

UNPACKING AND ADDRESSING 2SLGBTQIA+ HATE

What is the 2SLGBTQIA+ Community?

Members of the 2SLGBTQIA+ community have a long history of being overlooked, and the community is made up of diverse groups of individuals who continue to be excluded by society. Despite progress, 2SLGBTQIA+ people still face unfair treatment and barriers in many areas of life, including school, work, and healthcare.

The term 2SLGBTQIA+ is an acronym encompassing many diverse identities and communities related to gender, sex, and sexuality, including but not limited to: Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual. Here are some terms you may not be familiar with...

Two-Spirit

Indigenous individuals whose gender doesn't fit into traditional Western categories, reflecting their cultural understandings of diverse gender identities. It is a flexible concept that can mean different things to Indigenous Peoples, all of which are considered valid.

Transgender

Someone whose gender identity is different from the sex they were assigned at birth.

Queer

Used as an umbrella term to include all individuals with diverse sexual and gender identities. It is important to note that this is a reclaimed term that was used as a hate term, and some people feel uncomfortable with it.

Intersex

Someone born with physical sex characteristics that don't fit neatly into typical medical definitions of male or female bodies.

Asexual

Someone who experiences little or no sexual attraction to people of any gender.

+

Additional diverse identities that are not represented within the acronym.

Gender versus Sex

Gender is the personal and social experience of being a man, woman, or neither, which can vary across cultures and individuals. **Sex**, on the other hand, is a biological classification based on physical characteristics, often assigned at birth. The outdated idea of a strict gender binary (only male or female) is limiting and doesn't reflect the diverse gender identities recognized in many cultures worldwide.



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Respectful Language

When interacting with 2SLGBTQIA+ community members, it's important to be respectful of the language and pronouns they use to identify themselves. This means not assuming someone's gender or pronouns based on their appearance.

If you're unsure, you can share your own pronouns and politely ask for theirs or use gender-neutral options (they/them/theirs) if they don't feel comfortable sharing. If you accidentally use the wrong pronouns, correct yourself, apologize, and continue using the correct ones to show respect for their identity.

ALLIED Framework

Supporting the 2SLGBTQIA+ community involves unlearning biases and becoming a true ally. You can use the ALLIED Framework to help guide this process.

A

Avoid making assumptions about someone's gender or sexuality.

Since society often treats being straight and cisgender as the norm, you might have unconscious stereotypes without realizing it.

L

Listen to the lived experiences of the 2SLGBTQIA+ community. Do not invalidate or minimize their experiences or the way they choose to identify. Give them the room and space to be authentic.

L

Learn more about 2SLGBTQIA+ history and advocacy.

Take the initiative to look at resources that will help guide you in your learning.

I

Intervene and support 2SLGBTQIA+ community members. Call out unacceptable behaviour when you see it. Discriminated individuals may not feel it is safe for them to do so themselves.

E

Examine your own biases as you learn.

While you learn, make the effort of trying to identify areas you need to work on and biases you need to unlearn.

D

Dedicate time to actively and visibly support.

This may involve sharing your pronouns when you introduce yourself or even displaying symbols that communicate safety, such as pride flags or wearing pride pins.