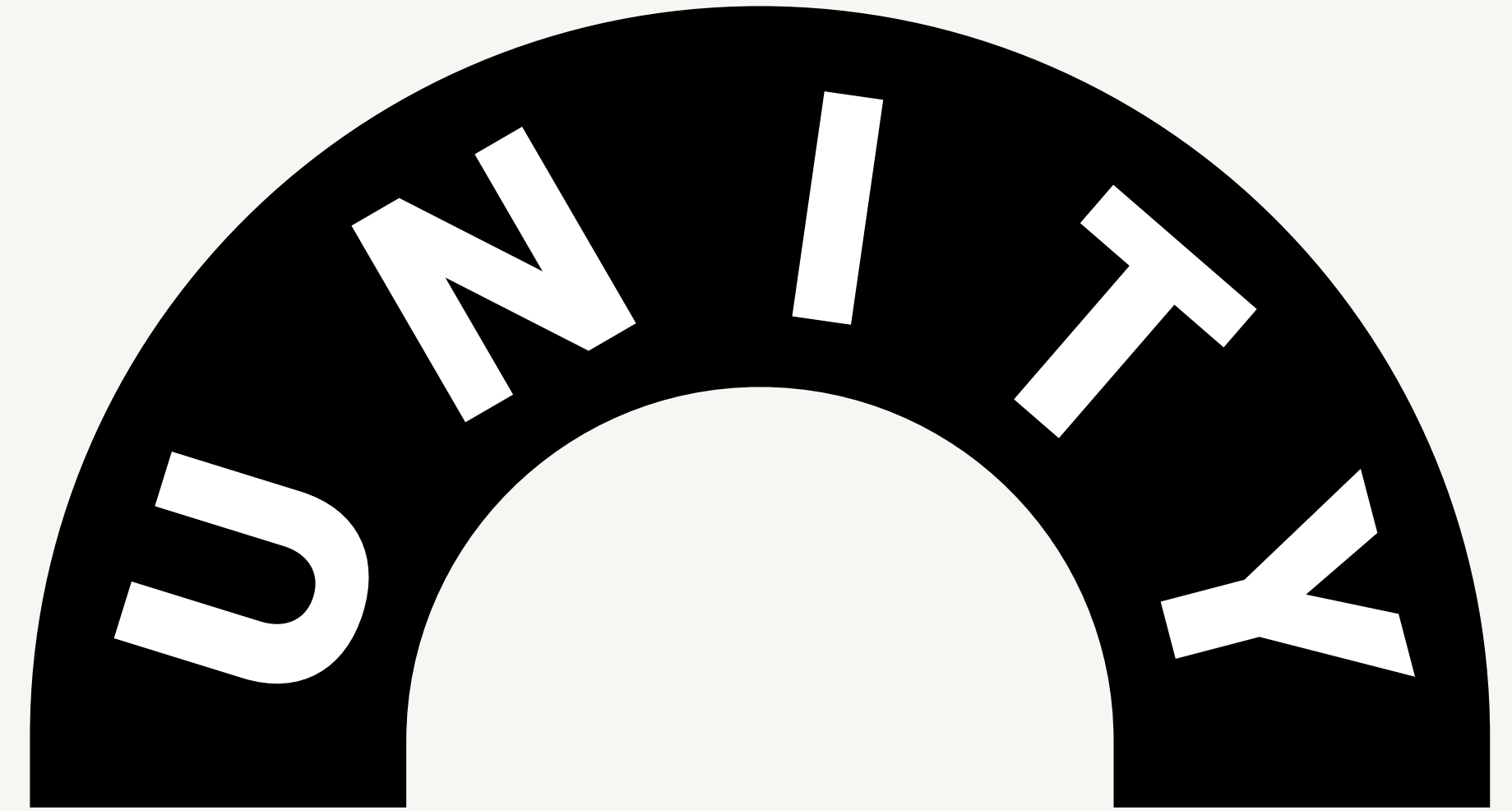


Creating a more inclusive Canada



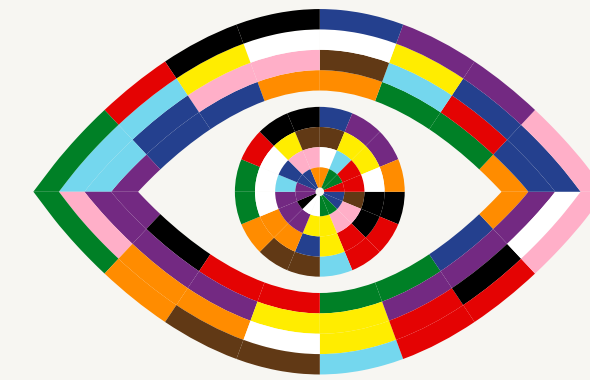
What is Unity?



An element of the Federal
2SLGBTQI+ Action Plan designed to
help create a more inclusive future.

What you'll see today

Three modules that will help you learn how to:



Spot a stigma



Debunk the bias



Speak up for 2SLGBTQI+ communities

What do all of these letters mean?

2SLGBTQI+



2SLGBTQI+ terminology and acronyms are continuously evolving. You may have seen, or be more familiar with, a different version of this acronym. The 2SLGBTQI+ acronym is the result of a call from communities to be more inclusive and is the one used by the Government of Canada.

2SLGBTQI+



- 2S Two-Spirit**
- L Lesbian**
- G Gay**
- B Bisexual**
- T Transgender**
- Q Queer**
- I Intersex**
- + Additional sexually and gender-diverse communities**

**Canada's
2SLGBTQI+
communities
need allies.**

What's an ally?

A person who isn't part of the 2SLGBTQI+ communities but supports their rights and freedoms.

A person committed to learning about the various challenges these groups face and taking concrete steps (even small ones!) to support them.

There's no right way to support 2SLGBTQI+ communities, and support can look different from one person to another.

What can allyship look like?

- **Sharing accurate information when presented with stigma.**
- **Telling someone why their language is harmful.**
- **Reminding colleagues of someone's correct pronouns.**
- **Truly listening to the experiences and views of individuals from 2SLGBTQI+ communities.**

Canada needs allies now more than ever.

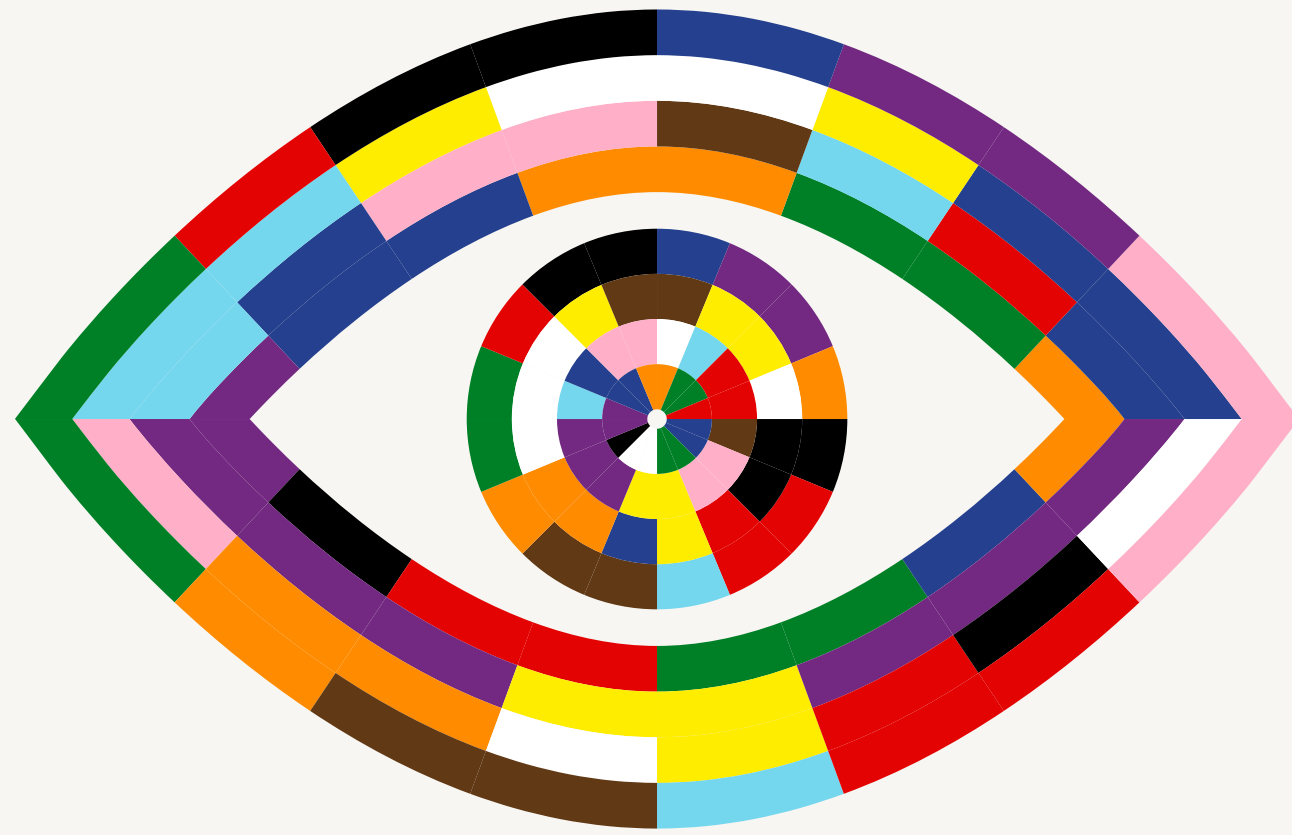
2SLGBTQI+ people represent 13% of Canada's homeless population, despite only representing 4% of Canada's general population. They're also more likely to experience mental health challenges and discrimination in the workplace compared to non-2SLGBTQI+ individuals.¹ In addition, from 2020 to 2023, the number of police-reported hate crimes targeting sexual orientation rose 245%.²

Allies help break down these barriers, building a more inclusive society where everyone can feel supported and thrive.

➤ [¹Source link](#)

➤ [²Source link](#)

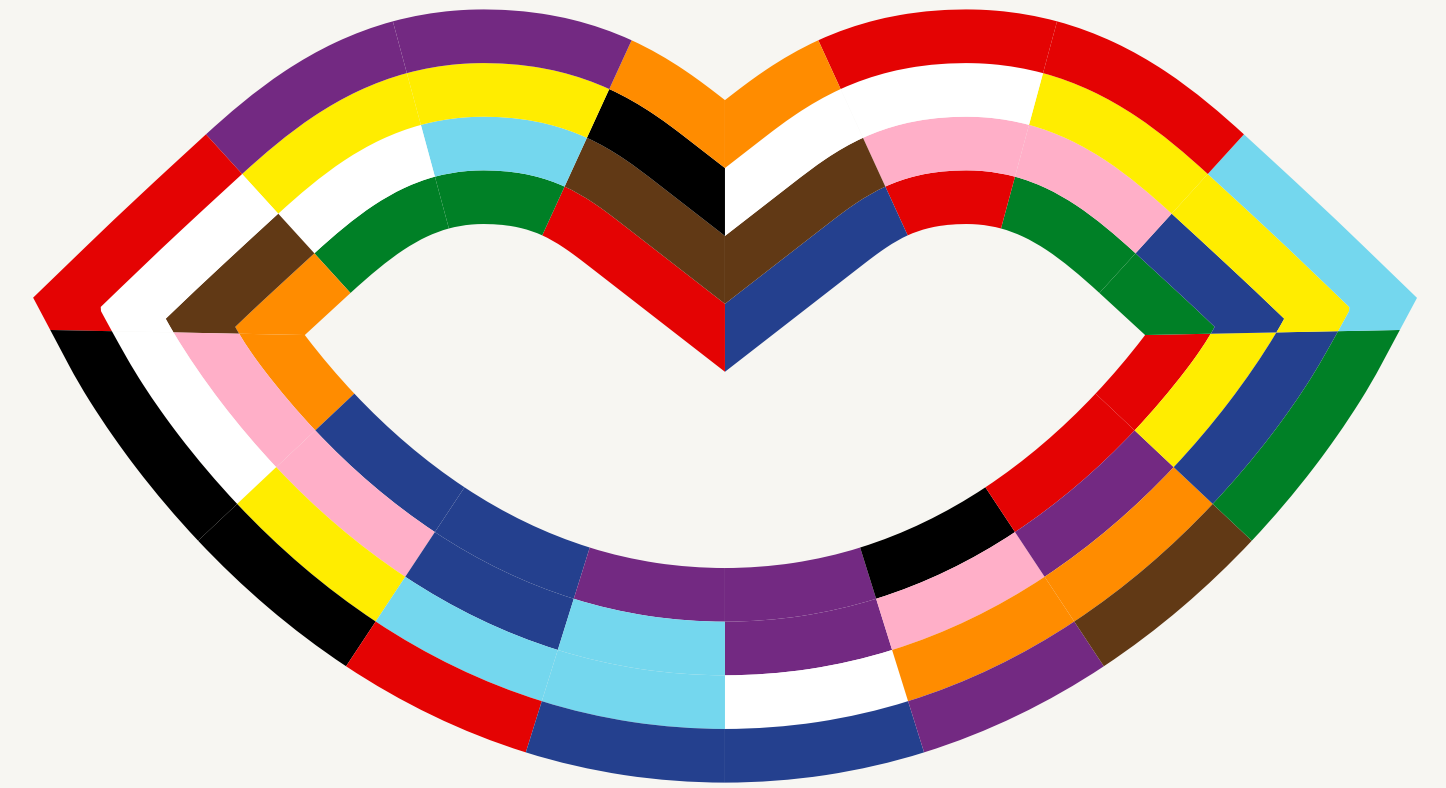
Let's start your journey with Unity's three modules:



Spot a stigma



Debunk the bias



Speak up

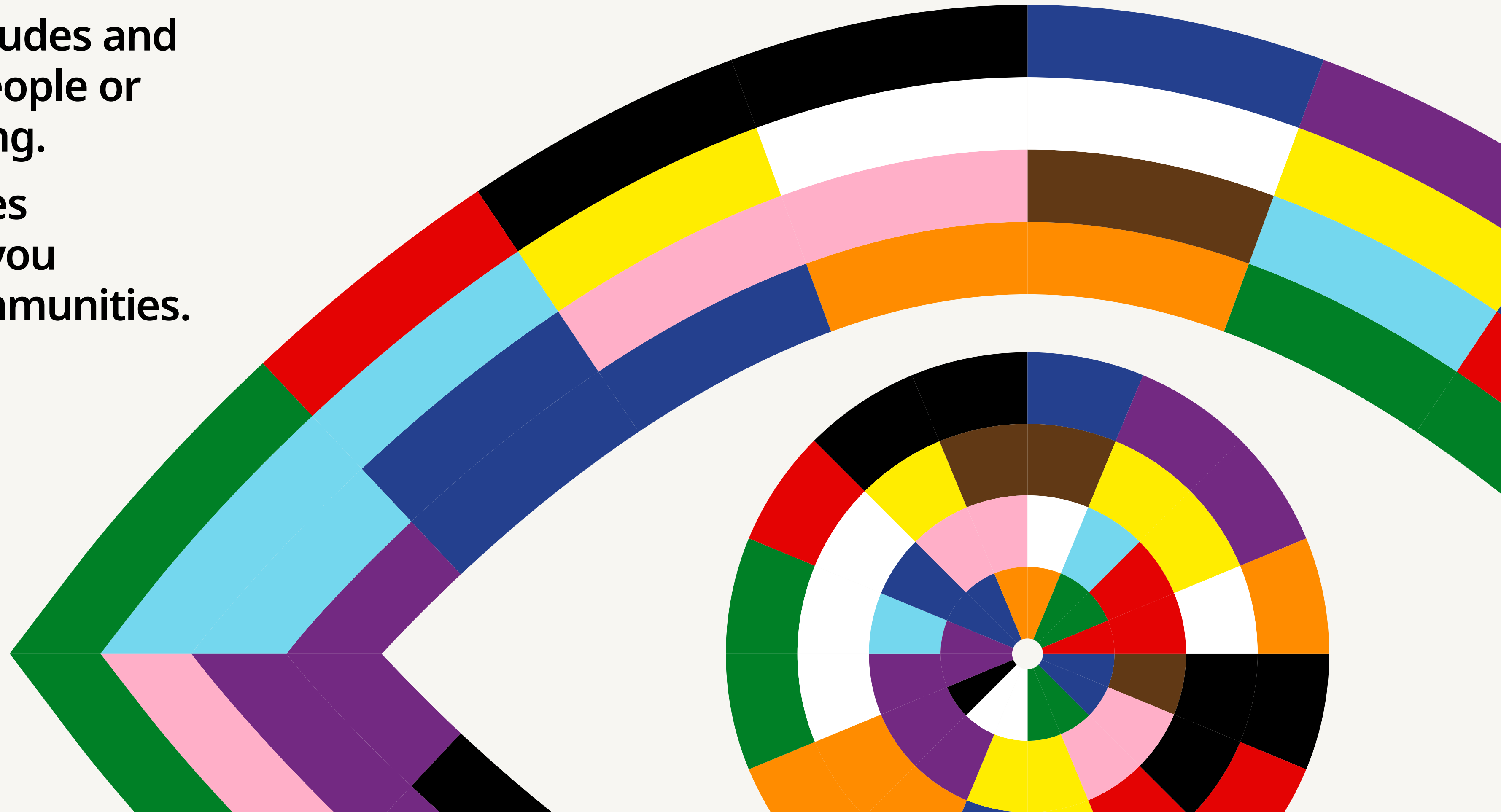
Spot a stigma

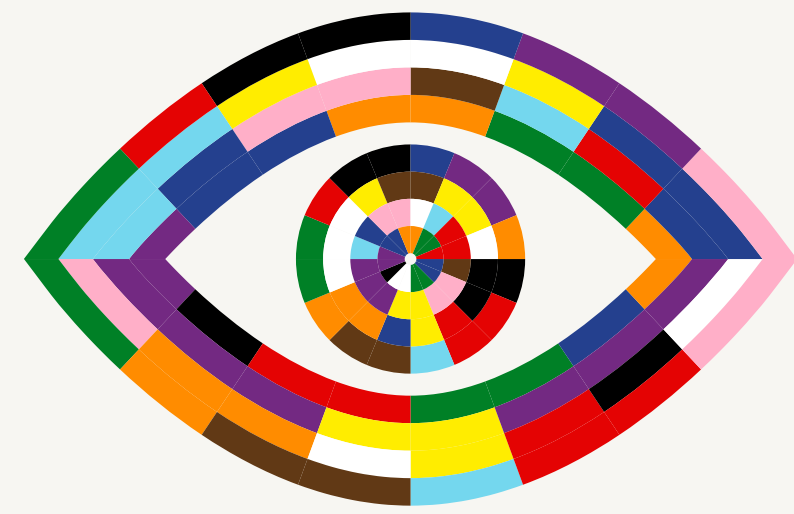


Spot a stigma

Stigma refers to negative attitudes and false beliefs that a group of people or society hold towards something.

Try spotting common examples of stigma and reflect on how you currently view 2SLGBTQI+ communities.

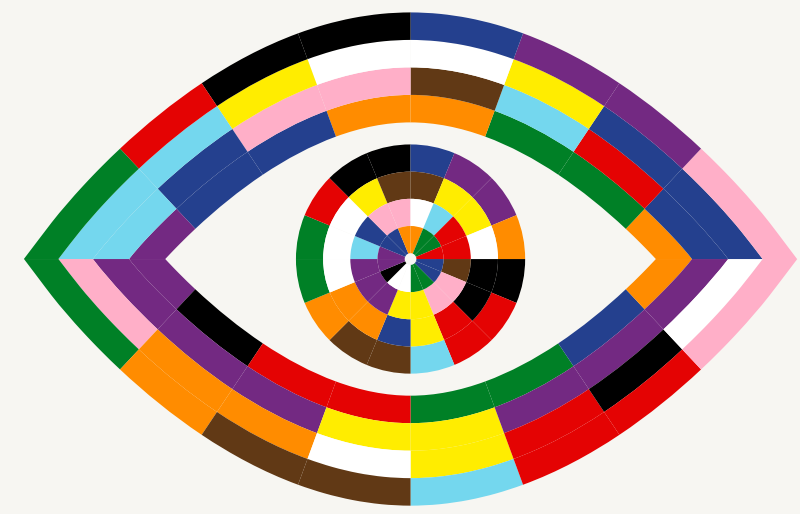




Spot a stigma

- 1 **Based on biological sex, there are only two genders—man and woman.**

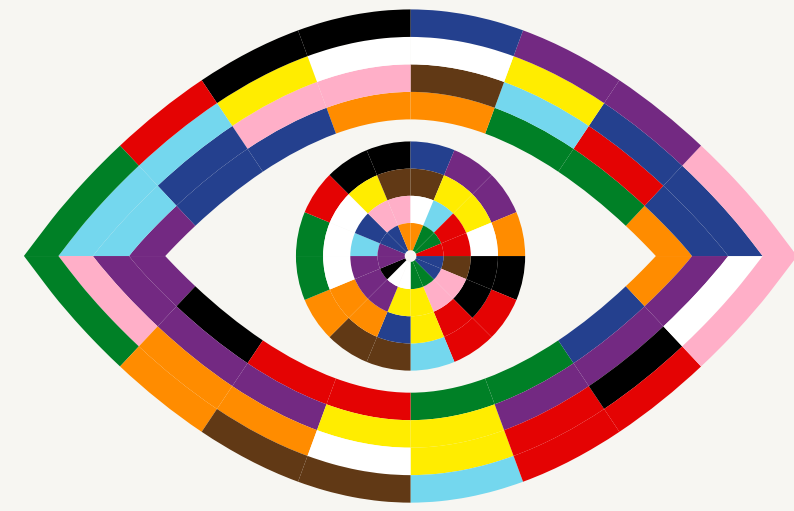
This false belief is a stigma. Someone's gender identity and expression extend beyond their biological sex.



Spot a stigma

2 Being 2SLGBTQI+ is a choice.

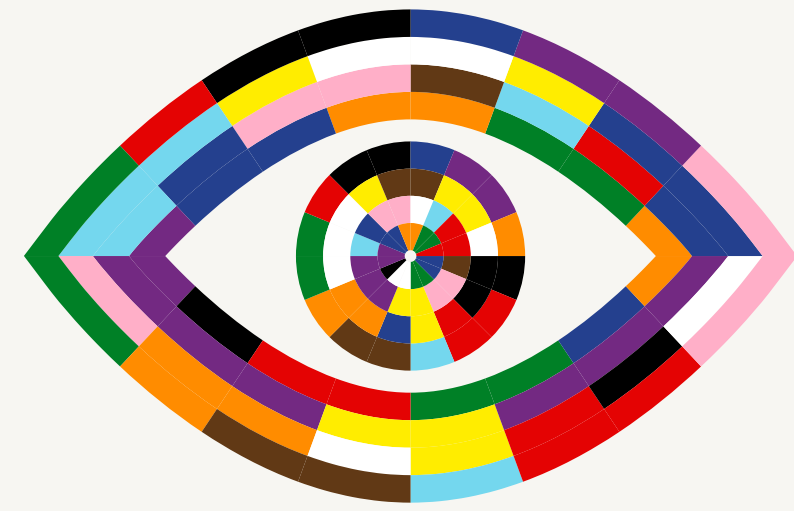
This false belief is a stigma. Just like someone can't choose their height, being 2SLGBTQI+ is not a choice.



Spot a stigma

3 2SLGBTQI+ people only live in big cities.

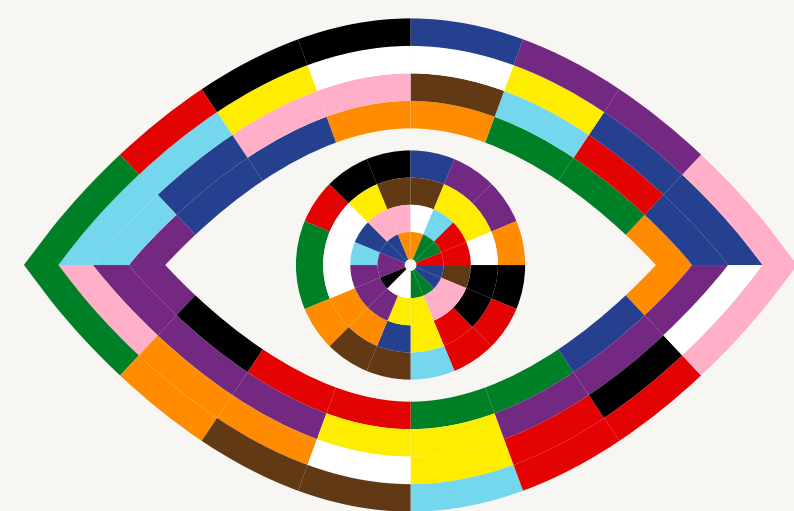
This false belief is a stigma. While some prefer living in big cities, just like straight people, 2SLGBTQI+ people live in communities of all sizes.³



Spot a stigma

- 4** You can tell if someone is a part of the 2SLGBTQI+ communities based on how they dress or act.

This negative attitude is a stigma. You can't determine if someone is part of the 2SLGBTQI+ communities solely based on how they dress or act.



Spot a stigma

- 5** There are many sexual orientations beyond gay and straight.

This is true—no stigma here! Although gay and straight are the most commonly identified sexual orientations, there are more that make up the 2SLGBTQI+ communities.

To explore more common stigmas, visit Canada.ca/Unity.

Take action as an ally

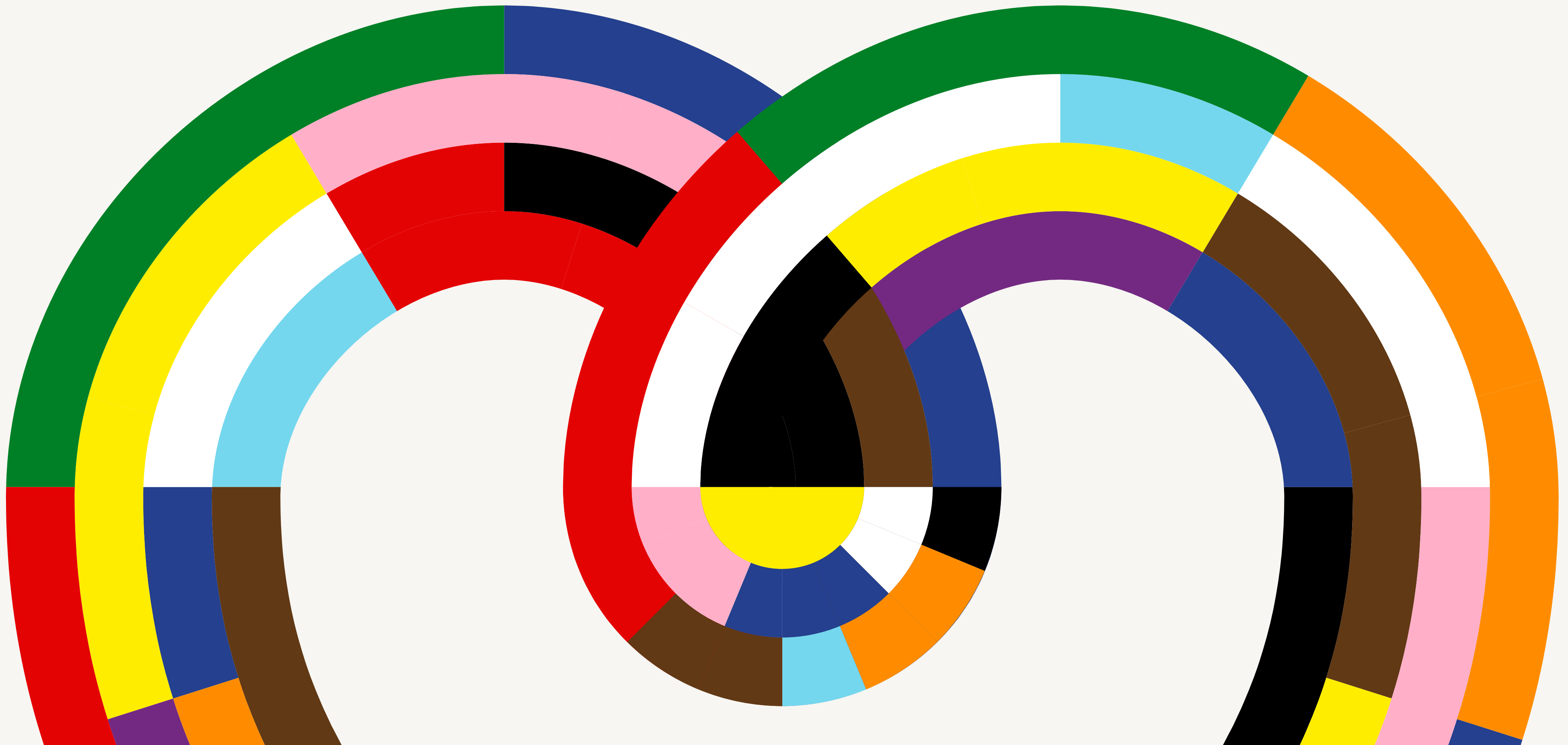


Reflect on any assumptions you may have about 2SLGBTQI+ communities.

Keep an eye and ear out for common examples of stigma.

Be ready to address stigma with facts.

Debunk the bias



Debunk the bias

Bias refers to believing that some people or things are better than others. Let's go through ways that can help you learn to debunk bias.

Visit Canada.ca/Unity to learn the truth about common biases.





Debunk the bias

Reflect

Consider if the information is helpful or productive. Would you like people making assumptions about you that aren't true? Would you like people spreading rumours that could be hurtful to your livelihood?



Debunk the bias

Research

Before repeating information, take a moment to research if the information is true or appropriate and if it's from a trusted source. Trusted sources include Canada.ca, peer-reviewed research, and accredited organizations.



Debunk the bias

React

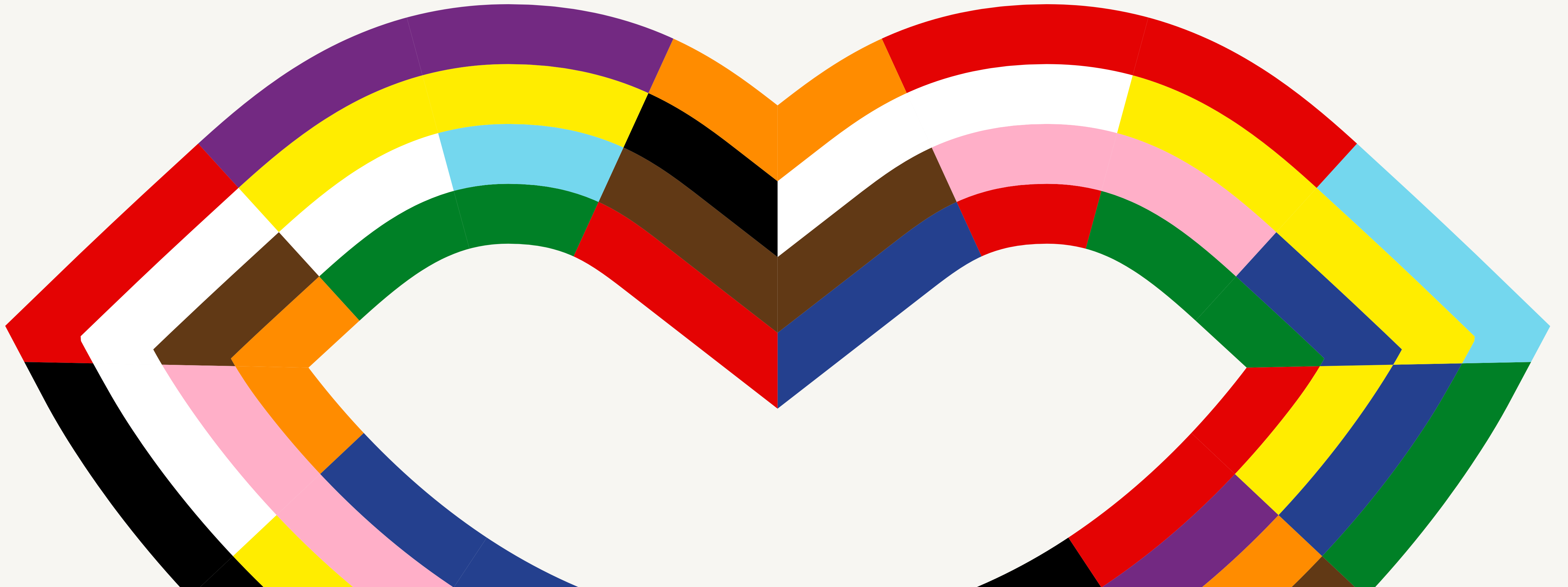
Be open-minded. Learning new information can make us uncomfortable since it may challenge what we're familiar with. Be open to new ideas, perspectives, and the experience of others.

Take action

Here are three exercises to help you think about how bias affects 2SLGBTQI+ communities.

- 1 Think about a part of your identity that matters greatly to you—your cultural heritage, for example. Now, imagine if people around you had no interest in learning about that part of you and switched the topic whenever it was brought up.
- 2 Try writing down your thoughts and experiences with the terms biological sex, gender identity, and gender expression. It's a way to reflect on your understanding and identify if there's anything that isn't clear.
- 3 Here's another thought experiment—are there some sports where you think a gay man would make a better coach than others? If yes, what are your reasons? Are these facts or is this bias?

Speak up



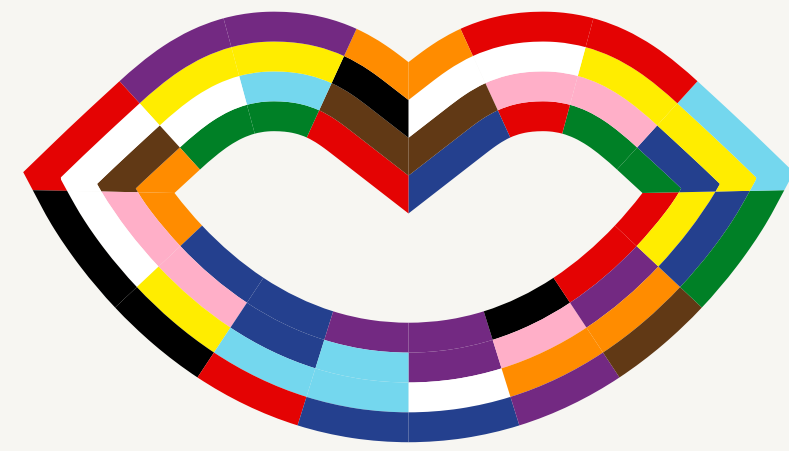
Speak up

Ensuring those around you feel welcome creates a more supportive environment for all. Learn how you can make spaces more inclusive for 2SLGBTQI+ people.



“... I’ve actually had to say something to someone at work to say, ‘Hey, I’m not sure if that’s appropriate... I feel uncomfortable with your remarks.’”

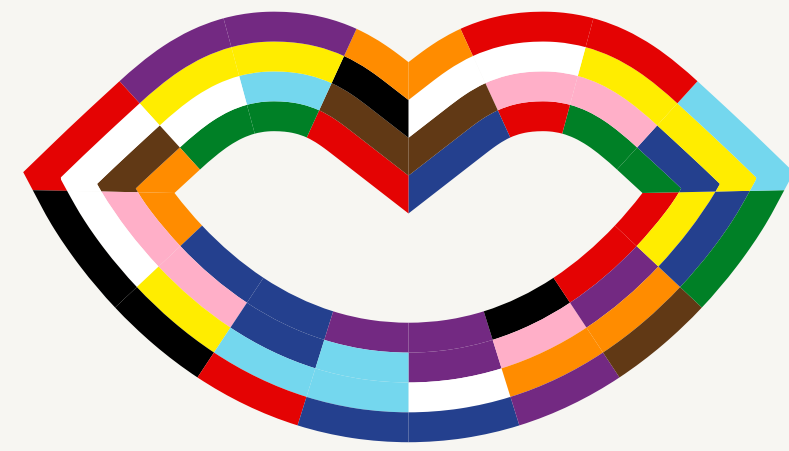




Speak up

Try:

Using gender-neutral terms like “people,” “honoured guests” or “everyone” instead of “ladies and gentlemen” or slang like “guys.”



Speak up

Try:

Looking at someone's name tag or email signature to see if their pronouns are listed.

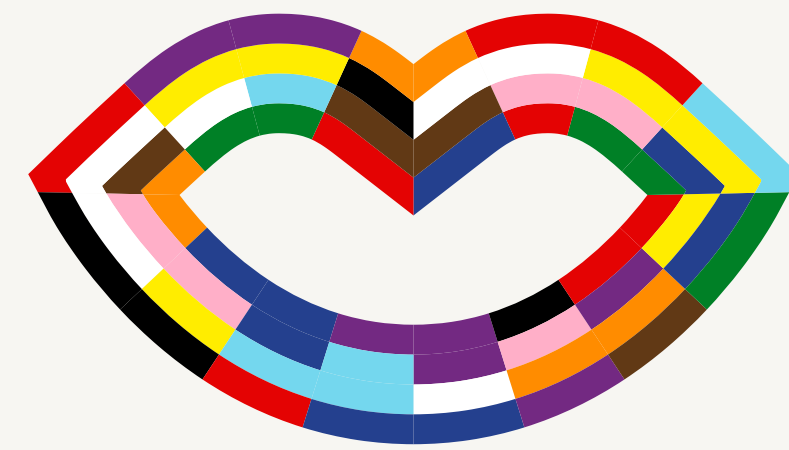
Even if you think they're obvious, sharing your own pronouns when introducing yourself can help normalize inclusive practices.



Speak up

Try: Staying informed.

Try your best to stay up to date on 2SLGBTQI+ terminology and challenges that present barriers to social and economic inclusion. By adopting a lifelong learner mindset, you're actively supporting your community as a whole.



Speak up

Try: Marking special events on designated days that are important to 2SLGBTQI+ communities.

Celebrate important days like the International Day Against Homophobia, Biphobia, and Transphobia on May 17, Bisexual Awareness Day on September 23, and the Transgender Day of Remembrance on November 20. Discussing and marking them can be a great way to demonstrate that you're committed to creating an inclusive space.

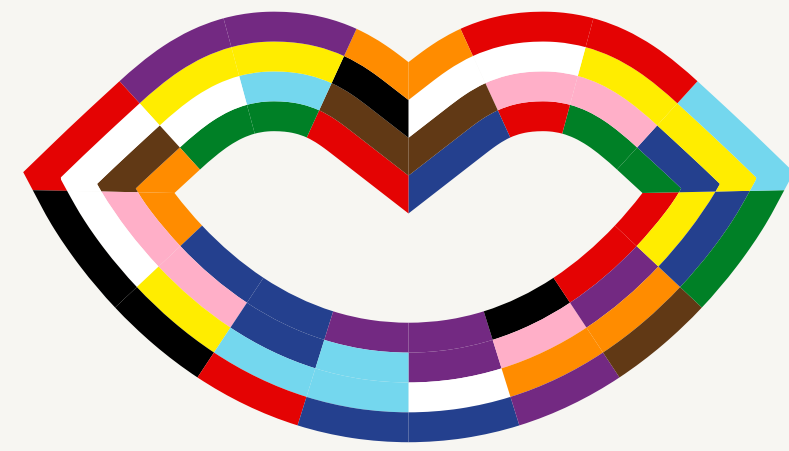


Speak up

Try:

Taking an interest in the lives of your 2SLGBTQI+ colleagues.

Treat your 2SLGBTQI+ colleagues like anyone else. Just as you would with your other coworkers, ask them about their weekend or their hobbies, and celebrate their milestones (if they're comfortable with that).



Speak up

Try:

Respecting your colleagues' pronouns.

Make sure you use the pronouns that your colleagues have shared with you.

Avoid assuming based on someone's appearance.

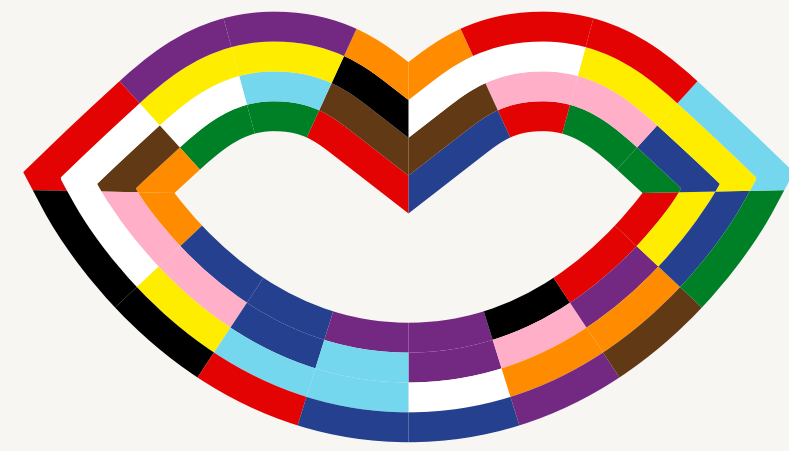


Speak up

Try:

Trusting in your own ability to deal with change.

Maybe your non-binary colleague is the first 2SLGBTQI+ person you've met. Or your coworker was previously in a relationship with a woman and is now dating a man. Trust yourself and stay confident in your ability to be respectful to your coworkers.

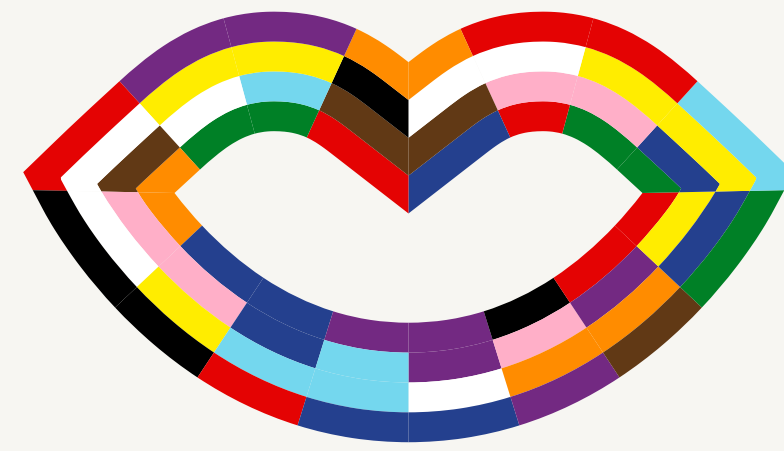


Speak up

Avoid:

Overcorrecting yourself if you misgender someone.

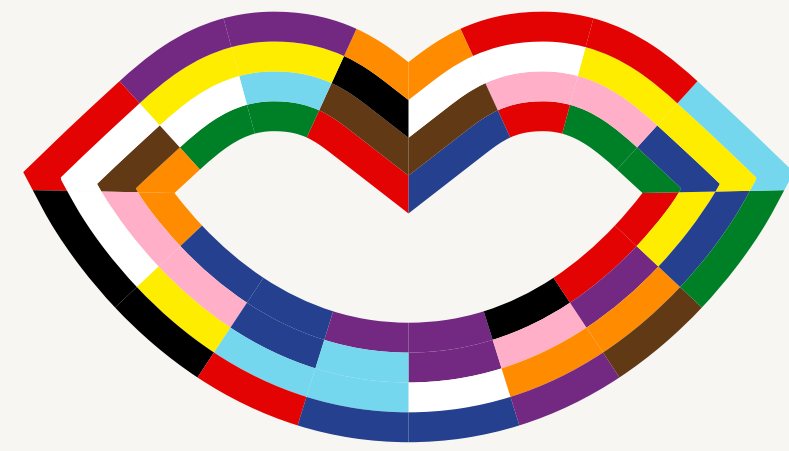
Simply correct yourself and continue with the conversation.



Speak up

Avoid: Making assumptions about someone.

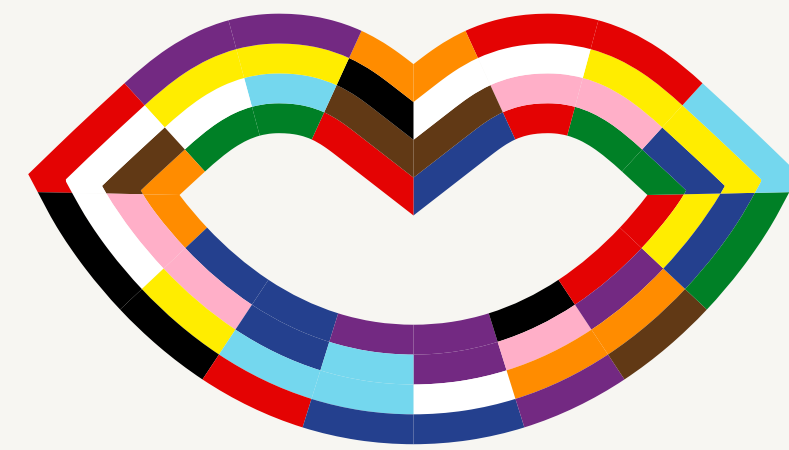
Try to use inclusive language when asking someone about their life. For example, use terms like “partner” or “spouse” instead of “husband” or “wife.”



Speak up

Avoid: Staying silent.

You might come across a situation where someone misgenders someone else or makes a comment rooted in stigma or bias. If you feel safe to do so, speak up by politely correcting them.

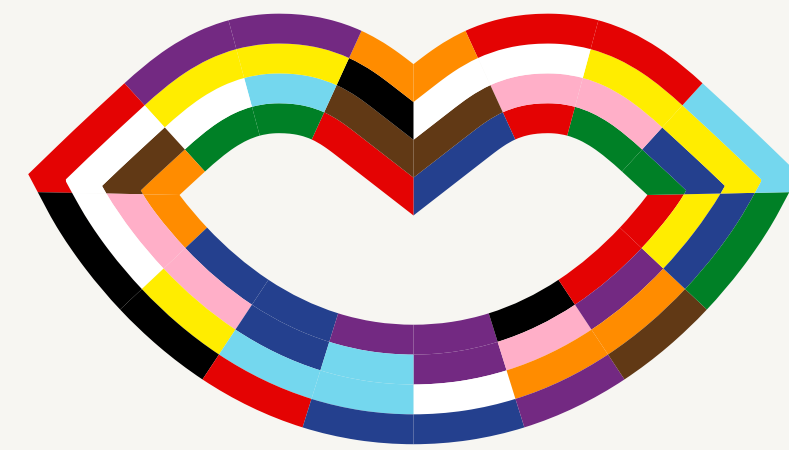


Speak up

Avoid: Assuming that 2SLGBTQI+ employees will feel comfortable reporting harassment, even though these individuals can often be victims of harassment.

If you can, be supportive—this can mean offering moral support, sharing information on how to report harm at work, or speaking in confidence to your superiors.

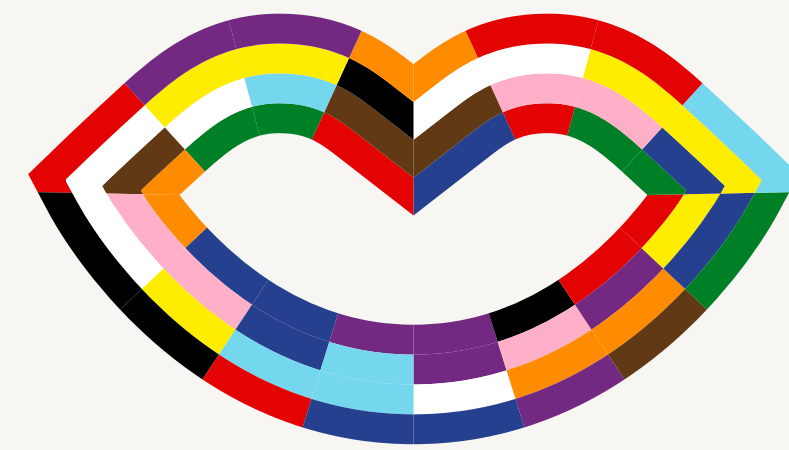
If you see something, do something. It's up to all of us to create safer workspaces, not only those being harassed.



Speak up

Avoid: Assuming your coworkers aren't members of the 2SLGBTQI+ communities.

If you're showing your new coworker around the building, make sure to point out where all the bathrooms are, not just the one that you think matches their gender. If you're hosting a social event, tell everyone they're welcome to bring a plus one or their spouse or partner instead of assuming they're in a straight relationship.



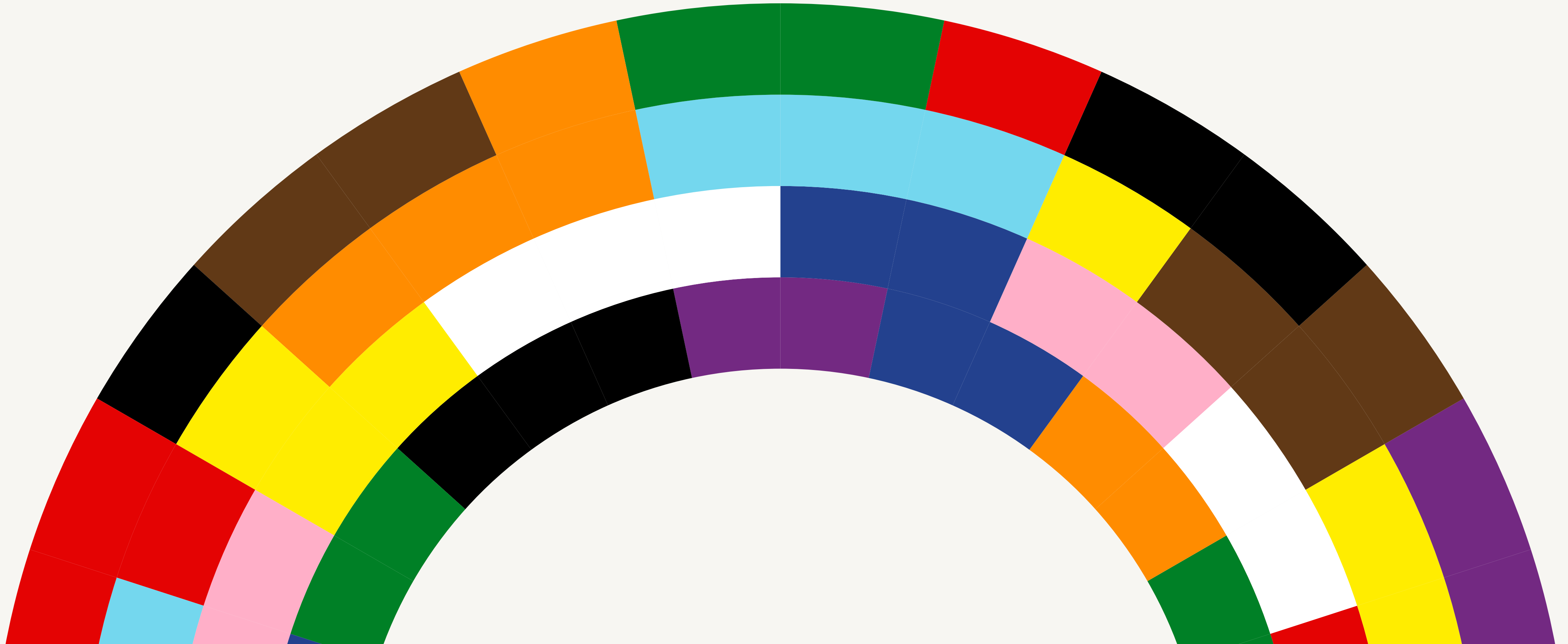
Speak up

Avoid: Viewing 2SLGBTQI+ employees as designated spokespersons for their community.

Don't assume that all 2SLGBTQI+ employees want to be a part of Diversity and Inclusion boards in the office. Being part of a group or community doesn't mean someone wants to represent it all the time.

To learn more ways to support 2SLGBTQI+ communities, visit Canada.ca/Unity.

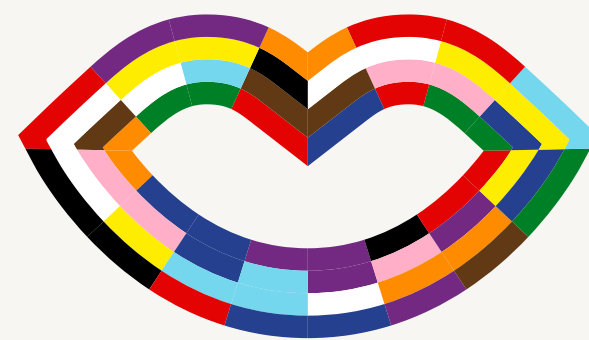
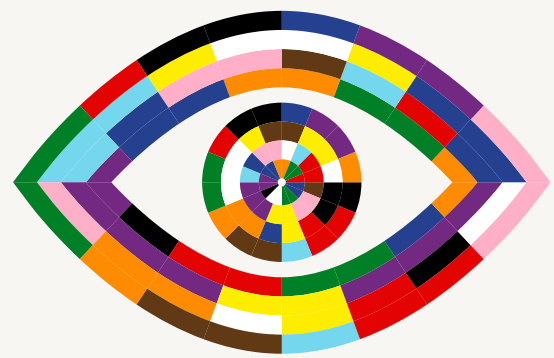
Take *action*



Congratulations!

You've learned how to spot a stigma, debunk the bias, and speak up.

Now you can put into practice what you've learned and show your support for 2SLGBTQI+ communities.



What else can you do?

Visit Canada.ca/Unity for more resources and information.

Share the Unity campaign with people who you think might benefit from it.



A large, multi-layered arch graphic composed of various colored segments. The colors include brown, orange, light blue, red, black, yellow, pink, purple, dark blue, green, and white. The arch is centered in the upper half of the image, with the text 'Thank you' positioned below it.

Thank you