

ALLYSHIP

LOVE IS A HUMAN RIGHT

CREATING QUEER INCLUSIVE SPACES



Katryne Dubeau (she/elle)

LAND ACKNOWLEDGEMENT

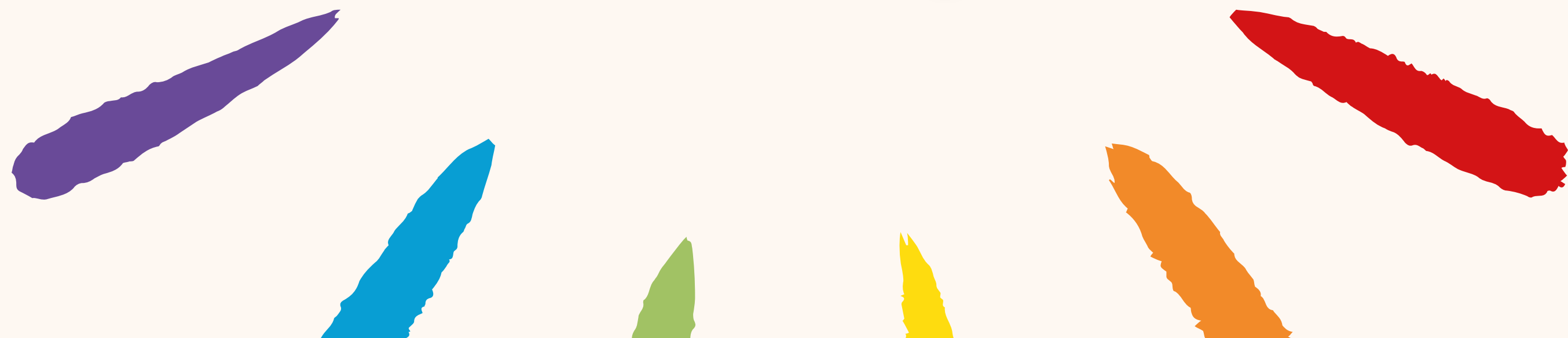
As we gather here today, we acknowledge we are on Treaty Six Territory and the Homeland of the Métis.

We pay our respect to the First Nation and Métis ancestors of this place and reaffirm our relationship with one another.





General Rules for Discussion



TERMINOLOGY

An important aspect of understanding any minority group is to know the most prevalent terminologies in and about them.

We will take a couple of minutes to see what you might or might not know about the queer community.

1. **H** Ally
2. **M** Asexual
3. **E** Biological Sex
4. **N** Biphobia
5. **F** Bisexual
6. **L** Cisgender
7. **O** Cisnormativity
8. **G** Closeted
9. **A** Coming out
10. **Y** Down low
11. **P** Fag(got)
12. **C** Gay
13. **J** Gender expression

14. **W** Gender identity
15. **B** Gender non-conforming
16. **T** Hermaphrodite
17. **K** Heteronormativity
18. **Z** Intersex
19. **I** Mx.
20. **D** Outing
21. **Q** Queer
22. **R** Sex assigned at birth (SAAB)
23. **X** Straight
24. **S** Transgender
25. **V** Transphobia
26. **U** Two-Spirit





Ally

**Being an ally means taking action in supporting, uplifting, and amplifying the experiences and voices of 2SLGBTQ+ people.
Remember, it is not talking for them.**

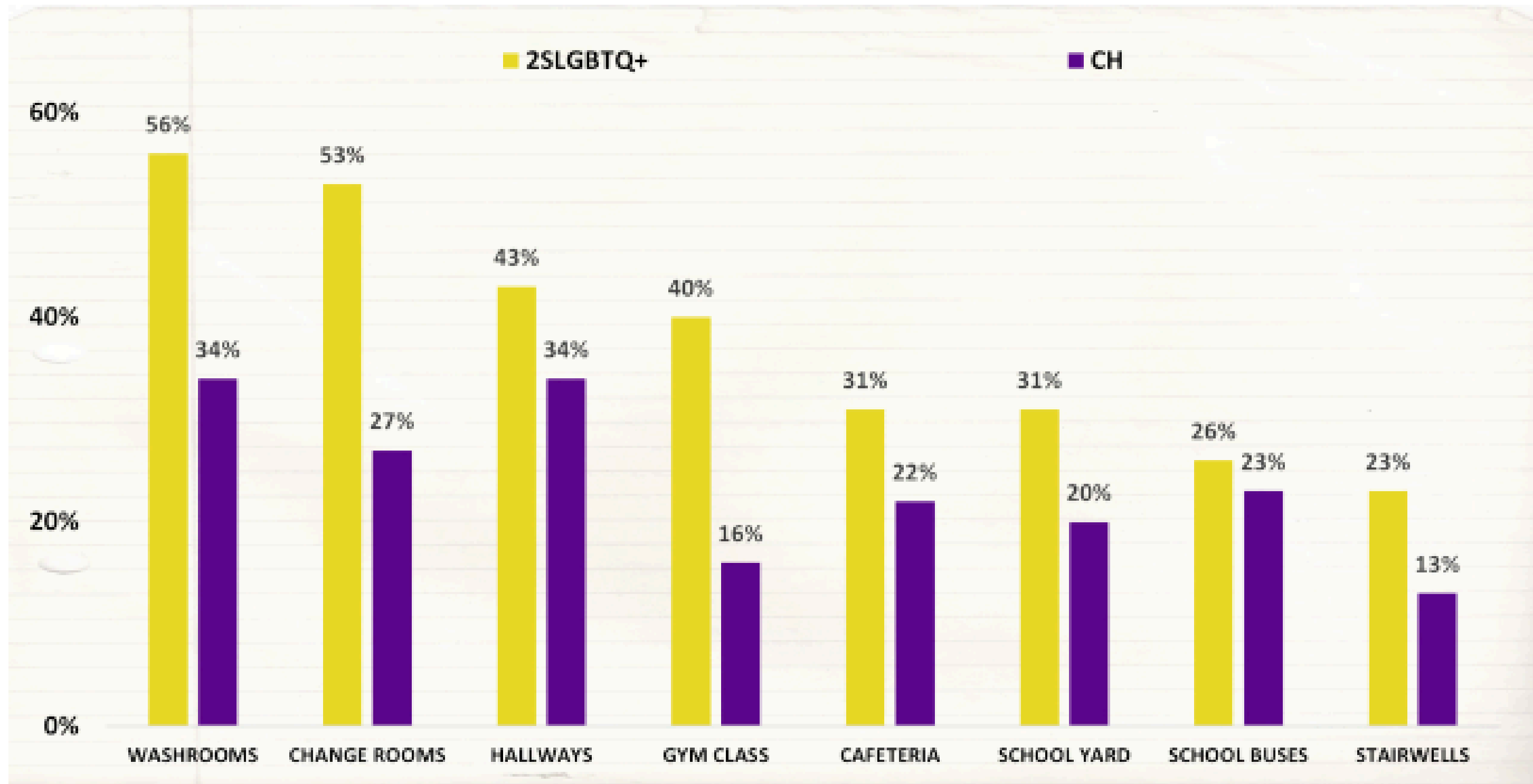
Being an ally is not just a word – it is an action verb meaning that you demonstrate being an ally through your actions and choices



Our Students,

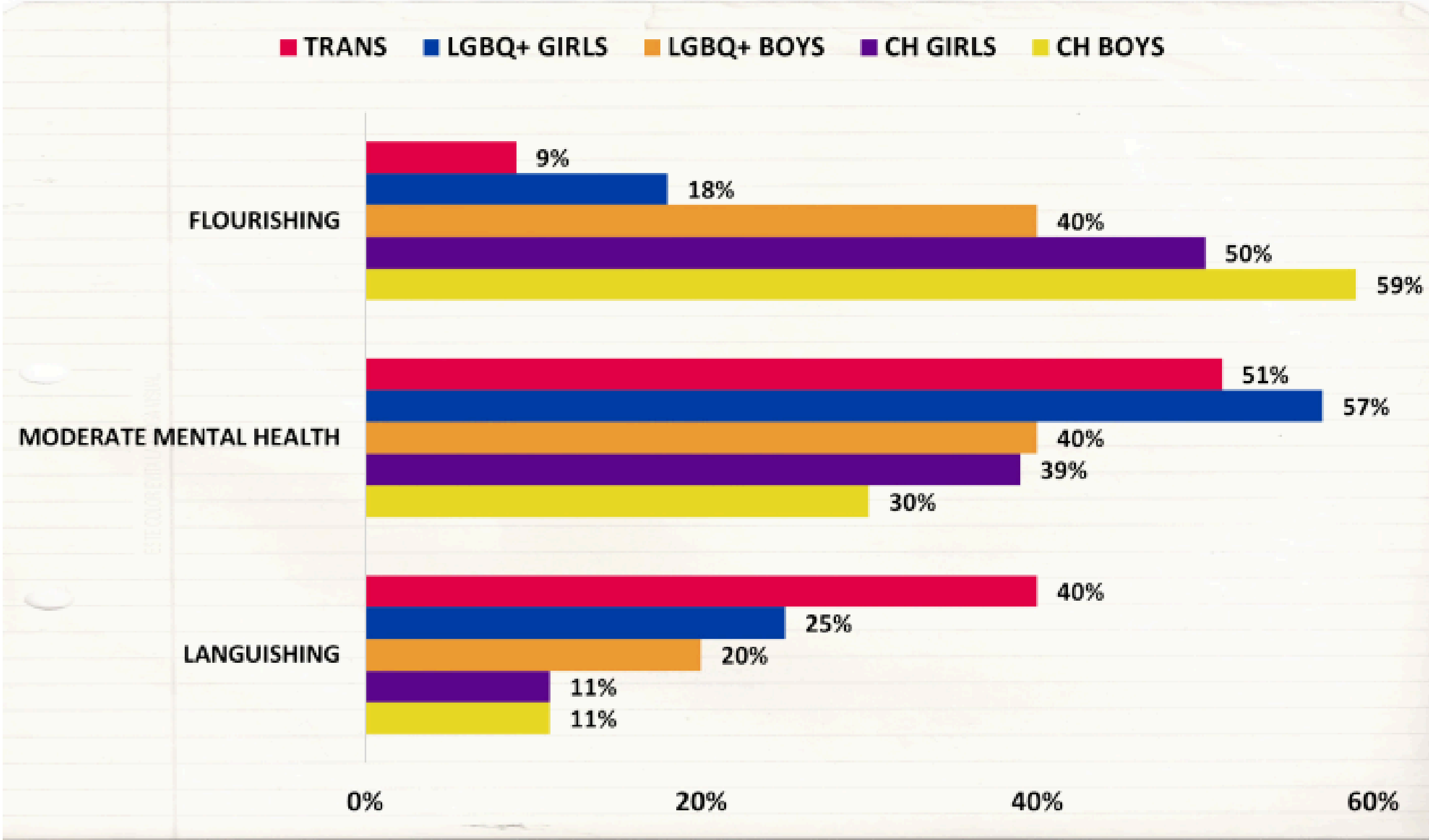
our schools

FIGURE 22: UNSAFE AREAS FOR 2SLGBTQ STUDENTS BY 2SLGBTQ & CH STUDENTS



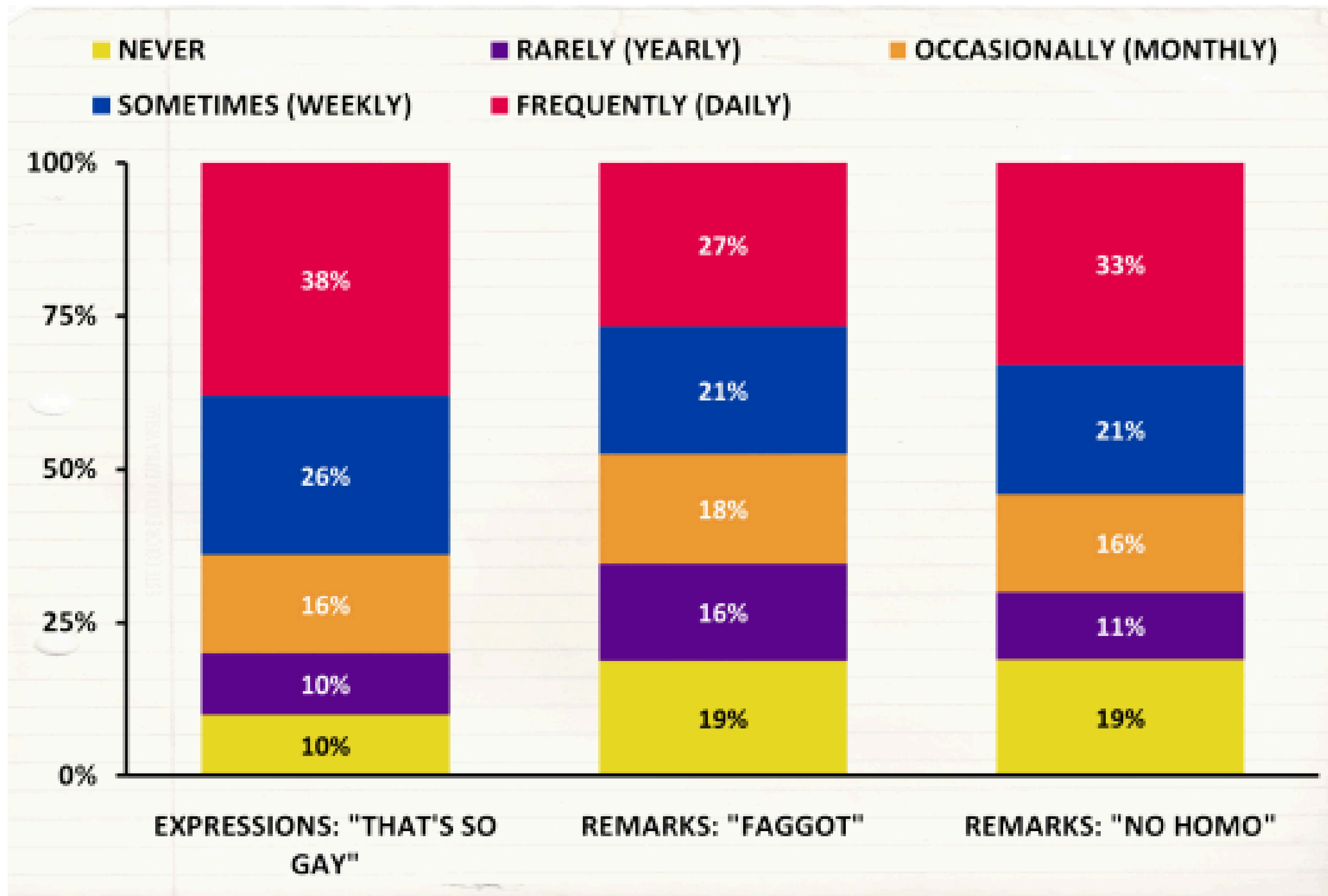
Peter, T., Campbell, C.P., & Taylor, C. (2021). *Still in every class in every school: Final report on the second climate survey on homophobia, biphobia, and transphobia in Canadian schools*. Toronto, ON: Egale Canada Human Rights Trust

FIGURE 36: POSITIVE MENTAL HEALTH & WELLBEING



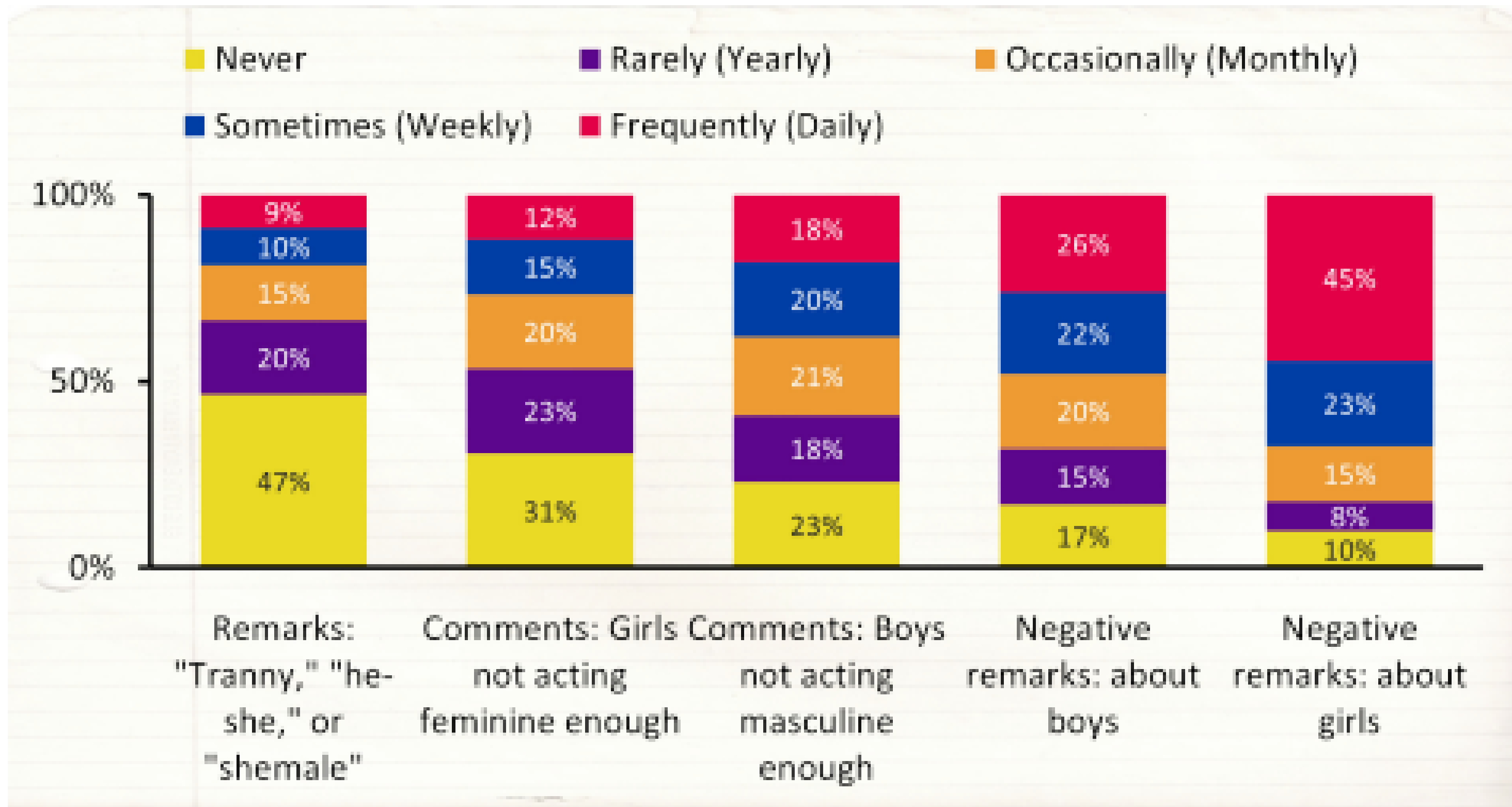
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FIGURE 3: FREQUENCY OF HOMOPHOBIC COMMENTS (ALL STUDENTS)



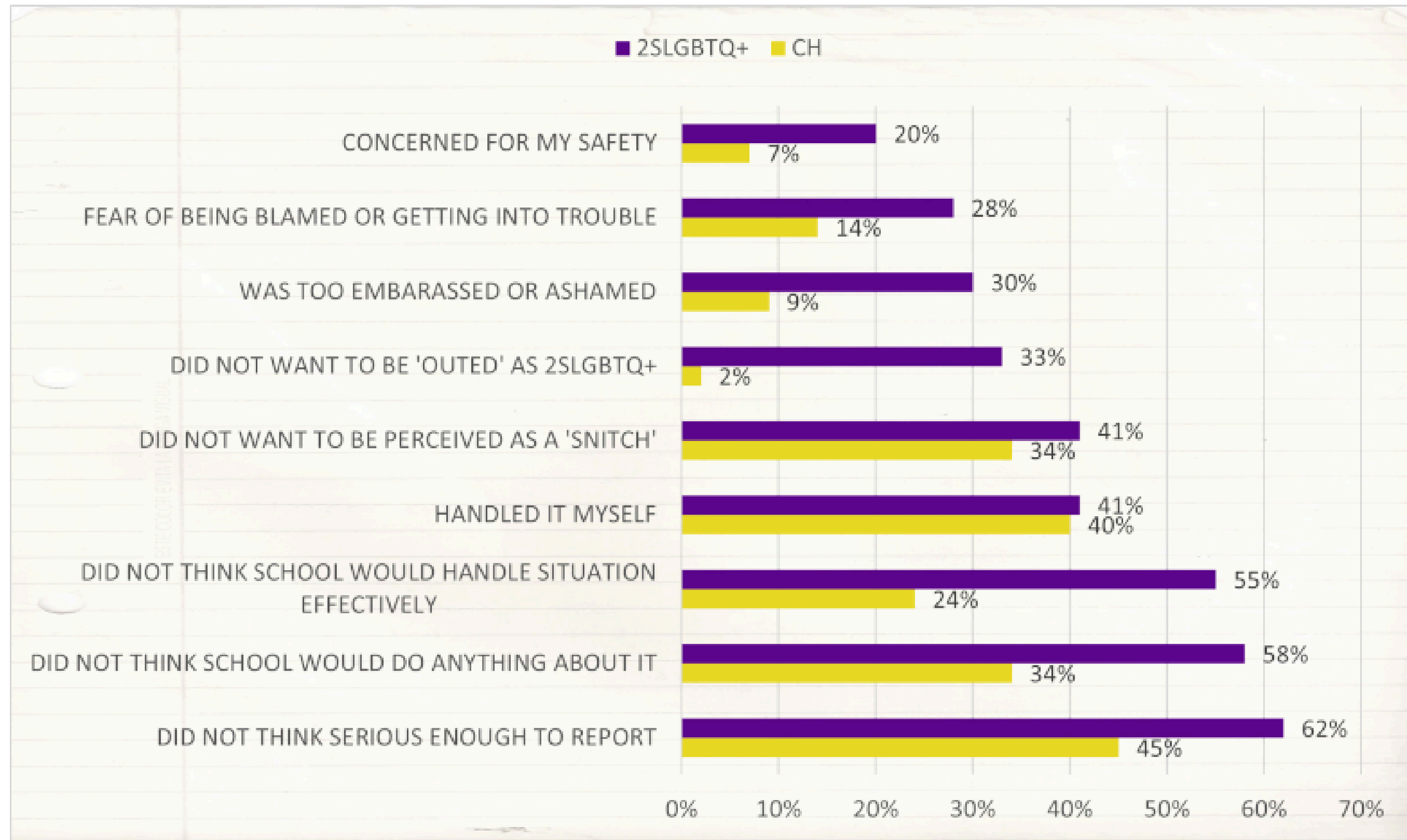
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FIGURE 5: FREQUENCY OF TRANSPHOBIC AND SEXIST COMMENTS (ALL STUDENTS)



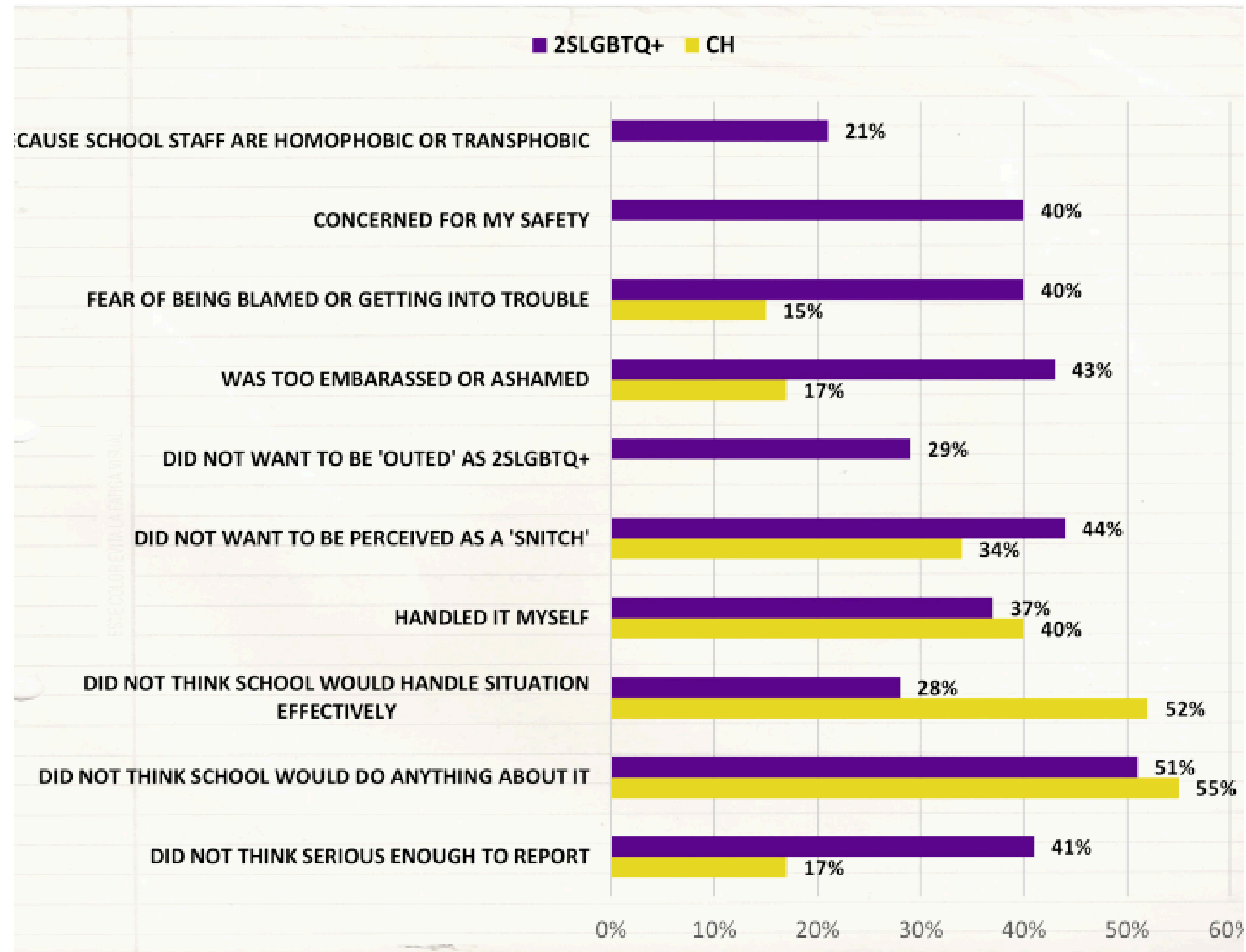
Peter, T., Campbell, C.P., & Taylor, C. (2021). *Still in every class in every school: Final report on the second climate survey on homophobia, biphobia, and transphobia in Canadian schools*. Toronto, ON: Egale Canada Human Rights Trust

FIGURE 12: REASONS FOR NOT REPORTING VERBAL HARASSMENT TO SCHOOL STAFF

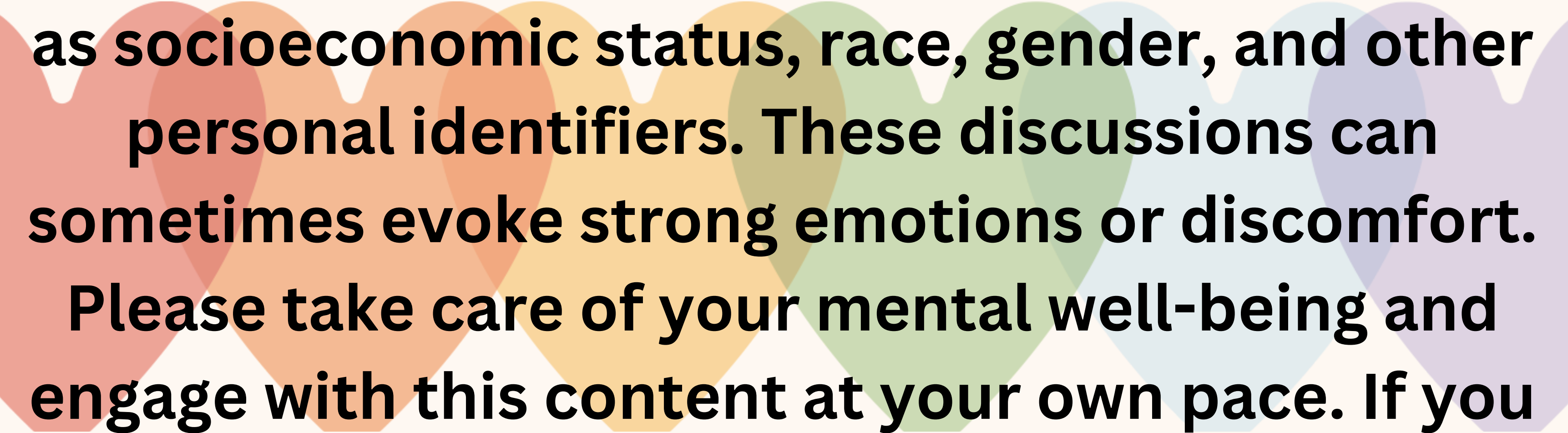


Peter, T., Campbell, C.P., & Taylor, C. (2021). *Still in every class in every school: Final report on the second climate survey on homophobia, biphobia, and transphobia in Canadian schools*. Toronto, ON: Egale Canada Human Rights Trust

FIGURE 17: REASONS FOR NOT REPORTING PHYSICAL HARASSMENT TO SCHOOL STAFF



Peter, T., Campbell, C.P., & Taylor, C. (2021). *Still in every class in every school: Final report on the second climate survey on homophobia, biphobia, and transphobia in Canadian schools*. Toronto, ON: Egale Canada Human Rights Trust



The following content involves discussions about privilege, which may include sensitive topics such as socioeconomic status, race, gender, and other personal identifiers. These discussions can sometimes evoke strong emotions or discomfort. Please take care of your mental well-being and engage with this content at your own pace. If you feel overwhelmed, it is okay to step away and seek support if needed.

PRIVILEGE
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Privilege isn't just wealth or opportunity.
It's living in a society that was created
by people like you, for people like you.



THE
MIX

- 1. If the primary language spoken in your household growing up was English.**
- 2. If you can show affection for your romantic partner in public without fear of ridicule or violence.**
- 3. If you came from a supportive family environment.**
- 4. If you have never had to change your speech or mannerisms to gain credibility.**
- 5. If you can go anywhere in the country and easily find products you need for your hair and/or skin tone.**
- 6. If you can legally marry the person(people) you love, regardless of where you live**
- 7. If you can make a mistake and not have people attribute your behavior to flaws in your racial/gender/sexuality/etc. group.**
- 8. If you were born in Canada.**

9. If you can easily access facilities or buildings (such as bathrooms or the second floor of a building or the curb on a street) without thinking about it.

10. If you felt like you had adequate access to healthy food growing up.

11. If you are reasonably sure you would be hired for a job based on your ability and qualifications (or others will not think you got hired to fill a quota).

12. If you haven't been the only known-person of your race / gender / socio-economic status / sexual orientation in a classroom or workplace setting.

13. If you get time off for your religious holidays.

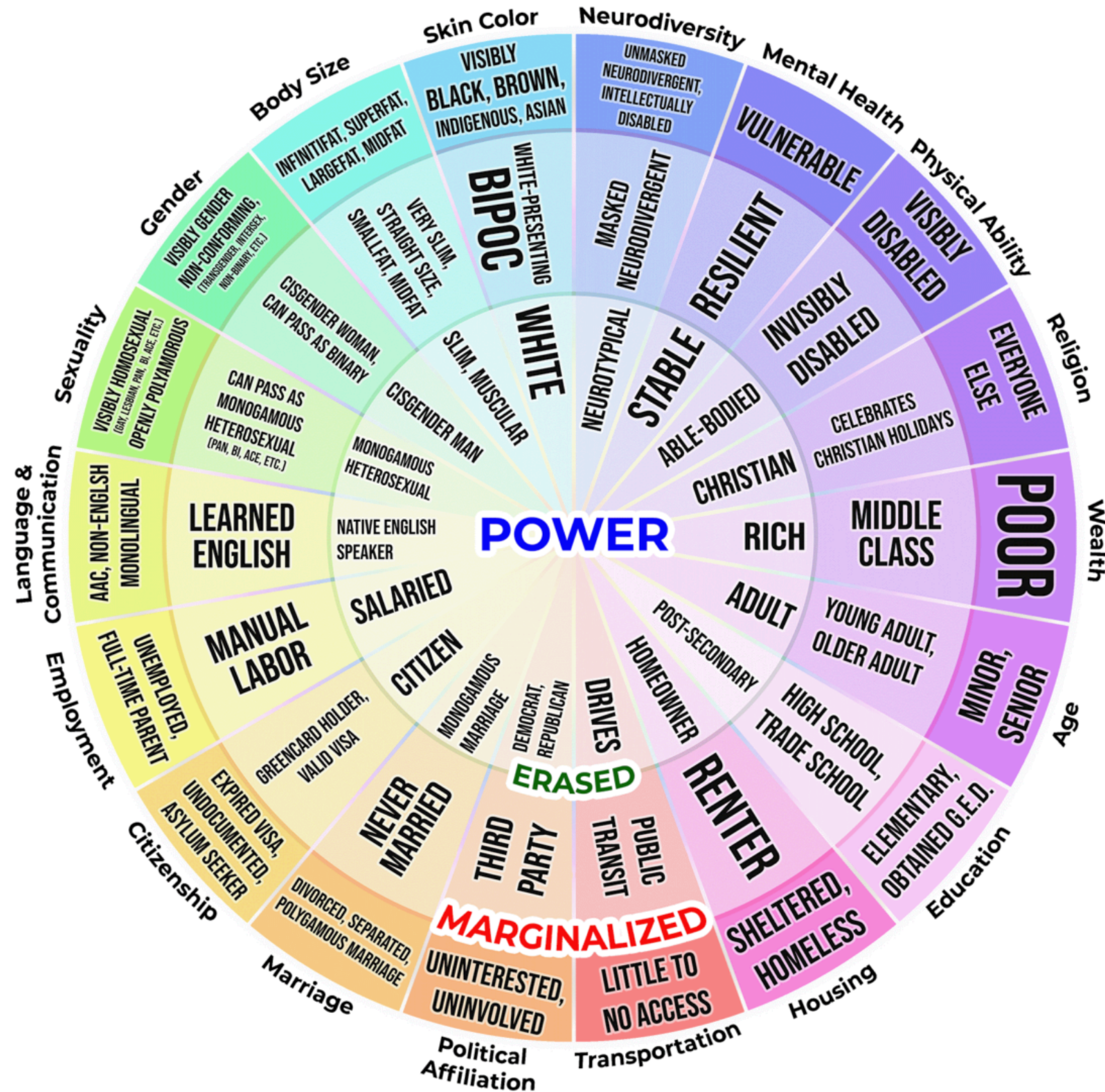
14. If you feel comfortable walking home at night alone.

15. If your parents or guardians attended post-secondary.

16. If you have never been uncomfortable about a joke or a statement you overheard related to a person's (or your) race, ethnicity, gender, appearance, sexual orientation, disability, mental health, etc. and felt safe to confront the situation.

INTERSECTIONALITY WHEEL OF PRIVILEGE

As Observed in the USA



Pronouns



My pronouns are!

Specific words used to refer to a person when you aren't using their name.

IL / ILS

HE



HIM

THEY



THEM

IEL/IELS

ELLE/ELLES

SHE



HER



Pronouns / Minus18

a popular gender neutral pronoun commonly used by non-binary or trans people

 minus18.org.au

www.minus18.org.au/pronouns/

Why do pronouns matter?

Using a person's correct pronouns, REGARDLESS IF YOU UNDERSTAND IT OR NOT, shows respect, safety, and acceptance. It shows you care.

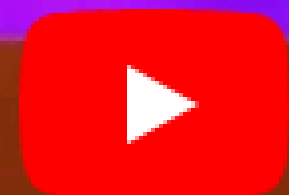
When using the wrong pronouns, purposefully, it feels invalidating, dehumanizing, and/or alienating for the person you are misgendering.



How Miriam Margolyes Became A Trans Ally | The Graham Norton Show



Share



the
graham
norton
show

BRAND NEW

MIRIAM MARGOLYES

Watch on YouTube

What should I do if I misgender someone?



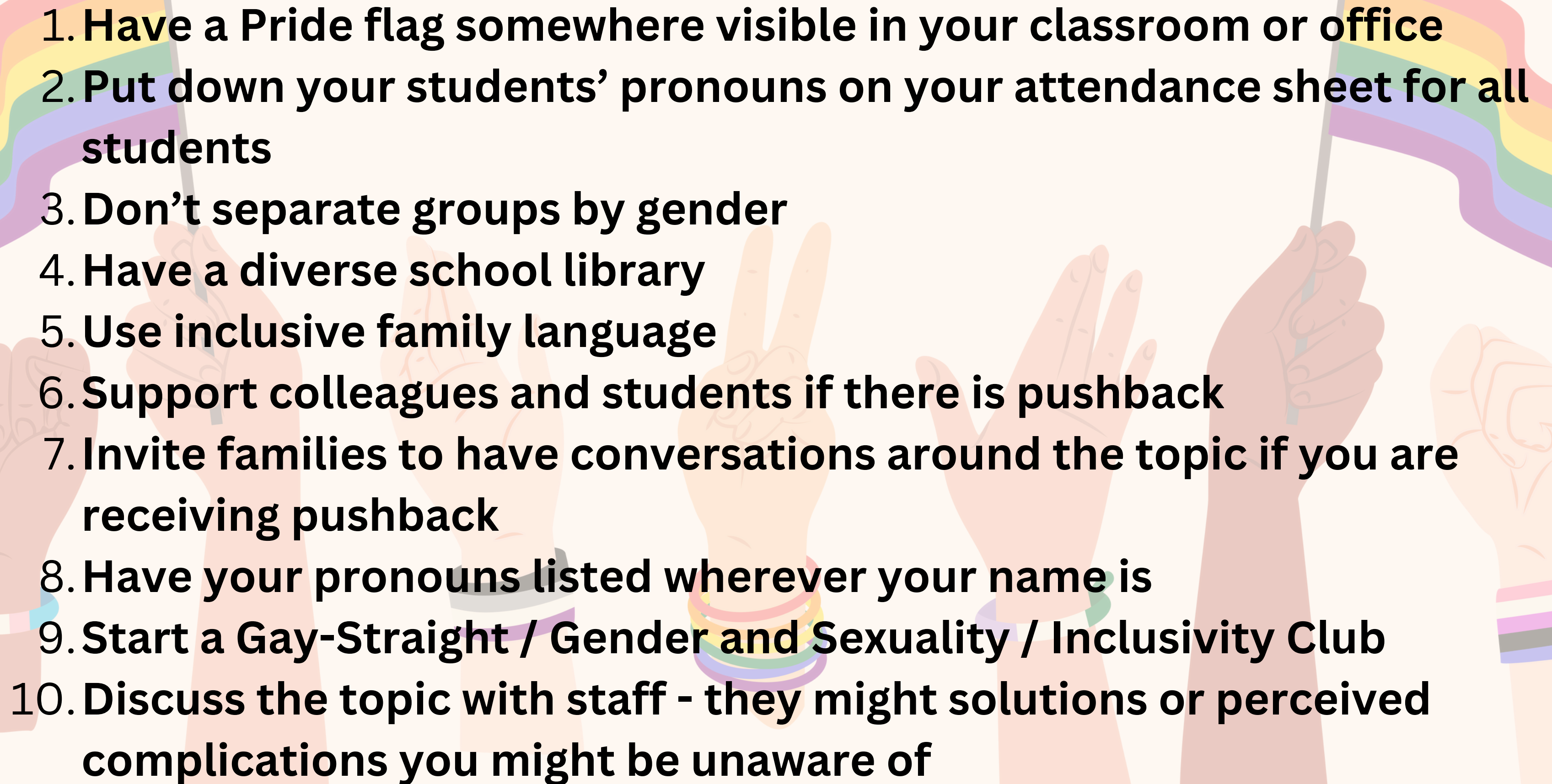
ALWAYS **AVOID**

1. Catch it
2. Correct it
3. Carry on

1. Excessive “sorry”
2. Making it about you
3. Making a scene
4. Doubling back



**HOW CAN YOU
HELP?**

- 
- An illustration featuring several hands of various skin tones. Two hands are holding up rainbow Pride flags. Several other hands are shown wearing rainbow-colored wristbands. The background is white with the text overlaid.
- 1. Have a Pride flag somewhere visible in your classroom or office**
 - 2. Put down your students' pronouns on your attendance sheet for all students**
 - 3. Don't separate groups by gender**
 - 4. Have a diverse school library**
 - 5. Use inclusive family language**
 - 6. Support colleagues and students if there is pushback**
 - 7. Invite families to have conversations around the topic if you are receiving pushback**
 - 8. Have your pronouns listed wherever your name is**
 - 9. Start a Gay-Straight / Gender and Sexuality / Inclusivity Club**
 - 10. Discuss the topic with staff - they might solutions or perceived complications you might be unaware of**

Resources

Pride Organizations

- <https://www.saskpridenetwork.com/sasknetworks>
- <https://www.outsaskatoon.ca/>
- <https://queencitypride.ca/>
- <https://www.fiertecanadapride.org/>

Leading organization for 2SLGBTQ+ people and issues

- <https://egale.ca/>

Organization which supports families and friends of 2SLGBTQ+ people

- <https://pflagcanada.ca/>

Myself

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