Guiding the Rainbow: Creating 2SLGBTQIAP+ Inclusive Programming

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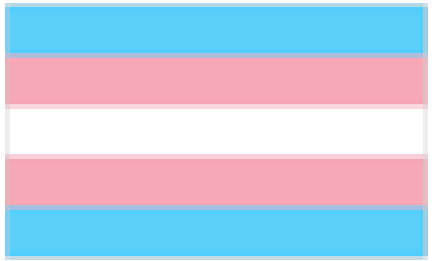
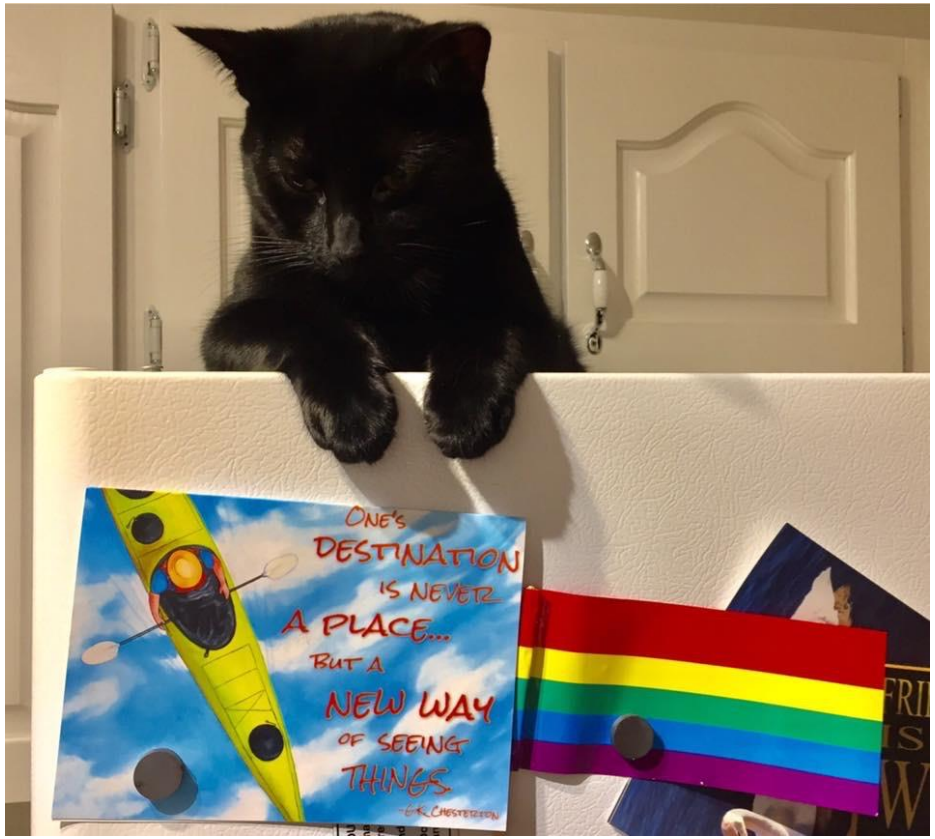


Girl Guides

Creating Safe Spaces and Conversations

- See Attached Documents for Group Feedback
- Some Key Terms and Concepts
  - Coming Out – Safety, Life Long Process, Trust
  - Pronouns
  - Privilege
  - Intersectionality
  - Terminology – personal and shifting
  - Take the time to listen to deeply listen to people's stories
  - Communities are diverse
  - Allies are important
  - Be kind to yourself and each other
  - Trust the voice of youth
  - Respect the voices of those who have fought for the rights we have today
- Did I mention be kind to yourself and each other?

LifeSavers



you can be an ally!!!

- Standing Up
- Standing Alongside
- Standing In Front
- Small Steps Lead To Large Impact

The Stats

- 70% of all participating students – reported hearing expressions such as “that’s so gay” every day in school
- 48% of all participating students – reporting hearing remarks such as “faggot”, “lesbo” and “dyke” every day in school
- 21% of LGBTQ students reported being physically harassed or assaulted due to their sexual orientation
- 20% of LGBTQ students reported being physically harassed or assaulted to due their perceived sexual orientation or gender identity
- 27% of youth with LGBTQ parents reported being physically harassed about the sexual orientation of their parents

Every class in every school: The first national climate survey on homophobia, biphobia, and transphobia in Canadian *schools*. Egale Canada Human Rights Trust

Taylor, C. & Peter, T., with McMinn, T.L., Elliott, T., Beldom, S., Ferry, A., Gross, Z., Paquin, S., & Schachter, K. (2011). Every class in every school: The first national climate survey on homophobia, biphobia, and transphobia in Canadian schools. Final report. Toronto, ON: Egale Canada Human Rights Trust.

And…

- In 2017, police reported hate crimes targeting sexual orientation (214) increased 16% from the previous year (176) with Ontario showing the greatest increase in Ontario (+38%)
- 85% of the crimes specifically targeted gays and lesbians
- 31 hate crimes targeting transgender of asexual people were reported from 2010-2017 – 15 incidents of these incident occurred in 2017 alone (Uniform Crime Reporting Survey Version 2.2)
- Hate crimes targeting transgender or asexual people involved a violent violation 74% of the time

Police-reported hate crime in Canada, 2017

https://www150.statcan.gc.ca/n1/pub/85-002-x/2019001/article/00008-eng.htm

- Survey conducted by Trans Pulse in 2010 found that half of the trans people surveyed had a personal annual income of less than $15 000
- A Canadian Trans Youth Survey of 923 trans-identified youth across Canada (2015) found that more than 1 in 3 youth had attempted suicide
- 1 in 3 youth did not have an adult in their family they could talk to about problems,
- 7 in 10 youth felt their family did not understand them.

When they felt cared about and supported by family, they reported better health.

Bauer G, Boyce M, Coleman T, Kaay M, Scalon K, Travers R. Who are trans people in Ontario? Toronto: Trans *Pulse E-Bulletin* ; 2010. Report No.: 1(1)

Veale J, Saewyc E, Frohard-Dourlent H, Dobson S, Clark B & the Canadian Trans Youth Health Survey Research Group (2015). Being Safe, Being Me: Results of the Canadian Trans Youth Health Survey. Vancouver, BC: Stigma and Resilience Among Vulnerable Youth Centre, School of Nursing, University of British Columbia

“When they felt cared about and supported by family, they reported better health”

The Good News

- Standing Up
- Standing Alongside
- Standing In Front
- Ending the Silence
- Finding comfort leaning into the discomfort

Terminology

Drag and Drop to Match Terms

Important to remember that the terminology a person uses to describe themselves is also deeply personal and can shift over a time

Who Are The People in Your Neighbourhood?

Gender Expression

Sexual Orientation

Two-Spirit

Gender Identity

All the ways a person expresses their gender – this can include clothes, activities, interests…

How a person experiences attraction (romantic/sexual/emotional)

A person's sense of their own gender which may or may not correspond with their sex assigned at birth

A spiritual identity for some Indigenous people that speaks to the embodiment of both female and male spiritual qualities within the same body

Asexual/ACE

Heterosexual

Lesbian/Gay

Pansexual

Bisexual

A person who is attracted to someone of the same sex/gender

A person who is attracted to someone of the opposite sex/gender

A person who is attracted to both men and women

A person who is attracted to someone regardless of their sex or gender

A person who is not/less physically/sexually attracted to

Gender Non-Conforming/Gender Queer

Transgender/Non-Binary

Cisgender

Intersex

A persons whose gender identity/expression does not conform with societal expectations – cultural context
A person who does not identify with a gender

A person whose gender identity does not align with their sex assigned at birth

A person whose gender identity and sex assigned at birth align

A person whose anatomy/ chromosome patterns do not fit typical definitions of male or female

Let's Take An Equity Walk Together

- **Halls and walls** who is and isn't visible – what are they doing – what are they not doing?
- **Resources** – Whose stories are being told? Whose stories are being left out?
- **Where are we?** Is our location(s) safe?
- Activities and Guests

Rolling Up Our Sleeves

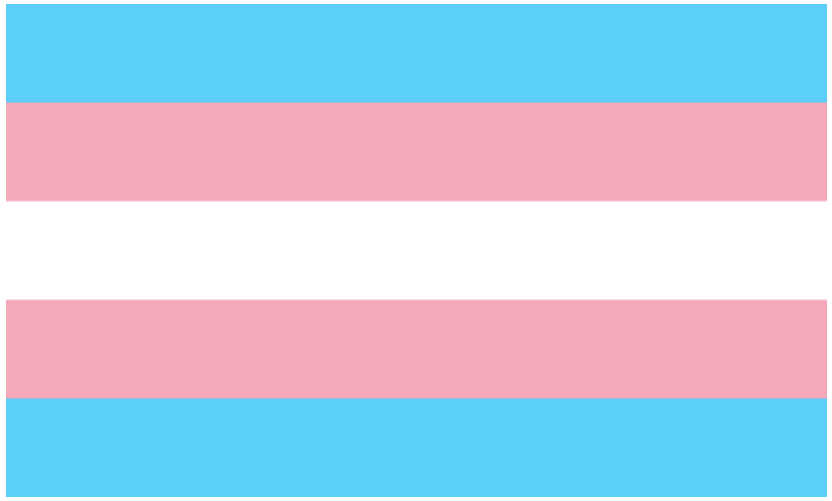
- Greetings
- Pronouns
- Forms
- Halting homophobia and transphobia – every time

Challenges and Opportunities

See Attached Documents for Group Feedback

Thank you/Merci to all the amazing participants who shared their stories, knowledge and wisdom. Thank you for leaning into the learning and for being brave rainbow lifesavers and superheroes

If you would like to continue the conversation, have questions, or need resources, do not hesitate to use the contact info. provided .



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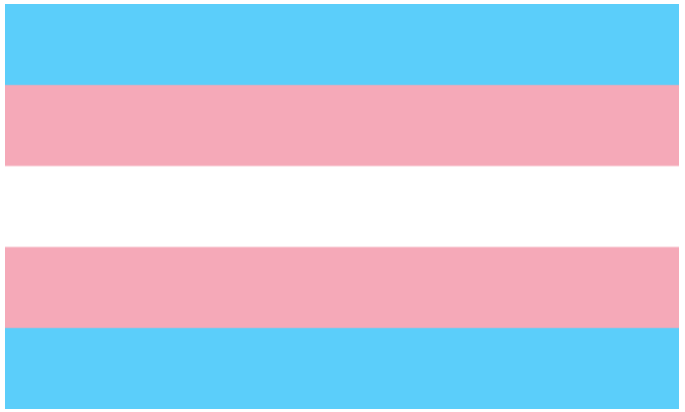

Girl Guides

Girl Guides of Canada Resources

https://www.girlguides.ca/WEB/Documents/GGC/parents/who_we_are/ggc-inclusivity-in-canadian-guiding.pdf

https://www.girlguides.ca/WEB/Documents/GGC/parents/who_we_are/guidelines-to-achieving-inclusivity.pdf

Guidelines for the Inclusion of Transgender Members

https://www.girlguides.ca/WEB/GGC/Parents/Who_We_Are/Inclusivity_and_Accessibility/GGC/Parents/Who_We_Are/Inclusivity_and_Accessibility.aspx