



2022

# Normalize It!

A Guide on Increasing Allyship and the Acceptability  
and Safety for the 2SLGBTQIA+ Community



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# Introduction

## Who We Are

The development of this guide is in collaboration with Kamloops Pride 2022 Board members and third-year Nursing students, Anikka, Madison, and Jessica of Thompson Rivers University.

Kamloops Pride is a non-profit organisation that supports individuals who identify on the gender, identity, and sexuality spectrum in Kamloops. Their work includes advocating for members of the 2SLGBTQIA+ community who experience discrimination based on their sexual orientation, their gender identity, and gender expression.

Their organisation is run on a volunteer basis, consisting of a President, Vice President, Secretary, Treasurer, and a board of Directors.

# The Goal

Our goal for this project is to give Kamloops businesses and centers an easy-to-follow list of recommendations to increase safety and inclusion for the 2SLGBTQIA+ community!

# Purpose

We recognize that learning can be overwhelming and often intimidating with how much information is out there. We wanted to create a resource that is easy to access and compiles the information in one location.

By creating this, our hope is that it will encourage individuals in the Kamloops community to be curious and increase their knowledge. We wanted to create an easy-to-follow tool for Kamloops business owners and community centres to increase safety for the 2SLGBTQIA+ population. It is also for anyone who is interested in learning more about Queer topics and practicing allyship in their everyday lives. We hope to spread awareness on the issues of the Pride community, provide education on relevant 2SLGBTQIA+ information, and create small steps to better the social safety of all Kamloops citizens.

# Values of the Guide

Kamloops Pride's values include integrity, respect, inclusivity, fun, and community. Our guide aims to reflect these values by:

- **Using** appropriate and most up to date information from accurate sources
- **Collaborating** with 2SLGBTQIA+ leaders in the community
- **Respecting** your choice in whether or not you choose to follow these ideas/recommendations
- **Aiming** to create connections between your business/centre/space and Kamloops Pride
- **Creating** safe spaces for all members of the Kamloops community

## Sources

This guide will outline suggestions made by Pride leaders and educators from the Kamloops area as well as recommendations based from research and reputable sources. All sources used are referenced at the end of the guide.

# Why Should We Care

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Canadian communities are strongly based on cisgender and heterosexual ideals. This leads to many individuals who identify outside of the social norm to be excluded, discriminated, and stigmatized. Inequalities and inequities are experienced by those in the 2SLGBTQIA+ community because our societal structures do not recognize the diversity beyond man/woman and heterosexual partnerships. Social exclusion of 2SLGBTQIA+ members causes more experiences of mental and physical health decline than the majority. Further decline can be seen for those in the 2SLGBTQIA+ group who also are Indigenous or of a racial minority.

Queer people in communities around the world, even those with higher rates of 2SLGBTQIA+ awareness, still experience violence and discrimination for who they are. Most often it is because 2SLGBTQIA+ persons do not follow their society's gender and sexuality norms.

The development of this guide is to bring awareness to the issues that a binary and heteronormative society can have on those who identify beyond. We hope that by providing education and recommending steps for change that we can better the health and well-being of 2SLGBTQIA+ people and create a more inclusive community!

# Coming from a Place of Suggestion

This guide is intended to provide recommendations to businesses, centers, and community services to increase safety and awareness for those who identify as part of the 2SLGBTQIA+ population. The guide is not intended to be mandated or enforced, its intentions are only to provide awareness and education on 2SLGBTQIA+ topics, issues, and safety. All suggestions and recommendations are for you to use at your own discretion. We appreciate any time you spend reading, learning, and practicing from this guide.



# Index

This Index provides common 2SLGBTQIA+ definitions, as well as some definitions of terminology used throughout the guide. This is by no means a complete list and we encourage all to continue learning more and to expand your knowledge!

## **2SLGBTQIA+: What does the acronym mean?**

**2S: Two-Spirit**

**L: Lesbian**

**G: Gay**

**B: Bisexual/Bi**

**T: Transgender/Trans**

**Q: Queer/Questioning**

**I: Intersex**

**A: Asexual/Aromantic**

**+: includes all other  
genders/sexualities not previously  
accounted for**



# Pride Flags

## 01. Progress Pride Flag



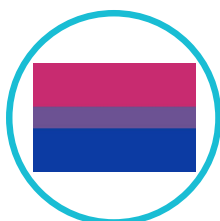
This flag was adopted from the Baker Pride Flag and Philadelphia Pride flag, which may be known as the original rainbow flag. Each colour in the flag represents something different: red - life, orange - healing, yellow - sunlight, green - nature, blue - harmony/peace, violet - spirit. It was created in 2018 by Daniel Quasar to bring inclusion and honour to the Transgender community and Queer people of colour. This is represented by white, pink, and blue stripes (the transgender flag) and a black and brown stripe (for people of colour). The strips are pointed like an arrow toward the right to signify a forward movement in 2SLGBTQIA+ rights.

## 02. Transgender Pride Flag



It was created by Monica Helms, a transgender Navy veteran in 1999. The colours represent the transitioning process between genders. The light blue stripe is the traditional colour for boys, and the light pink is the traditional colour for girls. The white stripe in the middle is representing the space between those, such as intersex, gender-neutral and/or transitioning.

## 03. Bisexual Pride Flag



This flag was created in 1998 by Michael Page. The pink is to signify the attraction to individuals with the same gender identity as you. The purple is to show the attraction to two/multiple genders. Lastly, the blue signifies the attraction to individuals with different gender identities than yourself.

# Pride Flags

## 04. Pansexual Pride Flag



This flag was created around 2010 and gained popularity as it created a differentiation between the identity of bisexual and pansexual. The pink represents attraction to those who identify as female. Yellow is signifying the attraction to anyone who does not identify as a part of the male-female gender binary. Lastly, the blue is for attraction to those who identify as male.

## 05. Lesbian Pride Flag



There are many variations to the Lesbian Pride Flag, however, the general meaning is that the colours are traditionally feminine to represent female-identifying individuals attracted to other female-identifying individuals.

## 06. Non-Binary Pride Flag



This flag was developed in 2014 by Kyle Rowan to represent non-binary individuals' experiences. Yellow is representative of those outside of the gender binary. White is for those identifying with many genders. Purple is indicating those who fall between male or female or a mixture. Lastly, the colour black represents those who don't identify with any gender.

# Pride Flags

## 07. Asexual Pride Flag



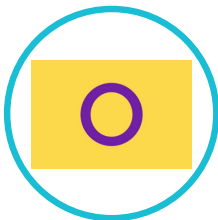
This flag was developed through a contest held on a forum board of the Asexual Visibility and Education Network (AVEN). The design used colours that originated from the AVEN logo. Black represents asexuality, the grey is for asexuality or demisexuality, the white is for non-asexual partners and allies, and the purple is for the whole community.

## 08. Aromantic Pride Flag



There have been a few different Aromantic Pride Flags, with the most common one being created on November 16, 2014, by a social media user who had also created the previous flag. There are five stripes, the dark green is for aromanticism, light green is for the aromantic spectrum, white is for the platonic attraction, grey is for demiromantic, and salty black is for the sexuality spectrum.

## 09. Intersex Pride Flag



Morgan Carpenter, a co-chair of the organization of Intersex International Australia created the Intersex Pride Flag on July 5, 2013. Purple and yellow are used as they are seen as gender-neutral. The circle on the flag is to represent intersex as whole and complete.

# Sexual Orientation Definitions

## **G** 01. **Gay**

A person who is emotionally, romantically, and/or sexually attracted to members of the same gender. Can also be used as an umbrella term for men and women.

## **L** 02. **Lesbian**

A woman who is emotionally, romantically, and/or sexually attracted to other people of the same gender.

## **B** 03. **Bisexual**

A person who experiences emotional, romantic, and/or sexual attraction to more than one sex, gender, or gender identity.

## **A** 04. **Asexual**

(often referred to as “ace” for short) – A person who experiences a lack of sexual attraction to others, or lack of interest in sexual activity. It is important to understand that asexuality is different from celibacy, that it exists on a spectrum, and asexual individuals may engage in sexual behaviours for various reasons.

# Sexual Orientation Definitions

## **A** 05. **Aromantic**

An individual who does not experience romantic attraction to others.

## **P** 06. **Pansexual**

A person who has emotional, romantic, and/or sexual attraction for people of all genders.

## **D** 07. **Demisexual**

A person who feels sexual attraction to people once they have a strong emotional bond with them.

# Gender Identify Definitions

## **B** 01. Man/Woman (Binary)

A person who feels they fit into one of the binary gender identities (man/woman), this is not dependent on biological sex.

## **A** 02. Agender/Gender-Neutral

A person who does not identify with a gender identity.

## **N** 03. Non-binary

A person who does not identify in the male-female binary. A non-binary individual may identify as both a male and female or neither. These identities are not always constant and may vary daily.

## **T** 04. Transgender

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

# Gender Identify Definitions



## 05. Cisgender

A person whose gender identity matches their sex assigned at birth.



## 06. Genderfluid

A person whose gender identity is not fixed and changes over time. Genderfluid individuals can identify with different genders at different times.



## 07. Genderqueer

A person who does not identify with a single-gender identity.



## 08. Two-Spirit

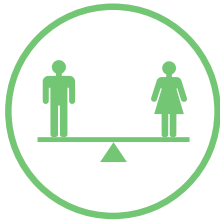
A term used by Indigenous peoples who identify as having both masculine and feminine spirits. Two-spirit can refer to a person's gender expression, gender identity and/or sexual identity

# Other Important Definitions



## 01. Heteronormative

A biased and discriminatory view of seeing heterosexuality as the only form of sexuality, and that other sexualities in comparison are abnormal or unnatural.



## 02. Cisnormative

Term to describe the assumption that all people are the sex they are assigned at birth. This way of thinking disregards the idea that transgender and non-binary individuals exist.



## 03. Deadnaming

Action of using a person's legal or assigned at birth name, instead of using the name they have identified with.

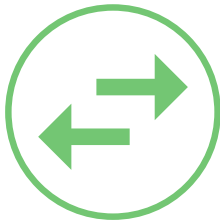


## 04. Erasure

The act of forcing a person to identify with a cisgender or binary identity because their identity is not recognized or accepted.



# Other Important Definitions



## 05. Transitioning

An individual process of a person coming into living their gender identity. It can occur in several ways such as legally, socially, and medically.



## 06. Outing

Sharing a person's identity without their permission. This can have negative consequences for a person, such as harassment or discrimination in their life or workplace, if they are not prepared or wanting to share their identity.



## 07. Coming Out

Process in which a person openly shares their identity with others. This looks different for every individual and the length of the process varies.

# Using Labels

These labels are used to describe gender identity, gender expression, and sexual orientation. Labelling oneself is a personal choice. Some people find power through labelling their identity, others do not. Just because someone does not choose to use specific labels, does not undermine or lessen that part of their identity.

It is also important to know whether or not an individual feels safe to express or share their identity and labels. In some circumstances, due to bias and discrimination that unfortunately still exists, sharing someone's identity without their say can result in devastating consequences to their lives personally, professionally, and socially.

## Here is an Example

You learn your co-worker is transgender and is open about it with her co-workers. When going out for dinner together you see a group of your friends and introduce her:

“Here is my friend Elizabeth, she is transgender!”

Although it seemed natural at the time, Elizabeth was not prepared to share her identity with these people. It is important to have a conversation with those in our lives to better understand who they are comfortable sharing their identities with and to prevent the harmful practice of outing.

**Ensuring you have consent to share an identity from the person is important in preventing harm and allows the person to come-out when they are ready and on their own terms.**

# Checklist



This checklist is a summary of strategies suggested throughout this guide. Feel free to use this checklist to implement any of the suggestions!

- Read through guide**
- Have index and guide accessible to all staff**
- Pronouns on Name Tags**
- Pronouns identified on business cards, letters, email, and other forms of communication**
- Flag representation on badges, tags, or uniforms**
- Gender-neutral signage**
- Gender-neutral washrooms**
- Representation on storefront or window (ex: flag sticker)**
- 2SLGBTQIA+ representation on social media platforms (ex: pride flag/transgender flag emojis in bio or sharing local 2SLGBTQIA+ events)**
- Intake forms, questionnaires, or application forms have optional sections for writing pronouns and name**
- Make goals to keep learning - register in a learning module**

# Pronouns

## Using Pronouns

In the English language, we often use pronouns to refer to someone without using their name. However, commonly used pronouns such as he or she may not align with the identity of an individual. By respecting their identity, you are creating a safe space for members of the 2SLGBTQIA+ community.

Outlined below are examples using some of the most common pronouns.

<b>She/Her/Hers</b>	<b>He/Him/His</b>	<b>They/Them/Their</b>	<b>Ze/Zir/Zirs</b>
<b>She is awake.</b>	<b>He is awake.</b>	<b>They are awake.</b>	<b>Ze is awake.</b>
<b>Can you ask her?</b>	<b>Can you ask him?</b>	<b>Can you ask them?</b>	<b>Can you ask zir?</b>
<b>That phone is hers.</b>	<b>That phone is his.</b>	<b>That phone is theirs.</b>	<b>That phone is zirs.</b>

# Using Correct Pronouns is Validation

When you use the wrong pronouns, it is known as “misgendering.” Misgendering can create feelings of distress, stress, and anxiety. One approach to prevent unintentional misgendering is to introduce yourself with your pronouns.

**“Hello, my name is \_\_\_\_\_ and I use he, him, his pronouns.” or “Hi my name is \_\_\_\_\_ and I use they, them, theirs pronouns.”**

It is also important to never assume someone’s pronouns. Instead, ask: “What are your pronouns?”.

**Such as saying: “Hello! My name is Adam, my pronouns are he/they, what are your pronouns?”**

If you are not sure, use gender-neutral pronouns (they/them) unless you are corrected otherwise.

Some people may not be comfortable providing their pronouns for various reasons. Some people may be fearing harassment when sharing or are still exploring what pronouns they identify with. It is important to respect this choice and to address them by their name instead or to use gender-neutral language when possible (they/them).

# They/Them as Singular

Although they/them is most commonly thought of as a plural pronoun, it is used singularly. We use they/them constantly when we are unsure of the gender when speaking about or to others. For example, “What did they say?” is a common phrase we use every day when we are speaking about individuals that we may not know the gender of. Therefore, they/them/theirs can be used as a singular for those who identify with the pronouns.

## Using Multiple Pronouns

The first step is asking the person what their pronouns are, for some people it is more than one set of pronouns. For example, if an individual informs you that their pronouns are she/they, this indicates that the person uses both she/her and they/them pronouns and may use them interchangeably. However, the first pronoun may also indicate a preference. You may then decide to open up the conversation and ask if they have a preference.

## Names are Pronouns

The great thing about names is they can be used in place of pronouns. Especially if, the person is not willing to share their pronouns or has no pronouns that they identify with. Below are some an examples of how a person’s name can be used instead of a pronoun:

### Here are Some Examples

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Instead of “Yeah, she is going to the store” say “Yeah, Arlo is going to the store”

Instead of “They were really happy” say “Drew was really happy”

# Using Stated Names

Names can have a gendered context to them, especially since most names are based on our assigned sex at birth (female or male).

Along with pronouns, our society uses names to refer to people. Some individuals may decide to go by a different name than their legal one. This can be for many reasons, some related to gender identity and others not.

Asking someone about their name is similar to asking someone about their pronouns. When you refer to someone by their birth name rather than their stated name this is known as deadnaming. If the wrong name is used, just as you would with pronouns, apologise, correct yourself, and move on. To prevent deadnaming be sure to use a person's name they identify with in communication, on work badges, or name tags, and in email addresses. Anywhere the person's name can be used will help a person feel gender affirmed and heard.

# Changing our Language from "Preferred"

It is important to refrain from using the statement “preferred pronouns” or asking people what their “preferred pronouns” are. Using the term “preferred”, although it may be coming from a good place, is actually stating that a person’s pronoun, or name, is not their true self.

## Here is an Example

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So instead of asking:  
“Hey, what are your preferred pronouns?”

Try:  
“Hey, what are your pronouns?”

By not using the term “preferred pronouns” or “preferred name” we are recognizing pronouns/names as a part of a person’s identity and not just something they prefer to be called.



# Putting Pronouns on Identification

Pronouns are not only something non-cis-gendered individuals use. Even if someone identifies with their sex assigned at birth, it is still important to introduce yourself with pronouns. Doing this helps to normalize the action as well as show others that you have knowledge of pronouns. A great way to do this is to add your pronouns to your email tag.

## Here is an Example

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Sincerely,  
Charlie (he/him)

Another way to do this is by including them on your work name tag or using a pin.



# Prefixes – Mr. Mrs. Mx

Prefixes to names are commonly used within our society, often in an attempt to show respect. Traditionally the term Mr. was an abbreviation for Master and was used to address men. Mrs. and Miss came from the word Mistress and were used to address women. Typically, Mrs. was used for women of higher status, older age and married women. Whereas, Miss was used for younger girls and unmarried women. Now, our society uses Mrs. and Miss solely to identify the marital status of women. These words are heavily gendered and are not inclusive to individuals who are outside of the gender binary. Prefixes may not even be needed anymore, as one can be referred to as their name.

## Here is an Example

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Try writing  
“Dear Jamie Snow”  
Instead of  
“Dear Mrs. Snow”

**However, another option is the use of the gender-neutral prefix Mx. Mx is pronounced as mix or mux and was added to the Merriam Webster unabridged dictionary in April 2016. Mx may be used by a variety of individuals such as nonbinary, agender, genderfluid, and genderqueer.**

# Practice is Okay!

If you are having trouble using gender-neutral language, call someone you know and practice. Practice is okay and is a big part of learning!

## Making Mistakes

If you happen to use the wrong pronouns when referring or talking to someone: apologise, correct yourself, and move on.

### Here is an Example

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“I was just talking to Tim the other day and he said, I’m sorry I mean they said....”

**Mistakes may happen,  
but it is about **connection**, not perfection.**



# Gendered Language

Avoid gendered language such as sir and ma'am to get someone's attention. Instead, use other descriptors.

## **Here are Some Examples**

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You could say "Excuse me, person in the blue shirt."

Instead of saying "you guys" or "Hello guys!" try changing it to "you all" or "Hello everyone!"

Another example of gender-neutral language is using the term menstrual products instead of feminine hygiene products as not everyone who menstruates identifies as a female. These simple changes to how we refer to others in language can create more inclusivity.

# Gender vs. Sex

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## The Difference Between Sex and Gender

Sex is related to the biological aspects, such as chromosomes, hormones, genes, and anatomy. Sex is something everyone is born with and is most commonly male or female. However, there are also individuals who are intersex. Intersex individuals are born with sex characteristics including genitals, internal sex organs, and/or chromosomes that do not align with the binary definitions of male or female. Sometimes medical procedures are done to alter the abnormality to conform the individual to either the sex of a female or male. However, these are not always needed, and many parents and individuals choose to forgo them.

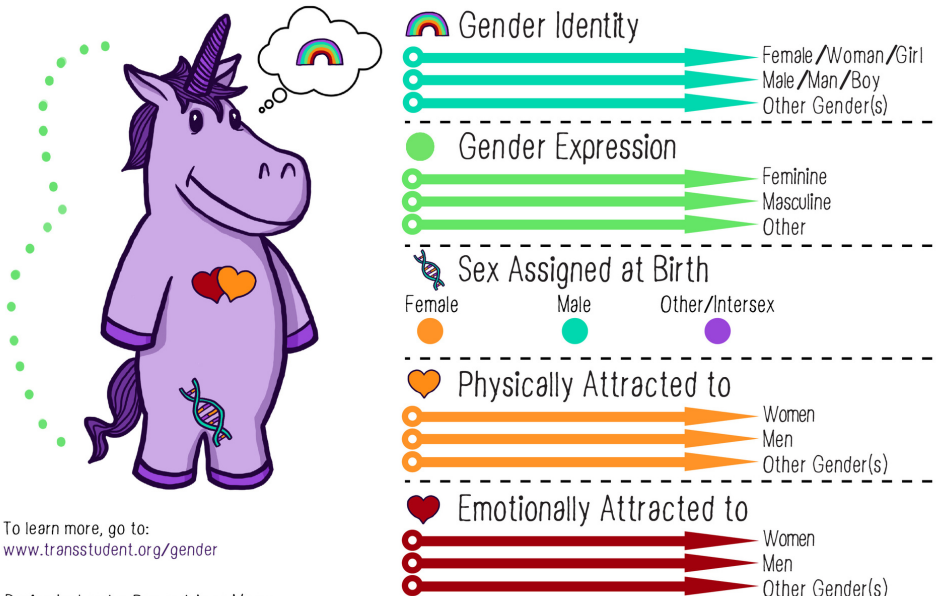
Gender, on the other hand, is an expression. As opposed to sex, gender is not limited to a binary (female/male). Gender is a continuous spectrum, meaning how someone identifies and expresses themselves one day may be different from how they identify and express themselves on a different day.

# Gender Identity vs. Gender Expression

Gender identity is a person's individual experience of their gender. An individual may identify as a male, female, both, or neither. A person's gender identity may be the same or different from their sex assigned at birth. Gender expression refers to how people express or communicate their gender. This can be communicated through behaviour, body language, clothing, voice, or a haircut.

## The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



The Gender Unicorn is a visual aid that helps show how identity, expression, sex, physical, and emotional attraction are all separate from each other. The arrows show that each is a spectrum and can be a fluid-changing part of a person.

## Gender is Separate from Attraction

A person's gender identity or gender expression is not related to their sexual orientation. They are separate parts that make up an individual's identity and one does not indicate what the other will be.

# Avoid Assumptions

Just as it is with pronouns and names, the main point is to not make assumptions. This also applies to partnerships, family roles and identities. Using neutral language that isn't based on gender binary and/or heteronormative concepts is important.

## Here are Some Examples

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Try saying "Do you have a partner?" to all individuals  
Instead of "Do you have a girlfriend?" or "Do you have a boyfriend?"

Try saying "Is that your parent?"  
Instead of "Is that your dad?"

In a health care setting this may look similar  
Try saying "Pregnant individual"  
Instead of "Pregnant mother"

Try saying "Chestfeed"  
Instead of "Breastfeed"

# How to Show You are a Safe Space

## Use of Language

As stated in most sections of this guide, language is a main point in showing support and creating a safe space. In all cases, using neutral language is good and also a safe choice if you are unsure of something.

Neutral language can sound like; they/them, partner, and individual.

Using the right terms, the names and pronouns people state, and neutral words can show that you are a space that allows individuals the safety to express themselves and be respected. It may seem like a very small point, yet it makes a big difference.



# Representation on Social Media

Social media is a large part of many people's lives now. Most individuals have personal accounts, and many businesses use the platforms as well. As social media continues to be a large part of our day-to-day life, it is a good way to show support and that you are a safe space for the 2SLGBTQIA+ community.

For businesses, this could look like adding a rainbow flag emoji to your biography, or explicitly stating that the business is a safe space. In addition, or if you do not have a social media, you can use stickers, like the pride flag, in the storefront window. These are simple steps that can help to show you support the 2SLGBTQIA+ community. Doing this could help 2SLGBTQIA+ individuals feel safer and more welcomed to enter and support your business.

For individuals, one way to do this is with pronouns. Similar to how it was mentioned earlier with email signatures, adding your pronouns to your social media biography is a good way to indicate you are knowledgeable on them and to normalize sharing them.

# Monitoring Sites For Harassment

It is important to be an active moderator of your social media sites and monitor your pages for harassment and bullying. There are some steps you can take to stop harassment and negative comments on your social media sites:

- 1** Do not respond to the negative comments in the comment section
- 2** Prevent the user from accessing the page by using a blocking system
- 3** Social media platforms have reporting systems, you can report an account if they continue to be hateful on your pages
- 4** Have guidelines on your social media pages to outline the expectations for behaviour and what will not be accepted

# Gender-Neutral Washrooms

Access to public washrooms is important for all individuals, but due to discrimination, many transgender and non-binary individuals avoid using them. To promote diversity and inclusion in the workplace, you can offer gender-neutral washrooms. This does not mean you have to create a separate washroom; instead, you can use gender-neutral signage to show your commitment to making your workplace inclusive to all!

## Here are Some Examples

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Label the washroom, a “washroom”. Instead of “Girl’s Bathroom”.

Avoid using signs that show a male and female figure and take off previously put up ones.

Incorporating gender-neutral washrooms goes beyond affirming individuals who identify on the gender binary (i.e., male and female). Gender-neutral washrooms respect individuals for who they are, and their gender identity, rather than their sex assigned at birth.

Designing your washrooms to be more gender-inclusive is a great step in promoting trans and non-binary safety, and can be achieved with simple steps!

# Intake Forms

If your company or centre has an intake form consider having a section for those to express their pronouns, gender, and name.

When establishing a pronoun and gender section on intake forms, to be more inclusive, be sure to avoid language that can cause someone to feel isolated.

## Avoid terms like

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**“other, please specify” or “list preferred pronouns”.**

These can make an individual feel they are not accepted if they identify outside the female/male or cisgender identities. Having a space on forms for a person to write the name and pronouns they identify with will prevent the occurrence of deadnaming and promote inclusion.

Also, forms with set gender choices (male, female, other) constrict individuals to options they may not align with. Instead of having preset boxes for the individuals to check,

**Try putting a blank space so each person can indicate how they identify in their own words.**

# Trans Broken Arm Syndrome

This is a term used to describe the neglect of a person's real health issues by focusing too much on a person's gender identity. In cases of Trans Broken Arm Syndrome, a person's health issues are assumed to be related to them being transgender, instead of investigating the real cause of their health issue. It is a harmful bias that can result in medical diagnoses going unnoticed or discovered too late, and unfortunately, in some cases leading to fatal consequences for those seeking care.

It is important to recognize if you carry bias when caring for trans individuals. Reflect on how you assess and speak with clients. Ask yourself if the question you are asking has to do with their concerns.

There are many steps you can take to end this personal bias: educate yourself on these topics, ask clients for their pronouns, take time to spend with the community and learn from them. The only way to end bias is to recognize it and work to change it.



## Checking ID

Identification may be needed for access to a variety of things. Changing a person's identification to fit their real identity can be challenging, which means some non-binary or transgender people have identification documents that does not reflect their identity.

When checking ID, be considerate that their current appearance may not look the same as the one on the ID. Avoid making assumptions that they are not who they say they are because of this.

Someone may be having trouble changing their legal documents once transitioning, as it is a difficult process. For example, if their ID states male as the sex, but they present as female, avoid questioning it and be accepting and kind.

Also, instead of looking at someone's ID and automatically saying the name stated on it, ask if that is the name they go by. By doing these things, you can reduce the stress, anxiety and fear some individuals face while presenting ID.

# Establishing Anti-Harassment Policies

**As mentioned earlier, it is important to moderate your social media to make it a safer place, this also goes for physical spaces.**

- Policies should be set up to protect your employees as well as the customers.
- Harassment policies can be created and implemented to ensure all individuals who enter and use the space are respected and treated fairly.
- When creating your harassment policy, ensure you clearly outline behavioural expectations, and specifically mention things like sexual orientation and gender identity.
- Additionally, all harassment policies should be clear on how individuals will be held accountable to those expectations.
- These policies should directly outline what is acceptable, what it is not, and the outcomes if they are not followed. It is important to uphold these policies and follow through with what is stated.

# How To Be An Ally

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## Learn as You Go

Learning is a process. We all come from different places and different levels of knowledge and it is okay to not know everything! This guide is meant to be a basic starting point for you to begin learning more about 2SLGBTQIA+ issues and how to contribute to increasing awareness and safety.

There are many sources out there to help you on your journey of allyship, and we encourage you to check out the resource list if you would like to learn more!

Some individuals of the 2SLGBTQIA+ community may be open to answering questions and helping you learn more! However, others may feel like not sharing their personal experience. It is not the individual's responsibility to educate you on these topics, so make sure when asking questions to respect their choice in doing so or not.



# Compassion and Empathy are Key

The most important component of allyship is approaching it with compassion and empathy.

Trying to understand the issues 2SLGBTQIA+ people face and how it might feel to identify outside of cisgender and heteronormative societies can create a better understanding.

By trying to understand the feelings one may experience, we can gain a new perspective.

Being compassionate can make us more centred on improving the well-being of others and responding to others in a more open-minded way.

## Community

Although it is important to focus on 2SLGBTQIA+ issues and see it as apart of someone's identity, try not to view the community of Kamloops and 2SLGBTQIA+ community as separate.

There may be spaces and events that are made specifically for individuals in the 2SLGBTQIA+ community to create a circle of people they can relate to, yet they are still a part of the whole community of Kamloops.

It is important to remember that although there is a separate community of 2SLGBTQIA+ people, they are also a part of the community of Kamloops, and there should be a focus on connecting with each other and being welcoming to everyone regardless of identity.

# Getting Involved

Getting involved with the Kamloops Pride community can be a great way to show support, to learn more from the 2SLGBTQIA+ community, and to make connections.

The Kamloops Pride website ([www.kamloopspride.com](http://www.kamloopspride.com)) is a great source to see monthly Pride events and to get updates on Pride Week!

Pride week in Kamloops is August 26-28 2022, with the Pride Parade being Sunday, August 28, 2022.

## Kamloops Pride Sponsorship

Kamloops Pride has developed a sponsorship package to help you or your business become a year-round supporter for Kamloops Pride!

For \$100 you can become a Kamloops Pride supporter and have your small business recognized on the Kamloops Pride website as well as a decal for your window or a logo for your website. You can also become an individual supporter for \$25!

Kamloops Pride uses a sponsorship matrix that consists of criteria to determine eligibility for sponsorship. Contact Kamloops Pride if you are interested in becoming a sponsor and receiving Kamloops Pride recognition of being a safe space for the 2SLGBTQIA+ community!

# Future Education Resources

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## For Individuals and Businesses

This learning module is available to anyone, it is free and completed online. The estimated time is stated at 2-20 hours. It is centered on prevention of homelessness of 2SLGBTQIA+ youth.

Link: <https://homelessnesslearninghub.ca/trainings/2slgbtqia-toolkit/>

A webpage to help develop trans allyship. The website includes definitions, debunks misconceptions, and provides steps on how to combat transphobia to be a better ally.

Link: <https://transwhat.org/>

A webpage focusing on asexuality. It has links to videos and information on what the spectrum of asexuality is and different terminology.

Link: <http://www.asexuality.org/?q=attitudes.html>

This webpage has information on a wide variety of 2SLGBTQIA+ topics as well as advocating for many different changes.

Link: <https://www.hrc.org/>

# For Health Care Workers

Intro to Gender Diversity – This is a shorter version than the extended one, taking less than 30 minutes. It is intended for health care workers and focuses on terminology and strategies to increase the accessibility and affirmability of healthcare services.

Link: <https://learninghub.phsa.ca/Courses/20502/intro-to-gender-diversity>

Supporting Gender Creative Children and Their Families – This module builds on the basic knowledge learned in the “Intro to gender diversity” module. It takes approximately 1 hour 30 minutes and is intended for anyone who works with children such as social work, school settings, and healthcare. It teaches on child development, the process of transitioning, identifying strengths, providing referrals and support to both the family and the child.

Link: <https://learninghub.phsa.ca/Courses/26838/supporting-gender-creative-children-and-their-families>

Trans Rights Toolkits – This module takes 30 minutes and focuses on the legal rights of Trans and gender diverse individuals in B.C. It is intended for healthcare workers and includes printouts of the information, education on human rights, videos, and information on Trans activists.

Link: <https://learninghub.phsa.ca/Courses/7418/trans-rights-toolkit>

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