

A vertical rainbow graphic on the left side of the slide, consisting of several vertical bars of color: purple, blue, cyan, green, yellow, orange, and red. The bars are of varying heights and widths, creating a stylized rainbow effect.

Welcome CESBA Educators!

**Making ALLY a Verb:
Inclusion of
Two Spirit and LGBTQIA+
Peoples**



MITCH BORSC (HE/HIM)

- Equity Consultant with HWDSB
- Openly Transgender Educator
- Two Spirit and LGBTQIA+ Advocate


“The privilege of a lifetime is being who you are.” – Joseph Campbell





Land Acknowledgement:

I first want acknowledge that our work and learning is taking place on stolen lands and also give thanks to all Indigenous communities for allowing us to share the territory respectfully and through friendship and peace. As a non-Indigenous person, I am always mindful to speak along side the voices of our local Indigenous nations and never on their behalf. For myself, I honour the Mississaugas of the New Credit First Nation and the Six Nations of the Grand River. I would respectfully ask you to consider your own Indigenous communities at this time in connection to today's topic. Perhaps a point of reflection for us all is learning to be Allies for Two Spirit students and colleagues. By doing so we honour the sovereignty of Indigenous Nations from Turtle Island.



Ally Tip #1 – Pronouns!

Hello, my name is Mitch and I use He/Him pronouns.

Now I need a minimum of 10 Courageous Allies to state their names and lived pronouns to the group!

Why are Pronouns so important?

- They create space for Two Spirit and LGBTQIA+ people
- It opens up conversations to be safer and inclusive
- It normalizes Diverse Gender Identities
- It is a way to convey that you are an Ally
- It is a sign of respect
- It honours and affirms a person's lived reality!



Two Spirit and LGBTQIA+

This acronym is used by HWDSB, other acronyms you may have seen are: 2SLGBTQ+, LGBTQ+ or numerous other forms.

Two Spirit Lesbian Gay Bisexual Transgender

Queer/Questioning Intersex Asexual/Agender/Allies

+ (plus) → encompasses several other identities not specifically listed in the acronym and embraces the idea that our language will continue to grow and change...



Two Spirit and LGBTQIA+

Two Spirit – Defined later

Lesbian – A woman who is attracted to other women

Gay – People who are attracted to people of the same sex OR A man who is attracted to other men

Bisexual – Attraction to people with genders similar or different to your own

Transgender – Defined later

Queer – An umbrella term used by some people to identify with LGBTQ+ communities* (use only when a person identifies as Queer – derogatory)

Intersex – Defined later

Asexual – A person who does not experience sexual attraction

Agender - A person who does not identify as having a particular gender

+ Pansexual – Attraction to others regardless of their gender



Sex and Gender are NOT interchangeable!

SEX

vs.

GENDER

Biological

Social Construct

Assigned at Birth

Is not Static BUT Fluid

FYI: The sex of a newborn is based on 1 sex characteristic that is visible to the Doctor...it's a girl!....or is it?

Sex and Gender are NOT interchangeable!

Fact: There are 5 dominant Sex Characteristics that determine the sex of an individual! 4 are invisible and not used to pronounce the sex of a newborn!

- 1. Their Genitalia**
- 2. Their Chromosomes**
- 3. Their Hormones**
- 4. Their Gonads**
- 5. Their Secondary Sex Characteristics (Puberty)**

Gender is the Narrative to describe Sex!

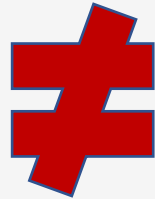
- Gender is SO engrained into society that NOW it comes before a child is born = **Gender Reveal** Parties!
- Gender Roles/Gender Norms **ex. Jobs, Toys, Colours**, etc.
- Gender Stereotypes = **“Tomboy phase”, “Man-up”**, etc.

We constructed Gender to describe our Sex.....now we need to unlearn the **Gender Binary** because there are diverse sexes and genders.

FYI: A naturally occurring 3rd sex is **Intersex** – People born with reproductive or sexual anatomy and/or chromosome patterns that can't be classified as typically male or typically female.

Sexual Orientation and Gender Identity/Expression

“The direction of one's sexual interest or attraction. It is a personal characteristic that forms part of who you are. It covers the range of human sexuality from lesbian and gay, to bisexual/pansexual, straight (heterosexual) and others.”



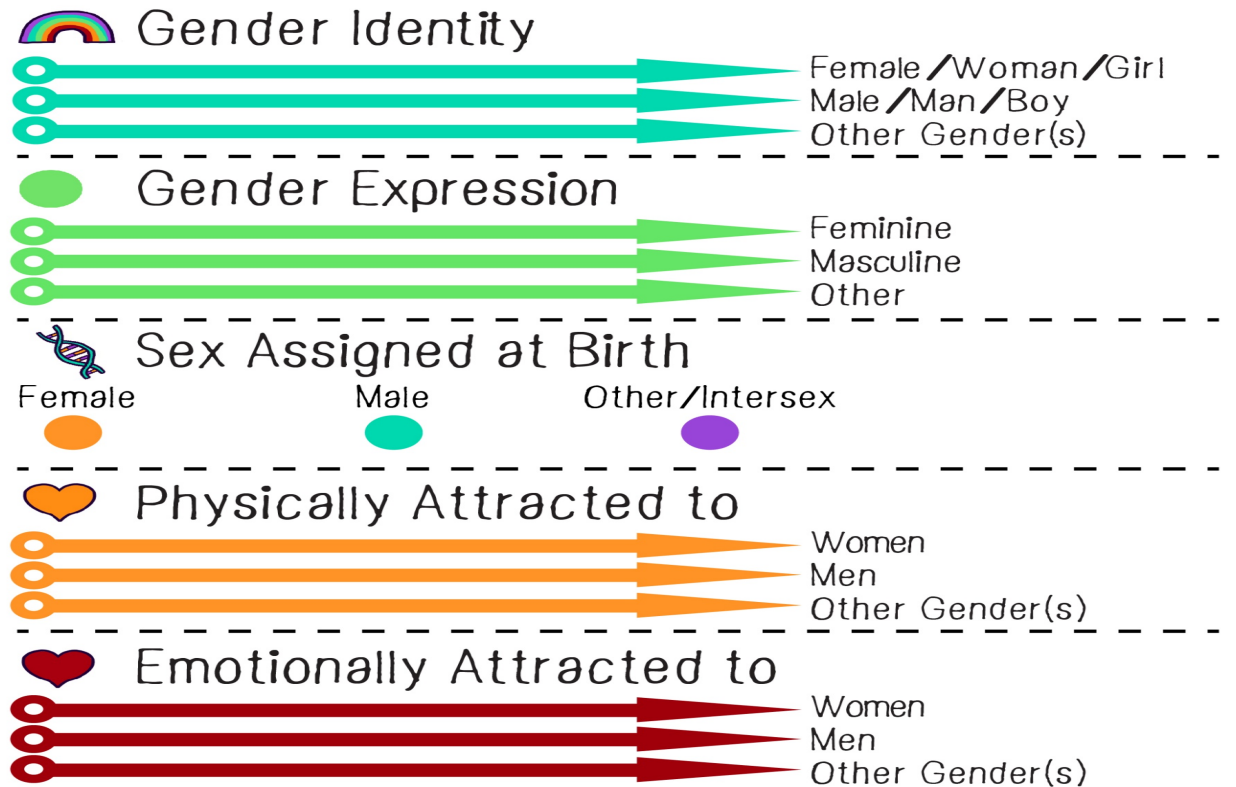
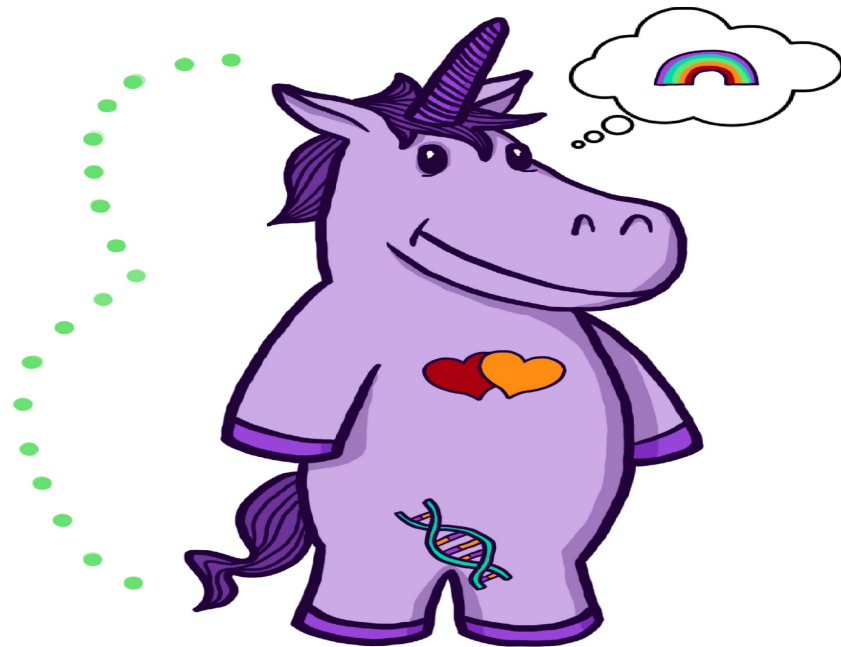
“A person's internal and individual experience of gender. It is a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. Gender Expression is how a person publicly expresses or presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language, voice, and pronouns.”

<https://www.rainbowhealthontario.ca/news-publications/glossary/>

What is the Gender Spectrum?

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

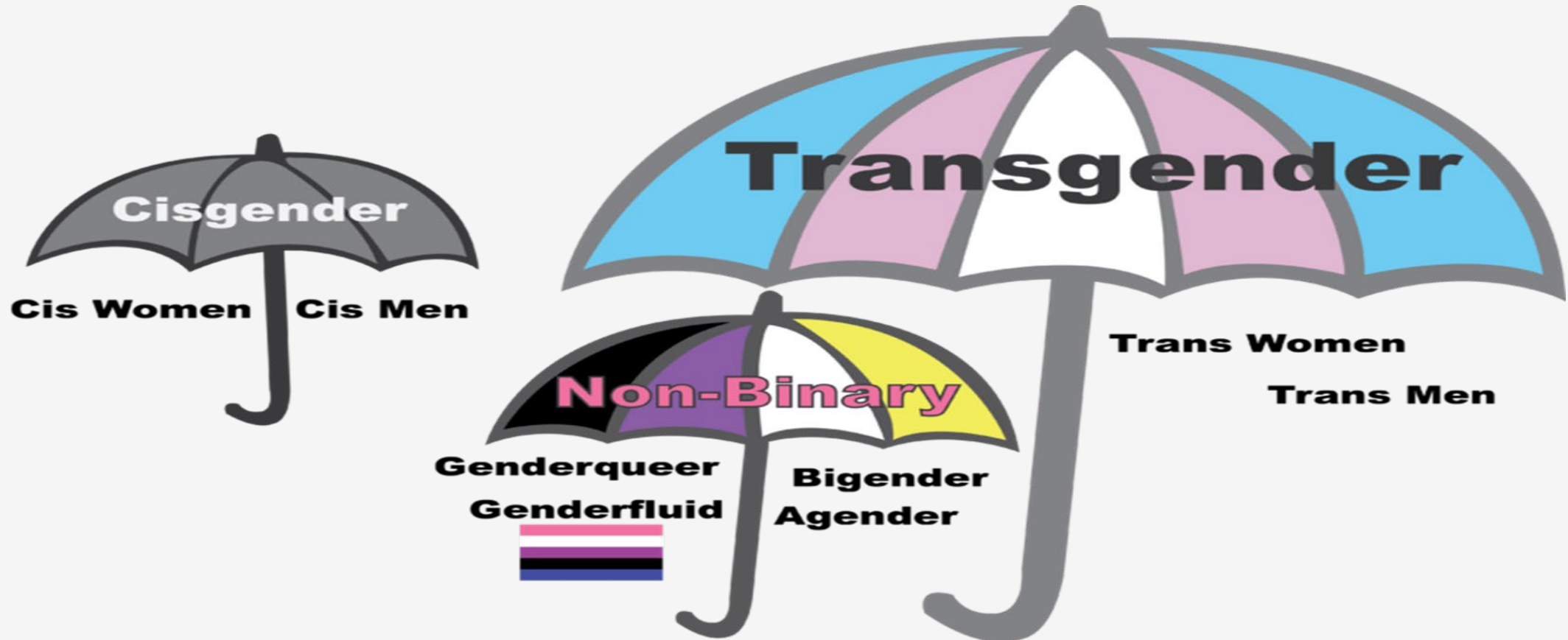
Design by Landyn Pan and Anna Moore

Cisgender? or Transgender?

A cisgender person is someone whose gender identity matches the sex they were assigned at birth.

A Transgender person is someone whose gender identity is different than the sex they were assigned at birth.

Gender Diversity = Cisgender and Transgender



Honouring Two Spirit Peoples

Two Spirit is meant to be an umbrella term that points to the important roles that Two Spirit people held prior to colonization; however, as an umbrella term, specific teachings, roles, meanings, and language must come from the community. For example a Cree 'Two Spirit' person from the plains area could go by *aayahkwew* (roughly translates to "neither man nor woman") while a Mohawk 'Two Spirit' person could go by *Onón:wat* (I have the pattern of two spirits inside my body). Furthermore, the teachings, roles, and responsibilities for a Two Spirit person differs from community to community. https://www.outsaskatoon.ca/two_spirit1



ALLYSHIP = Noun → Verb

Allyship is not an identity [Noun]—it is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people.

Allyship is not self-defined—our work and our efforts must be recognized by the people we seek to ally ourselves with. Our actions and commitment are what change the definition of Ally from a Noun to a Verb.

Practical Tips for Making ALLY a Verb!

Create space by offering your pronouns when you introduce your self to others. For example, your email signature, your classroom door, office space, group conferences, online screen names, etc.

OCT 3rd

International Pronouns Day

TIP: Include your pronouns in your email signature and social media profiles. This can help avoid accidental misgendering.



#FreeToBeMe

Canada

Practical Tips for Making ALLY a Verb!

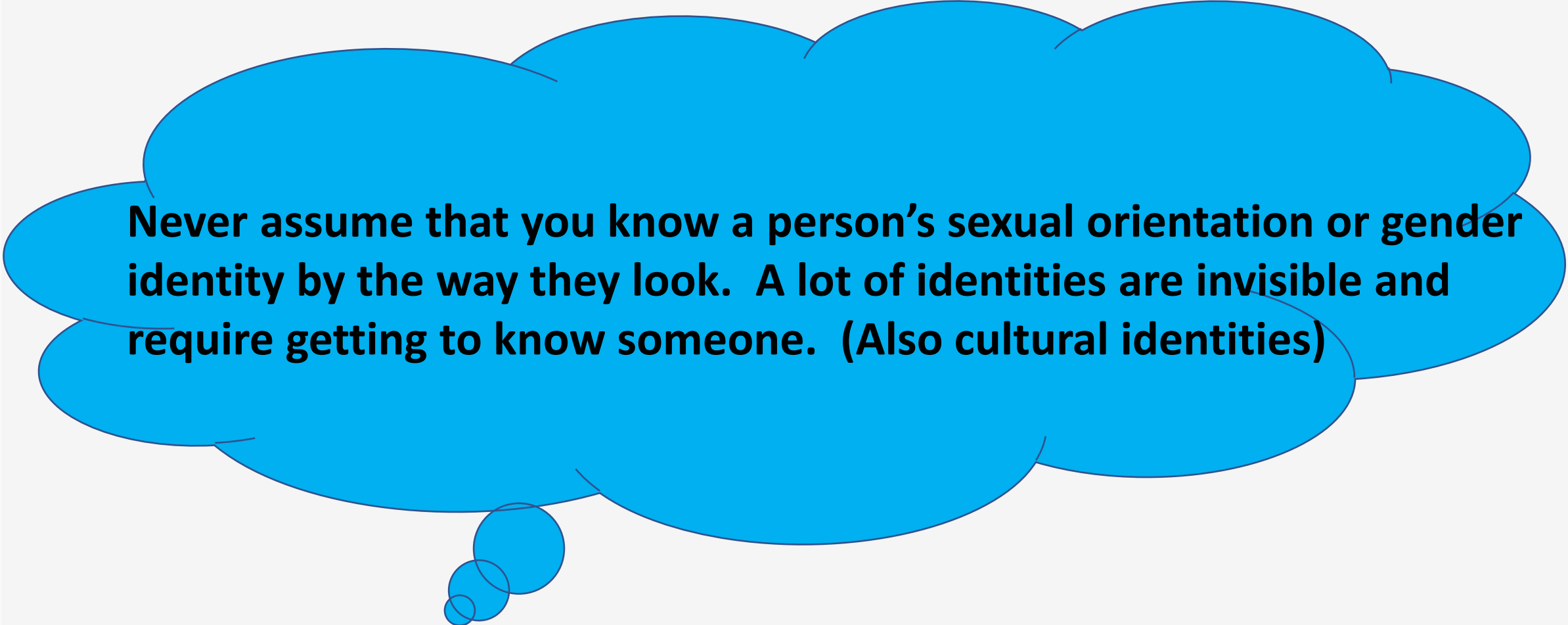
Challenge all occurrences of Heteronormativity – the assumption everyone is straight or heterosexual. Challenge all occurrences of Cisnormativity – the assumption that everyone is Cisgender. ***As a part of this process reflect on your heterosexual privilege and cisgender privilege.***



I'M GAY
I'M LESBIAN
I'M BISEXUAL
I'M TRANSGENDER
I AM LIKE YOU
I AM HUMAN



Practical Tips for Making ALLY a Verb!



Never assume that you know a person's sexual orientation or gender identity by the way they look. A lot of identities are invisible and require getting to know someone. (Also cultural identities)

Practical Tips for Making ALLY a Verb!

Never “out” someone. If a student/colleague has disclosed their sexual orientation or gender identity to you, do not share this information with anyone without their permission to do so. It is their story to share, not yours. Respect the courage and trust they have given you on their journey to their authentic self.



Practical Tips for Making ALLY a Verb!

When addressing a group stop using gendered greetings – such as “boys and girls”, “ladies and gentlemen may I have your attention” or the very common “GUYS”! Try inclusive greeting such as: class, students, friends, folks, team, allies, etc.

Hello Class!

***Hey
Team,
let's get
started!***

***Good morning
students!***

***Attention
Folks!***

Practical Tips for Making ALLY a Verb!

Misgendering and apologising. Apologise, correct, and continue your conversation. Equal proportions for each step – it should flow. Over apologizing makes Two Spirit and LGBTQIA+ individuals want to melt into the floor!



Sorry Mitch!

I meant he.

So, how long
have you...

Practical Tips for Making ALLY a Verb!

Be gentle with yourself; change takes time, patience, and practice. Be honest about your level of understanding, and preparedness (or not) to be an ally! Speak to, read about, or get to know people who are a part of the Two Spirit and LGBTQIA+ communities. Amplify their voices, do not speak for them.



Practical Tips for Making ALLY a Verb!

Never stop learning - language, understanding, and best thinking change all the time. You could take the AQ course for Teaching and supporting Two Spirit and LGBTQIA+ students or other Lunch and Learns. No one is an expert, there is always learning and co-learning to be done.



Questions?



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Please reach out if your question was not answered today or if you think of one later.