

LGBTQ2+ Inclusiveness Toolkit for Inclusive Municipalities in Canada and Beyond

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Description

This 48-page Document was written for the Canadian Commission for UNESCO (CCUNESCO) to help municipalities improve their response to incidents of discrimination towards individuals in the LGBTQ2+ community.

Salient Points/Insights

This toolkit identifies recommendations for program practices that are inclusive of the LGBTQ2S community. It addresses key concepts related to gender and sexual orientation, along with appropriate terminology for describing diverse identities in an inclusive environment. The LGBTQ2S community faces significant challenges, and this document describes practices for bridging those gaps. It recommends individual engagement and consultation within the community. As well, it describes policing guidelines to minimize the marginalization and crime experienced by the LGBTQ2S community. The document recommends that human resources departments develop policies that promote inclusion in the hiring and promotion processes.

LGBTQ2S youth and seniors encounter continued challenges. They are vulnerable and at greater risk of many forms of discrimination. For youth, it is crucial to address harassment in school, cyberbullying, and cyberstalking. LGBTQ2S seniors are particularly vulnerable and require specific support.

Lastly, infrastructure and recreation should foster positive environments that are safe and inclusive among users. The document identifies concerns related to health, sports, and recreation, and suggests improvements to ensure healthcare services are responsive and promote equal access for all.

Questions for reflection

As you examine this document, consider the following questions:

- The document identifies LGBTQ2S youth and seniors as particularly vulnerable. To what extent does this also apply to LGBTQ2S immigrants?
- How familiar are you with the suggested terminology? How important would it be to teach this terminology in ESL contexts?

- Is your classroom a safe and positive environment for your learners? Which of the suggested recommendations for infrastructure, healthcare, or recreation would also be relevant to your institution or to your classroom?
- Are you aware of LGBTQ2S support services that your learners could access?

Keywords

LGBTQ2S community, cyberbullying, cyberstalking, vulnerable sectors

Reference

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