



# Queer Competency Training

May 15, 2019

*Unceded territories of  
the Coast Salish Nations*



# Today's Agenda

- Introductions & Community Agreements
- How do we think about gender and sexuality?
- Language & Definitions
- Practicing Pronouns
- Inclusive Environments
- Supporting Someone Coming Out
- Questions?



# COMMUNITY AGREEMENTS

In an effort to maintain a safe and welcoming environment, we ask that you follow these agreements:

## ONE DIVA, ONE MIC

One person speaks at a time

## KEEP IT CUTE

Use appropriate and respectful language

## DON'T YUCK MY YUM

Respect people's choices, experiences and feelings

## ASSUME BEST INTENT

This is a space to learn, and sometimes that means making mistakes

## LAS VEGAS RULE

Respect confidentiality, what is said in the group, stays in the group

## SHAKE, NO SHOUT

Silence or turn off your electronic devices

## STEP UP, STEP BACK

Include your voice, and make space for other voices to be heard

## SELF CARE

Take care of yourself, whatever that may look like



## Sex

Biological characteristics chosen to assign humans as male, female or intersex. Determined by characteristics such as sexual and reproductive anatomy and genetic make-up.

## Gender Identity

One's internal and psychological sense of oneself as male, female, both, in between or neither.

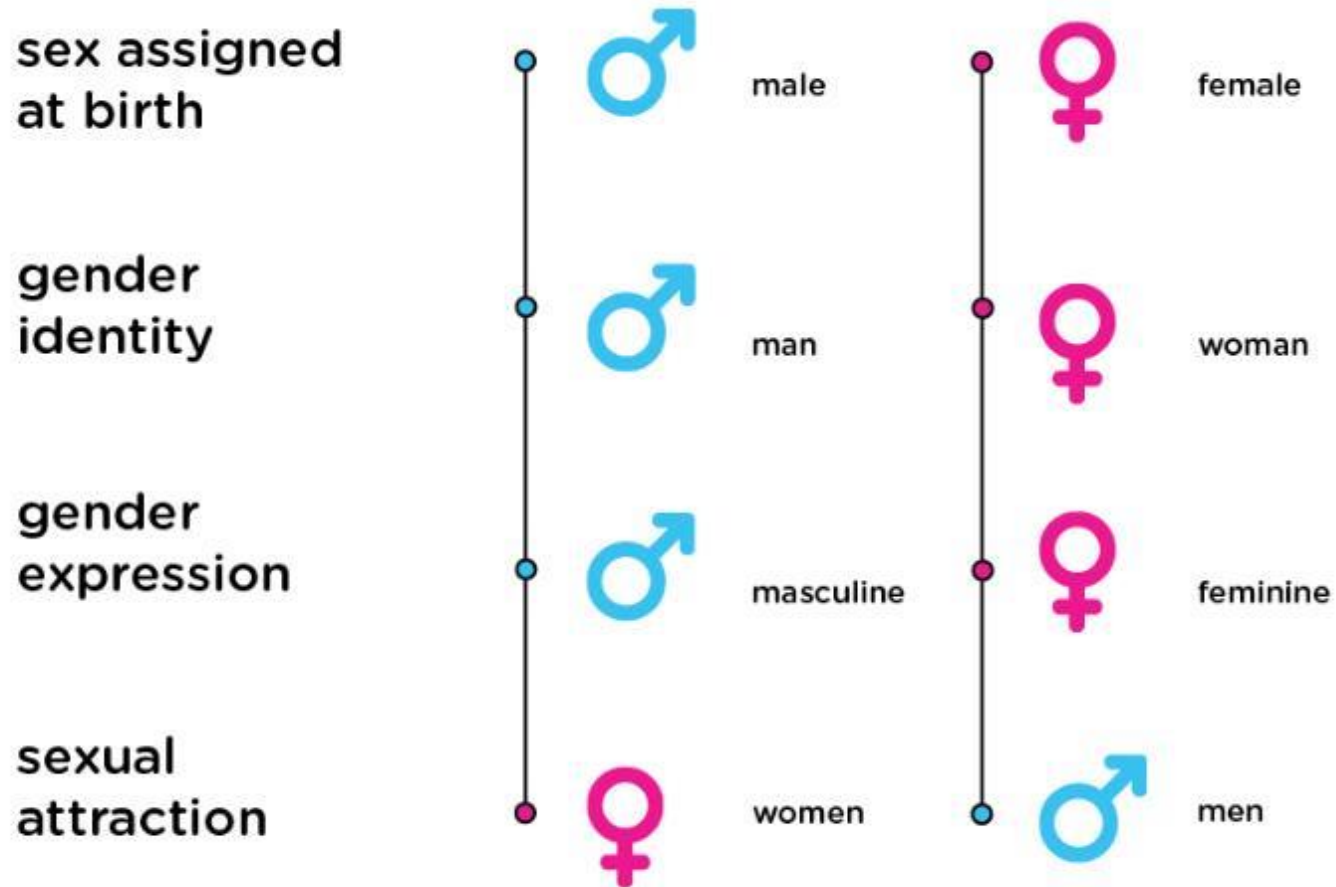
## Gender Expression

How one outwardly expresses gender; for example through name and pronoun choice (she/he/ze), style of dress, voice modulation, etc.

## Sexual\* Orientation

Refers to a person's deep-seated feelings of sexual and romantic attraction to other people (or to no one!); sexual and romantic orientation are often used interchangeably, but can be different.

# Binary Model



# LGBTQ2S Terminology

- Queer
- Asexual
- Cisgender
- Trans
- Heteronormativity
- Intersex
- Two-spirit



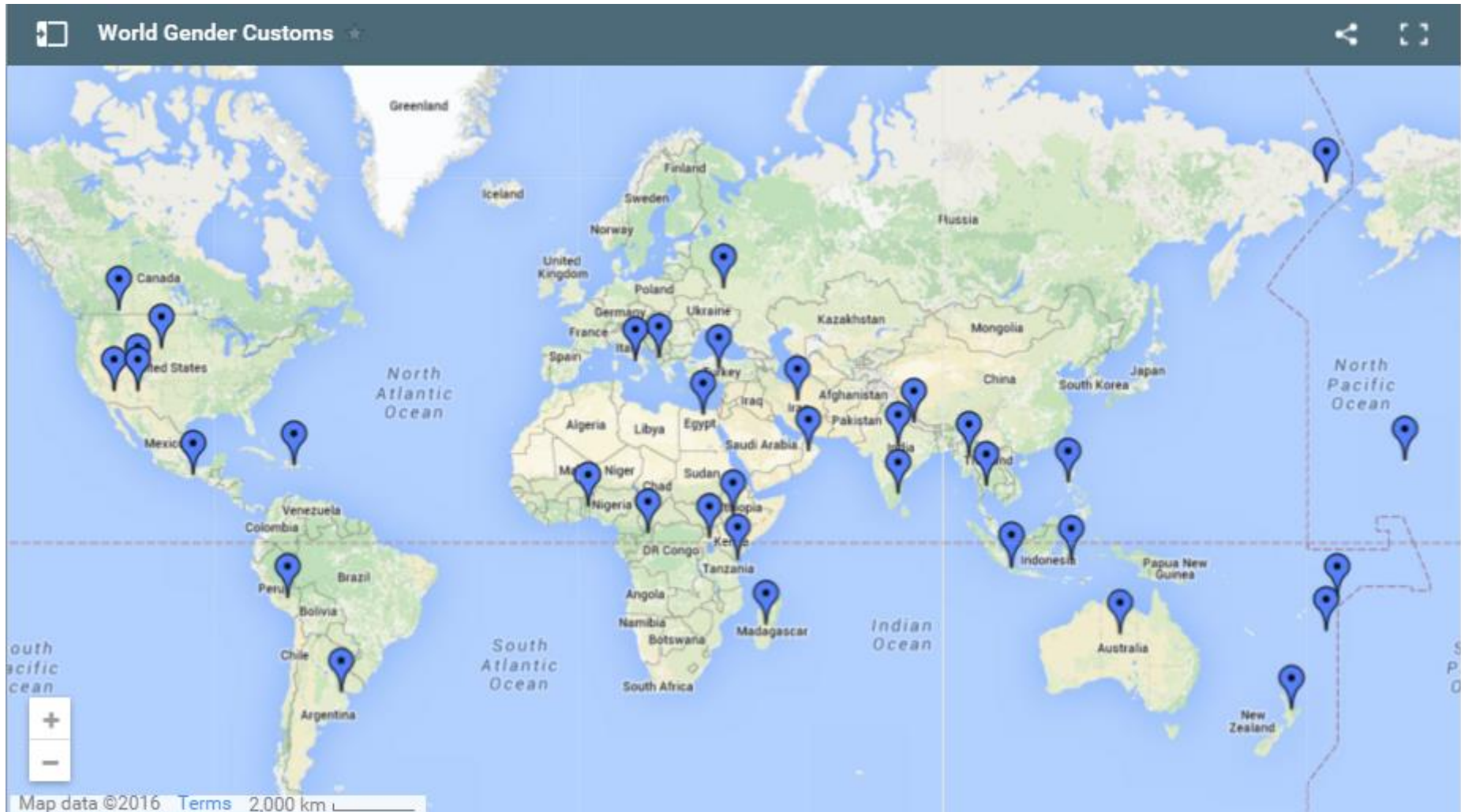
*Note the prefixes: **bi-**; **pan-**; **a-** can be applied to sexuality, romantic orientation and/or gender identity.*



# 2015 US Transgender Survey

Measure	National rate	Trans rate	Intersectional window
Poverty	14%	29%	41% - Native trans ppl
HIV+	0.3%	1.4%	19% - Black trans women
Physical Assault	-	24%	47% - undocumented trans ppl
Suicide attempts	4.6%	40%	54% - trans ppl living w/ disabilities
Physical intimate partner violence	30%	35%	61% - trans ppl who have been homeless

# Non-Binary Understandings of Gender & Sexual Identities Around the World



Source: [www.pbs.org](http://www.pbs.org); A Map of Gender-Diverse Cultures (August 11, 2015)

# Pronouns



- He/She, Him/Her, His/Her
- They, Them, Their
- Zie (zee), Zir (zeer)
- Their name

# Someone I Love

- No names
- No binary gendered pronouns (e.g. him, her, he, she)
- Nothing that could disclose the person's gender

Try to communicate why this person is special and important to you

Try using “they” or “ze”



Subjective	Objective	Possessive Adjective	Possessive Pronoun	Reflexive	Pronunciation
She	Her	Her	Hers	Herself	Pronounced as it looks
He	Him	His	His	Himself	Pronounced as it looks
They	Them	Their	Theirs	Themselves	Pronounced as it looks
Ze	Zir	Zir	Zirs	Zirself	Pronounced: zee, zere, zere, zeres, zereself



# Building Inclusive Environments

- Understanding of different social groups within the “LGBTQ2S” umbrella
- Allyship versus solidarity
- Learning how to intervene and engage with people where they are
- Create infrastructure for queer, trans, & Two-spirit leadership
- Best practices & company consistency
- Anticipating challenges while leaving room for unique experiences



# Developing Allyship

- Keep learning
- Create space and then step out of it
- Avoid rationalizing the path of least resistance
- Respond to learning opportunities openly
- Invite challenge and correction
- Build skills to intervene when people say harmful things
- Examine the narratives and discourses around you: what figures haunt these stories? What ideologies are present in them?
- Ground action in relationships, ground theory in action



# Scenario

BCIT invites a trans woman who works in the tech industry to give a talk on campus.

A group of students affiliated with Culture Guard, an anti-trans right wing group, stage a protest and begin aggressively leafletting campus in the two weeks leading up to the event.

- How might this impact trans students or staff?
- How can students and staff respond to Culture Guard's mobilization?

# Scenario

Rook and Liz are first year nursing students. At a class on LGBT inclusivity, they get into a heated debate over the terms “masc” and “femme.”

Liz argues that because Rook dresses androgynously, they are “masc” and shielded from some aspects of patriarchy. Rook responds that they do not identify as “masc” and that Liz’s comments invalidate their experience of sexual harassment at the hands of cis men.

- What are the underlying assumptions about gender inherent in their positions?
- How can other students or the instructor deescalate the situation?

# Action Reflections

- What's one thing you learned today?
- What's a goal you can set for yourself around LGBTQ2S inclusivity?
- What is a structural change you would like to see in your agency (or the world!)?



# QMUNITY Contacts & Referrals

What can we help you with?	Staff Position	Staff Name	Staff E-Mail
<ul style="list-style-type: none"> <li>Youth drop-ins &amp; special events</li> </ul>	Youth Programming	Han Hugessen	youth@qmunity.ca
<ul style="list-style-type: none"> <li>Counselling</li> </ul>	Counselling & Youth Support Services	Jennie MacPhee-Woodburn	Jennie.mw@qmunity.ca
<ul style="list-style-type: none"> <li>Seniors advocacy</li> <li>Friendly Visitors program</li> </ul>	Seniors' Programming	Cass Elliott	<u><a href="mailto:seniors@qmunity.ca">seniors@qmunity.ca</a></u>
<ul style="list-style-type: none"> <li>Education, consulting, training &amp; workshops</li> <li>Print materials</li> </ul>	Education & Training	Rana Nu Listen Chen	<u><a href="mailto:education@qmunity.ca">education@qmunity.ca</a></u> <a href="mailto:qct@qmunity.ca">qct@qmunity.ca</a>
<ul style="list-style-type: none"> <li>Volunteer opportunities</li> <li>Peer support groups</li> </ul>	Specialist, Engagement & Donor Relations	Christen McDonald	engagement@qmunity.ca
<ul style="list-style-type: none"> <li>Free counselling sessions in a space that is queer and trans friendly</li> <li>LGBTQ2S Referral Services</li> </ul>	Informational Referral Services	Carl@Campodonico	reception@qmunity.ca

# Community Contacts & Referrals

Trans Care BC

1.866.999.1514; [www.phsa.ca/transcare](http://www.phsa.ca/transcare)

Trans Life Line

1.877.330.6366; [www.translifeline.org](http://www.translifeline.org)

Trans Rights BC

[www.transrightsbc.ca](http://www.transrightsbc.ca)

Dancing to Eagle Spirit Society

[www.dancingtoeaglespiritsociety.org](http://www.dancingtoeaglespiritsociety.org)

Saige Community Food Bank

[www.saigecommunityfoodbank.org](http://www.saigecommunityfoodbank.org)

**Big Bro's Barber Shop; 778.317.8244; [www.bigbrosbarbershop.com](http://www.bigbrosbarbershop.com)**

*Barber and beauty services, transition mentoring and resources, used clothing and gender affirming garments by donation, safe space for LGBTQ community, payments accepted on a sliding scale*

# Question time



# Thank you!

Please fill out an evaluation form  
with your feedback!

Email | [education@qmunity.ca](mailto:education@qmunity.ca)

Phone | 604.684.5307 x. 115

References and further reading list available on request

