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Tikinagan

Child & Family Services

2SLGBTQ+ Resources in Northwestern Ontario

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Egale

Some of the resources in this guide have been adapted from Egale Canada for educational purposes. Visit [Egale.ca](https://www.egale.ca) to learn more.

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The image above represents the Progress Pride Flag, created by American artist Daniel Quasar in 2017. The main section of the flag (background) includes the traditional Pride flag as seen in its most widely used form, originally created by Gilbert Baker and is left intact to honour the legacy of the meaning of the stripes, which were: life, healing, sunlight, nature, harmony/peace, spirit.

The trans flag stripes (blue, pink, white) and marginalized community stripes (black, brown) were shifted to the hoist of the flag and given a new chevron shape. The arrow points to the right to show forward movement, while being along the hoist edge shows that progress still needs to be made.

The Trans Pride flag was originally created by Monica Helms in 1999.

The use of black and brown was originally conceptualized and created into the More Color, More Pride flag in Philadelphia, PA, introduced by Amber Hikes in 2017.

The use of a black stripe to represent those lost during the AIDS crisis, referred to as the Victory Over AIDS flag, was suggested by Sergeant Leonard Matlovich. It is elevated here to bring awareness to the stigma surrounding those living with HIV. Red also represents AIDS Awareness and the constant search for a cure.



INTRODUCTION



Kaa-iishi-Waabamidiziwaach Tikinagan's 2SLGBTQ+ Committee

At Tikinagan Child & Family Services, we have a 2SLGBTQ+ Committee called Kaa-iishi-Waabamidiziwaach, which means “how the people self-identify” in Oji-Cree. Our committee advocates for diversity and inclusion for both our staff and the communities we serve. Our staff are equipped to understand the challenges that 2SLGBTQ+ people and allies experience in our communities when seeking support.

To help you on your journey, our committee has compiled a number of safe contacts, resources and information for those who may need help on their journey to understanding themselves, their loved ones, foster children, or anyone in their lives who may identify under the 2SLGBTQ+ umbrella.

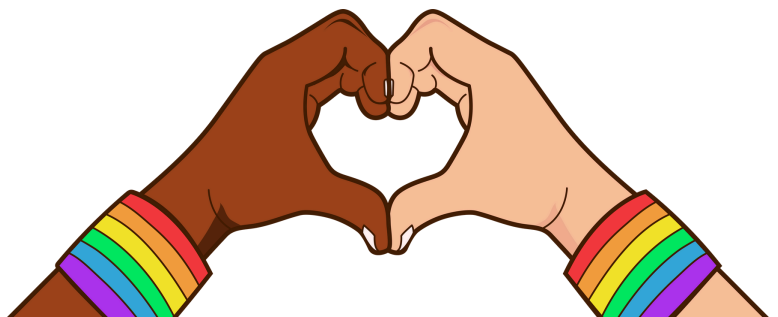
Tikinagan provides family support and intervention services for families who are experiencing difficulties, and works to help these families find the resources needed to overcome them. Whenever possible, we work to help children and families stay together, and to help parents care for their children.

Mamow Obiki-ahwahsoowin is the Tikinagan service model. In Ojibway/Oji-Cree, Mamow Obiki-ahwahsoowin means, “Everyone working together to raise our children.” It is a system of protecting and caring for children and supporting families that has been designed and is delivered by First Nations people in our 30 communities.

In the spirit of Mamow Obiki-ahwahsoowin, Tikinagan strives to be a diverse and inclusive organization that supports equality and is committed to fostering a supportive environment for all. We do not discriminate based on race, colour, ancestry, place of origin, religious beliefs, physical or mental disability, age, marital status, source of income, gender identity or gender expression. We are all in this together, equally, to be effective and professional for the communities we serve.

Kaa-iishi-Waabamidiziwaach would like to thank you for using this resource guide to better support queer people, especially youth, in your community. Our committee is always happy to provide guidance to Tikinagan employees, but also to all of the communities we serve.

A digital version of this guide is available on our website!
Visit tikinagan.org/resources to find a downloadable version.



Components of Human Identity

This is a friendly infographic that visually represents four components of human identity. The terms associated with each category are ever evolving. Here are just a few:

UMBRELLA TERMS

Many terms related to 2SLGBTQI identities fall into more than one category.

Two Spirit



Questioning

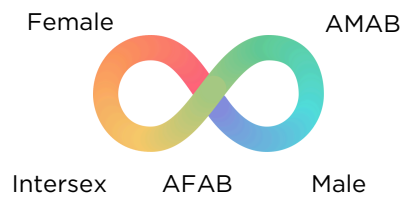
Queer





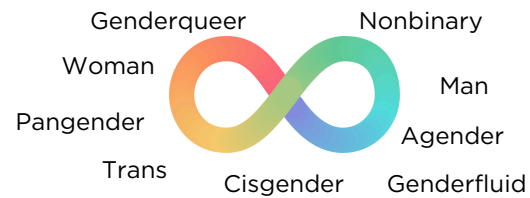
ASSIGNED SEX

The biological classification of a person as female, male or intersex. It is usually assigned at birth based on a visual assessment of external anatomy.



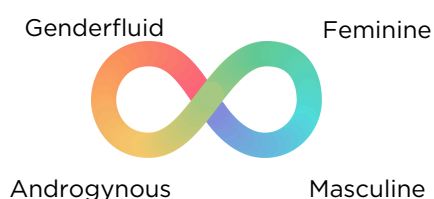
GENDER IDENTITY

A person's internal and individual experience of gender. It is not necessarily visible to others and it may or may not align with what society expects based on assigned sex.



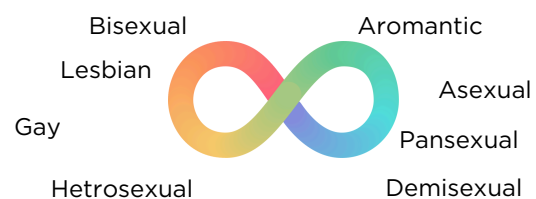
GENDER EXPRESSION

The way gender is presented and communicated to the world through clothing, speech, body language, hairstyle, voice and/or the emphasis or de-emphasis of body characteristics and behaviours.



ATTRACTION

Often referred to as a sexual orientation, attraction describes a person's potential for emotional, spiritual, intellectual, intimate, romantic and/or sexual interest in other people and may form the basis for aspects of one's identity and/or behaviour.



Responding with Allyship

Want to act in allyship but not sure of what to do when you see or hear hurtful or offensive behaviour? Here are some tips and some ideas on how to respond:

Figure out what the problem is.

Does the problem lie in:
Attitude?
Language?
Behaviour?

Focus on the effects.

It's not about what someone meant to do, it's about the effects that it had on other people.

Try not to judge a person as "good" or "bad".

It is about the way they behave and act.

Sometimes it may not be the right situation for you to give a direct response. Here are some ideas you can use:

Use non-verbal signals to indicate that you do not comply with the discrimination.

Give a questioning glance

Refuse to react or laugh

Leave

Redirect the conversation away from discrimination.

Change the subject

Repeat what you heard without the discriminatory language

Directly responding to something harmful that you witness is a good way to use your privilege to act in allyship.

Here are some ideas you can use:

Bring it back to common values.

At our business, we treat others with respect. I think that statement is disrespectful. In this club, we don't talk about people that way

Explain the effects.

Your comment is hurtful to myself and others, it leads to discrimination and marginalization.

Ask for more information.

*What do you mean?
How did you come to that conclusion?
Why is that funny?*

Point out the hurtful behaviour.

That comment is transphobic, here's why...

It's not okay to stereotype people.

That was my first reaction too, but then I realized...

I used to think the same thing, then I started to question why I thought and felt that way.

Refer to your own journey

Clarify what you heard.

*I think I hear you saying that all _____ are _____.
Is that what you mean?*



Responding with Allyship

Allyship is a verb; it is the continuous practice of doing the work of standing up for marginalized groups. Allyship is not an identity we can claim where we can give ourselves credit for previous practices. Instead, the title of being an ally should only be bestowed to us by the groups that we have continually stood up for and stood in solidarity with.



LISTEN

- Listen to the experiences and perspectives of 2SLGBTQI people.
- Respect the experiences and perspectives of 2SLGBTQI people.
- Acknowledge their validity (even if you don't understand them).
- Look for opportunities to expand your understanding (learn through media, attend events, meet 2SLGBTQI community members, and learn about local services and supports).
- Remember, your learning is your responsibility – avoid asking 2SLGBTQI people to answer all of your questions (not all 2SLGBTQI people are comfortable acting in an educator role nor is it their responsibility to provide you with education).

REFLECT

- Be open to feedback and think critically about how your behaviour or actions might impact other people.
- Reflect on and question the stereotypes and negative assumptions held by yourself and others.
- Avoid assuming how people identify. Listen for, or politely ask, what pronouns people use.
- Always assume 2SLGBTQI people or their loved ones are in the room. Consider how they might be impacted by the tone, spirit, and direction of the conversations you are having.
- Observe the way other folks around you act as allies, even within the smallest ways.
- Remember, everyone's experience of gender and sexuality is different and it is impossible (and unfair) to ask one person to speak on behalf of an entire identity group!



PRACTISE

- Intervene when you witness offensive behaviour or language.
- Use inclusive language to ensure that all feel welcome and respected.
- Challenge policies, practices, and procedures that exclude or fail to address 2SLGBTQI people.
- Apologize regardless of intent. Everyone makes mistakes in an ally role; how you respond after an error is brought to your attention is what matters most.
- Make your apology swift and move on; dwelling on your mistake and how you feel makes you the centre of attention.
- Be courageous! Don't be afraid to learn, ask for more information and provide support.

Pronoun Usage Guide

To be inclusive and respectful of gender diversity, use the gender-neutral pronoun set, they, them, theirs, when referring to any person whose pronouns you do not know until you have a chance to find out what they are.

Today we have a guest speaker coming in. They are an expert in marine biology. Please give them a warm welcome!

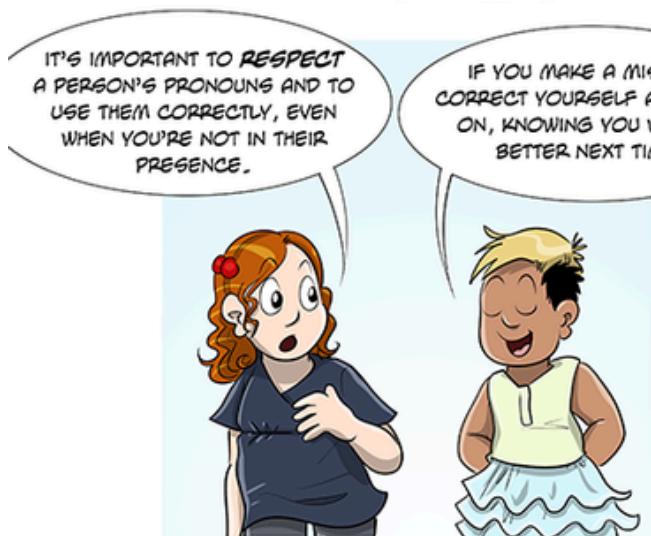
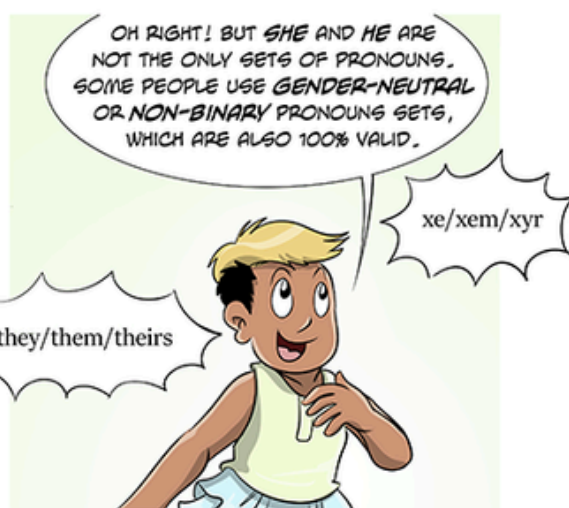
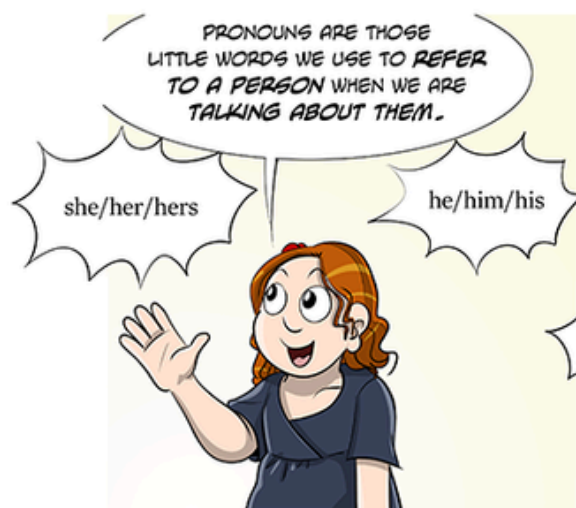
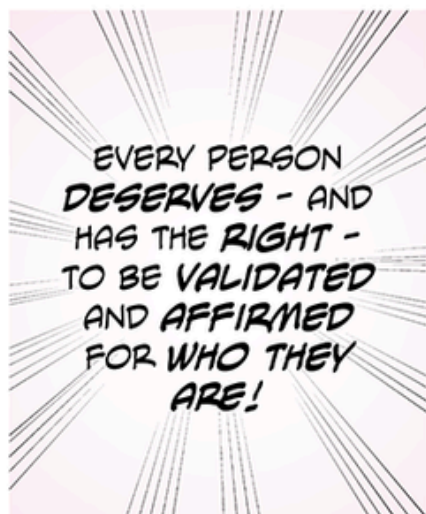
If you have trouble remembering someone's pronouns, it is always best simply to ask for the reminder! It is also important to ask if you may use these pronouns in front of other people.

Hi Fae! How was your vacation? Can you remind me what your pronouns are again?

While it is normal to take practice when adopting a new habit, it is also important to demonstrate genuine effort. If you accidentally use the wrong pronoun when referring to someone, even if they are not present, simply correct yourself and commit to getting it right next time.

Did you hear that Fae wrote her own, sorry, I mean, their own play over the summer? Sh..They even wrote a score to go with it!

Everyone makes mistakes, it is okay. After you have apologized, do not dwell on your mistake. Remember it is not the responsibility of the person you have misgendered to address your feelings about having slipped up.



Local Resources Across Northwestern Ontario

Dryden

Beyond the Prism - 2SLGBTQQIA+ Advocacy and Education NWO

Tiffany Thompson

Email: beyondtheprismnwo@gmail.com

Website: beyondtheprism.ca

Phone: (807) 323-1170

Facebook: facebook.com/profile.php?id=61551709483775

Dr. Francois Doiron - Dingwall Medical Clinic (requires referral)

Website: dingwallmedicalclinic.ca

Phone: (807) 223-6683

Dryden High School - RADish GSA (Gender & Sexuality Alliance)

Meetings on Mondays in Room 130 at 11:30 AM

Contact Rainbow Alliance Dryden for more info

Rainbow Alliance Dryden

Email: rainbowalliancedryden@gmail.com

Facebook: facebook.com/rainbowalliancedryden

Instagram: [@rainbowalliancedryden](https://instagram.com/@rainbowalliancedryden)

Fort Frances

Borderland Pride

Email: borderlandpride@gmail.com

Website: borderlandpride.org

Facebook: facebook.com/borderlandpride

Instagram: [@borderlandpride](https://instagram.com/@borderlandpride)

Kenora

Kenora Pride

Email: kenorapride@gmail.com

Facebook: facebook.com/kenorapride

Instagram: [@kenorapride](https://instagram.com/@kenorapride)

Lac Seul First Nation

Ever Sick! Indigenous
Performing Arts & Entertainment

Jordan-Robert Angeconeb

Email: jordan@eversickarts.ca

Instagram: [@eversickarts](https://instagram.com/@eversickarts)





Sioux Lookout

Ally - St. Andrews Church - Aileen Urquhart

Ally - OPP Liaison Officer - Cst. Andrea Degagne

Club GSA (Gay Straight Alliance)

Meetings at Sioux North High School Library (Mondays)

Northern Clinic - Dr. Justin Bell and Dr. Lindsay Hancock

Phone: (807) 737-5182

Fax: (807) 737-2994

Northwestern Health Unit - Sexual Health

Website: nwhu.on.ca/our-services/sexual-health

Phone: (800) 830-5978

Queers in Sioux Lookout (QuISL)

Facebook: facebook.com/groups/146921725111195 (private group)

Sioux Lookout First Nations Health Authority

Approaches to Community Wellbeing

Email: acwinfo@sfnha.com

Website: sfnha.com/health-services/approaches-to-community-wellbeing

Harm Reduction Program

Tianna Jacobson - Harm Reduction Health Promoter

Email: tianna.jacobson@sfnha.com

Website: sfnha.com/health-services/approaches-to-community-wellbeing/harm-reduction

Red Lake

Red Lake Pride

Email: friends@rlifc.ca

Facebook: facebook.com/redlakepride



Thunder Bay

Rainbow Collective of Thunder Bay

Email: info@rainbowcollectiveofthunderbay.com

Website: rainbowcollectiveofthunderbay.com

Facebook: facebook.com/rainbowcollectivetbay

Instagram: @rainbowcollectivetbay

Thunder Bay District Health Unit

Website: tbdhu.com/LGBTQ2s

Thunder Bay Indigenous Friendship Centre

Building Gender Diverse Communities Program & Creating Safer Spaces Project
(2SLGBTQ+ Mentor and SAGE Liaison Worker)

Email: bgdc@tbifc.ca & sage@tbifc.ca

Phone: (807) 345-5840

Facebook: facebook.com/ThunderBayIndigenousFriendshipCentre

Instagram: @officialtbifc

Thunder Pride Association

Email: hello@thunderpride.ca

Website: thunderpride.ca

Facebook: facebook.com/ThunderPride

Instagram: @thunderpridetbay

Other

Egale Canada

Website: egale.ca

Phone: (416) 964-7887

Facebook: facebook.com/egalecanada

Instagram: @egalecanada

YouTube: youtube.com/egalecanada

Other (continued)

LGBT Youthline

Email: info@youthline.ca

Website: youthline.ca

Text: 647-694-4275

Facebook: facebook.com/lgbtyouthline

Instagram: [@lgbtyouthline](https://instagram.com/lgbtyouthline)

YouTube: youtube.com/user/lgbtyouthline

NAN Legal - 2SLGBTQ+

Website: nanlegal.on.ca/2slgbtq

Rainbow Resource Winnipeg

Email: info@rainbowresourcecentre.org

Website: rainbowresourcecentre.org

Facebook: facebook.com/RainbowResourceCentre

Instagram: [@rainbowresourcecentre](https://instagram.com/rainbowresourcecentre)

YouTube: youtube.com/channel/UCAqu81yxHC4Cl2MnQUKSwnA

Welcome Friend Camps (located near Sault Ste. Marie)

Website: welcomefriend.ca/camp/gear-and-activities



Websites and other helpful links

2SLGBTQI Terms and Definitions

egale.ca/awareness/terms-and-definitions

2SLGBTQI Event Safety Toolkits

egale.ca/awareness/safetytoolkits

Additional Resources: Trans and Nonbinary Youth Webinar

egale.ca/awareness/trans-and-nonbinary-youth-resources

Adults Supporting 2SLGBTQI Youth

egale.ca/awareness/adults-supporting-2slgbtqi-youth

Affirming Adults in the School Community

egale.ca/awareness/safe-return-to-class

Anti Oppression Toolkit

thunderpride.ca/anti-oppression-toolkit-1

Faith and 2SLGBTQI Youth

egale.ca/awareness/faith-and-2slgbtqi-youth

Gender and Sexuality Galaxies – Comprehensive Sexual Health Education Tool

actioncanadashr.org/gender-and-sexuality-galaxies

Genderbread Person: Components of Human Identity

egale.ca/awareness/the-genderbread-person

Guide for the Development of an LGBTQ Youth Suicide Prevention Strategy

egale.ca/awareness/guide-for-the-development-of-an-lgbtq-youth-suicide-prevention-strategy

How Do I Come Out?

egale.ca/awareness/how-do-i-come-out-2

Lesbian, Gay, Bisexual, Trans & Queer identified People and Mental Health

ontario.cmha.ca/documents/lesbian-gay-bisexual-trans-queer-identified-people-and-mental-health

Preparing Students for the Transition of a Trans or Gender Diverse Peer

egale.ca/awareness/preparing-students

Pronoun Resource for Teachers

egale.ca/awareness/pronoun-resource-for-teachers

Pronoun Usage Guide

egale.ca/awareness/pronoun-usage-guide

LGBT Youthline - Request Outreach Materials

youthline.ca/mailouts

What should you do when a 2SLGBTQI young person comes out to you?

egale.ca/awareness/youth-comes-out

You Are Made of Medicine - A Mental Health Peer Support Manual for Indigiqueer, Two-Spirit, LGBTQ+, and Gender Non-Conforming Indigenous Youth

nativeyouthsexualhealth.com/peersupportmanual





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