

Avenue II **Safety & Health Week** Newsletter

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Together we can create **safe workplaces** and **communities**

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TRANS INCLUSION

The following information was sourced from documents and articles by the Canadian Labour Congress, Canadian Human Rights Act, Canadian Charter of Rights and Freedoms, Public Service Alliance of Canada, Pride at Work Canada, Egale Canada, and Everwell Counselling. Feel free to Google these resources for more information.

Demystifying the acronym 2SLGBTQIA+

Over the years, this acronym has evolved. Since 2022, many organizations in Ontario and across Canada have adopted or chosen to use 2SLGBTQIA+. So what do all these letters mean?

2S – Two-Spirit: A culturally specific term used by some Indigenous people to indicate a person whose gender identity, spiritual identity, and/or sexual orientation comprises both masculine and feminine spirits or neither.

L – Lesbian: Refers to a woman who is emotionally, romantically, and/or physically attracted to other women.

G – Gay: Refers to people who are emotionally, romantically, and/or physically attracted to people of the same gender.

B – Bisexual or Bi: Refers to a person who is emotionally, romantically, and/or physically attracted to more than one gender, but not necessarily at the same time, in the same way, or to the same degree.

T – Transgender or Trans: An umbrella term to describe a wide range of people whose gender identity and/or gender expression differ from the sex they were assigned at birth and/or the societal and cultural expectations of their assigned sex.

Q – Queer: An umbrella term used by some members of 2SLGBTQIA+ communities to describe one's relationship to a particular community, or an individual identity. It can denote same-gender attraction or reflect more complex dynamics between one's sex, gender, and attraction experiences.

I – Intersex: Refers to a variety of conditions in which a person's chromosomal, hormonal, or anatomical characteristics fall outside the conventional binary classifications of male or female.

A – Asexual or Ace: Refers to individuals who do not experience sexual attraction and/or have little to no interest in sexual activity.

+ – The '+' sign is an inclusive way to reflect sexual orientations, romantic orientations, and gender expressions, such as pansexual, aromantic, agender, and non-binary, among many others.

Some other terms you may encounter

AFAB/AMAB: Stands for "assigned female at birth" or "assigned male at birth." It refers to the sex that someone was given based on medical assumptions before they established their gender identity.

Agender: A term for someone who does not identify with any particular gender. Many agender people are trans.

Bigender: Refers to those who identify as two genders. Can also identify as multigender (identifying as two or more genders).

Cisgender (or 'cis'): A term for someone who is not trans or whose gender identity corresponds with the sex they were assigned at birth.

Dead name: A term to refer to a name that someone no longer uses. For example, it is important to not “dead name” someone by using the name they were assigned at birth that they no longer use.

Gender expression: Everything that we do to communicate our gender to others. Gender expression is a continuum, with feminine at one end and masculine at the other. In between are gender expressions that are androgynous (neither masculine nor feminine) and those that combine elements of the two.

Gender fluid: A person whose gender identity is not fixed and that shifts and varies over time.

Gender identity: One’s internal sense of being a woman, a man, neither of these, both, or other gender(s).

Gender variant: An umbrella term for people whose gender expressions or identities differ from what is expected of someone with their assigned sex.

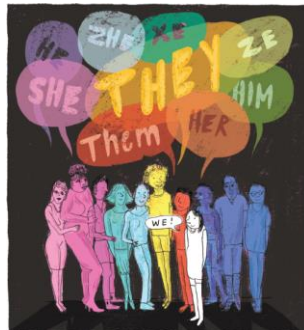
Non-binary: A term for someone who does not identify as a binary gender (man or woman) but may identify somewhere in between.

Pansexual: A person who experiences sexual and/or romantic attraction to others, regardless of gender.

Sexual orientation: An enduring emotional, romantic, sexual or affectional attraction or non-attraction to other people. Sexual orientation can be fluid and people use a variety of labels to describe their sexual orientation. It can include heterosexual/straight, gay/lesbian, bisexual/pansexual, asexual or more.

Some interesting facts

- In June 2017, after years of campaigning by trans activists and their allies, “gender identity” and “gender expression” finally became protected grounds under the Canadian Human Rights Act.
- An article in the Toronto Globe and Mail in July 2022 identified that “while 89% of trans people have at least some college or university education, about half make \$30,000 per year or less. 40% of trans people are considered low-income households compared to 6.4% of the Canadian public.” And that “trans people who are Indigenous, Black and disabled in particular encounter rampant discrimination in the workplace.” These statistics may have changed somewhat in the last two years but not to a significant degree.



Some things that we can do to be more trans inclusive

- If it is not clear, ask people how they prefer to be addressed and use the words that people use for themselves. Everyone is different and words that work for some people might be inaccurate or offensive to others. Pronouns that may be used include they/them/theirs, he/him/his, she/her/hers, zhe/ze/xe, hir/hirs (pronounced here/heres), etc. A person may even choose to use a given name versus any pronouns.
- Avoid asking invasive questions and even if information is voluntarily shared, do not assume that it is appropriate to share that information with others.
- Recognize that gender identity, gender expression, and sexual orientation all are different and distinct.
- Ensure that the working environment is welcoming and supportive, and above all, BE RESPECTFUL!