed by genital configuration and our understanding of chromosomes

Gender Identity: Personal understanding and experience of gender

Gender Expression: Mannerisms, behaviours, styles of dress and body decoration – typically reflective of current social and cultural contexts

Additional Terminology

Transfeminine: transitioning/transitioned towards femininity

Transmasculine: transitioning/transitioned towards masculinity

Nonbinary/Genderqueer: identifying outside of the "male-female" gender binary

Gender-nonconforming: behaviour outside of traditionally accepted gender roles and/or expectations

Genderfluid: gender isn't static; sometimes female/feminine, male/masculine, neither, and/or both

Cisgender: identifying with the sex assigned at birth

For more terminology, please refer to the CGLCC's Glossary found under the member portal at cglcc.ca!

Transition

Social

- Name among family and friends, pronouns, presentation/expression

Medical

- Hormone blockers (Lupron), hormone replacement therapy (HRT), gender affirming/transition related surgery and other procedures

Legal

- Legal name, gender marker, SIN, provincial health coverage, passport
- Educational institutions, employers, insurance (auto, home, health), banks, phone companies, utility providers, gyms/recreational facilities, etc. (Most require a Legal Name Change Certificate from Vital Stats)

Names & Pronouns

- Pronouns are the words we use in place of people's names when speaking about them
- They're an important vehicle for both sharing and respecting gender identity
- They continue to matter when the person is not around
- We don't get to decide another person's pronouns based on how we perceive them
- Mistakes can and do happen – best practice: apologize, correct yourself, and move on!

She	Her	Hers	Herself
He	Him	His	Himself
They	Them	Theirs	Themself
Ze	Zir/Hir	Zirs/Hirs	Zirself/Hirself

Creating space that encourages **everyone** to share pronouns and names used is a great way to support gender diverse folks – it makes the practice more common, and provides them the opportunity to self-identify without being singled out. To help, you can share your pronoun when you introduce yourself, on your name tags, and in your e-signatures!

We need to do the work to respect people's pronouns – especially when we feel they don't "match" our perception of a person's gender or gender expression.

2SLGBTQ+ Inclusion

Considerations

Historical Context(s)	Trusted Sources of Information	Language Used	Physical & Psychological Safety	Sense of Belonging

Inclusive Workplaces

What they look like:

- Diverse staff and leadership
- Gender neutral washrooms/changerooms
- Displayed signage
- Names and pronouns are shared, received well, and respected
- Gender neutral, respectful, and disclosed language is used
- Participation in 2SLGBTQ+ events, acknowledgement of days of significance
- Regular training at all levels
- Mentorship opportunities for 2SLGBTQ+ workers
- Benefits packages that recognize 2SLGBTQ+ identities and specific needs
- Assumptions about gender, orientation, and family/relationship dynamics of colleagues and/or their partners, parents, or kids are avoided
- Workers feel able to talk about their partners, weekend plans, family dynamics without fear of discrimination or loss of professional opportunity
- 2SLGBTQ+ workers feel able to contribute, by sharing their perspectives and ideas

Benefits

- Affirms and expands broader D&I initiatives
- Maintains adherence to legislation and helps avoid litigation and human rights violations
- Increases cultural consideration of individual needs for safety; can help unify a team
- Encourages innovation by challenging groupthink*
- Reduces turnover, heightens appeal as an employer
- Increases productivity, commitment, loyalty, pride through increased employee engagement
- Contributes to the organization's reputation and ability to reach a larger market

Challenges with achieving them:

- Outdated/ineffectively enforced policies
- Insufficient training
- Biases/attitudes of current workforce and management, resistance to change/learning
- Lack of commitment and demonstration by leadership
- Surface efforts – e.g. not assessing whether partners/distributors/etc. are aligned

Can you think of any other possible benefits? Other possible challenges?

_____

_____

_____

_____

_____

_____

_____

Putting 2SLGBTQ+ Inclusion into Practice

Learn how to demonstrate allyship:

Do your homework
- Expand your knowledge of the community, local context and events, in-house approach, etc.
- Listen to members of these communities when they speak about what they're experiencing

Be accountable
- Apologize when you make a mistake, and be open to learning opportunities
- Try to understand, acknowledge, and challenge how the world might treat you differently than 2SLGBTQIA+ folks

Carry this with you beyond the workplace
- Truly demonstrating allyship is about embodying the desire to listen, as well as encourage and inspire more meaningful inclusion for 2SLGBTQ+ communities whenever and wherever possible

Contributing to an inclusive workplace:

Be aware of your organization's efforts, and where they don't exist – champion them!
- Understand and adhere to policy and practices, like your workplace's policies related to bullying and harassment
- Challenge bullying and harassment when it's safe for you to do so
- Support 2SLGBTQ+ initiatives – share, volunteer, etc.
- If a **Workplace Transition Plan** is in place, learn about your role and related responsibilities in supporting a transitioning colleague
- Champion/support an ERG or Ally Network

Be deliberate in your communication:
- Use gender neutral language and avoid imposing gender-based honorifics
- Respect when names and pronouns change
- Include your pronoun when you introduce yourself and in your e-signature
- Be mindful that employees/clients may have 2SLGBTQ+ partners, family members, or not be out

- **Engage with these communities** through social media, hosting events, etc., and support your local Pride and 2SLGBTQ+ organizations (where you're able to and it's appropriate within your roles)
- **Respect physical spaces** such as gender neutral washrooms, changerooms, and/or accommodations
- **When designing promo/marketing materials,** display different relationship and family dynamics, gender presentations
- **When hosting events,** consider dates, venues, registration process, programming, suppliers & contractors, entertainment, giveaways/gifts/awards, providing the opportunity for feedback

Now that you have some more information about how you can support 2SLGBTQ+ folks in your workplace, we challenge you to:

Think about and list 3 actions you feel willing and able to commit to to help make your workplace safer and more welcoming for 2SLGBTQ+ workers:

1.

_____

_____

2.

_____

_____

3.

_____

_____

Thank you for your time, attention, and engagement!

2SLGBTQ+ Workplace Inclusion Resources

What an Inclusive Workplace Actually Looks Like, and Seven Ways to Achieve It
3 Ways to be a Better LGBTQ+ Ally in the Workplace
A New LGBTQ Workforce Has Arrived—Inclusive Cultures Must Follow (US-based stats, but the ideas translate!)
OHRC's Policy on Preventing Discrimination Because of Gender Identity & Gender Expression

References

Jaffray, B. (2020, September 9). *Experiences of violent victimization and unwanted sexual behaviours among gay, lesbian, bisexual and other sexual minority people, and the transgender population, in Canada, 2018.* Retrieved from Statistics Canada: https://www150.statcan.gc.ca/n1/pub/85-002-x/2020001/article/00009-eng.htm

Prokopenko, E., & Kevins, C. (2020, December 15). *Vulnerabilities related to COVID-19 among LGBTQ2+ Canadians.* Retrieved from Statistics Canada: https://www150.statcan.gc.ca/n1/pub/45-28-0001/2020001/article/00075-eng.htm#n3

Waite, S., Pajovic, V., & Denier, N. (2020). *Lesbian, gay and bisexual earnings in the Canadian labor market: New evidence from the Canadian Community Health Survey*. Research in Social Stratification and Mobility.

Ontario Human Rights Commission. (2014, April 14). *Policy on preventing discrimination because of gender identity and gender expression*. Retrieved from ohrc.on.ca: http://www.ohrc.on.ca/en/policy-preventing-discrimination-because-gender-identity-and-gender-expression

Ferguson, T. & Smith M. (2020). *Social and systemic barriers for Trans and Non-binary people in Canada.* Retrieved from Trans PULSE Canada: https://transpulsecanada.ca/wp-content/uploads/2021/03/Gender-Justice-Now-Symposium_TF.pdf

Training & materials developed by Tj Jones, Founding Consultant of Full Picture Management, for the CGLCC.

Ever thought about where you might fall on these spectrums?

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources
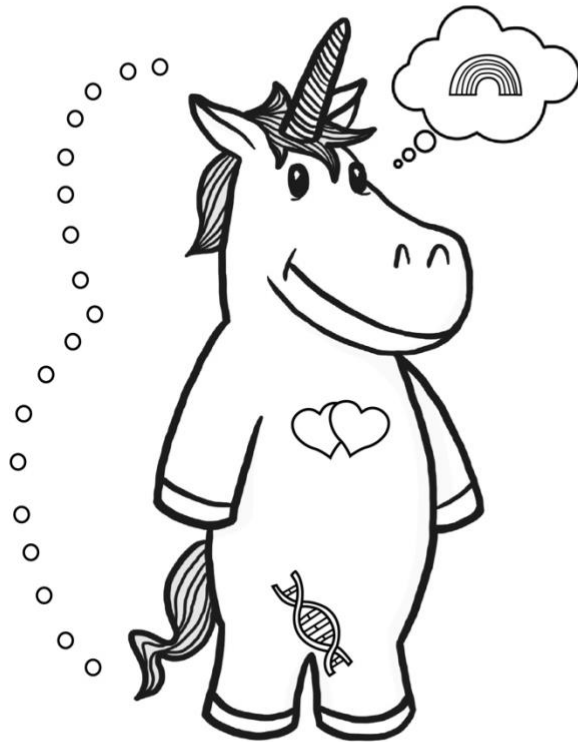
Gender Identity
- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
Female   Male   Other/Intersex

Sexually 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
Illustration by Anna Moore