



COMMEMORATE 50

Inclusivity Toolkit

Created by

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| **Canada** 

Introduction

Welcome to the Commemorate 50 Inclusion Toolkit.

As the 30th Lieutenant Governor of British Columbia, I am proud to unveil this important resource, which I hope will help to foster a more inclusive and compassionate society.

Championing diversity and inclusion is one of three key themes for my mandate as Lieutenant Governor. It is an issue that I care deeply about – and one that I believe resonates in the hearts of all British Columbians.



Over the past two years, I have travelled across our province, meeting with individuals, community groups, and elected officials. I have been invited into homes, schools, libraries, council chambers, daycares, retirement homes, and community centres.

I have spoken with people from all walks of life, and what I have learned is that the diversity of our population is an enormous strength for our Province.

Recognizing our diversity is an important first step; but, to maximize the potential it offers we must also be prepared to celebrate our differences by taking conscious steps to embrace inclusion in communities, workplaces and educational institutions throughout British Columbia. Inclusion is about creating a Canada in which everyone is valued and respected. It's about nurturing a society where all people – regardless of their race, gender identity, or sexual orientation – are confident in knowing they belong.

This toolkit is the capstone project of our Commemorate 50 initiative; it aims to honour the sacrifices, resilience and many contributions of Canada's LGBTQ2S+ community, from whom we have much to learn.

Our goal is to advise British Columbians on how to become advocates for their friends, family members, colleagues, and neighbours in the LGBTQ2S+ community. I hope it will inspire action by many people and organizations throughout our province.

Over the past 50 years our society has come a long way, but much work remains to be done. Now is the time to embrace inclusion and move forward, together, to forge a brighter future for LGBTQ2S+ Canadians. We all have a responsibility and a part to play.

Thank you.



Background

The year 2020 marks the 50th anniversary of the decriminalization of homosexuality in Canada.

In recognition of this milestone on the road to equality, Her Honour Janet Austin launched Commemorate 50, an initiative funded by Heritage Canada that celebrates the accomplishments and contributions of Canada's LGBTQ2S+ community.

As part of Commemorate 50, Her Honour hosted a workshop at Government House with representatives from LGBTQ2S+ organizations from across British Columbia.

One of the takeaways from the resulting dialogue was the need for a practical, solutions-based toolkit that will enable and empower British Columbians to become allies and advocates for the LGBTQ2S+ community.

The advice and actions identified in this toolkit are the direct result of Her Honour's conversations and consultations with LGBTQ2S+ organizations across our province.

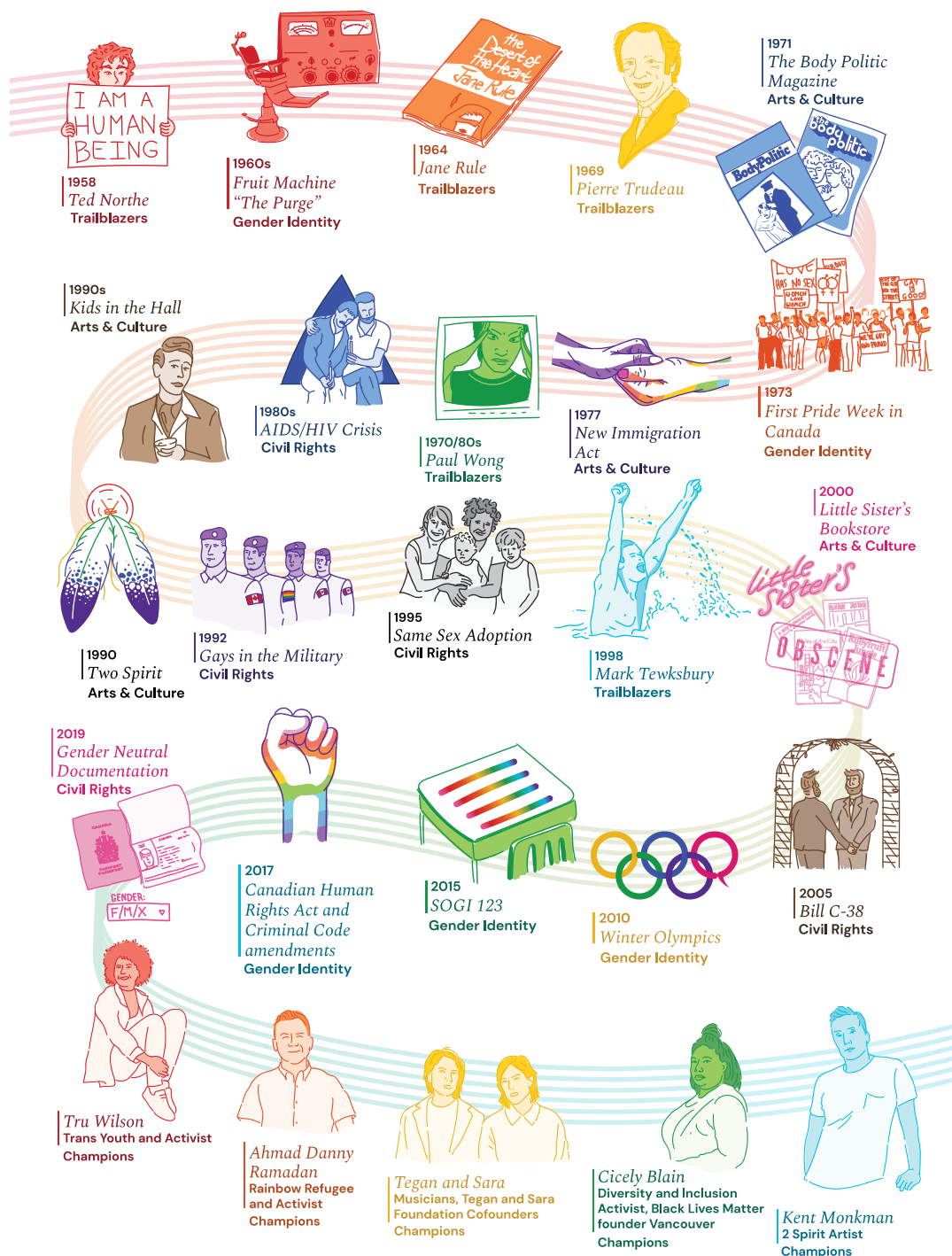


Timeline

Her Honour's consultations with LGBTQ2S+ organizations also identified the need for a visual timeline that shines a light on significant dates, events, and figures in Canadian history who have helped advance equality.

This timeline serves as a visual reminder of the labour, sacrifices, and resiliency of both LGBTQ2S+ trailblazers and current advocates from the late 1950s to present day.

View and download full-size printable versions of the Commemorate 50 Timeline online at:
<http://ltgov.bc.ca/c50>



Five tools for Individuals

1 EDUCATION

Commit to learning about the history and sacrifices of LGBTQ2S+ Canadians. Through education, you will gain a better understanding of the unique challenges and obstacles that LGBTQ2S+ Canadians face each day.

2 DIALOGUE

Get to know more people in the LGBTQ2S+ community. Engage them in conversations and listen with compassion, empathy, and an open mind. Consider volunteering with an LGBTQ2S+ organization in your community to foster new connections and meet new people.

3 ARTS AND CULTURE

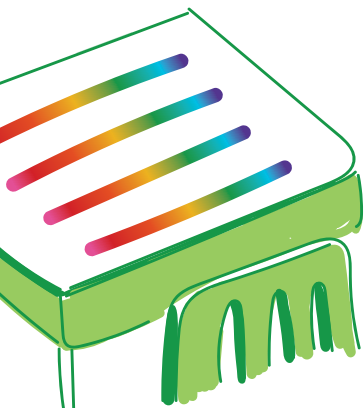
Support and share artwork by LGBTQ2S+ Canadians, including books, films, music, publications, and more. Art is a powerful tool that can help drive positive change in our world.

4 YOUR VOICE

Become an ally and advocate for LGBTQ2S+ Canadians and speak out against all forms of oppression. Stand up for initiatives that will create a more inclusive Canada, such as sexual orientation and gender identity curriculum in schools.

5 YOUR NETWORK

Pass on what you have learned to your friends and family members. Have open and frank discussions about the importance of individuality, respect, and inclusion. Encourage those around you to also become allies.



Five tools for organizations

1 CREATE A STRATEGY

Developing a diversity and inclusion strategy is the first step toward making your organization more inclusive. Your strategy should identify specific goals and objectives and set a benchmark upon which you can measure your progress.

2 ENGAGE YOUR TEAM

Once you have established a strategy, the next step is to create a diversity and inclusion council comprised of senior executives, managers, and employees who will help drive the strategy forward. This should not be a top-down exercise. Be sure to involve representatives from all levels of your team.

3 UPDATE YOUR POLICIES

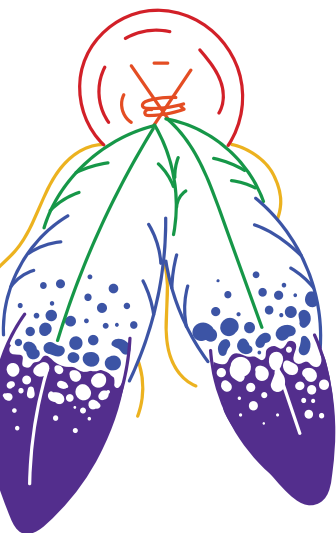
Review your organization's policies and procedures through the lens of inclusion. Does your organization provide gender-neutral restrooms for employees, volunteers, and customers? Do you use accessible and inclusive language in all internal and external communications? Do you have inclusive hiring practices?

4 PROVIDE TRAINING

As an employer, you can help foster a more inclusive workplace by providing training for your staff. Topics could include how to identify and overcome unconscious bias, how to be an inclusive leader, or how to create safe spaces for employees who identify as LGBTQ2S+.

5 BUILD A CULTURE

Hiring quotas are not a shortcut to inclusion. If you want to truly move the dial, you need to ensure that inclusion is woven throughout the fabric of your organization. Promote and profile LGBTQ2S+ leaders in your organization. Ensure a broad range of voices is represented at all meetings and consulted on all decisions. True inclusion is hard work, but in the end, it will pay dividends.



Useful Resources

The strength of this project rests in large part with the advice and guidance of our advisory committee. As a result of this ongoing consultation, in addition to recommendations from members of the committee, the following resources are recommended:

[Canadian Centre for Diversity and Inclusion](#)

[Canadian Human Rights Commission](#)

[The ArQuives: Canada's LGBTQ2+ Archives](#)

[Egale Canada](#)

[PFLAG Vancouver](#)

[Qmunity](#)

[Morgane Oger Foundation](#)

[Rainbow Refugee](#)

[Queer Arts Festival](#)

[Gay and Lesbian Business Association of British Columbia](#)

[Equity and Inclusion Office at the University of British Columbia](#)

[Chair of Transgender Studies and Transgender Archives at UVic](#)

Glossary

LGBTQ2S+

An acronym referring to Lesbian, Gay, Bisexual, Trans, Queer and Two-Spirit (2S) people. The plus symbol represents other identities that may fall under the queer umbrella, including those who may be in the process of questioning or self-discovering their gender identity or sexual orientation.

Lesbian

A woman who is primarily attracted to women. The term originates from the name of the Greek island of Lesbos which was home to Sappho, a poet, teacher, and a woman who loved other women.

Gay

A person who is mostly attracted to those of the same gender; often used to refer to men.

Bisexual

An individual who is attracted to, and may form relationships with, at least two genders. Some bisexual people describe being bi as being attracted to men and women; some bi people consider it being attracted to their own and other genders.

Trans

An umbrella term for a wide range of experiences and identities for people whose gender does not match with the gender they were assigned at birth. Identifying as trans is something that can only be decided by an individual for themselves and does not depend on criteria such as surgery or hormone treatment status.

Queer

A term becoming more widely used among LGBTQ2S+ communities because of its inclusiveness. Queer can be used to refer to the spectrum of non-heterosexual and/or non-cisgender people and provides convenient shorthand for LGBTQ2S+. It is important to note that this is a reclaimed term that was once and is still used as a hate term and thus some people feel uncomfortable with it.

Two-Spirit / 2-Spirit

A term used by many Indigenous communities to describe people with diverse gender identities, gender expressions, gender roles, and sexual orientations. Two-Spirit people were included and respected in most Indigenous communities, sometimes considered sacred and highly revered. Not all people who are Indigenous and gender/sexually diverse will name themselves as Two-Spirit and this is their self-determination. Two-Spirit is something embodied exclusively by Indigenous people and is not to be taken on by non-Indigenous people.

This toolkit contains highlights from a glossary originally created by QMUNITY – B.C.’s Queer, Trans, and Two-Spirit Resource Centre. See their full glossary, as well as other tools and resources, at qmunity.ca/resources.



Glossary

Gender

The social construction of concepts such as masculinity and femininity in a specific culture in time. One may identify as being a man, woman, or another gender. It involves gender assignment (the gender designation of someone at birth), gender roles (the expectations imposed on someone based on their gender), gender attribution (how others perceive someone’s gender), and gender identity (how someone defines their own gender).

Cisgender

Identifying with the same gender that one was assigned at birth. A gender identity that society considers to “match” the biological sex assigned at birth. The prefix cis- means “on this side of,” in reference to the gender binary model. A term used to identify people who are not trans, and the experiences of privilege granted on the basis of being cisgender.

Non-Binary

A continuum or spectrum of gender identities and expressions, often based on the rejection of the gender binary’s assumption that gender is strictly an either/or option of male/men or female/women, based on sex assigned at birth. Non-binary can be both a specific term of identification, and/or an umbrella term.

Pronouns

A word used to refer to someone, without using their name (i.e. “she/her,” “he/him,” “they/their,” etc.) It is important to not make assumptions about the pronouns a person may use about themselves; in the same way you might introduce yourself with your name and then ask for someone else’s name, you can do so with pronouns.

Inclusive Language

The use of gender non-specific language (i.e. “partner” instead of “husband,” or “they” instead of “she”) to avoid assumptions around gender identity and sexual orientation, and to enhance the accessibility of information and services. Educational, social service, and health professionals are especially encouraged to use inclusive language until advised otherwise by the person they are talking to or about.

Ally

A person who supports and celebrates LGBTQ2S+ identities, interrupts and challenges oppressive remarks and actions of others, and willingly explores heterosexist and ciscentric biases within themselves. Being an ally requires action: telling colleagues that their jokes are inappropriate, advocating for the health, wellness and acceptance of LGBTQ2S+ family members, etc.