

Workshop 01

Understanding the layers making up how we see ourselves internally and externally

11/27/2024

Overview of this Workshop Series



Join us in this life-long-learning conversation

- 3 sessions (nov-27th; feb-26th; apr-09th)
- First session is introductory, will call you into the reflection
- Second session for seasoned employees, diving into allyship and safe space building concepts
- Third session will be a case study, where you'll have a chance to put your new knowledge in practice
- All sessions will be fun, interactive, and with profound reflections

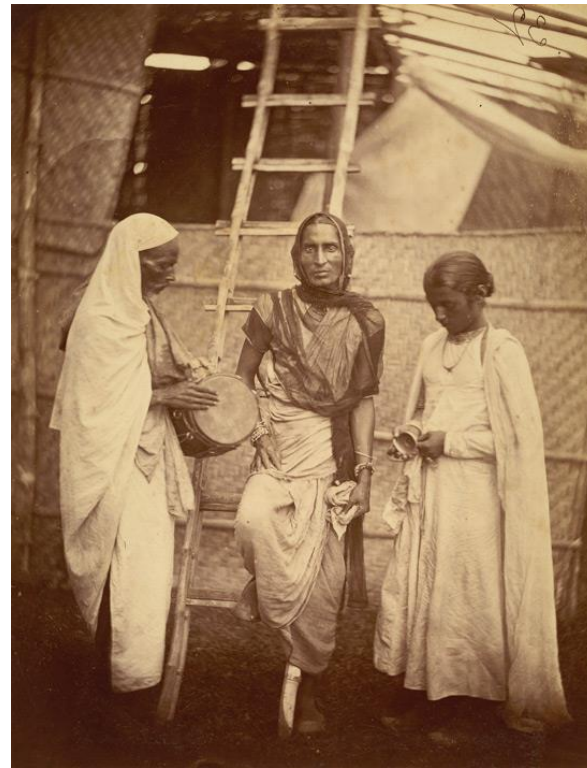
Ancient Origins



Queer people have existed since time immemorial, exercising key roles in society



The Galli of Ancient Rome¹



The Hijra of Ancient India²



Two-Spirit People in Indigenous North American Cultures³

Ancient Origins



Queer people have existed since time immemorial, exercising key roles in society



The Galli of Ancient Rome¹

- Eunuchs Priests dedicated to the goddess Cybele
- Many of them dressed in women's clothing and exhibited behaviors that were considered feminine
- They were known for their ecstatic rituals and dances
- Their role in society challenged traditional gender norms of the time



The Hijra of Ancient India²

- Hijras are typically individuals assigned male at birth who adopt feminine gender expression
- Their mentions dating back to the Mahabharata, often associated with Hindu gods and religious rituals
- Historically, Hijras were recognized for their spiritual power and played important roles at weddings and childbirth ceremonies, believed to bring blessings and good fortune



Two-Spirit People in Indigenous North American Cultures³

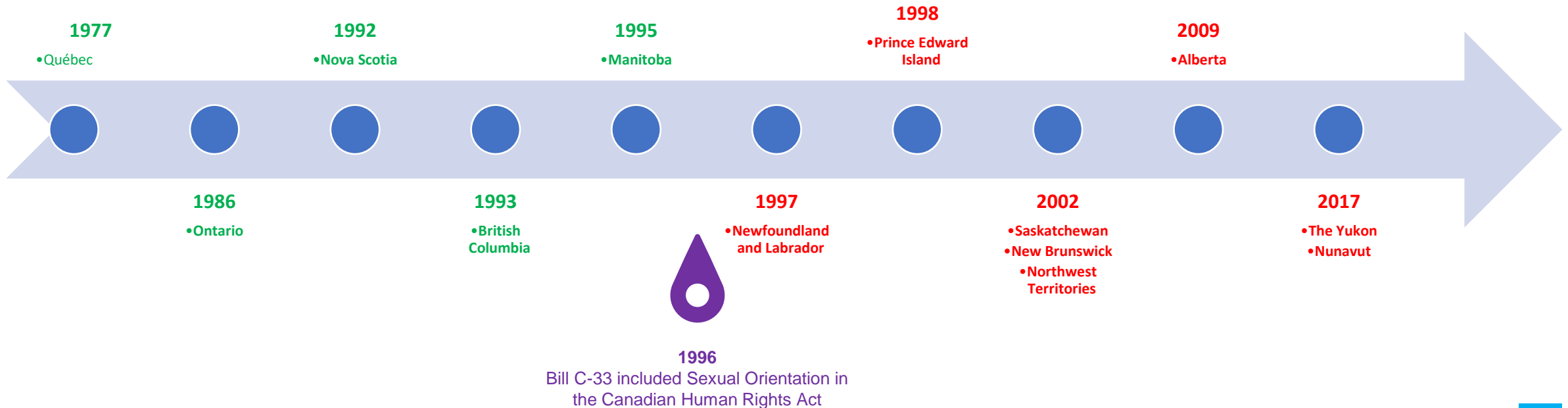
- Many Indigenous cultures in North America have long recognized the existence of Two-Spirit people
- They often occupied special roles within their communities, serving as healers, counselors, warriors, or spiritual leaders
- Though their specific roles and societal status varied widely among different nations, they were respected and valued for their unique perspectives and abilities

Consolidation of Queer People's Rights as Individuals in Canada



Canada decriminalized homosexuality in 1969, but federal protection against discrimination followed only 27 years later

Sexual Orientation added to the Human Rights Code



Prominent People in Canada



Queer people have been trailblazers throughout Canada, occupying the front seat at important decision tables

1988

○Svend Robinson,
First openly gay
Member of
Parliament



2003

○First Same-sex
Couple Marry in
Ontario (*The
Michaels*)



2013

○Kathleen Wynne,
first openly LGBT
Ontario Premier



2017

○Julie Lemieux, first
transgender mayor
of Très-Saint-
Rédempteur-QC
○Kael McKenzie ,
first trans person
appointed judge



2001

○Libby Davies, first
openly lesbian
Member of
Parliament



2010

○Angela James
Inducted into the
Hockey Hall of Fame



2015

○Estefan Cortes-
Vargas, first Alberta
non-binary Member
of Legislative
Assembly



2021

○Blake Desjarlais, first
openly Two-Spirit
Member of
Parliament

What is the correct ACRONYM?

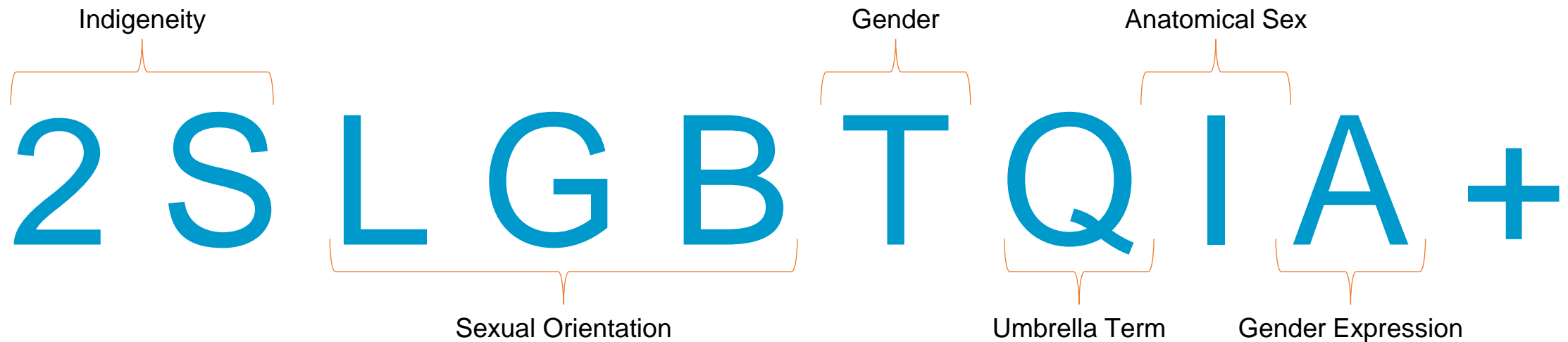


Most used acronym will vary depending on place and time

- There is no correct acronym
- Each queer community may use the acronym to pay homage to a specific group in their socio-political context
- They contain both umbrella terms and specific terms that can be used separately as well



Breaking down the current Acronym



The Plus (+) Sign: added to include gender identities and sexual orientations not covered by the other initials

Breaking down the current Acronym



*Some terms currently used
were once derogatory or
even forbidden*

2 S L G B T Q I A +

Did You Know?

The L (Lesbian) always comes before G (Gay) to acknowledge the caring and compassion lesbians have during the HIV/AIDS pandemic

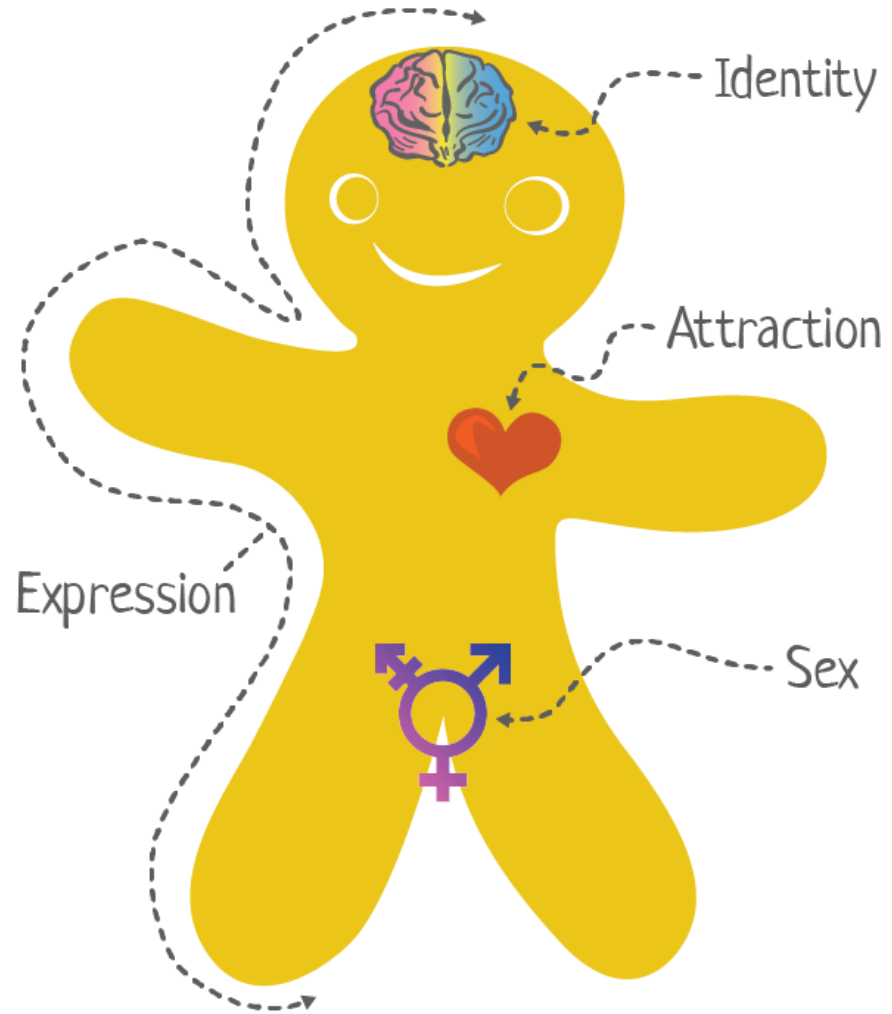
Umbrella Terms



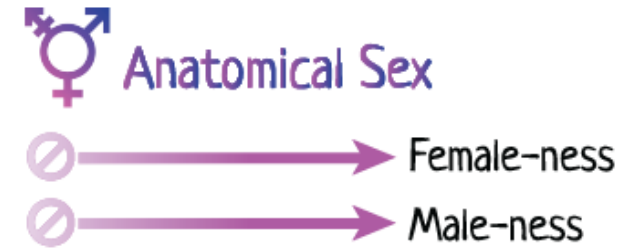
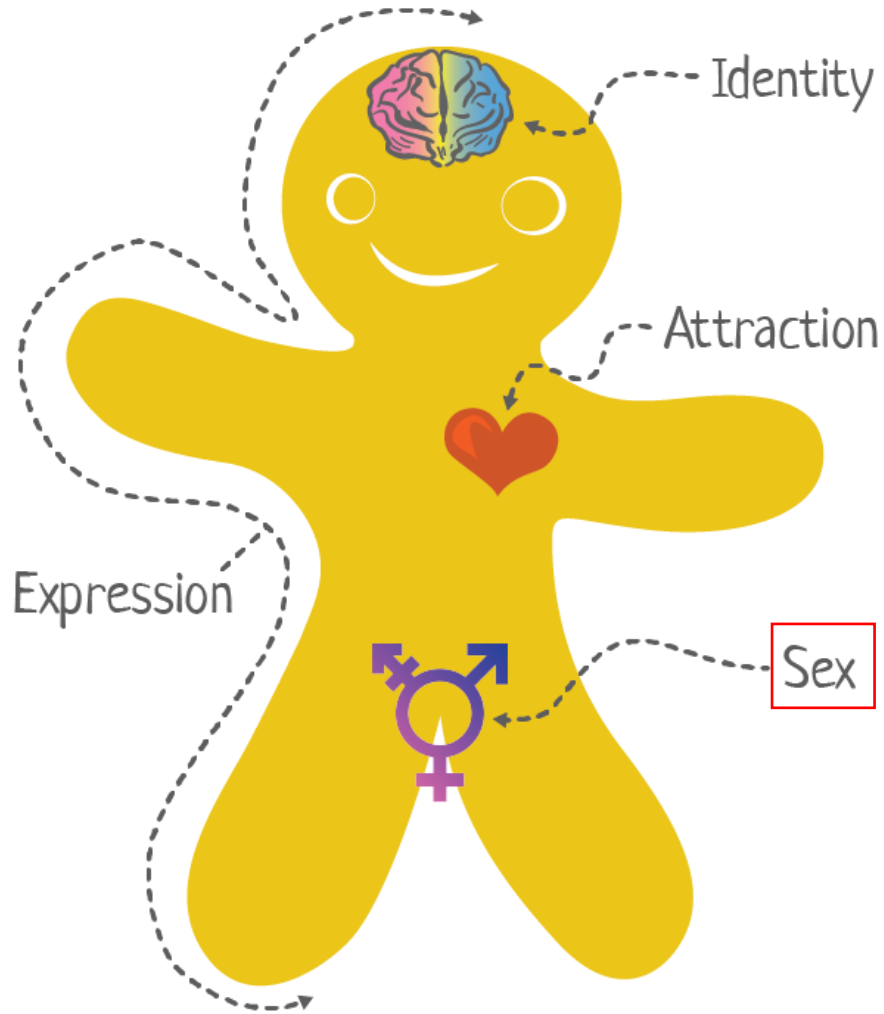
2 S L G B T Q I A +

- Umbrella terms are words that group several identities together
- They can be used instead of the acronym
- Some umbrella terms are used to refer only to a sub-set of identities within the community
- **Two-Spirit:** *Umbrella term to refer to indigenous queer gender identities*
- **GAY:** *The first term used to refer to the community*
- **TRANS:** *Refers to the trans-gender community*
- **QUEER:** *A derogatory term repurposed to refer to the whole community. It can also be the short form of Gender-Queer (gender identity)*

The Genderbread Person Explained

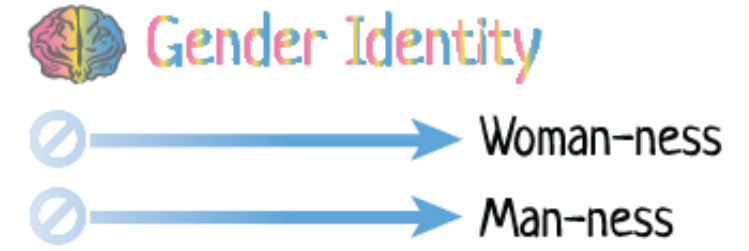
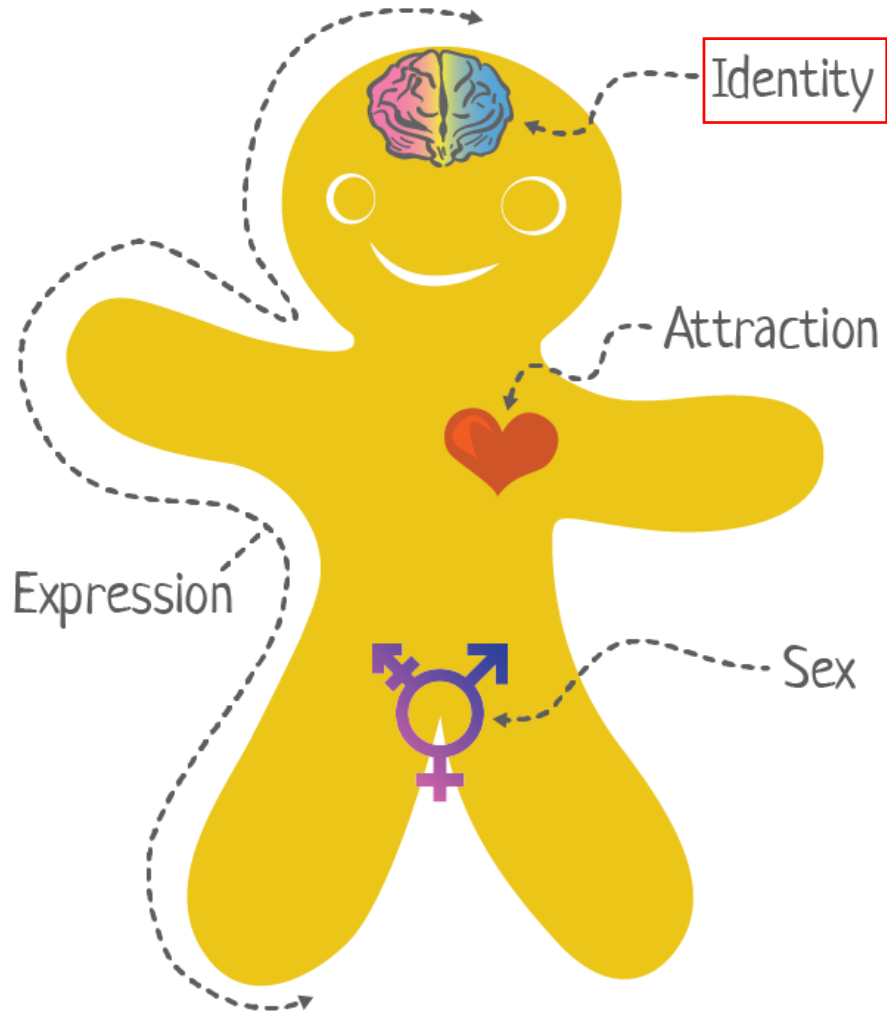


The Genderbread Person Explained



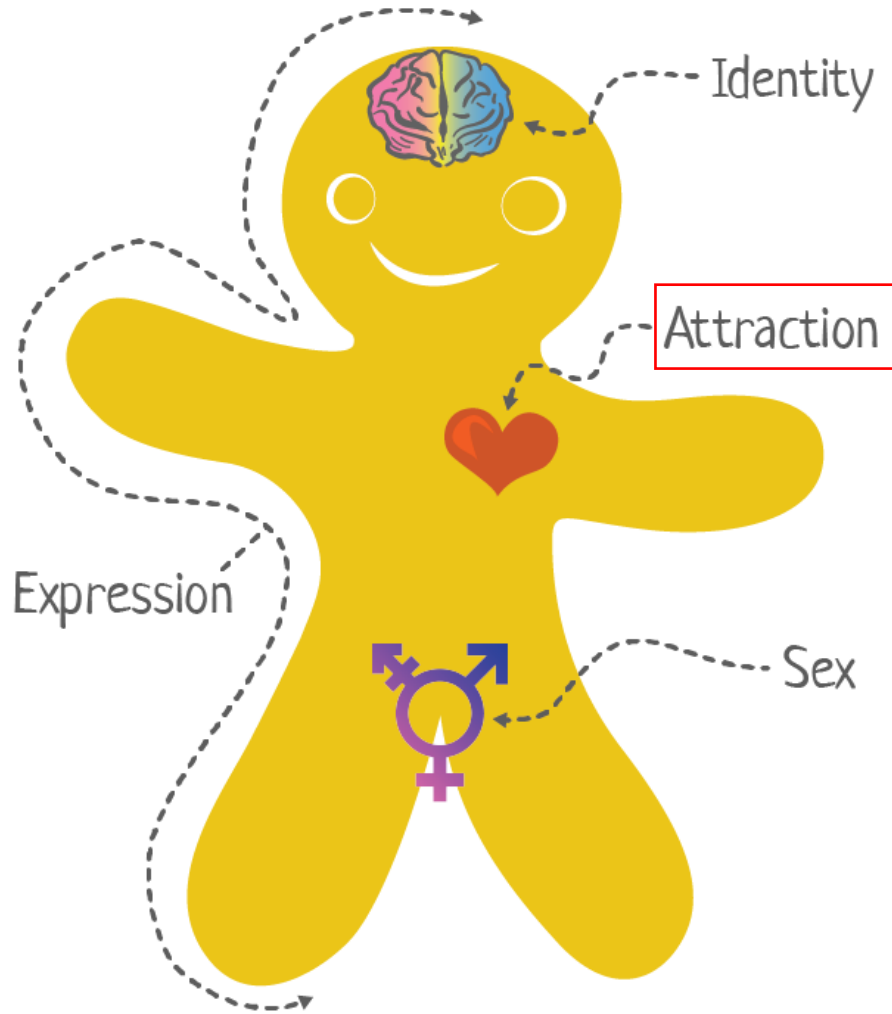
- Sex is all about anatomy and biology
- Also called Sex Assigned at Birth
- Male
- Female
- Intersex (*Hermaphrodite*)

The Genderbread Explained



- Also called Gender
- Who you are inside
- How you see yourself in the mirror
- Originated in the Brain, the most complex Organ in your body
- Pronouns are connected to this layer
- Gender-binary: Male / Female
- Gender-non-binary
- Gender-fluid
- A-gender

The Genderbread Person Explained



♥ Romantically Attracted to...

- Women a/o Feminine a/o Female People
- Men a/o Masculine a/o Male People

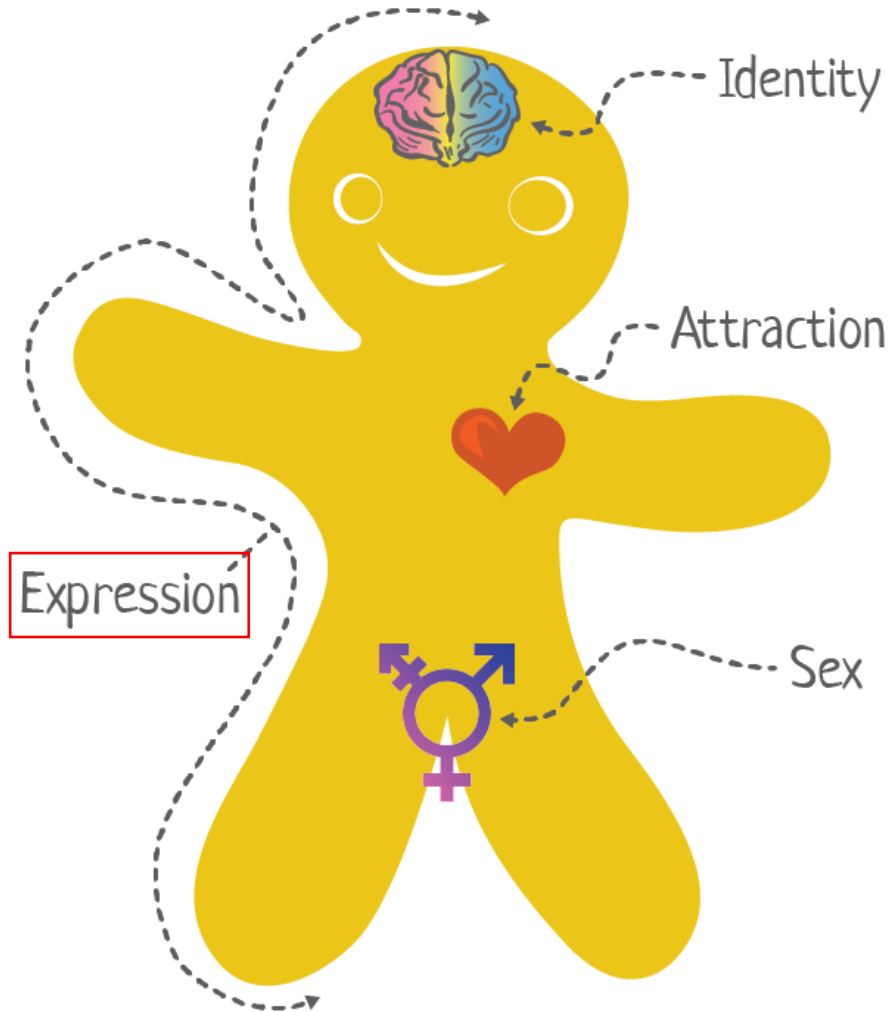


♥ Sexually Attracted to... and/or (a/o)

- Women a/o Feminine a/o Female People
- Men a/o Masculine a/o Male People

- **Fairy Tale mode ON!**
- Who you fall in love with
- Who you want to have sex with
- Common terms are used combined with Gender: **Sexual Orientation**
- Heterosexual
- Gay / Lesbian *(Homosexual within US/CAN context)*
- Bi-sexual
- A-sexual
- *Etc.*

The Genderbread Explained



- **This is a Social Construct**
- How you express yourself outwards
- Which elements of culture, fashion, environment you choose to reflect your personality outwards
- No specific terms. Feminine and Masculine elements are combined to form your gender expression
- Present as: male, female, non-binary

Interrelation VS Interconnection



Each layer is independent.
However, they influence each other

- Soundboard dials change different wavelengths
- The presence or absence of a wavelength influences the final result
- The degree of each wavelength presence influences the final result
- This is controlled by the unconscious part of your Brain

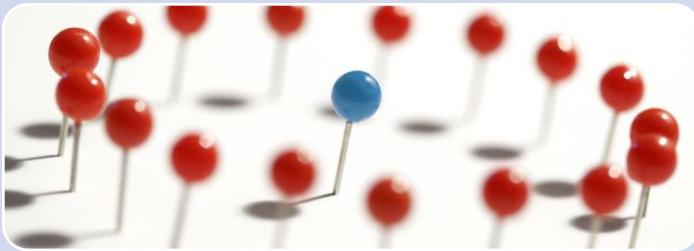
Identity \neq Expression \neq Sex
Gender \neq Sexual Orientation



Existing Barriers to Queer People Today



Some barriers pose glaring additional hurdle to members of the queer community that can be immediately addressed



Discrimination and Harassment

- Social isolation
- Implicit and overt harassment



Healthcare Access

- Queer families not recognized by health care staff and insurance
- Staff have no language to properly address the community



Educational Barriers

- Bullying and Exclusion in Schools
- Lack of Inclusive Curricula
- Queer families not acknowledged by school boards

Existing Barriers to Queer People Today



Some barriers are more nuanced and require more societal debate



Travel

- Business opportunities limited (legislation)
- Extra burden on asylum seekers



Housing Insecurity

- Queer youth expelled from parents' home
- Renting is harder for queer families



Media Representation and Stereotyping

- Negative Portrayals
- Lack of Representation

Equity Deserving Minorities must carry extra workload



We all have baggage, the one related to our past. Minorities, carry the additional load of the immediate future as well

- Equity deserving minorities must be attentive not only to their pasts, but also to their surroundings and potential harm that may come their way in the present (immediate future)
- This, many times, leads to anxiety, depression, and self-censoring
- It's important to acknowledge some people need the stable environment to even realize they need to unwind



Public Debate and your role in it



Policy-making becomes a hard task when diversity is not considered in the formula from inception



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Public Debate and your role in it



Your participation is crucial in the public debate to advocate for equity and fair treatment for minorities

- Keep contact with people from the queer and other equity-deserving communities
- Ask for the evidence!
- Inquire about potential biases
 - *Tell me more?*
 - *How did you arrive at this conclusion?*

