

WE'RE INCLUSIVE HERE!

BEING AN ALLY AND AN INCLUSIVE ENVIRONMENT FOR SEXUAL AND GENDER DIVERSITY



AN INITIATIVE BY



CENTRE DE FORMATION MÉDICALE
DU NOUVEAU-BRUNSWICK



Comité mieux-être
universitaire

UNIVERSITÉ DE MONCTON
CAMPUS DE MONCTON



A FEW DEFINITIONS...

Sex and gender

Sex: Biological components such as genes, hormones and body parts, especially the reproductive system.

Gender: A societal construct, social standards governing how boys and girls are supposed to act.



A FEW DEFINITIONS...

Identity, expression and orientation/attraction

Identity: A person's perception of having a particular gender.

Expression: The way in which a person expresses their gender identity.

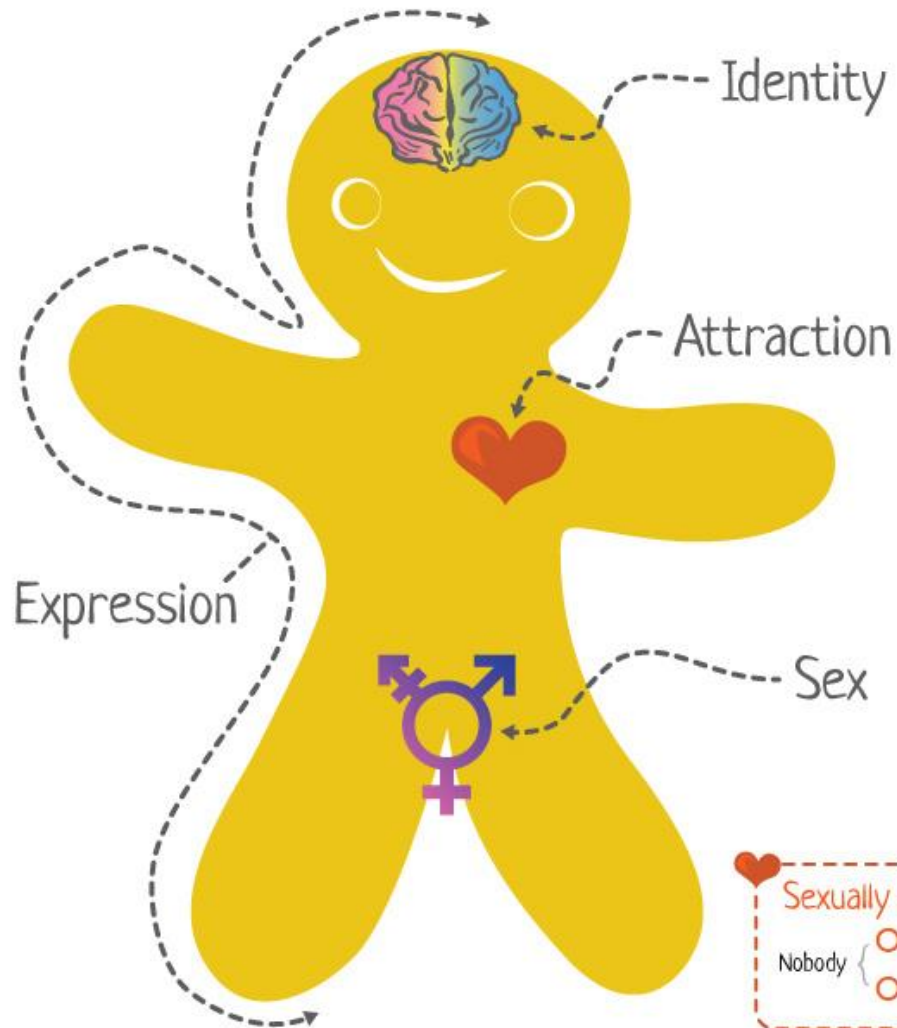
Orientation/Attraction: Affection or attraction felt for a person based on their gender.



The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread. 4 (of infinite) possible plot and label combos

Gender Identity

⊘ Indicates a lack of what's on the right.

Woman-ness

Man-ness

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Labels: "woman", "man", "two-spirit", "genderqueer"

Gender Expression

Feminine

Masculine

The ways you present gender; through your actions, dress, and demeanor; and how those presentations are interpreted based on gender norms.

Labels: "butch", "femme", "androgynous", "gender neutral"

Biological Sex

Female-ness

Male-ness

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair; hormones, chromosomes, etc.

Labels: "male", "female", "intersex", "MtF Female"

Sexually Attracted to

Nobody

(Women/Females/Femininity)

(Men/Males/Masculinity)

Romantically Attracted to

Nobody

(Women/Females/Femininity)











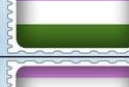






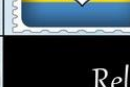




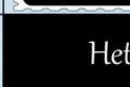











(Men/Males/Masculinity)

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

LGBTQ +: ACRONYM REPRESENTING "LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER/QUESTIONING AND MORE" IDENTITIES

LGBT Community Terminology and Flags

Sexual, romantic, and gender identities are very personal and often change from person to person. The information below is simply a general guide to some popular LGBT community terms. When dealing with these terms it is important to remember that gender identity, romantic attraction, and sexuality are independent of each other. Some of these terms can be used in a derogatory way and care should be used when speaking with someone about their gender identity, sexuality, or romantic attraction. It is always a best practice to ask the person which terms they prefer.

Sexual Orientation <i>The way a person defines their sexual preferences.</i>	Gender Identity <i>The way a person expresses their personal feelings about where they fall on the spectrum of genders between male and female.</i>	Romantic Attraction <i>the feeling that causes people to desire intimacy, monogamy, and/or sexual activities with another person.</i>
 Gay Males who are sexually, romantically, or emotionally attracted to other Males. Also used as an umbrella term to describe any male or female who feels attraction to the same gender.	 Gender Fluid A person whose gender identity fluidly changed between male, female, and neutral.	 Aromantic A person who does not experience romantic attraction. This has nothing to do with sexuality. Community members can fall anywhere on the sexuality spectrum.
 Gay Bear Gay male subculture. Generally focus heavily on masculinity. Some bears are described as hulky, hairy, and cuddly.	 Androgynous An umbrella term for a person who exhibits both male and female characteristics and gender identities.	 Greyromantic Umbrella term for Lithromantic and Demiromantic.
 Androphilia A person who is sexual attraction to men or masculinity, regardless of their gender identity.	 Drag / Feather A person who dresses in clothing opposite their gender. This is usually done for personal expression and/or entertainment.	 Lithromantic A person who feels attraction but does not want their feeling to be returned in any way.
 Lesbian Females who are sexually, romantically, or emotionally attracted to other Females.	 Genderqueer An umbrella term for people whose gender identity is different from that assigned at birth.	 Demiromantic A person who only feels romantic attraction after a strong emotional bond has been formed. Generally described as only feeling romantic attraction a few times in their life, if ever.
 Lipstick Lesbian Lesbians that tend to fall heavily in the feminine gender spectrum.	 Bigender A gender identity structure that allows for only male and female gender identities.	 Bioromantic A person who feels romantic attraction to both male and female identified individuals.
 Gynephilia A person that is sexual attraction to women or femininity, regardless of their gender identity.	 Gender Non-Binary A gender identity structure that embraces a rainbow of genders instead of strictly male and female.	 Panromantic A person who feels romantic attraction regardless of the other person's gender.
 Asexual A person who feels little or no sexual attraction to anyone or any gender identity.	 Hermaphrodite A person with both male and female genitalia.	Relationship
 Demisexual A person who does not feel sexual attraction until a strong emotional bond has been formed.	 Intersexual A person who is born with characteristics or genitalia that are neither male, nor female.	 Polyamorous A person who accepts, desires, or practices the acceptance of having more than one intimate and/or sexual partner at a time, with the consent of all individuals involved.
 Autosexual A person who prefers self gratification over other types of sexual activities.	 Neutrois A person who does not identify with gender and often feel that they fall neutrally between male and female.	Heterosexual
 Bisexual A person who is attracted to both males and females.	 Transsexual A person who emotionally and psychologically feels that they belong to the gender opposite of their birth assignment.	 Straight Ally A person who identifies as heterosexual and supports the LGBT community and their activities.
 Pansexual A person who is sexually, romantically, or emotionally attracted to people of all genders.	 Transgender A person whose gender identity is different than that assigned at birth.	
 Polysexual A person whose gender identity is non-binary and who is sexually, romantically, or emotionally attracted to others regardless of their gender identity.	 Two-Spirit A Native America term for gender-queer individuals within their communities.	
 Skoliosexual A person who is romantically and/or sexually attracted to non-binary identified individuals.	 Trigender A person whose gender identity changes between male, female, and thirdgender.	<p>* This is not all the terms under the LGBT umbrella and there are more being discovered every day. If you have a sexual orientation, gender identity, or romantic attraction that is not a part of this list please contact me so that I can add it to this list. I cannot promise that every group will be added or when I will get to it, but I will do my best to be as inclusive and timely as possible.</p>
Lithsexual A person who experiences sexual attraction but does not desire reciprocation for their attraction.	Live Loud Graphics Education is the cure for homophobia	<p>** I plan on making a separate list for, BDSM and fetich, as well as kink terms and their flags. Any relevant resources would be greatly appreciated.</p>

A FEW DEFINITIONS...



- **Non-binary:** A person whose identity doesn't correspond to the female or male sex, who defines themselves outside the male-female duality.
 - **Gender fluid :** A gender identity defined by certain people as a dynamic mix of female and male genders.
 - **Agender:** A term enveloping a lot of different genders of people who generally don't have a gender and/or have a gender that they would describe as neutral.
- As there are new and rapidly evolving terms, it's preferable to ask the person how they define themselves and to respect this!

A FEW DEFINITIONS...



- **Transsexual:** Now often considered to be a pejorative term –it indicates a difference between the gender identity of a person and their sex attributed at birth. Avoid the term transsexual unless someone who identifies as such asks you to use it.
- **Transgender / Trans:** A generic term for people whose gender identify differs from the sex that they were attributed t birth.
- **Transition:** A process where a person accepts that their gender expression begins to correspond to their gender identity.

A FEW DEFINITIONS...



- **Gender affirmation surgery; Reassignment surgery:** A surgical alteration. The following terms are considered false: Sex change surgery, sex change, sex confirmation surgery.
- **Gender dysphoria:** A degree of suffering felt by a person whose physical characteristics and/or social identity don't correspond to their gender identity.

SOME GOOD EXAMPLES!



<https://www.youtube.com/watch?v=wTGyR31rfIU>

LGBTQ+ RIGHTS IN CANADA



Canadian Human Rights Act: Protects all employees of, and persons receiving services from, federal entities.

Canadian Charter of Rights and Freedoms: Section 15- Protects against discrimination on various grounds, including race, sex, religion or sexual orientation.

Legislation at the provincial/territorial levels: Protects people against discrimination and harassment at school, in the workplace or when renting accommodations, receiving healthcare or obtaining public services.

IN NEW BRUNSWICK SCHOOLS - POLICY 703

- 6.4.1 The following behaviours, exhibited by any person, will not be tolerated in the New Brunswick public school system:

Discrimination on the basis of real or perceived race, colour, religion, national or ethnic origin, ancestry, place of origin, language group, disability, **sex, sexual orientation, gender identity**, age, social condition or political belief or activity; using disrespectful or inappropriate language or gestures.



HETEROSEXISM & HETERONORMATIVITY

System of behaviours, representations, discrimination and prejudices favouring heterosexual sexuality and relations.

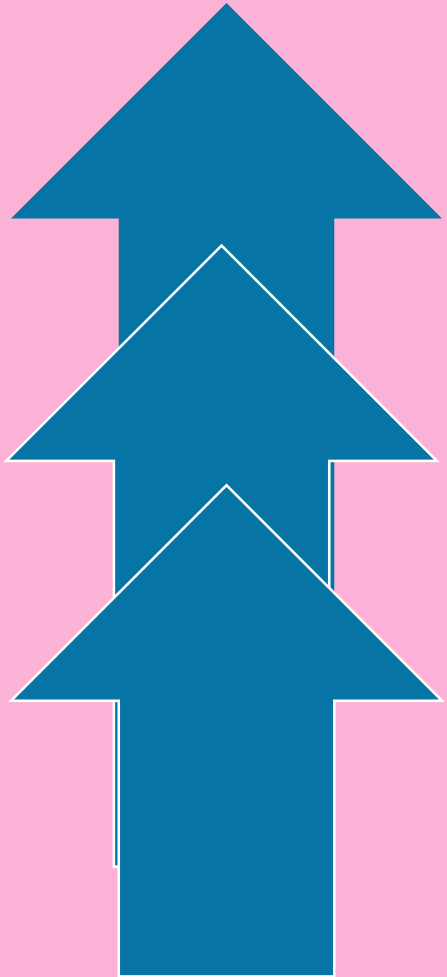


CONSEQUENCES...

- Discrimination
- Stigmatization
- Rejection
- Harassment (sexual, physical and verbal)



CONSEQUENCES... FOR LGBTQ+ COMMUNITIES



Depression, anxiety,
Drug addiction, alcoholism
Violence
Victimization, harassment
Self-mutilation
Poverty
Suicidal thoughts



BEING AN ALLY



Open your horizons! What's important is the person before you, not that person's gender identity or gender expression, biological sex or sexual orientation.

Don't assume that everyone has, or is interested in having, a partner of the opposite sex.

Not all children live in families with a male-female couple assuming the roles of parents; people need to start thinking differently!

BEING AN ALLY



Refer to “parents” rather than “mom and dad”.

Use the neutral term “partner” instead of “husband”/“boyfriend” or “wife”/“girlfriend”.

Don’t assume that all sexually active women need to use contraception; talk instead about safe sex.

Use a person’s preferred first name and pronouns; when in doubt, ask the person politely and discreetly!

BEING AN ALLY



Never ask what a person's "real name" is.

Never ask personal questions about someone's anatomy (e.g "So have you had an operation?").

Take part in diversity-related activities and learn more about the topic!

Take inclusive action – smiling and being empathetic toward someone can be a big help if you see someone being discriminated against!

COMING OUT OF THE CLOSET.... CAN BE SCARY BUT ALSO LIBERATING!!!



Support from family, peers and the community is important to the person! Let the person know!

Have a plan in case things don't go as expected; physical safety should be a priority!

If someone is having a difficult time and needs support:

Lend an ear: validate their experience and show compassion and empathy.

Get informed: Many resources are available online and in the community.

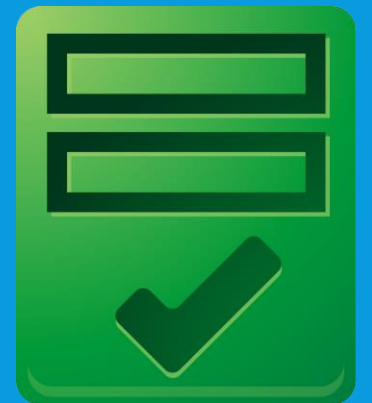
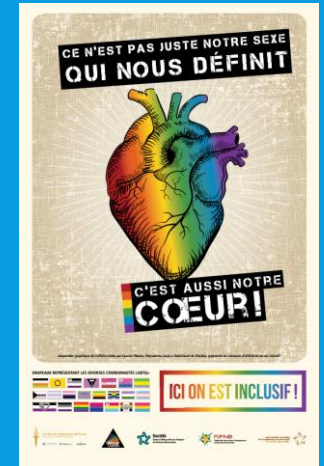
BEING AN INCLUSIVE ENVIRONMENT

Show your open-mindedness: Display diversity symbols (flags, posters, art, Ally cards, awareness campaign, etc.).

Review your forms and other official documents:

Use inclusive terms such as “person”, “legal name/preferred name” and “sex – M/F/O”, and avoid using gender-weighted titles such as “madam” or “sir”.

Ask yourself if it’s necessary to ask a person to identify their sex in your official documents/forms.



BEING AN INCLUSIVE ENVIRONMENT

Provide gender-neutral restrooms.

Form a committee/position responsible for creating and promoting a more inclusive environment.

Make gestures of inclusion!



THE VIDEO

www.youtube.com/watch?v=rmLYGanRm8w



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INCLUSIVE ENVIRONNEMENTS!



CENTRE DE FORMATION MÉDICALE
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UNIVERSITÉ DE MONCTON
EDMUNDSTON MONCTON SHIPPAGAN



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MOUVEMENT ACADIEN
COMMUNAUTÉS EN SANTÉ
DU NOUVEAU-BRUNSWICK



FJFNB

Fédération des jeunes francophones
du Nouveau-Brunswick

AIDS
SIDA



MONCTON



Société

Santé et Mieux-être en français
du Nouveau-Brunswick



FESTIVAL
INTERNATIONAL
DU CINÉMA
FRANCOPHONE
EN ACADIE

FICFA

Greater Moncton

River of Pride

Rivière de la fierté

du Grand Moncton



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2017

LES
jeux

DE LA francophonie
CANADIENNE



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District scolaire
francophone
Nord-Est



District scolaire
francophone Sud

Et plus!....

INFORMATION



sida-aidsmoncton.com



<https://www.facebook.com/prismeudemoncton/>



CENTRE DE FORMATION MÉDICALE
DU NOUVEAU-BRUNSWICK

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Guide to opening practices to sexual and gender diversity
in colleges or universities:

<https://chairehomophobie.uqam.ca/upload/files/Guide%20final%20fran%C3%A7ais%20graphiste%202.pdf>

QUESTIONS!!!

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