



2SLGBTQ+ Inclusion and Inclusive Language in the Workplace



DIVERSITY
essentials

Practical knowledge essentials in
human sexuality, equity and inclusion

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www.diversityessentials.com



COMMUNITY GUIDELINES



1. Shared history and wisdom
2. Confidentiality is paramount
3. All forms of engagement are embraced
4. Ask courageous questions and lean into discomfort
5. Speak from your experience
6. Be curious, be open



COMMUNITY INTRODUCTIONS

Hello
my name is

my pronouns are

- Name and pronoun
- Location and role
- Take-away hopes for this session



COMMUNITY INTRODUCTIONS

Hello
my name is

my pronouns are

Do you have any connections with 2SLGBTQ+ personally and/or professionally?



KEY FOCUS THEMES



"... my cat had awful diarrhea a few days before our vet referred to my partner as my "friend", so this is pretty relevant to me."

- ✓ Why this topic matters
- ✓ Lived experiences and realities
- ✓ Current terminology and how to use terminology
- ✓ Identity examples of unintentional discrimination
- ✓ Responses to disclosure



GROUP POLL #1: Yes, No, Sometimes

My gender identity is not met with awkwardness, confusion or disgust in personal or professional settings.



GROUP POLL #2: Yes, No, Sometimes

As a professional I don't worry about needing to explain my sex or gender identity to my colleagues or pet owners.



GROUP POLL #3: Yes, No, Sometimes

It's fair to assume that most of my colleagues or staff are the same sexual orientation as mine.



GROUP POLL #4: Yes, No, Sometimes

In public spaces, I don't have to look around worrying that someone is watching me enter a washroom.



GROUP POLL #5: Yes, No, Sometimes

Pets and animal companions provide comfort in times of loneliness, isolation, grief, anxiety, panic and hopelessness.



CONSIDER THE FOLLOWING

- ✓ My sexual orientation or gender identity is not met with awkwardness, confusion or disgust in personal or professional settings
- ✓ When I fill out form or update my information, I don't worry about needing to explain my sex or gender identity.
- ✓ It's fair to assume that most of my colleagues or staff are the same sexual orientation as mine.
- ✓ In public spaces, I don't have to look around worrying that someone is watching me enter a washroom.
- ✓ Pets and animal companions provide comfort in times of loneliness, isolation, grief, anxiety, panic and hopelessness.

Which one of these stood out to you? Why?



As a veterinarian, why do you think 2SLGBTQ+ matter? Or do you think it's relevant at all?



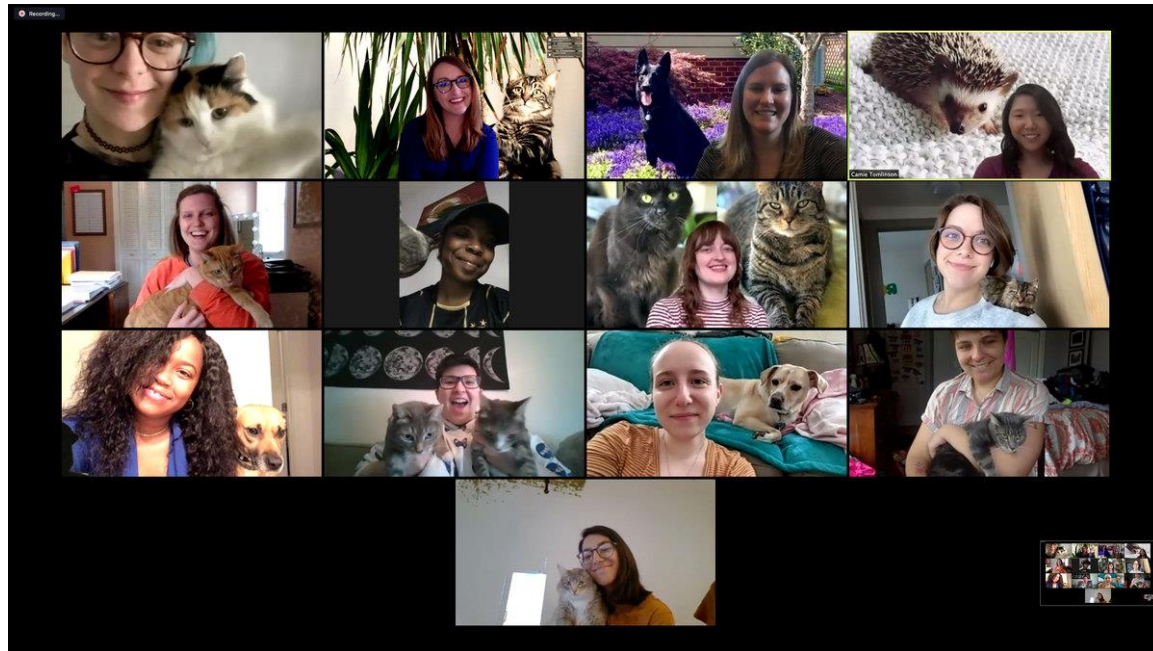


WHY DOES THIS TOPIC MATTER?





WHY DOES THIS TOPIC MATTER?



2018 study examining role of pets impact the lives of young LGBTQ owners

Benefits: pets as a buffer to stress, pets as social capital, pets as a coping mechanism for mental health, and pets as identity and purpose.

Risks: Caregiver burden, pets as barriers to relationships, and animal-related psychological stress.



CORRECTION QUICK TIPS



- Immediately correct yourself
- Avoid long drawn-out explanations
- Make respectful corrections if others misname or misgender
- If you're uncertain, simply ask

"... my cat had awful diarrhea a few days before our vet referred to my partner as my "friend", so this is pretty relevant to me."



SEX & GENDER TERMINOLOGY

SEX

Female
Male
Intersex

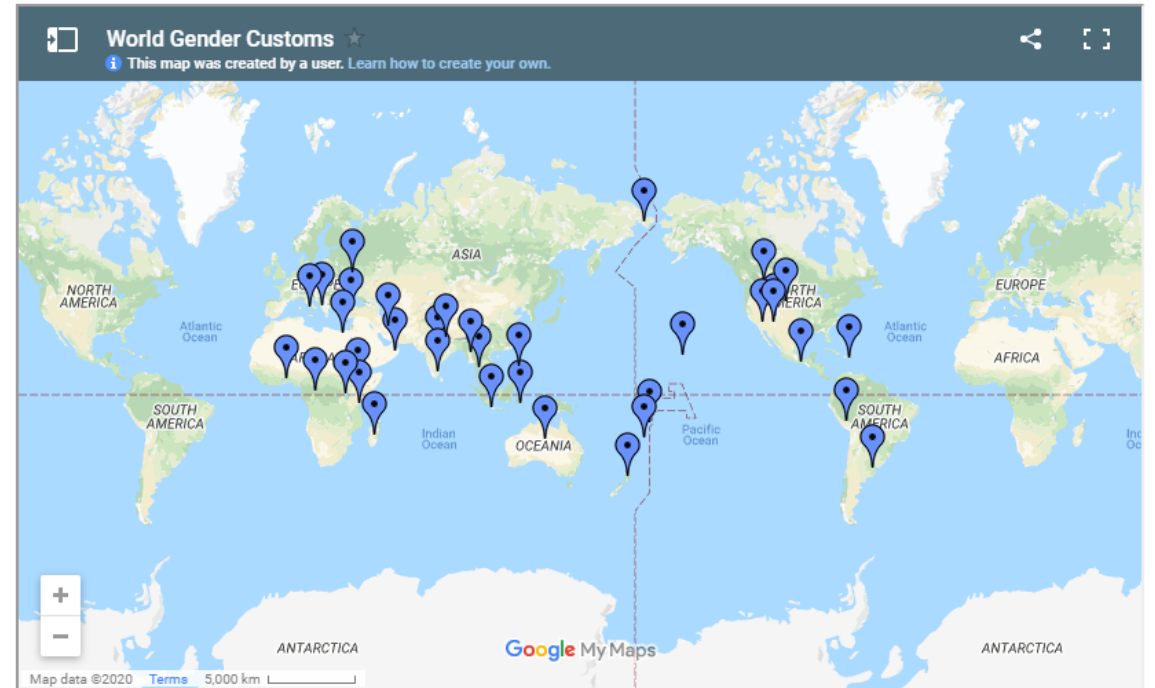
- Individuals are assigned a sex at birth
- There are those who are female, male, or intersex
- People are assigned female or male based on visual inspection which does not reflect a segment of people who are intersex

Inclusive language:

- “What sex were you assigned at birth?””
- “There are those who are female, male, or intersex.”
- “I’m assigned female / assigned male at birth.”



TWO SPIRIT PEOPLE



World Gender Customs

<https://www.google.com/maps/d/viewer?mid=1HIOYKEPwGLWybTW4o-nnBLnzYXo&usp=sharing>



GENDER TERMINOLOGY

GENDER IDENTITY

Female

Male

Cis female

Trans female

Cis male

Trans male

Gender queer

Non-Binary

Agender

Pangender

2 Spirit

(+)





GENDER TERMINOLOGY

GENDER IDENTITY

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2 Spirit

(+)

- Gender identity is one's inner most self-concept on their sense of gender
- Can parallel or be incongruent with sex assigned at birth
- Like sex, gender identity is assumed and assigned

Cisgender: Describes sex and gender congruency

Transgender: Describes sex and gender incongruency

Inclusive language and highlight:

- “Sex describes anatomy and gender identity is an internal sense of self.”



GENDER TERMINOLOGY





PRONOUNS

**Pronouns reflect an important part of our identity.
They are not a preference.**

- Woman, cisgender woman, trans woman = she/her/hers
- Man, cisgender man, trans male = he/him/his
- Non-binary, gender queer, gender fluid = name/they/them/theirs+

Inclusive language:

“What pronoun do you go by, mine is (insert pronoun).”

Alt: “What’s your spouse’s / partner’s gender?”



PRONOUNS

	Subject	Object	Possessive	Pronunciation	Example
Gender Binary	She	Her	Hers	As it looks	She is speaking.
	He	Him	His	As it looks	He is speaking.
Gender Neutral	They (Sing.)	Them	Theirs	As it looks	They are speaking.
	Ze	Hir	Hirs	Zhee, Here, Heres	Ze is speaking.
	Ze	Zir	Zirs	Zhee, Zhere, Zheres	Ze is speaking.
	Xe	Xem	Xyr	Zhee, Zhym, Zhyre	Xe is speaking.

Source: <https://www.diversitycenterneo.org/about-us/pronouns/>

Interactive pronoun practice: <https://pronouns.minus18.org.au/>



PRONOUN PRACTICE

Aiden is new to our clinic and will be starting next week. I know some of his colleagues and is highly qualified. His office will be set up this afternoon with his orientation taking place shortly thereafter. Do you mind giving Aiden a tour of the clinic once he arrives?

Ainsley is new to our clinic and will be starting next week. I know some of her colleagues and is highly qualified. Her office will be set up this afternoon with her orientation taking place shortly thereafter. Do you mind giving Ainsley a tour of the clinic once she arrives?



PRONOUN PRACTICE

Ainsley is new to our clinic and will be starting next week. I know some of her colleagues and is highly qualified. Her office will be set up this afternoon with her orientation taking place shortly thereafter. Do you mind giving Ainsley a tour of the clinic once she arrives?

Ainsley is new to our clinic and will be starting next week. I know some of their colleagues and is highly qualified. Their office will be set up this afternoon with their orientation taking place shortly thereafter. Do you mind giving them a tour of the clinic once they arrive?



PRONOUN PRACTICE (name/they/them)

- Teronald: texted mother
- Angelo: missed last appointment
- Chanelle: picked up cat
- Miriam: couldn't find shoes to fit
- Kadisha: sketched a self portrait
- Kory: put away groceries then went to the gym
- Tamica: turned in homework a week later than should



PRONOUN PRACTICE

Think of someone important in your life.

Only using gender neutral terms and pronouns, describe the individual and share why they are important to you.

(name, they, them, theirs)



HONORIFICS / TITLES

Current	Inclusive
Mr. Mrs. Miss. Ms.	Mr. Mrs. Miss. Ms. Mx.



GENDER TERMINOLOGY

Objectifying		Instead try this...
“Luca is a transgender.”		“Luca is a transgender/trans person.”
“Luca is transgendering .”		“Luca requires time off for their gender transition.”
“ The transgender people need meaningful employment.”		“Trans people need meaningful employment.”
“Transgender ed .”		“Trans.” or “Transgender.”



ATTRACTION TERMINOLOGY

PUBLIC / ROMANTIC SEXUAL ORIENTATIONS

Heterosexual / Straight
Lesbian
Gay
Bisexual / Bi
Asexual
2 Spirit
Queer
Pansexual / Pan
(+)

- Diverse attractions exist and can shift over time
- Sexual orientation is often assumed
- Bisexual, pansexual and asexual invisibility
- Acronym use: *2SLGBTQ+* vs. *LGBT2SQ+*
- Community references vary:
 - *Queer community*
 - *Gay community*



GENDER EXPRESSION

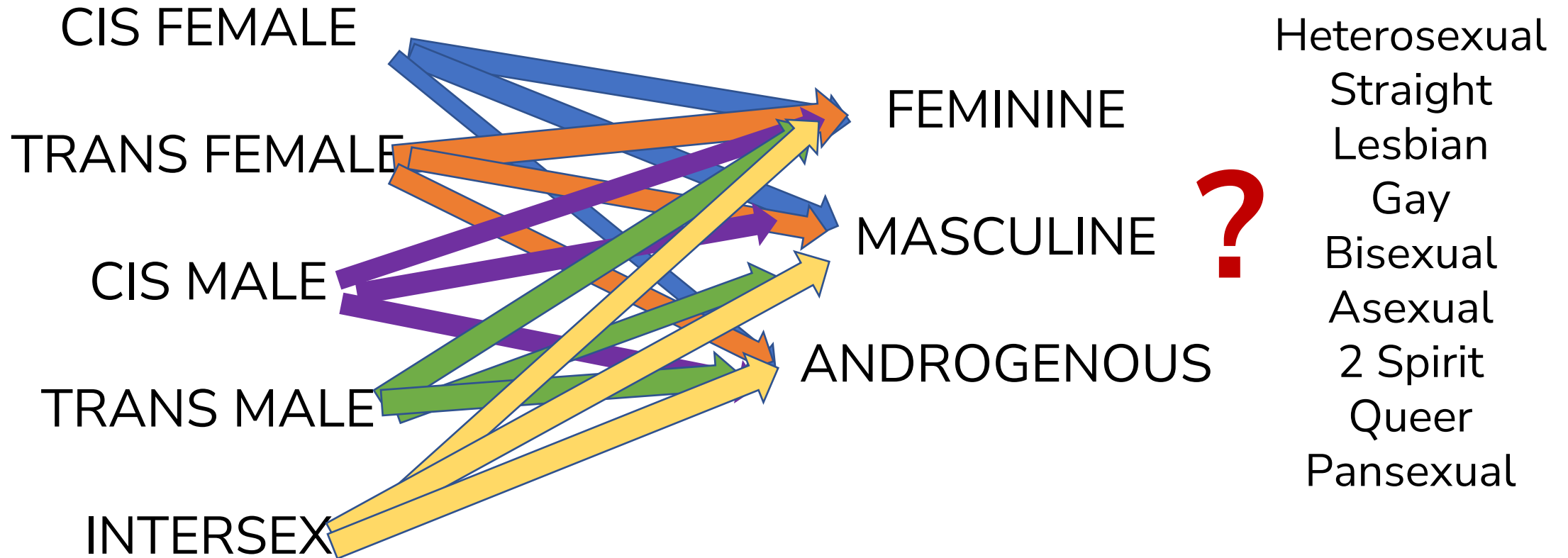
GENDER EXPRESSION

Feminine
Masculine
Androgynous

- Ways of how we communicate our identity
- Gender expression is not an indicator of sexual attraction or gender identity
- Gender expression (regardless of being cis or trans) is culturally influenced and shifts over time



PUTTING IT ALL TOGETHER





MICROAGGRESSIONS

Photos by Kevin Nadal

Everyday encounters and comments that carry subtle denigrating messages of **bias** or **discrimination** and further marginalize the experience of people of minority identities.



Photo sources: GLAAD.org, Maryland.gov



LANGUAGE-BASED MICROAGGRESSIONS

Related to gender and orientation

Language:

- “You look like a ‘real’ man / woman. I would’ve not been able to tell.”
- “You don’t like a ‘real’ man/woman...”
- “Which one is the wife in the relationship?”
- “You can bring your *friend* in the room too.”

Behaviours:

- Ignoring, invalidation of partner relationship





LANGUAGE-BASED MICROAGGRESSIONS

Related to gender identity

Gender identity or sexual orientation at the front of one's identity:

- “(insert name) is my trans colleague.”
- “This gay couple....”

Be mindful how you refer the individual's past history

- Previous name also known as “deadnaming”
- Previous pronouns



COMING OUT



Coming out is a metaphor for self-disclosure of sexual orientation or gender identity.

- There is no one right way to come out
- Individuals may come out several times
- Some may never come out
- You may be one of the few safe people in their lives



COMING OUT TO SELF AND FAMILY

Coming out to SELF:

- Am I normal?
- Where do I fit in?
- Can anyone relate to me?
- Am I understood?
- Will I still be loved?

Coming out to SERVICE PROVIDERS/COLLEAGUES:

- Are they safe and affirming?
- How will they react?
- How will they treat me later?
- What are they going to say to others?



KEY PROTECTIVE FACTORS



Indicators for optimal health and well-being (3):

- Strong attachments and security
- Supports from family, friends, and those they trust
- Connections to community



RESPONDING TO DISCLOSURE

FOLLOW THEIR LEAD

1. Affirm the disclosure.
Validate the right not to disclose



“Thanks for letting me know (insert name). Would you like more privacy as we take care of _____?”

2. Confirm name
and pronoun



“Do you go by another name?”, “What pronouns do you go by?”

3. Inquire about safety
and comfort



“Are you aware we have a private washroom...”
“Is there anything I can do for you to feel less anxious, safer, etc.?”

4. Discuss and affirm
confidentiality



“On our part, is there anything that requires specific confidentiality?”



AFFIRMING APPROACH PRINCIPLES



1. To know that your identity is valued
2. To see self mirrored in the world
3. To have safe people around and accessible
4. To have support to make sense of difference
5. To develop positive strategies of coping
6. To belong and have accepting & positive relationships
7. To be safe: at home and in professional settings



TAKE AWAYS

- How we talk about identity matters to all of us
- Animal companions serve as a buffer from the impact of 2SLGBTQ+ systemic discrimination and internalized oppression
- Being intentional with language-use reduces stress and leaves individuals with a positive and meaningful experience with their veterinarian / colleagues

What is one commitment you can make or re-affirm to be more inclusive to 2SLGBTQ+ people and communities?

THANK YOU



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