Stepping Up: Doing Better By & For Trans Communities

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Introductions & Acknowledgements

Unceded and Unsurrendered Anishnabeg, Haudenosauneega and Huron-Wendat Territory

Safer & Braver Space

Content Warnings
A Bit About Us
Core Concepts for working with Trans and Gender Diverse Clients and Communities
What happened when you were born?
How has this impacted you?
Pillars of Heteronormativity
We all experience our genders in different and complicated ways. And that’s incredible.
Problems with a Eurocentric model
Gender as an unstable category
Matrix of Privilege and Oppression
Key Terms

- Cis(gender)
- Trans(gender)
- Gender Diverse
- Two-Spirit
- Intersex
- Cissexism
Growing up LGBTQ+ in a Straight & Cisgender World
Everyday Realities of Trans People

Fear of Rejection, Discrimination & Violence

Isolation, Loneliness, Lack of Community

Depression, Anxiety, **Suicidality** & Self-Harm

Housing & **Homelessness**
What’s Going Wrong?

- Systemic Heterosexism and Cissexism
- Lack of supportive families
- Lack of LGBTQ+ inclusive schools, communities and services.
Determinants of Health for Trans and Gender Diverse People

Family acceptance.

Affirming identities and experiences.

Community.

Safer Schools, Safer Services.
What are some practical steps we can take to be trans inclusive as service providers?
# Tips and Tricks Towards Inclusion

<table>
<thead>
<tr>
<th>Educate</th>
<th>Always educate yourself.</th>
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<tbody>
<tr>
<td>Listen</td>
<td>Listen first.</td>
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<tr>
<td>Don’t assume</td>
<td>Don’t assume gender or pronouns.</td>
</tr>
<tr>
<td>Respect</td>
<td>Respect Privacy!</td>
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Tips & Tricks
2.0

- Try to use gender neutral language in everyday life
- Incorporate pronouns into your work
- Avoid medicalizing or pathologizing LGBTQ+ identities
- Acknowledge that LGBTQ+ youth are the BEST experts in their own experiences
- Learn about local services and supports for LGBTQ+ youth
- Confront your discomfort & internalized biases
- Support LGBTQ+ causes and organizations
What does trans inclusion look like in social service organizations?
Trans Inclusion for Social Services

- Community Engagement & Co-Development
- Staff-wide LGBTQ Inclusion Training & Capacity Building
- Implement agency wide LGBTQ+ inclusion policy
- Policies for privacy and confidentiality
- Build relationships with local LGBTQ communities & organizations
- Consider the need for targeted services for LGBTQ young people
STOP
US
ASSESSING
We are Resilient.
We are Beautiful.
We will Survive.
We will Thrive.
Thank you!

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