

2SLGBTQ+ ALLYSHIP



A GUIDE

TRANSFORMINGYOUTH.CA

Imagine 5 youth

1 has severe and complex needs

2 are on the edge

2 are as well as they can be

And the Integrated Youth Services Network Guelph Wellington will help all 5!

The Integrated Youth Services Network is a grassroots community initiative, led by the Rotary Club of Guelph, to bring an integrated youth services model to Wellington County and the city of Guelph. Where youth (age 12 – 26) are at the centre of services that are available in our community. It is a one stop shop for youth mental health which will provide youth with access to safe spaces, professional counsellors and other youth workers. A place for youth to access the services they need when they need them.

It is first of its kind in Canada as it addresses rural needs, the needs of young adults who attend the University and the need to pull service providers together under one unified system. Together with our youth, we are re-imagining mental health and helping youth build positive, bright futures.

This Allyship Guide will serve as a resource for all 7 sites and help youth understand the importance of Allyship and how we can build relationships based on our collective strengths.

And once youth walk through our door...

Every single day, we will provide youth with guidance and support for the future, including:

1. Education and career support
2. Health care
3. Housing services
4. Counselling and peer-to-peer programs
5. Cool recreational spaces to just hang out

These hubs will be designed by youth, to serve youth. And as they've told us, what they will build—with your help—is:

1. A safe space
2. A place to hang out, be active, and to just be themselves.
3. A welcoming and supportive environment (no stigma!)
4. A place that encourages positive and social interaction
5. A place they want to be.

We wish to extend our sincere appreciation to the young people who created this guide and the University of Guelph for their support and partnership.



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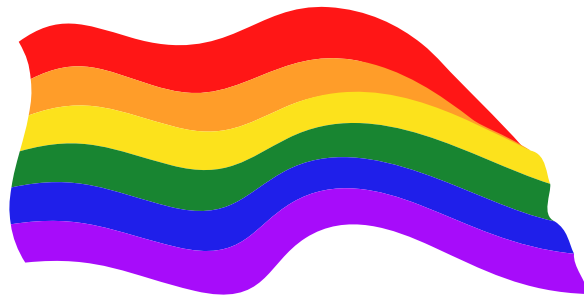
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DISCLAIMERS

This resource guide was developed by Andrea Moreau, Olivia Martel-Fauteux, and ZhiTao (Jonathan) Fang, as part of an undergraduate course at the University of Guelph in Winter 2021.

While this allyship guide was carefully created through examination of scholarly and community resources, what is considered effective allyship continues to evolve and grow along with the 2SLGBTQ+ community itself. Thus, some of the information within this booklet may eventually become outdated or unhelpful. It is important to actively consult new, additional resources to ensure one's allyship remains up to date. Additionally, this booklet is only a starting point for 2SLGBTQ+ allyship. The 2SLGBTQ+ community is vast and diverse: do not assume everyone within it thinks the same or desires the same type of allyship. Person-by-person conversations are always the most productive form of allyship.

Due to space limitations, as well as accessibility considerations, in-text citations are not used in this document. Instead, a comprehensive reference list, which lists all resources used to compile the information in this booklet, is found at the very end of the guide.



LAND ACKNOWLEDGMENT

The authors acknowledge and affirm that the city of Guelph is located on the ancestral lands of the Attawandaron, Anishinaabe and Haudenosaunee peoples, and is the treaty territory of the Mississaugas of the Credit First Nation. We honour the significance of the Dish with One Spoon Covenant to this land, and the spirit of mutual respect and environmental stewardship that it represents. As members of the Guelph-Wellington community, we all have a responsibility to ensure that the Dish is never empty; and this cannot be done without working towards decolonization and reconciliation with First Nations, Métis and Inuit peoples. We acknowledge the fact that Two-Spirit people held important and esteemed roles in their communities prior to colonization, and settler Canadians have a responsibility to empower Indigenous peoples, including queer Indigenous peoples, and help them to reclaim those roles today.

Key Terms

Read through these key 2SLGBTQ+ definitions before continuing on to the rest of the booklet!

ALLY

Someone who actively supports the 2SLGBTQ+ community and advocates for equity.

CISGENDER

Someone whose gender identity is the same as the sex they were assigned at birth.

CISNORMATIVITY

The assumption that being cisgender is “normal”, or the default.

CONSENSUAL ALLYSHIP

Taking guidance from the community/individual you wish to be an ally to about the types of allyship they desire.

GENDER BINARY

A social assumption that there are only two genders (male and female), and that peoples' gender identities should be consistent with their sex assigned at birth.

GENDER EXPRESSION

How someone externally expresses their gender identity.

GENDER IDENTITY

Someone's internal sense of what gender they are.

HETERONORMATIVITY

The assumption that being straight is “normal”, or the default.

HOMOPHOBIA

Negative attitudes that some people have towards queer individuals.

INTERSECTIONALITY

Describes how everyone has multi-dimensional identities, and looks at how these identities (and the systems of oppression they are a part of) shape our experiences.

MARGINALIZATION

When an individual or community and their experiences are treated as invalid or insignificant.

MICROAGGRESSIONS

Brief, commonplace, and often unintentional discriminatory remarks or actions.

NONBINARY

Folks who do not identify as exclusively male or female.

OPPRESSION

When a person or group in a position of power uses their privilege to subject others to hurtful and unfair treatment.

SEXUAL ORIENTATION

Labels that describe the gender(s) of people that someone is sexually and/or romantically attracted to.

TRANSGENDER

Someone whose gender identity is different from their sex assigned at birth.

TRANSPHOBIA

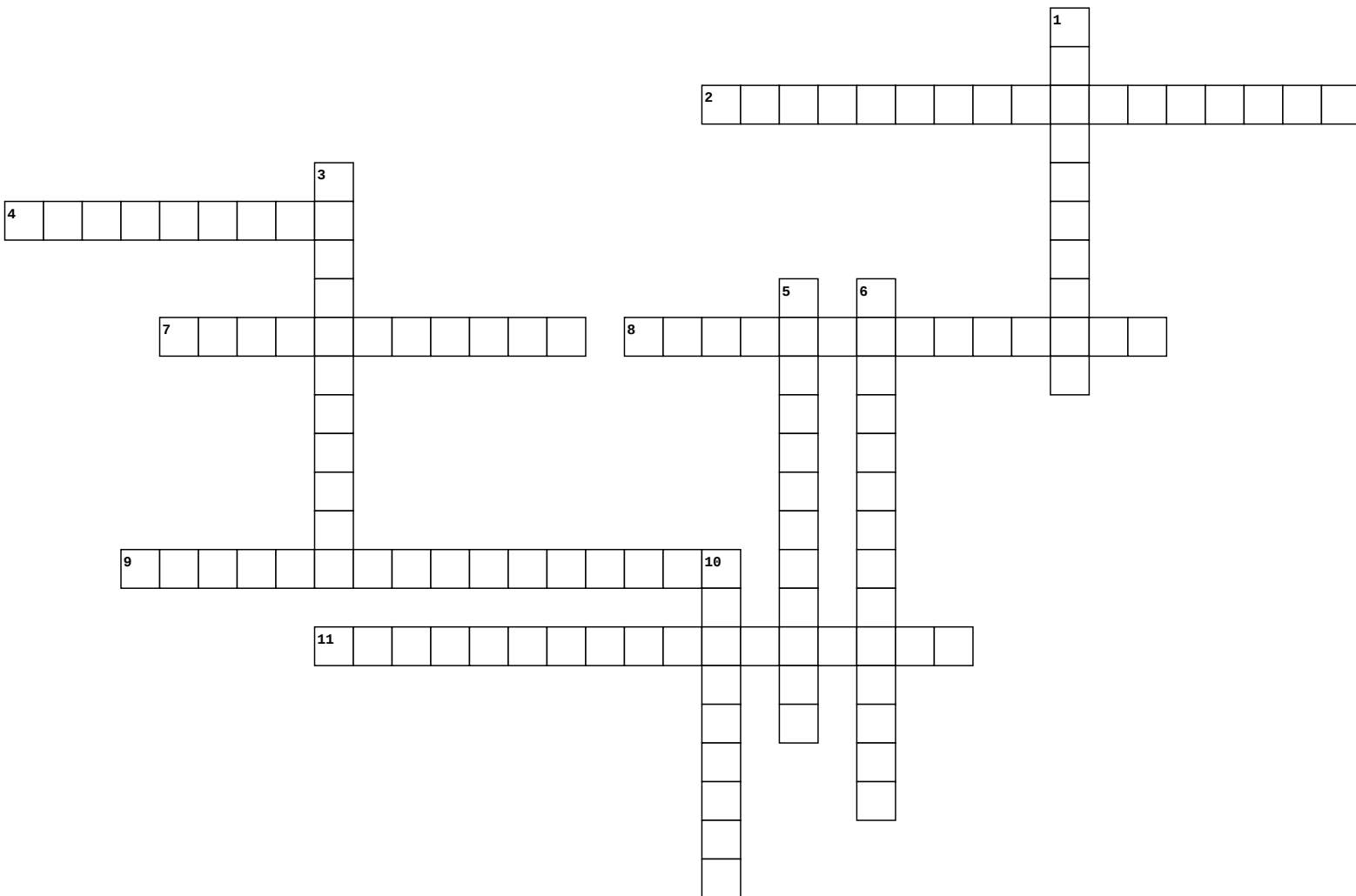
Negative attitudes that some people have towards transgender individuals.

2SLGBTQ+

An acronym that stands for Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer. The plus (+) represents the diverse range of identities beyond this acronym.

CROSSWORD

Test your new knowledge with this crossword on key terms!



DOWN:

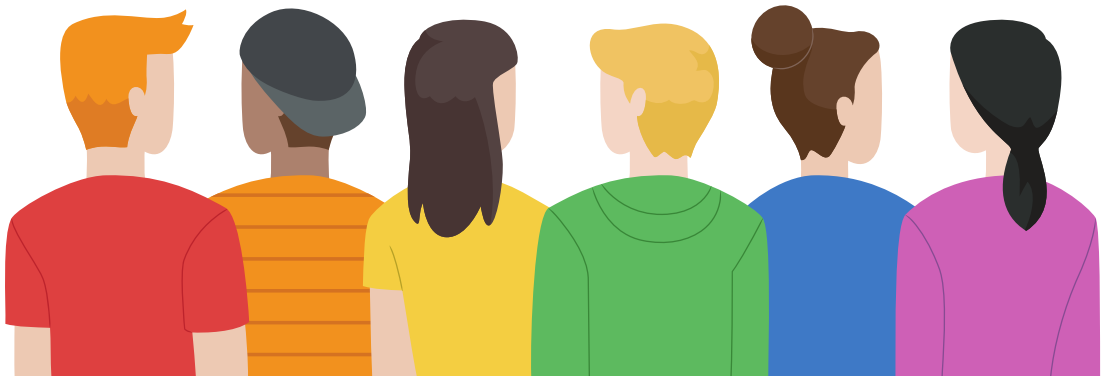
1. Negative attitudes that some people have towards queer individuals.
3. Someone whose gender identity is different from their sex assigned at birth.
5. A social assumption that there are only two genders (male and female), and that peoples' gender identities should be consistent with their sex assigned at birth.
6. The assumption that being cisgender is "normal", or the default.
10. Folks who do not identify as exclusively male or female.

ACROSS:

2. The assumption that being straight is "normal", or the default.
4. Someone whose gender identity is the same as the sex they were assigned at birth.
7. Negative attitudes that some people have towards transgender individuals.
8. Someone's internal sense of what gender they are.
9. How someone externally expresses their gender identity.
11. Labels that describe the gender(s) of people that someone is sexually and/or romantically attracted to.

INTRODUCTION

You have no doubt come across 2SLGBTQ+ news and media throughout your life, especially in the last several years as queer visibility and equality increases. You may even know someone who identifies as a part of the 2SLGBTQ+ community - in fact, roughly **one out of every ten individuals in Canada identify as a member of the 2SLGBTQ+ community**. You may even be a part of the community or questioning your identity yourself.



This booklet will walk you through 2SLGBTQ+ history, common misconceptions, and the oppression the community has faced and continues to face, with the goal of helping you to **become a better, more effective ally**. This booklet also contains a variety of activities and exercises to apply what you learn, in addition to resources on 2SLGBTQ+ allyship and support located in the Guelph-Wellington region and beyond!

WHAT IS ALLYSHIP?

The best way to promote inclusion and diversity in our society is to become an **ally** to the queer community. An ally is someone who **utilizes their privilege to actively promote the inclusion of a marginalized group.**

In this booklet's case, allyship involves **advocating for the rights of the 2SLGBTQ+ community.** An ally is typically someone who is not a part of the community, but you can also be an ally to 2SLGBTQ+ folk if you are within the community yourself, as it encompasses so many diverse identities.

Being an ally is a life-long process. Being a good ally does not mean that you will never mess up. It is okay to be overwhelmed by how much you still have to learn and how quickly 2SLGBTQ+ language and allyship can change, but you are on the right track. Just reading this booklet means you care enough to do better!





WHO IS THE 2SLGBTQ+ COMMUNITY?

2SLGBTQ+ is an umbrella term used to **identify individuals who are not heterosexual** (people only attracted to the opposite sex) and/or **individuals who possess a gender identity that does not conform with their sex assigned at birth**. The acronym stands for “**Two-Spirit, lesbian, gay, bisexual, transgender, and queer**”, which encompasses some - but not all - of the identities within the 2SLGBTQ+ community (also known as the **queer community**). The **plus sign (+)** is used to represent the **diversity of this community** beyond those currently listed in the acronym.

KEY FACTS

- **1 in 25** people living in Canada identify as a member of the 2SLGBTQ+ community.
- **13%** of hate crimes in Canada are motivated by 2SLGBTQ+ hatred.
- **70%** of transgender youth in Canada have faced discrimination.
- Gay, lesbian, and bisexual people are **2x more likely** to experience violent attacks than heterosexual Canadians.
- Queer youth are almost **3x more likely** to consider self-harm and suicide.

Because of the discrimination queer people continue to face, being an ally is necessary and important.

2SLGBTQ+ HISTORY TIMELINE



1969: STONEWALL RIOTS

The Stonewall riots in Manhattan were led by Black and Latina trans women; and were a pivotal moment in the fight for 2SLGBTQ+ rights in North America. Today's Pride events originated from these riots and the work of QTBIPOC (Queer, Trans, Black Indigenous People of colour).



1973: FIRST PRIDE MARCHES IN CANADA

The first Pride demonstrations took place in several large Canadian cities.

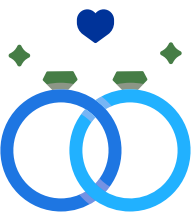
1983: HIV/AIDS CRISIS

1983 marked the first case of AIDS in Canada. HIV/AIDS disproportionately impacts marginalized folks (specifically queer men and Indigenous people). The work of 2SLGBTQ+ HIV/AIDS activists led to the availability of treatments today.



2005: MARRIAGE EQUALITY

Bill C-38 legalized same-sex marriage in Canada.



2017: X GENDER MARKER

The choice of an "X" or "unspecified" gender marker on legal documentation (such as passports) became an option for nonbinary individuals.



PRE-COLONIZATION

2SLGBTQ+ folks have always existed. Prior to colonization, non-cisgender and non-heterosexual identities were common and respected by Indigenous communities.

1969: DECRIMINALIZATION

Being queer was decriminalized in Canada in 1969. Prior to this, men who had sex with men could face life in prison.

1971: FIRST GAY RIGHTS PROTESTS IN CANADA

Roughly 100 people gathered at Parliament Hill in Ottawa to protest against systemic discrimination faced by 2SLGBTQ+ folks. A smaller protest also occurred in Vancouver.

1981: BATHHOUSE RAIDS

Toronto police raided 4 bath houses that were considered safe spaces for the 2SLGBTQ+ community and arrested nearly 300 gay men, sparking protests. Similar raids occurred across Canada up until the early 2000s, and discrimination by law enforcement against the 2SLGBTQ+ community is still an ongoing concern.



1995: SUPREME COURT RULING

The Supreme Court of Canada ruled that sexual orientation was included in the Charter of Rights and Freedoms, prohibiting discrimination on the basis of sexual orientation.



2009: FIRST TRANS PRIDE MARCH

The first Trans March took place in Toronto.

2017: BILL-C16

The Canadian Human Rights Act was amended to protect against discrimination on the basis of gender identity and expression.



The background of the entire page is a vibrant, multi-colored brushstroke that sweeps diagonally from the top left towards the bottom right. The colors transition through the rainbow spectrum: red, orange, yellow, green, blue, and purple. The brushstrokes are thick and textured, giving a sense of movement and energy.

SEXUAL ORIENTATION

&

A stylized illustration of a human brain, rendered in a rainbow color gradient from blue on the left to red on the right. The brain is depicted with a network of thin, dark lines representing neural pathways. It is surrounded by colorful, splatter-like shapes in shades of blue, green, yellow, and red, suggesting a dynamic and fluid concept. The brain is positioned in the lower half of the page, below the ampersand.

GENDER IDENTITY

Sexual Orientation

When you read the words "sexual orientation", what comes to your mind? Take a minute to think about what words, ideas, or thoughts you associate with the term.

Sexual orientation basics

- Sexual orientation involves several **different forms of attraction**.
- **Sexual attraction** involves who folks want to be sexually intimate with, and includes who you find physically attractive.
- **Romantic attraction** involves who someone is romantically interested in (for example, who folks want to be in a relationship with).



Things to remember

- **Sexual orientation is not a binary.**
 - There are more possibilities than just being attracted to only the opposite sex or only the same sex.
 - Instead, think of sexual orientation as a **spectrum**, meaning that there are dozens of possible sexual orientations (some of which are explained later on).
- **Sexual orientation is fluid.**
 - What types of people someone is attracted to may change throughout their lives.
- The sexual orientation **labels people choose are personal**, and some folks might not use a label at all, so **never assume** someone's orientation.

Gender



Sex assigned at birth

- **Sex assigned at birth** refers to the sex that your doctor assigns you immediately after you are born.
 - This is associated with biological characteristics, such as reproductive organs (genitals) and chromosomes.
- **Intersex** people are born with internal or external sexual or reproductive anatomy that cannot be described as exclusively male or female.

Gender basics

- **Gender** refers to the set of behaviors and attributes that are typically associated with someone's sex assigned at birth.
- **Gender is a social construct.**
 - It was created by cultural ideas like the gender binary, and is not based on biology.
- **Traditional gender roles** expect women and men to act a certain way.
 - People do not need to follow these roles and can **express their gender in any way they want!**



Gender Identity and Expression

When you read the terms "gender identity" and "gender expression", what comes to your mind? Do they mean different things? Are they the same? Take a minute to think about it before continuing.

Gender identity

- Gender identity is how an individual experiences and understands their own gender.
- Some people are **cisgender**, meaning their gender identity is the **same as their sex assigned at birth**.
- Some people are **transgender**, meaning their gender identities are **different than their sex assigned at birth**.
- **Nonbinary** people do not identify exclusively as male or female.
 - Some folks may identify as being both a girl and a boy at the same time, or a fluctuation of the two, while some identify with being neither.



Gender expression

- Gender expression is how someone expresses or presents their gender.
 - Gender can be expressed through clothing, hairstyles, behaviour, and more!
- Gender identity and expression are different.
 - Which gender you identify as does **not** dictate how you express yourself.
 - For example, boys might want to wear dresses; nonbinary people may present feminine, masculine, or androgynous.
- It is important not to assume someone's identity based on how they sound, look, or dress.



Two-Spirit



For a more detailed look at Two-Spirit people and their history, as well as ways to be an effective ally, please take a look at Egale's Two-Spirit Ally Ambassador Guide located in the Resources section.

What is Two-Spirit?

- **Two-Spirit** is an English translation of the Anishinaabemowin term **niizh manidoowag**, meaning to have both masculine and feminine spirits.
- The term Two-Spirit was coined in 1990.
- Refers to a **third gender role** that was an accepted and important part of many Indigenous cultures within North America.
- Can additionally be used as an **umbrella term for Indigenous folk who are also part of the LGBTQ+ community**.
- Specific definitions vary depending on the community examined.

Why is it important?

- **Prior to colonization**, Two-Spirit people were held in high regard in Indigenous communities.
- They often **performed roles associated with both men and women**, such as being warriors and medicine people simultaneously.
- The term is a way to **center Indigenous voices and experiences** and honour tradition.

Things to remember

- **Only Indigenous folk can label themselves as Two-Spirit.**
- **Learn and remember the history of violent colonialism** faced by the Two-Spirit community.
- **Intentionally include Indigenous stories, voices, and people in your allyship** toward queer people and communities.

Take a look at this page to learn about some different sexual orientations and gender identities. There are also flags associated with each identity: flags are used to promote solidarity within communities!

SEXUAL ORIENTATIONS



QUEER

An umbrella term for people who do not identify as straight.



GAY

Someone who is attracted to people of the same gender.
Usually used by men.



LESBIAN

A woman/nonbinary person who is attracted to women.



BISEXUAL

Someone who is attracted to people of the same and different gender.



PANSEXUAL

Someone who is attracted to folks regardless of their gender identity.



ASEXUAL

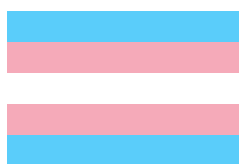
Someone who does not experience sexual attraction to anyone.



AROMANTIC

Someone who does not experience romantic attraction to anyone.

GENDER IDENTITIES



TRANSGENDER

Someone whose gender identity is different from their sex assigned at birth.



NONBINARY

A general term for someone who does not identify as exclusively male or female.



GENDERQUEER

Someone whose gender is not within the gender binary of male or female.



GENDERFLUID

Someone with a changing gender identity. They may feel like a man one day, and a woman the next.



AGENDER

Someone who does not identify with a gender, or whose gender identity is neutral.



INTERSEX

Someone with sexual/reproductive anatomy that is not exclusively male or female.



COMING OUT



COMING OUT

Coming out of the closet, or just coming out, describes when someone in the 2SLGBTQ+ community self-discloses their sexual orientation or gender identity to someone.

Why is coming out important?

- It allows many 2SLGBTQ+ folk to **feel fully like themselves** around people who are important to them.
- It allows 2SLGBTQ+ folk to **feel more secure** about their identities, leading to **enhanced self-esteem** and **better mental health**.

Coming out experiences vary

- **Not every 2SLGBTQ+ person has the same experience with coming out.**
- Potential benefits are **only present when someone receives social support** after coming out.
- **Some folks have to conceal their identities** to protect themselves from violence, homelessness, and ostracization.
- **Remember that coming out is personal and every person should be treated uniquely.**

The coming out experience

- It is common to think of coming out as a one-time experience, however, **people in the 2SLGBTQ+ community have to come out multiple times.**
- **Only 23% of lesbian, gay, and bisexual people are out to everyone** in their lives.
- **Coming out can be a life-long process**, where 2SLGBTQ+ people have to assess each environment they are in as supportive or unsupportive.

Being an ally when a friend or family member comes out to you is one of the most important parts of 2SLGBTQ+ allyship!



COMING OUT

AS TRANSGENDER AND NONBINARY

What's it like?



- Many (but not all!) trans and nonbinary folk struggle with **gender dysphoria**: discomfort due to being perceived by themselves/others as a gender they do not identify as.
- Some folks may **transition**: meaning they **change their names, pronouns, and physical appearance** to align more with their gender identity.
- Transitioning can lead to **gender euphoria**: happiness due to expressing oneself and being perceived as the gender one identifies with.
- Some folks choose to **medically transition** which can include **gender-affirming surgeries** (such as removing or adding breasts) and **hormone replacement therapy** (taking hormones that can help folks gain physical characteristics associated with their gender identity).
- Some transitioned trans folks may **pass**, meaning they are perceived by society as the gender they identify with.

Key points

- Trans people **do not need to come out** if they feel safer not doing so.
- Trans people **do not need to pass** for their identities to be valid.
- **Ask for someone's pronouns** rather than assuming.
- Using trans/nonbinary folks' **pronouns** and **chosen names** is essential in helping them feel safe and respected.
- If you accidentally use the wrong name or pronoun, **apologize and move on.**



See the “Why Language Matters” section to learn more about pronouns, as well as the “Resources” section for information on organizations that can help trans and nonbinary folks in their coming out and transitioning journeys!

Because coming out can often be an emotionally vulnerable situation for 2SLGBTQ+ folk, here are some tips on how to best support them so they feel supported and understood. Common mistakes to avoid to prevent invalidation or hurt, whether intentional or unintentional, are also provided.

How to Be Supportive When Someone Comes Out To You

Actively listen.

Making eye contact and utilizing facial expressions and gestures shows that you are paying full attention to this important moment. Asking questions regarding what your friend wants you to do with this information is also important (for example, can you tell others?). Finally, If someone comes out as trans or nonbinary, ask them what pronouns or names they want you to use for them.

Recognize this moment's importance.

Show that you understand how important this moment is: thank them for trusting you and tell them how grateful you are they shared this information with you.

Provide support.

Use supportive and loving language so they know you are okay with this and are there for them.

If needed, ask them if they want extra support. Check out the resources at the end of this booklet for ideas on what to provide to your loved one!

Continue being there for them.

Coming out is sometimes a life-long process. Appreciate that they might need extra love beyond the initial conversation. Make an effort to include them in your activities online and off to reduce potential feelings of isolation. (But if they need space, respect that too!)

Common Mistakes to Avoid

Don't tell anybody else without permission.

Just because someone came out to you, does not mean they are out to everybody in their life. Keep it to yourself unless explicitly told otherwise!

Don't question it.

Queer people often deliberate on their identities for a long time before feeling confident enough to come out. Questioning their decision by asking "Are you sure?" or bringing up their past experiences invalidates this struggle. Trust that they are sure enough to tell you!

Don't downplay its significance.

Coming out requires a lot of courage (and trust in you!), so statements such as "I always knew you were gay" or not taking the situation seriously can be disempowering and invalidating.

Don't treat them any different.

Regardless of their identity, they are still the same person! Avoid treating them different just because they are queer (or assuming they can represent the entire queer community themselves). For example, do not immediately ask if they consume stereotypically queer media.

Interactive Activity

Keeping in mind what you've learned, read the following comic of someone coming out to their friend, and think about what they did well and what they could have done better.

Hey, can I tell you something important?

Sure! What is it?

Well...I'm bisexual.

Oh, that doesn't matter to me. I actually kind of had a feeling.

Oh, okay...

Can I tell anyone else we both know?

...I think I'll tell them when I'm ready later.

Got it. By the way, this doesn't mean you have a crush on me, does it?

In the space below, write 1-3 things the person on the right did correctly, and 1-3 things they did incorrectly. With the remaining space, write how you would have reacted in a similar situation if a close friend came out.

OPPRESSION



**What does it look like, and how
can we fight it?**

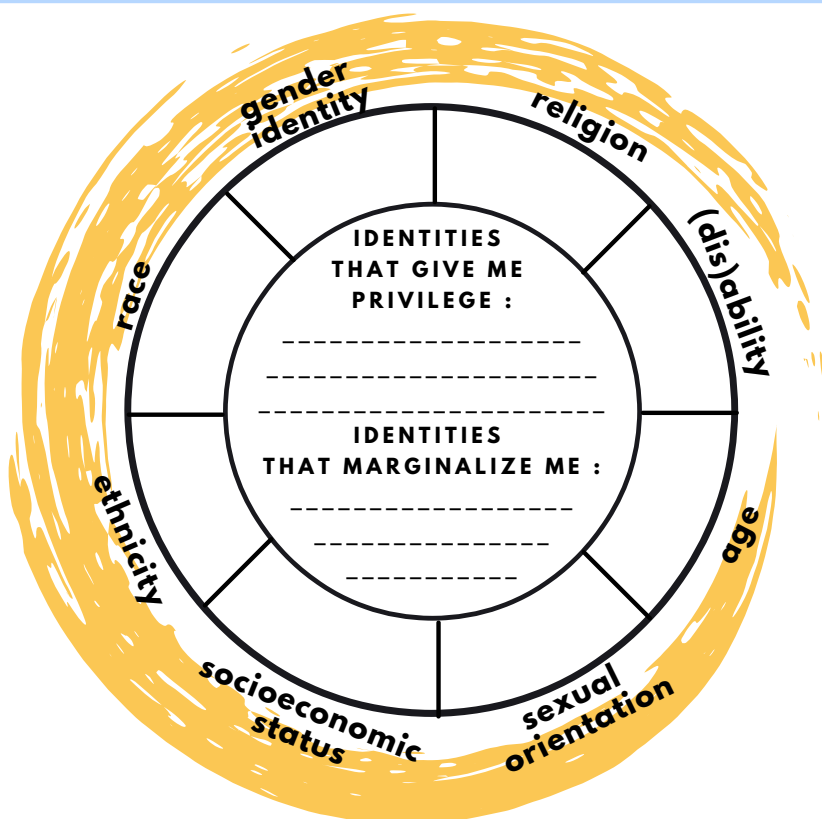


Intersectionality

Intersectionality considers the fact that we all have multi-dimensional identities and these identities shape our lived experiences. It allows us to understand that a **single individual might be privileged within some social situations but oppressed in others**. For example, a white queer person experiences homophobia, but does not experience racism. while a Black queer person experiences both.

There is immense diversity within the 2SLGBTQ+ community, and folks with multi-minority identities, such as **QTBIPOC** (Queer, Trans, Black, Indigenous, People of Colour) experience heightened oppression. Examining our own privileges is an important part of learning to engage in effective allyship.

Take a look at the graphic below and fill in each of the 8 sections with your own identities. Use the middle of the circle to reflect on these identities. How might some identities give you privilege, and how might others marginalize you?



Minority Stress & Strength

Homophobia, biphobia, and transphobia are experienced by 2SLGBTQ+ people at their schools, workplaces, the healthcare system, and even in their own homes.

Individuals or groups who are the victims of oppression face **minority stress**: ongoing mistreatment puts them at an increased risk of overall poor well-being. In the case of 2SLGBTQ+ folks, oppression can put them at an **increased risk of homelessness, unemployment, social isolation, poor educational outcomes, and mental and physical health issues.**

ANTI-2SLGBTQ+ OPPRESSION IN CANADA



64% of 2SLGBTQ+ students feel unsafe at school.



25-40% of homeless youth are 2SLGBTQ+.



90% of trans employees and 47% of queer employees have experienced workplace discrimination.



2SLGBTQ+ youth face a risk of substance abuse that is 14x higher than their heterosexual and cisgender peers.

If you or somebody you know is struggling with any of these issues, please see the Resources section of this booklet.

Despite this adversity, **2SLGBTQ+ folks are amazingly resilient**, and able to overcome minority stress through **developing a sense of pride** in their identity, and **getting support from others** in the community. This is called **minority strength**.

As an ally, **you can help 2SLGBTQ+ folks develop minority strength by standing up against homophobia, biphobia and transphobia!**



Microaggressions

What are microaggressions?

- Brief and sometimes unintentional discriminatory remarks or actions.
- Less aggressive, but **occur more commonly** than other forms of discrimination.
- Often go unnoticed by those unaffected by the remarks, **making targeted folks fearful to speak up.**
- Often take the form of **heteronormativity** and **cisnormativity** through making assumptions about someone's sexual orientation or gender identity.

Examples



Take a moment to think about why each of these remarks are hurtful, and try to be more mindful regarding microaggressions.

So what?

Microaggressions spread the belief that 2SLGBTQ+ identities are abnormal, which **can lead to more severe forms of oppression**. Many 2SLGBTQ+ people struggle with **internalized homophobia/transphobia**, meaning that they worry that something is wrong with them and feel pressure to hide their identity from themselves and others. Avoiding the use of microaggressions or addressing when someone else uses them is an important way to be an ally.

Inclusive

Language

**WHAT IS IT, AND WHY
DOES IT MATTER?**



Inclusive Language

Inclusive language is one of the most powerful tools that can be used by allies to affirm 2SLGBTQ+ folks' identities!

What makes language inclusive?

- It **includes and affirms 2SLGBTQ+ identities**.
- It **does not make heteronormative or cisnormative assumptions** about folks.
- It does not use slurs or derogatory terms.
- It **does not imply that being 2SLGBTQ+ is abnormal** or bad.



When should I use it?

- **Always!** Even when you're not around any 2SLGBTQ+ folks that you know of.
- Whenever you meet someone new, **ask them their pronouns, and introduce yourself using your pronouns.**

A reminder

The language that is considered inclusive and unproblematic is constantly changing over time and varies for different individuals within the 2SLGBTQ+ community. One example of this is the word “queer”, which has historically been used as a slur against the 2SLGBTQ+ community; but has now been reclaimed and is used as an identity label by some folks who do not identify as straight.

See the Resources section for more information and help on inclusive language.

Language Changes to Make

These small changes in the vocabulary you use can have hugely positive implications!

Change this:

To this:

Why?

"guys"

"ladies and gentlemen"

"folks"

This includes people who do not identify as male or female.

"boyfriend/girlfriend"

"husband/wife"

"partner"

"spouse"

We use these terms when the gender identity of someone's significant other is not known.

"preferred pronouns"

"pronouns"

Using somebody's correct pronouns is not a choice, but a way to give them the basic respect that we all deserve.

"sexual preference"

"gay lifestyle"

"sexual orientation"

It is not a choice to be 2SLGBTQ+.

"homosexuality"

"transgendered"

"transgenderism"

lesbianism"

"hermaphrodite"

"being gay"

"transgender"

"being transgender"

"being a lesbian"

"intersex"

These terms stigmatize 2SLGBTQ+ folks, and imply that their identity is a condition that can/should be changed.

"transsexual"

"sex change"

"transgender"

"gender-affirming surgery"

These terms imply that trans people need certain surgeries in order to be valid. Surgery is not always accessible or part of everyone's transition.

Pronouns

Once someone has told you their pronouns, always use them and **do not question the validity of their pronouns or gender identity.**

Some people may use pronouns you've never heard before, but **it is important to learn how to properly use them in order to respect folks' identities** and make them feel comfortable.

Neopronouns

- Gender-neutral pronouns other than **they/them**.
- Created out of a need for **more inclusive and gender neutral language**.
- Reflects the **wide spectrum of non-binary gender identities and experiences**.
- Have been around for awhile: the neopronoun "ze" was coined in 1864!



Check out the chart below to learn how to use some common pronouns!

SUBJECTIVE

OBJECTIVE

POSSESSIVE ADJECTIVE

POSSESSIVE PRONOUN

REFLEXIVE

They

Them

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Interactive Activity

Hi, I'm Mike! I haven't seen you before, are you a new hire?

I am! My name is Drew and I use they/them pronouns.

They/them pronouns are plural. You're one person, so it wouldn't be grammatically correct for me to call you that.

I understand that it might be confusing, but I identify as nonbinary and those are my pronouns. My comfort is more important than grammar.



Oh! Somebody left their bottle in the office, I better go see whose it is.

Um... do you see what you did there? You just used they/them pronouns for one person.

You're right... I'm sorry, Drew. I will use they/them pronouns for you. Can we start over? I'm Mike and my pronouns are he/him.

It's nice to meet you Mike. I look forward to working with you!



Fill in the blanks to help Mike talk about his new friend Drew!

"I met someone new at work today. ____ name is Drew, and ____ are nonbinary. I'm excited to get to know ____ better!"

Now fill in the blanks to help Drew talk about their new friend Mike!

"I met someone new at work today. ____ name is Mike, and ____ had never heard about they/them pronouns before. We got off on the wrong foot at first, but I think I'm going to get along well with ____."

Allyship Tips

WHEN should you help?

HOW should you help?



Allyship - The Basics

Now that you know more about the community, you might want to start raising awareness of the prejudice the 2SLGBTQ+ community faces, as well as help them in their fight for equality. In this section, we will cover the key concepts behind allyship and how you can be an effective ally!

Consensual allyship

- **Not all members of the 2SLGBTQ+ community wish to be advocated for** as they may feel misrepresented by well-meaning allies.
- When in doubt, **always ask before carrying out allyship activities** - and ask how this allyship should be carried out.
- **Never speak over** those within the community!



Calling in VS. calling out

- **Calling out:** explicitly and publically calling out the person who committed problematic behaviour so that they are made aware of the consequences.
- **Calling in:** privately discussing a person's behavior and the consequences of their actions with patience. This approach should be made when mistakes were unintentional, when the person is emotionally sensitive, or when calling out may lead to defensiveness.



Allyship approaches

- **Standing in front:** when allies use their privilege to shield those who are risk of harm - this should be used sparingly to prevent possibly speaking over community members.
- **Standing beside:** using one's presence to provide assurance, support, and ongoing collaboration.
- **Standing behind:** when allies follow the lead of the 2SLGBTQ+ community and carry out allyship activities according to the needs of the community.



Allyship: Do's and Don'ts

What should you do and avoid as an ally to the 2SLGBTQ+ community? Below are some of the basic do's and don'ts to keep in mind as you navigate through your allyship journey.

- ✓ **DO:** recognize the diversity within the 2SLGBTQ+ community as well as the intersectionality of multiple identities.
- ✗ **DON'T:** ignore multi-minority groups within the community when practicing 2SLGBTQ+ allyship, and don't generalize the entire community.
- ✓ **DO:** ask people their pronouns and how they would like to be addressed and respect these pronouns/labels when told.
- ✗ **DON'T:** make assumptions about someone's sexual orientation, gender identity, or pronoun use, or question them when told.
- ✓ **DO:** recognize that some people consider themselves fluid when it comes to sexual orientation and gender expression.
- ✗ **DON'T:** assume that all members of the 2SLGBTQ+ community identify with a predetermined sexual orientation or gender expression.
- ✓ **DO:** Apologize and take responsibility when told you made a mistake (such as a microaggression).
- ✗ **DON'T:** Get defensive or angry when called out or called in regarding problematic behaviour.
- ✓ **DO:** Recognize and call out or call in problematic behaviour whenever possible or appropriate.
- ✗ **DON'T:** Become a bystander to non-inclusive language, discrimination, or microaggressions.

Now that you have the basic knowledge of what an effective ally looks like, check out the resources section to get involved and stay informed!

Resources

2SLGBTQ+ Healthcare

ACCKWA (AIDS Committee of Cambridge, Kitchener, Waterloo and Area)

A non-profit organization located in Kitchener that provides support to those affected by or at risk of HIV/AIDS. Their Youth Sexual Health Department provides resources, support and education that is inclusive of 2SLGBTQ+ youth.

acckwa.com, 519-570-3687

ARCH Guelph

Provides 2SLGBTQ+ inclusive healthcare, specializing in HIV/AIDS. They have many services that support the well-being of trans and nonbinary folks and the 2SLGBTQ+ community as a whole.

archguelph.ca

1-800-282-4505 (Toll-free)

519-780-5298 (ARCH Clinic)

OK2BME

Provides individual and family counselling; as well as a series of peer support groups for 2SLGBTQ+ youth in the Waterloo region. OK2BME is based out of KW Counselling Services.

ok2bme.ca, 519-884-0000

Rainbow Health Ontario

Toronto-based program that focuses on providing care to the 2SLGBTQ+ community. Their website provides resources on trans healthcare, as well as a service provider directory.

rainbowhealthontario.ca, 416-324-4100

2SLGBTQ+ Hotlines

LGBT YouthLine

Toll-free phone line offering peer support and referrals to resources for 2SLGBTQ+ people ages 29 and under in Ontario.

youthline.ca, 1-800-268-9688

Trans Lifeline

Emergency hotline for members of the trans community that offer direct financial and/or emotional support to those in need.

translifeline.org, 877-300-6366

2SLGBTQ+ Housing Support

Friends of Ruby

Toronto-based organization that provides housing and social support services specific to 2SLGBTQ+ youth aged 16-29.

friendsofruby.ca, 416-359-0237

Wyndham House

Guelph-based organization that provides 2SLGBTQ+ inclusive housing and social supports for youth aged 16-25, as well as educational alternatives.

wyndhamhouse.org

519-837-3892 (Emergency shelter)

519-822-2768 (Youth services hub)

YWCA Kitchener Waterloo Emergency Shelter

Provides emergency housing for cis and trans women and nonbinary people ages 16 and up.

ywcakw.on.ca/emergency-shelter, 519-744-6507x211

Allyship Training

Pride at Work Canada

Canada-wide organization that provides education for employers on how to make their workplace more inclusive, hosts networking events for 2SLGBTQ+ folks, and has a job board on their website.

prideatwork.ca

BIPOC-Specific Resources

Black Queer Network

A community that centers Black Queer voices and experiences to work toward eradicating homophobia and racism within a systematic context.

blackqueernetwork.ca

Guelph QTPOC

Student-run group for University of Guelph students who are queer and Black, Indigenous, and/or people of colour.

QTPOC@uoguelph.ca

QTPOC KW

Situated in Waterloo, QTPOC KW hosts monthly events for queer BIPOC folk to foster more resilience and nurturing in the community.

facebook.com/QTPOC-KW-930748673793249/

Resources

Coming Out Support

OUTline

The University of Guelph's online chat resource for youth to talk through 2SLGBTQ+ issues and experiences, including coming out.

uoguelph.ca/studentexperience/OUTline

PFLAG Canada

A non-profit organization that provides peer support to the families and friends of 2SLGBTQ+ folks. The local chapter is PFLAG Waterloo, Wellington and Perth Region.

pflagcanada.ca

facebook.com/PFLAG.WWP

The Trevor Project Handbook

A handbook that helps queer youth understand and accept their identities.

thetrevorproject.org/wp-content/uploads/2019/10/Coming-Out-Handbook

General Support and 2SLGBTQ+ Advocacy

Egale Canada

Canada-wide organization committed to achieving equity for 2SLGBTQ+ folks. Their website includes training and action-plans to help reduce discrimination in schools and workplaces.

egale.ca

Guelph Resource Centre for Gender Empowerment and Diversity

Guelph-based organization advocating for equity for gender minority folks in Guelph, including women, trans and nonbinary people.

grcged.com

Out on the Shelf Guelph

Guelph-based organization that provide a wide variety of resources and books to the 2SLGBTQ+ community. They also host events and workshops.

outontheshelf.com

SPECTRUM: Waterloo Region's Rainbow Community Space

A 2SLGBTQ+ community centre located in Kitchener offering events, resources, social groups and peer support. Check out their directory "The Rainbow Pages" for an in-depth list of relevant 2SLGBTQ+ groups and events in the Waterloo-Wellington area.

ourspectrum.com, 226-779-9695

Inclusive Language Help

- Translanguageprimer.org
- Practicewithpronouns.com
- apa.org/pi/lgbt/resources/language

Two-Spirit Info and Allyship

Indigenous Student Centre

Community formed by Indigenous youth to foster an inclusive community. Provides support, opportunities to meet with Elders, as well as events focusing on the Two-Spirit and LGBTQ+ community.

uoguelph.ca/studentexperience/isc

indigenous.student@uoguelph.ca

Two-Spirit & Indigenous LGBTQIA Mentors, Elders & Grandparents Support Circle

A support circle that provides peer support and self-affirming access to Indigenous culture, led by Two-Spirit and LGBTQ+ Indigenous youth, and open to Indigenous community allies.

nativeyouthsexualhealth.com/supportcircle.html

Two-Spirit Allyship & Ambassador Guide

This guide discusses Two-Spirit and Indigenous history, and how colonialism negatively impacted these communities. It also explains how best to be an ally to Two-Spirit people.

egale.ca/wp-content/uploads/2017/07/Two-Spirit-Ally-Ambassador-Guide-FINAL.pdf

Glossary

Agender: Someone who does not have a gender identity, or whose gender identity is neutral.

Aromantic: Someone who does not experience romantic attraction.

Asexual: Someone who does not experience sexual attraction.

Biphobia: Negative attitudes that people have towards bisexual individuals.

Bisexual: Someone who is romantically and/or sexually attracted to folks of the same and different genders.

Closeted: Someone who is not open about their sexual orientation or gender identity to themselves and/or others.

Coming out: The process of discovering, accepting and sharing one's gender identity or sexual orientation.

Gay: A term for someone who is romantically and/or sexually attracted to folks of the same gender, typically used by men.

Gender dysphoria: Discomfort due to being perceived by oneself and/or others as a gender that one does not identify with.

Gender euphoria: A sense of happiness resulting from expressing oneself as the gender one identifies with and being perceived by others as such.

Genderfluid: Someone with a changing or fluid gender identity.

Genderqueer: Somebody who does not identify within the gender binary.

Internalized homophobia/transphobia: When a queer or trans person struggles to accept their sexual orientation or gender identity due to being exposed to hetero- and cis-normativity.

Intersex: A term that describes folks who are born with sexual/reproductive anatomy (internal or external) that cannot be described as exclusively male or female.

Lesbian: A woman or nonbinary person who is romantically and/or sexually attracted to women.

Minority strength: Resilience resulting from a sense of pride in one's identity and accomplishments, often as a result of affirmation from and connection to others in one's community.

Minority stress: An increased risk of poor mental and physical health outcomes faced by minorities as a result of oppression.

Pansexual: Someone who is romantically and/or sexually attracted to folks regardless of gender.

Passing: Being perceived by society as the gender that one identifies as.

Pronouns: Words used to refer to people that represent their gender identity (such as she/her or they/them).

QTBIPOC: An acronym for Queer, Trans, Black, Indigenous People of Colour that emphasizes the unique forms of oppression faced by racialized 2SLGBTQ+ folks.

Queer: An umbrella term for folks who do not identify as straight.

Questioning: Someone who is still exploring their sexuality and/or gender identity.

Transitioning: The process by which a trans or nonbinary person might change aspects of their gender expression to better match their gender identity.

Two-Spirit: An identity specific to Indigenous folks that describes interconnected aspects of their sexual orientation, gender identity, spirituality and culture.

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Next Steps

- ✓ Refresh and review the concepts and terminologies associated with 2SLGBTQ+ Allyship
- ✓ Don't make assumptions, always ask someone what their pronoun is
- ✓ Practice effective allyship techniques such as calling in vs. calling out in real world setting
- ✓ Check out the resources page in this booklet, learn more about 2SLGBTQ+ allyship

Scan me!!

