



CANADIAN
EQUALITY
CONSULTING

CHATHAM-KENT GSD RESOURCES

KEY CONCEPTS

WAYS TO SUPPORT 2SLGBTQ+ COMMUNITY IN THE WORKPLACE

1. Encourage the use of pronouns in email signatures & introductions
2. Offer education resources for employees
3. Ensure policies are inclusive
4. Check benefit options for 2SLGBTQ+ inclusion
5. Support 2SLGBTQ+ focused organizations
6. Use gender neutral language
7. Promote a 2SLGBTQIA+ ERG or Affinity Group
8. Support gender transition
9. Expand washroom options beyond the binary
10. Review your supplier diversity
11. Collect information on 2SLGBTQ+ employees' representation and experiences in the workplace
12. Provide visibility and opportunity for 2SLGBTQ+ leaders to influence business decisions
13. Conduct equity audits on talent processes and pay
14. Offer diverse mental health and career coaches
15. Donate or raise money for 2SLGBTQ+ charities

PRONOUN ACKNOWLEDGEMENT AND USAGE

In place of an individual's name, we often use pronouns. Pronouns articulate who we are and how we should recognize and address each other respectfully. Although it is common in the English language to use she/her or he/him to refer to people, this language is not fully inclusive of the range of gender identities present in the population.

Gender-Neutral or Non-Binary pronouns are identifiers that refer to an individual who does not identify with a binary gender category (Male/Female, or Man/Woman). The majority of gender diverse individuals, which includes those who identify as non-binary, genderqueer, genderfluid, gender non-conforming, agender, as some examples; identify with they/them or other non-binary pronouns (i.e. Ze/Hir, Xe/Xem).

There are lots of gender-neutral pronouns in use. Here are a few you might hear:
They/them/theirs (Sam ate their food fast, they must have been hungry.) They is the most common gender-neutral pronoun and it can be used in the singular or plural contexts.

Ze/hir/hir (Billie ate hir food because ze was hungry.) Ze is pronounced like "zee" can also be spelled zie or xe, and replaces she/he/they. Hir is pronounced like "here" and replaces her/hers/him/his/they/theirs.

WHO IS THE 2SLGBTQ+ COMMUNITY?

The 2SLGBTQ+ community refers to individuals who identify as non-heterosexual or non-cisgender. The community often is abbreviated to include a "+" to acknowledge all identities. Some are defined below:

2S - Two-Spirit

L - Lesbian

G - Gay

B - Bisexual

T - Transgender

T - Two Spirit

Q - Queer

Q - Questioning

I - Intersex

A - Asexual

A - Agender

P - Pansexual

Learn about these terms here:

[WHAT DOES 2SLGBTQIA+ MEAN?](#)



LEARNINGS

CALLING IN AND CALLING OUT

Calling In

- Used to bring attention to a person's, or group's, harmful words or behaviours.
- Approach focused on reflection rather than reaction.
- Best received when there is an opportunity to explore deeper.

EXAMPLES:

- "What do you mean by that?"
- "That's interesting. Did you know..."
- "Why do you think that is the case?"
- "I used to use the term x but I learned it can hurt y"
- "How did you determine that..."
- Where did you find this information?

Calling Out

- Used to bring public attention to a person's, or group's, harmful words or behaviours.
- The approach is used to interrupt harmful words and behaviours in real-time.
- Will likely feel hard and uncomfortable the first time you intervene.

EXAMPLES:

- "I need to stop you right there"
- "I don't find that funny"
- "Those aren't our values here"
- "That is not an appropriate comment in the workplace "
- "That comment is harmful and offensive"
- That has been disproven/ Is not true.

Call out the behaviour,
call in the person

BUILDING YOUR GSD ALLYSHIP TOOLKIT

Allyship is the practice of using your privilege to advance the interests of a historically disadvantaged group of people– a group to which you do not belong.

It is about working in solidarity with those experiencing discrimination.

Individual Goal



I want to learn about... because...



What steps can I take to educate myself?

Interpersonal Goal



I want to use my voice by... because...



How can I advocate for equity in my daily interactions?

Structural Goal



I want to advocate for... because...



How can I advocate for more equitable norms and policies in my workplace?

ARTICLES

TERMINOLOGY AND FURTHER LEARNING

- [Egale Canada, 2SLGBTQI Terms and Concepts](#)
- [LGBTQ+ Glossary](#)
- [Understanding transgender people, gender identity and gender expression](#)
- [Pronouns in the Workplace](#)
- [The Equality Project - LGBTIQA+ Inclusive Language Guide for the Workplace](#)
- [UNC Writing Centre - Gender Inclusive Language](#)

GLOBAL HISTORY

- [Exploring the History of Gender Expression](#)
- [CHAPTER 2: GLOBAL SEXUALITIES - LGBTQ+ Anthropology, Past, Present, and Future, by Joseph Russo](#)
- [LGBTQ America: A Theme Study of Lesbian, Gay, Bisexual, Transgender, and Queer History](#)
- [Indigenous Sexualities: Resisting Conquest and Translation](#)
- [Beyond Binaries: Non-Binary Gender Identities in Ancient Indian Art](#)
- [Legacy of Oppression: Drawing the Connection between Colonization and Global LGBTQ Rights](#)

STONEWALL, PRIDE, AND GSD JOURNEY FOR RIGHTS

- [Marsha Johnson, Sylvia Rivera, and the History of Pride Month](#)
- [LGBTQ History Month: The early days of America's AIDS crisis](#)
- [Supporting Trans Equality](#)
- [October is LGBTQ+ History Month!](#)
- [Lesbian, Gay, Bisexual and Transgender Rights in Canada](#)

PODCAST

- [Making Gay History: LGBTQ Oral History](#)



ARTICLES

UNDERSTANDING SEX AND GENDER

- [Canadian Institutes of Health Research – What is Gender? What is Sex?](#)
- [United Nations Free and Equal \(UNFE\) - Intersex Fact Sheet](#)
- [Human Rights Violations Against Intersex People](#)
- [Toward a Nonbinary Model of Gender/Sex Traits](#)
- [Beyond the Sex Binary: Toward the Inclusive Anatomical Sciences Education](#)
- [Beyond the binary: Rethinking sex and the brain](#)
- [Language and gender variance: Constructing gender beyond the male/female binary.](#)

CONNECTION TO SCIENCE AND NATURE

- [Large-scale GWAS reveals insights into the genetic architecture of same-sex sexual behavior](#)
- [There's no one 'gay gene,' but genetics are linked to same-sex behavior, new study says](#)
- [Nature is Queer: On Inclusive Ecology and the Fight for an Equitable Future](#)
- [The Queerness of Nature](#)

MODERN QUEER AND TRANS RIGHTS

- [Government of Canada - The human rights of lesbian, gay, bisexual, transgender, queer, 2-spirit and intersex persons](#)
- [A Global Report Card on LGBTQ+ Rights for IDAHOBIT](#)
- [A review of lesbian, gay, bisexual, trans and intersex \(LGBTI\) health and healthcare inequalities](#)
- [Violence Against Trans and Non-Binary People](#)
- ["This Is Why We Became Activists" Violence Against Lesbian, Bisexual, and Queer Women and Non-Binary People](#)
- [Gender-Affirming Care Saves Lives and Promotes HIV Prevention](#)
- [LGBTQ+ Youth: Addressing Health Disparities with a School-Based Approach](#)



Book List

The Big Reveal by Sasha Velour

Dear Senthuran by Akwaeke Emezi

Tomorrow Will Be Different by Sarah McBride

The Passing Playbook by Isaac Fitzsimons

The Crane Wife by CJ Hauser

Beyond the Gender Binary by Alok Vaid-Menon

Falling Back in Love with Being Human by Kai Cheng Thom

I'm Afraid of Men by Vivek Shraya

The T Guide by Gigi Gorgeous Getty, Gottmik (a.k.a Kade Gottlieb) and Swan Huntley

Intersex Rights: Living Between Sexes by Nikoletta Pikramenou

Exploring Gender Diversity in the Ancient World edited by Allison Surtees

Evolution's Rainbow Diversity, Gender, and Sexuality in Nature and People by Joan Roughgarden

Colouring the Rainbow: Blak Queer and Trans Perspectives: Life Stories and Essays by First Nations People of Australia edited by Dino Hodge

Transgender People and Education by Clare Bartholomaeus and Damien W. Riggs

Queer Intentions – A Personal Journey Through LGBTQ+ Culture by Amelia Abraham

MEDIA

MOVIES AND TV

Check out these movies and TV shows to get your learning journey started...

- Moonlight (2016)
- Paris Is Burning (1990)
- Kiki (2017)
- Disclosure (2020)
- Angels in America (2003)
- Carol (2015)
- The Color Purple (1985)
- Blue is the Warmest Colour (2013)
- Portrait of a Lady on Fire (2019)
- The Death and Life of Marsha P. Johnson (2017)
- Pariah (2011)
- Love Simon (2018)
- Of An Age (2023)
- Call Me by Your Name (2017)
- Brokeback Mountain (2005)
- A Secret Love (2020)
- Heartstopper (2022 – present)
- San Junipero (2016), an episode from the TV series "Black Mirror"
- Feel Good (2020-2021)
- Queer Eye (2018 – present)
- RuPaul's Drag Race (2009 – present)
- Dead End: Paranormal Park (2022)
- Pose (2018-2021)
- Transparent (2014-2019)
- Tales of the City (1993 and 2019)
- Legendary (2020-2022)

VIDEOS

- [Stonewall Forever - A Documentary about the Past, Present and Future of Pride](#)
- [Marsha P. Johnson and the Stonewall Rebellion](#)
- [Billy Porter Gives A Brief History of Queer Political Action](#)
- [Operation Soap: The police raids that targeted Toronto's queer community in the 1980s](#)
- [Precolonial Histories of Gender Fluidity](#)
- [We Were Always Here: LGBTQ+ History and Colonial America](#)
- [India's Transgender Community: The Hijra](#)
- [Berkeley professor explains gender theory | Judith Butler](#)
- [Moving Beyond the Binary of Sex and Gender | Uglá Stefanía](#)
- [What Does "Two-Spirit" Mean?](#)
- [What Does Intersex Mean?](#)
- [I Was Born With Male AND Female Parts. Ask Me Anything](#)
- [Trans Athletes Address the "Debate" | Queer Sports](#)
- [Resistance While Black, Queer, and Trans](#)
- [The Science of Being Transgender ft. Gigi Gorgeous](#)
- [Non-Binary People Describe their Gender Journeys!](#)

MEDIA

MUSIC

Check out these artists to support 2SLGBTQ+ art

- Janelle Monae (they/them)
- Hayley Kiyoko (she/her)
- Sam Smith (they/them)
- Lil Nas X (he/him)
- Kim Petras (she/her)
- Dua Saleh
(they/them/xe/xim/xyr)
- Chika (she/her)
- Doechii (she/her)
- Kehlani (she/her)
- Fletcher (she/her)
- Troye Sivan (he/him)
- Kali Uchis (she/her)
- Shamir (he/him/she/her)
- Princess Nokia
(they/them/she/her)
- King Princess
(she/they/it/its)
- Mary Lambert (she/her)
- Elton John (he/him)
- Queen / Freddie Mercury
(he/him)
- Syd
- Saucy Santana (he/him)
- Rina Sawayama (she/her)
- Kevin Abstract (he/him)
- Tegan and Sara (both
she/her)
- Kimmortal (they/them)



SOCIAL MEDIA

PEOPLE TO FOLLOW



Alok V Menon
(they/them)



Schuyler Bailar
(he/him)



Qween Jean



Addison
Rose Vincent
(they/them)



Meg Emiko Lee
(they/them)



Fae Johnstone
(they/she)