



Welcome to the Webinar For:



March 17th, 2021

Understanding LGBTQ+ Culture





Acknowledgement of the Lands

Turtle Island

(North America)



*“We are all guests
on this land—
nobody owns her.”*

Stacey Love-Jolicoeur is an Independent Education and Support Mental Health professional for the LGBTQ2S community. She is also the Chief Executive Director for SAGA/LGBTQ Education and Support Services of Canada Inc. a new agency designed to provide services, education and opportunities for LGBTQ people and their families.

In this role Stacey provides services to eleven (11) Federal and Provincial Correctional Facilities and Institutions and seven half-way houses where she supports over 300 incarcerated LGBTQ2S offenders. This service is provided from Ottawa in the East to Kitchener in the West and North to Penetanguishene, Ontario. Stacey does training to administration, medical and support services, psychology and the social workers. In addition, she also provides LGBTQ2S group facilitation, and peer to peer or one to one counseling support to offenders. Stacey also created a re-integration program for the transgender inmates that have a set release date to assist them to be a successful member of society upon release. To date 20 of 21 trans offenders have not re-offended in last 5 years. The benefits of her work are recognized throughout the correctional system.

Most recently, Stacey has created and founded a not-for-profit agency called, “SAGA/LGBTQ Education and Support Services of Canada Inc.”. Second to the work she does as noted above, this new agency provides presentation on Diversity and Inclusion and Affirmation, LGBTQ Cultural Competency and Transgender 101. As educators and support workers for the LGBTQ community they do group, facilitation, peer support counselling, post-op recovery support and assistance, homelessness and poverty (building self-sufficiency) and transitional services for anyone considering or wishing to transition.

Stacey also volunteers as the coordinator and facilitator for the TRANSforum group in Belleville Ontario for the last 8 years. She is an active member on the Organizing Committee of the Belleville’s Bay of Quinte Pride Parade and Pride in the Park for the last 7 years.

Stacey is a two-spirited Métis Trans woman with a strong passion for the betterment of the LGBTQ2S community. In addition to the work above, she also delivers workshops, lectures and speaking engagements on diversity, acceptance, inclusion and affirmation to companies, organizations and service agencies in which she offers support for the LGBTQ2S community. Her passion and insight into Tran’s issues is a welcomed resource to the many groups she works with





PRIDE & PREJUDICE

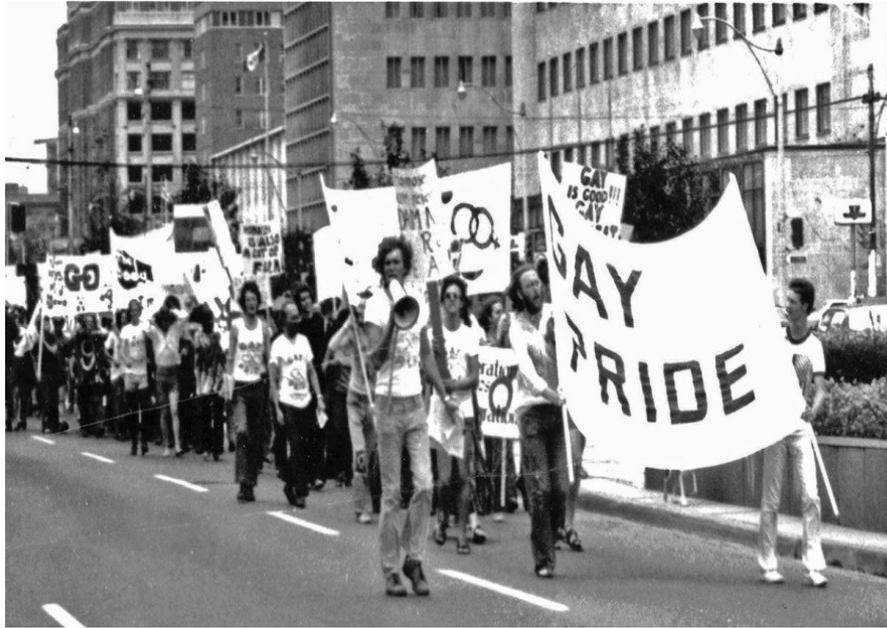
MARKING 50 YEARS SINCE STONEWALL RAID & RIOTS

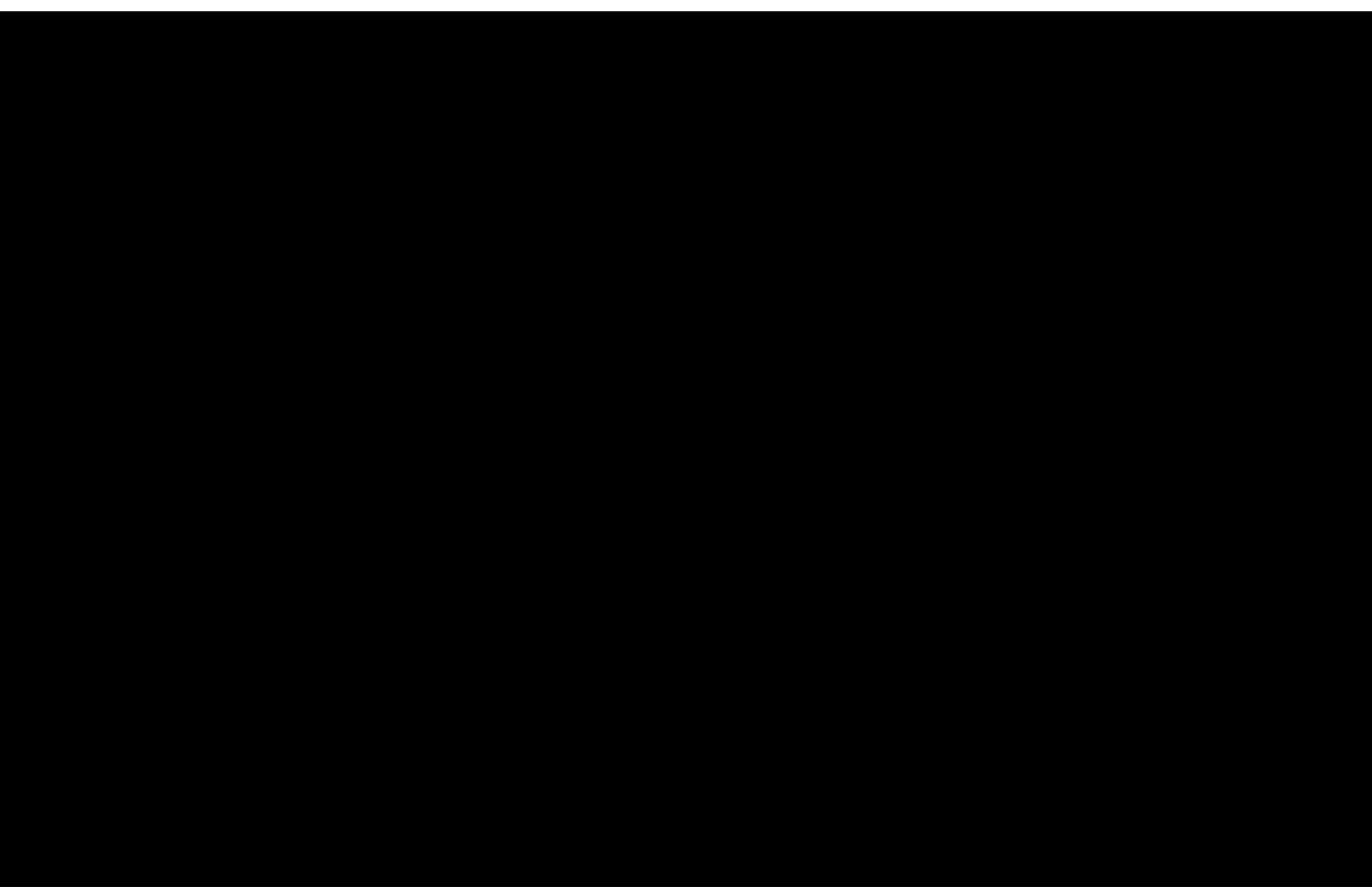


ABOUT ME:

- Identified at age 9 (1967)
 - Mental Hospital 9- 12 years of age
- Age 14, arrested for wearing a dress (1972)
 - Kicked out of house, Lived on the streets
 - Large family (11 brother and sisters)
 - Rejected by family
 - Father died, not informed
 - Raped
 - Not supported
 - Bigotry, discrimination, Ostracization
 - Attempted Suicide
 - Moved in with a brother
 - Sibling acceptance
 - Surgery (1998)
 - More Bigotry, discrimination, Ostracization
 - Mother passed away
 - Revision Surgery (2018)
 - Family acceptance
 - Much love now

Toronto Gay Pride 1972





“Where We Are Now” (2019)








The Inaugural
Peterborough-Kawartha
Women's Leadership
Award
 Presented to
Stacey Love-Jolicoeur

As Member of Parliament for Peterborough-Kawartha, it is my pleasure to recognize your exemplary, strong, and effective leadership. I know you inspire many in our community and we all benefit from your wisdom and your dedication as you continue to be a role model to our daughters and sons. Your commitment has made Peterborough-Kawartha a better place.


Maryam Monsef, MP
Peterborough-Kawartha
 October 27, 2018














The Pride Flag

Is not just a pretty flag, when we see the flag it indicates that this is a safe place for people from the LGBTQ2S community to be accepted for who we are.

For many years the rainbow flag has been a popular symbol of the LGBTQ2S community and representing our Pride. To celebrate the Stonewall riots, in a 25th Anniversary celebration held in 1994 in New York City a mile long flag was created and it required over a 1000 people to carry it.





LIFE

HEALING

SUNLIGHT

NATURE

SERENITY

SPIRIT

It has meaning, each color signifies something.

Trans Flag



- The flags are not only our symbol of our pride, but it is also a symbol of hope. Huge progress has been made in our struggle for equal rights. Our Canadian Government has made immense advances in access to care and human rights for, LGBT people to receive recognition as equal members of society. (Bill C-16 (anti-discrimination), GP/Dr. can now prescribe HRT, recommend surgery process changes).
- It should be noted that even today many anti-gay opponents are increasingly becoming frustrated because their hate biases can no longer defeat the love in our community. It should be noted that things are not perfect, but as we progress, the movement we are making is extraordinary, and the rainbow affirms our hopes for an even better future.

Trans Awareness

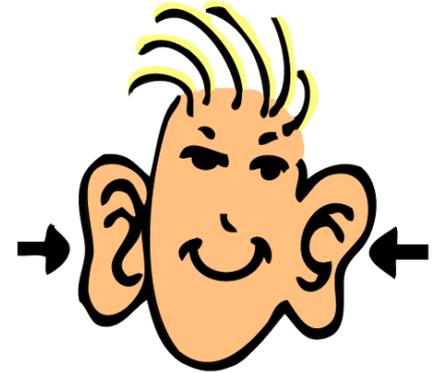


**Dysphoria, coming out,
accommodating, supporting.**

What is Gender?



Gender is...
what's between your ears
Sex is...
what's between your legs.

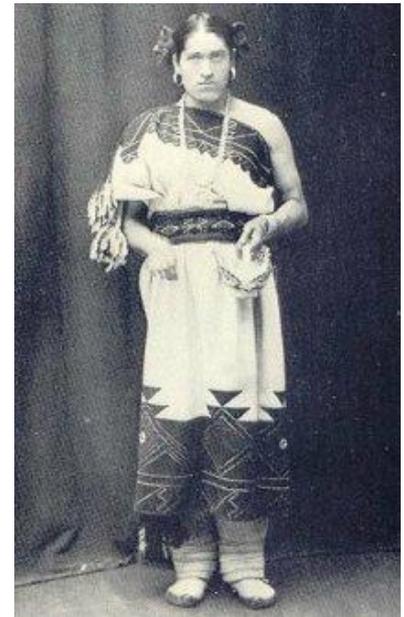


- Biological Sex – based on physical attributes, such as sex chromosomes, hormones, internal reproductive systems, and external genitalia.
- Gender – Concept of identity based on roles, behaviours, activities, and appearance.

Trans*

Transgender – umbrella term for people whose gender identity, expression or behaviour is different from those typically associated with their assigned sex at birth. (origin: latin; “on the other side” or “across”)

- Includes many identities – two-spirited, gender-queer, bi-gendered, gender-fluid, questioning, etc.
 - MtF (trans-woman or woman of transgender experience)
 - FtM (trans-man or male of transgender experience).
-
- “Being transgender, transsexual or gender non-conforming is a matter of **diversity, not pathology**” (WPATH, 2011)





Gender Binary

LGBTQ2S....A,P, P.....



THEY, THEM, THEIRS

(HE, HIM, HIS)...MALE

FEMALE...(SHE, HER, HERS)

What's the definition?

Queer

Gay

Lesbian

Two-Spirit

Heterosexual/Straight

Pansexual

Bisexual

WSW/MSM

Gender role

Trangender

Transsexual

Gender queer/fucked

Gender transition

Cis gender

Intersex

Asexual

Drag Queen/King

Internalized Homophobia

Heterosexual Privilege



Gender Dysphoria (Adults)

DSM-5 302.85 (F64.9)

Diagnosed in adolescents and adults where there is “a marked difference between the individual’s expressed/experienced gender and the gender others would assign him or her”. This must be experienced for at least 6 months’ duration, as manifested by at least two of the following:

1. A marked incongruence between one’s experienced/expressed gender and primary and/or secondary sex characteristics (or in young adolescents, the anticipated secondary sex characteristics).
 2. A strong desire to be rid of one’s primary and/or secondary sex characteristics because of a marked incongruence with one’s experienced/expressed gender (or in young adolescents, a desire to prevent the development of the anticipated secondary sex characteristics).
 3. A strong desire for the primary and/or secondary sex characteristics of the other gender.
 4. A strong desire to be of the other gender (or some alternative gender different from one’s assigned gender).
 5. A strong desire to be treated as the other gender (or some alternative gender different from one’s assigned gender).
 6. A strong conviction that one has the typical feelings and reactions of the other gender (or some alternative gender different from one’s assigned gender).
- B. The condition is associated with clinically significant distress or impairment in social, occupational or other important areas of functioning.

From: Diagnostic Statistical Manual of Mental Disorders – Version 5 (DSM-5)



- What was the purpose of this video?

ANSWER: LOVE HAS NO LABELS

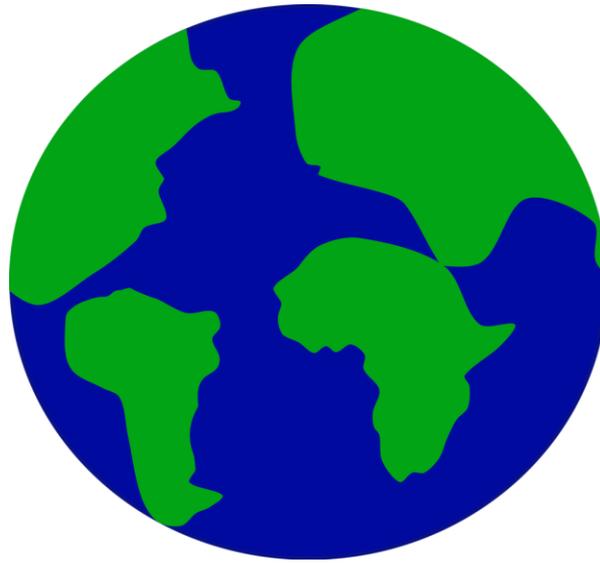
- Did it show us about cultural Diversity?

ANSWER: YES, in many ways, with gender, for those with disability, with various religions, it was ethnically diverse, and or with our age.

- What was the main theme of this video?

ANSWER: WE ARE ALL THE SAME INSIDE

One Planet: Our Mother Earth



7 continents
195 countries
7.113 billion people

D-different

I -individuals

V-valuing

E-each other

R-regardless of

S-skin

I -ideology

T -talents

Y-years

Why should it matter to you?

- Because many from the community are denied jobs, promotions or accommodation because of their sexual orientation or Gender Identity.
- Because even today, many LGBT people are beaten or murdered for being lesbian, gay, bisexual or transgender.
- Because of biases many are made to feel uncomfortable when showing affection with a partner such as holding hands while walking down the street.
- Because LGBT materials are in many cases censored by the school boards and are banned from many schools.
- Because our relationships remain unrecognized in hundreds of federal, state, provincial and territorial laws. Which in many states and countries prohibit same sex marriages.
- **The most important reason as to why it should matter is because the LGBTQ2S community is disproportionately at risk of suicide.**
77% will consider suicide, 45% will actually attempt.

This for the most part is a result of rejection and unacceptance by family, friends and loved ones.

How can we best assist someone in their LGBT Journey

The most important thing to remember is to refrain from making assumptions!

- We don't know what someone's sexual orientation or gender identity is based on their appearance.
- Also importantly don't assume that everyone is heterosexual.
- Treat all people as individuals with respect that they have many roles and identities.

it is essential that we:

- Employ our effective communication skills and remember that personal information is protected by privacy and confidentiality.
- Always use neutral and inclusive language with all people, e.g. partner or guardian instead of husband/wife or parent. Listen to and reflect the persons choice of language when describing their sexual orientation or gender identity and relationship to their partner.

- -Always be honest. If you have little experience dealing with a LGBTQ person, or if you're anxious about offending them, let them know.
- -It is ok to say that you're working to understand this information, but there are some areas you are still learning about it. This will help to create safe space for dialogue.
- -If you are unsure of the person's gender identity, ask a neutral question such as: "how would you like to be addressed?" or "what pronouns do you prefer me to use when addressing you"?

- -Work towards understanding the many terms that describe the LGBTQ people and their lifestyles. Recognize that there are many terms that are derogatory, hurtful or indicate a clinical or medical condition, for example the word, “homosexual or transgendered”. Which implies we have a disease. Also “ed” on the word indicates we are a thing of the past (past tense). We are very much in the here and now.
- -Be mindful of the power of non-verbal signs to the LGBTQ communities, such as the pride flag, or rainbows, or sometimes a pink triangle, By displaying this in your office or classroom you will communicate that you support the LGBT community.

How can we support the LGBTQ2S Community

- ✓ Create a welcoming environment, post inclusive posters and pamphlets and symbols that reflect inclusivity, to support the LGBTQ community. Post symbols such as the pride flag or pride stickers.
- ✓ Attend events and be an Ally
- ✓ Recognize the difference between tolerance, acceptance, celebration and advocacy.
- ✓ Reflect on your own practice. Do you advocate for LGBTQ inclusivity, challenge homophobic/heterosexist comments or jokes, reflect on your limits of understanding and seek training within your organization, or company? Advocate for education.
- ✓ Understand the effects of heterosexism in your workplace. Provide support to fellow workers and or colleagues, stand up against workplace bullying, discrimination and hatred. Are your co-workers “out” or do they feel intimidated and afraid?

When Someone Comes Out to You as LGBT identified

Thank the person for having the courage to tell you.

- Keep in mind that an LGBT person cannot accurately predict your reaction to their coming out to you.
- Remember you have lived in a society that often teaches intolerance of LGBT people. Therefore, by telling you, this person is putting a large amount of trust in just a few words.
- And at this point of disclosure (Coming Out), there is a very real possibility of losing you as a friend or family member, so often times the decision to first share this piece of their life is one not to be taken lightly.
- Try not to judge the person, if you have strong religious or other beliefs about LGBT identities keep them to yourself. Ensure that you respect this person's confidentiality and tell them you still care about them, no matter what.

- **Helpful Responses for Discussion Around LGBT Identity:**
- It's okay if you are LGBT identified. Thank you for sharing, I can only imagine how difficult that was for you to share with me.
- As a person from the LGBT community, what are the kinds of things that you worry about the most?
- What kind of support or help do you think you need?

- **Potentially Damaging Statements:**
- How do you know?
- Are you sure?
- You're too young to make a decision like that.
- How can you know if you've never had sex with someone of the opposite sex?
- It's just a phase you are going through.
- A lot of people experiment or fantasize; it doesn't mean you are LGBT.
- It's fine that you told me, but you shouldn't tell anyone else.
- Maybe you just haven't met the right person yet.

Issues that affect the LGBTQ2S Community Everyday

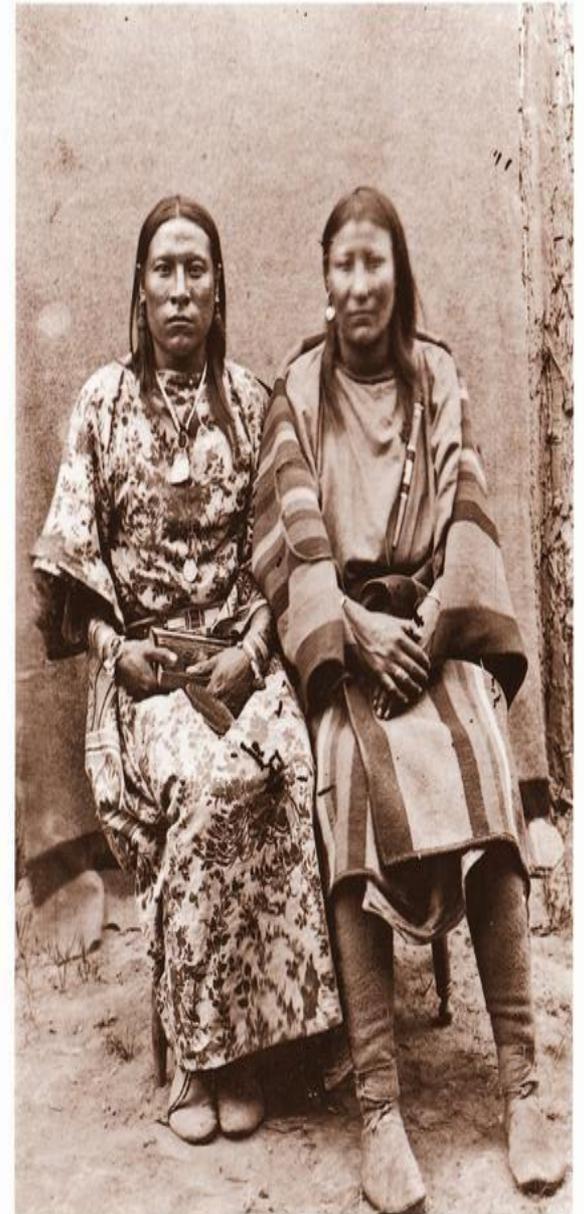
- Stigma of being LGBTQ2S
- Homophobia
- Transphobia
- Hatred
- Bigotry
- Ostracization
- Suicidality
- Being Native or 2-spirit
- Lack of employment opportunities
- Lack of trans competent doctors
- Lack of Trans community services
- Mis-gendering
- Ignorance
- Lack of understanding
- Lack of acceptance

2 Spirit

“I am not afraid of my truth anymore and I will not omit pieces of me to make you comfortable.”

kushandwizdom.tumblr.com

We'wha (1849 - 96) a Zuni berdache, of New Mexico, dressed in women's clothing.



What is 2-Spirit:

Two-Spirit is a modern umbrella term used by some Indigenous people to describe Native LGBTQ2S people in their communities who fulfill a traditional third-gender ceremonial role in their cultures



The End

Or is it , just the beginning?



Knowledge is
having the right
answer.

Intelligence is
asking the right
question.

Thank You!



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Independent Educator/Support Worker for the LGBTQ2S

Under Contract to:

Corrections Services Canada

Canadian Mental Health Association

Ministry of Safety and Correctional Services of Ontario

The Parole Board of Canada

The Canadian Human Rights Commission