

ASK ME

ANYTHING



**PRIDE
SEASON**

RESOURCE GUIDE



INCLUSION AND BELONGING

Shelby Racine, Events Management Officer

Shelby is a 20-year-old Algonquin College student who is studying Advertising and marketing communications management. On the surface, she looks ordinary but she has many layers. Since she is only 20 she is still finding her place in this world and discovering her layers. She is a proud pansexual woman who enjoys conversations with others about the LGBTQ2S+ community and loves to hear other's experiences. Shelby learned a few years ago that she is Metis and is still learning about her Indigenous identity. She enjoys learning about important issues and having open discussions. She believes it is important to see and hear everyone's opinions and sides. This is imperative to have an open, honest, and civil conversation.



Kirk/Kaiya Hamilton, Strategic Community Advisor, Infrastructure Canada

Kirk/Kaiya holds a B.A of Psychology, a diploma in business administration and a certification in change management. He/she joined the Public Service in 2005 and has worked in a variety of areas primarily across the Human Resources spectrum at the operational, tactical and strategic levels. Kirk/Kaiya is an openly genderfluid man and woman, pansexual and polyamorous with a wife of fifteen years and a boyfriend of three and a half years. Kirk/Kaiya was one of the founding members of the National Defence, Defence Team Pride Advisory Organization and is a Positive Space Ambassador and member of the

Public Service Pride Network Action Committee on Policy. After coming at work, Kirk/Kaiya has experienced situations where he/she has been told to “keep your gender issues at home, they have no place at work”. As a result, Kirk/Kaiya is an advocate for creating spaces where people can come to work as their whole selves without fear or repercussions.



He/She is also an advocate for gender diverse communities where there is a lack of awareness and information / research gaps.

Esrom Tesfamichael, Co-chair of the Defence Team Black Employee Network

After attending school in Ottawa Esrom has been grateful for the opportunity to travel, live and work all across Canada. Esrom joined the Naval reserve at the age of 16 and has served at sea, ashore, and has deployed overseas in support of CAF operations. In 2011 Esrom joined the federal public service at the Department of National Defence and has held several positions within the organization since then. Esrom's preferred pronouns are they/them as a way to support the dismantling of the binary gender status quo. Esrom enjoys working in the fields of social justice and community building at work and through their volunteer activities. Esrom is a founding member and currently the military co-chair of the Defence Team Black Employee Network, which is an organization geared to the support of Black employees and Black CAF members, as well as, building a sense of community among that cohort within the greater Defence Team. Esrom lives with their partner and their two year old Doberman in Ottawa.



Context

Thank you for participating in the July AMA in honour of Pride Season!

While we are thrilled to have collected and curated an extensive list of resources we believe are helpful for supporting members and allies of the LGBTQ2+ communities, we realize that this is *not* an exhaustive list. We recognize that not every resource will be valuable to each reader, though we hope that each reader can find helpful and interesting resources within our guide.

In collaboration,
The AMA Team

Support

Remember, support is available for you and your family when you need it, some of the discussions at the AMA or the content shared may bring forward past trauma or uncomfortable feelings, please seek professional help if this is the case.

[Employee Assistance Program - Canada.ca](https://www.canada.ca/en/employment-social-development/services/employee-assistance-program.html)

Toll-free: 1-800-268-7708

TTY (for people with hearing impairments): 1-800-567-5803

[The Canada Suicide Prevention Service](https://www.suicide.ca)

**Connect with a responder now by calling our toll-free number
1.833.456.4566**

• Differentiating Sex and Gender

- Sex is usually categorized as female or male or intersex but there is variation in the biological attributes that comprise sex and how those attributes are expressed.

Gender refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people - <https://cihr-irsc.gc.ca/e/48642.html>

• Terminology and Definitions

- "It is important when working with LGBTQ2+ issues to be cognizant of terminology and to understand key concepts related to gender and sexual orientation. The language used is constantly changing and evolving as the understanding of these concepts changes, deepens and is refined. While the diversity of sexuality, sex and gender is not new, in many societies, there has not been accurate and respectful language available to describe these diverse identities. Languages are constantly evolving, are culturally specific, and change from place to place." - [Page 10, LGBTQ2+ Inclusiveness: Toolkit for Inclusive Municipalities in Canada and Beyond](#)
- [Positive Space Language by University of British Columbia](#)
- [What does LGBTQ2+ mean? \(video\)](#)

• Pronoun Usage

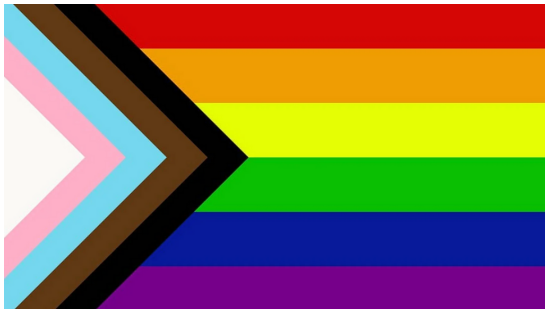
"In English, whether we realize it or not, people frequently refer to us using pronouns when speaking about us. Often, when speaking of a singular human in the third person, these pronouns have a gender implied -- such as "he" to refer to a man/boy or "she" to refer to a woman/girl. These associations are not always accurate or helpful. Often, people make assumptions about the gender of another person based on the person's appearance or name. These assumptions aren't always correct, and **the act of making an assumption (even if correct) sends a potentially harmful message** -- that people have to look a certain way to demonstrate the gender that they are or are not. Using someone's correct personal pronouns is a way to respect them and create an inclusive environment, just as using a person's name can be a way to respect them.

Just as it can be offensive or even harassing to make up a nickname for someone and call them that nickname against their will, **it can be offensive or harassing to guess at someone's pronouns and refer to them using those pronouns if that is not how that person wants to be known.** Or, worse, actively choosing to ignore the pronouns someone has stated that they go by could imply the oppressive notion that intersex, transgender, nonbinary, and gender nonconforming people do not or should not exist." -

<https://www.mypronouns.org/what-and-why>

- **Pride Flags**

- [About the Pride Flags](#)
- [Progress Flag](#)



- **Toolkits**

- [Support for trans employees: A guide for employees and managers \(Public Service\)](#)
- [LGBTQ2+ : The Ultimate LGBT Inclusion & Q&A Guide](#)

- **Websites**

- [LGBTQ2S Toolkit - Making it better now \(learningcommunity.ca\)](#)
- [LGBTQ2 Secretariat - Canada.ca](#)
- [Public Service Pride](#)
- [Ok2BeMe](#)



- **Canadian History**

- [Important events related to the LGBTQ2S community in Canada](#)
- [We Demand document calling for change in 1971](#)

- **Movies**

- [Disclosure \(movie\)](#)
- [The Death and Life of Marsha P. Johnson \(documentary\)](#)
- [Two soft things, two hard things \(documentary\)\(Inuit\)](#)
- [She's a Boy I Knew \(documentary\)](#)
- [A Jihad for Love](#)
- [Paris Is Burning \(documentary\)](#)

- **Tv series**

- [Queer Eye \(Netflix\)](#)
- [Gaycation \(TV series\)\(Elliot Page\)](#)
- [Sense8 \(representation\)](#)
- [Master of None \(TV series\)](#)

- **Books**

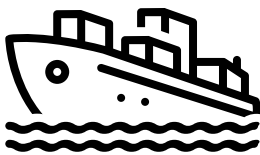
- [Love Lives Here by Amanda Jette Knox \(Ottawa author\)](#)
- [A Safe Girl to Love](#)
- [Prince & Knight \(children\)](#)
- [A Tale of Two Daddies \(family\)](#)
- [We Have Always Been Here: A Queer Muslim Memoir](#)

- **The Canadian Coast Guard is moving toward gender-neutral uniforms**

- The Canadian Coast Guard (CCG) is in the process of improving and modernizing the look, comfort, fit and functionality of the work uniform. Enhanced work safety is a prime consideration in the redesign, for example, flame resistant textiles, sun and insect protection, high visibility clothing, etc.

Inclusivity is also a priority for the CCG uniform program. The CCG is applying Gender-Based Analysis+ (GBA+) considerations in the design of the new uniform items. In the spirit of inclusivity and modernization, the CCG has added the hijab and turban as approved headgear. A maternity uniform is also more readily available.

[More details.](#)



- **Canadian Coast Guard - Serving with Pride**

The Canadian Coast Guard has taken pride in its role in supporting the LGBTQ2+ community especially through

community involvement like taking part in many local pride parades. Take a look for yourself!

- [London Pride](#)
- [Montreal Pride](#)
- [Toronto Pride \(video\)](#)
- [Ottawa Pride \(video\)](#)

The Canadian Armed Forces has also been involved with Pride season in Canada!

- [Winnipeg Pride](#)
- [Message from the Minister of National Defense](#)

- **Pride parades near you:**

- [Find and participate in Pride parades in your community!](#)



- **GC Collab Positive Spaces**

- [Positive Spaces GC Collab page](#)
- [Ask Me Anything](#)

Ask Me Anything

Thank you for attending Ask Me Anything – Pride Season.
To access all the resources, please visit this [folder](#).

Please contact Katie.freer@canada.ca,
Samantha.moonsammy@forces.gc.ca or CCG internal communications
team at [DFO.Internal_Communications_CCG-
Communications_internes_GCC.MPO@df-mpo.gc.ca](mailto:DFO.Internal_Communications_CCG-Communications_internes_GCC.MPO@df-mpo.gc.ca) with any
questions, comments and suggestions so we can all continue on our
journey to become more inclusive and respectful.

[Event recordings](#)

A **recording** of the webcast event will be available for a limited time if you
would like to view it again or share it with colleagues who missed the
event.

Ask Me Anything is now on GC Collab!

[CLICK HERE TO JOIN THE GROUP](#)

AMA Team

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