



Guide to 2SLGBTQIA+

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This package was created by Healthy U: Peer Health & Wellness at the University of Manitoba. We are a group of trained, non-judgmental, and confidential student health and wellness leaders on campus.

We provide outreach activities, workshops, and one-on-one support for our fellow students on a variety of health and well-being topics. Feel free to drop in to chat or pick up more information packages.

If you would like to request or attend one of our workshops or events, check out our website for details.



Terminology

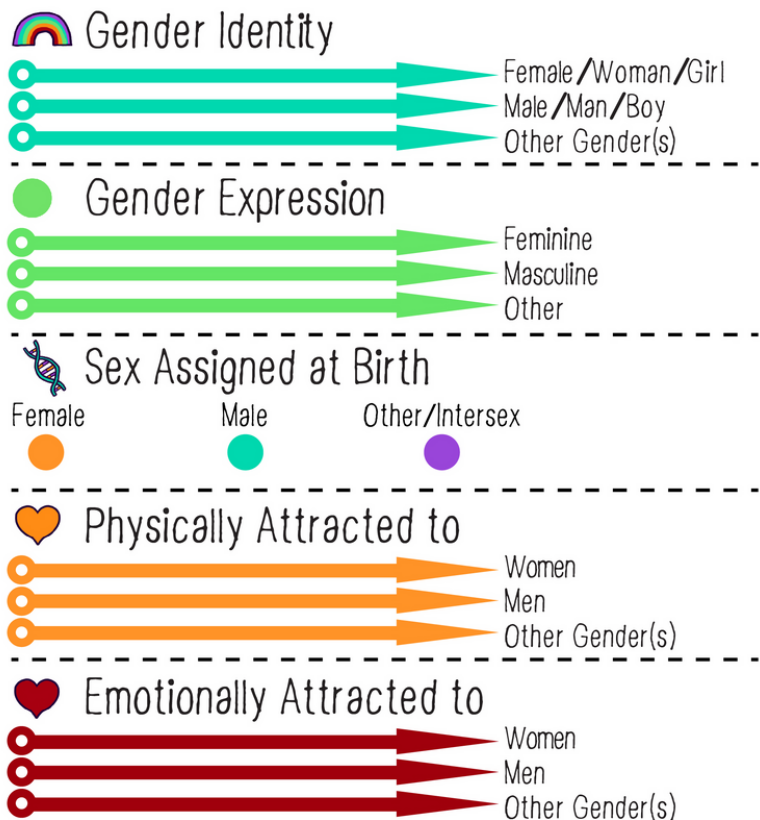
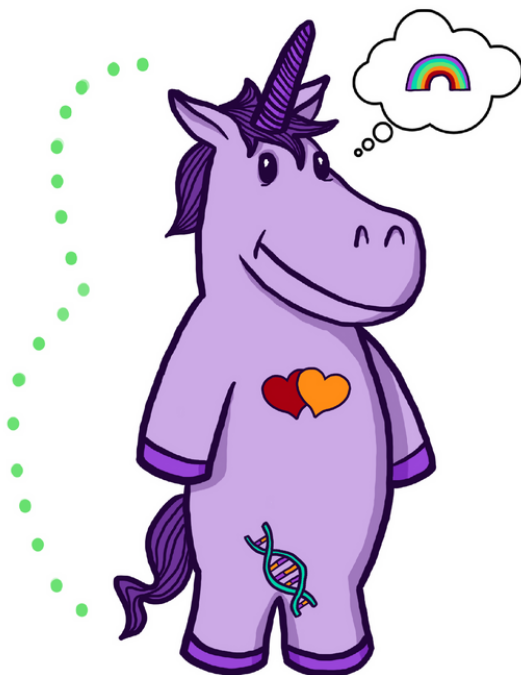
The language surrounding sexuality and gender is fluid. As the body of knowledge and individuals grow, so will the language. Some folks will identify with these definitions, some will not.

Whatever words or language you use to describe yourself is valid. It is okay if this changes. It is okay if this stays the same. Respect the ways folks use language to describe themselves.

Adapted from genderspectrum.org

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

The 'Gender Unicorn' depicts gender, attraction and sex. The diagram portrays that these exist along a **continuum** (not a binary). Gender is composed of identity and expression. Sex refers to biological traits and is assigned at birth. Finally, the Split Attraction Model differentiates between physical (sexual/ non-sexual) and emotional (romantic) attraction.

Adapted from transstudent.org



Sexual Orientation

Lesbian: A woman-identifying person who is attracted to women.

Gay: A man-identifying person who is attracted to men.

Bisexual: A person who is attracted to all genders, although not always equally (i.e. may be mainly attracted to women, but has also been attracted to men, trans, and non-binary people).

Pansexual: Similar to bisexual people, pansexual people experience attraction to all genders. This term is often used to recognize attraction to trans and non-binary people.

Asexual: Someone who does not experience sexual attraction. May still experience romantic attraction.

Demisexual: Someone who only experiences attraction once an emotional bond has been formed.

Queer: Historically, this has been a derogatory term, however some LGBT2SQ+ people have begun to reclaim the term as a symbol of pride.

Questioning: Someone who is currently unsure or exploring their identity.

Straight/heterosexual: Someone who is attracted to the opposite sex.

Adapted from serc.mb.ca

Romantic Orientation

Aromantic: not romantically attracted to or desiring of romantic relationships at all

Biromantic: romantically attracted to or desires romantic relationships with multiple genders

Homoromantic: romantically attracted to or desires romantic relationships with the same gender

Panromantic: romantically attracted to or desires romantic relationships regardless of gender

Heteroromantic: romantically attracted to or desires romantic relationships with the opposite gender

Adapted from asexuality.org



Gender Identities

Trans*: This is a more general term that can be used to describe people who identify with a gender that is different from the one they were assigned at birth (transgender), or a person who has undergone treatment or surgery to align their body with the gender they identify with (transexual). Undergoing treatment or surgery is referred to as transitioning. Some, but not all trans people choose to transition.

Non-binary: A person who does not identify as male or female, or identifies as a mix of both. A newer term for this is gender-queer.

Questioning: Someone who is currently unsure or exploring their identity.

Cisgender: A person who identifies with the gender they were assigned at birth.

Adapted from serc.mb.ca

Two-Spirit

Two Spirit is a colonial term that represents the Anishinaabemowin words *niizh manidoowag* and has been adopted by a number of Indigenous peoples in Canada.

Two Spirit is a safer space for Indigenous, Aboriginal, First Nation, Metis, and Inuit peoples to explore, voice, and define their own sexual orientation and gender identity within the context of surviving colonization. It also historically maps these experiences. Two Spirit serves a multitude of purposes and conveys a multitude of meanings/interpretations for Indigenous, Aboriginal, First Nation, Metis, and Inuit peoples, for those who claim it, receive it as a gift, and for those who don't.

The creation of the term “two-spirited” is attributed to Albert McLeod, who proposed its use during the Third Annual Inter-tribal Native American, First Nations, Gay and Lesbian American Conference, held in Beausejour, Manitoba 1990.



Pronouns

The inclusion of pronouns when interacting with people normalizes the use and avoids misgendering. This can be helpful for folks who are trans or nonbinary so that they do not feel excluded.

Some ways to include pronouns:

Name tags, in introductions (hi my name is Bella and I use they/them pronouns), email signature or social media handles

How to respect someone's name and pronouns:

1. Always use the correct pronouns and name

When someone shares their name or pronouns with you, they are sharing a part of their identity. Use their proper name and pronouns always, not just when they are around. This is their real name.

2. When you get it wrong, correct yourself – and don't over-apologize

It's okay to make mistakes! Correct yourself right away and move on. Your friend will notice if you say their incorrect name and it will hurt them if you say nothing. It can be difficult for them to stand up for themselves so they might not say something. Apologize once, correct yourself and then move on. If you draw out an apology it brings attention to the situation. By doing this you are not normalizing your friend's experience and you are making the situation about you (which it is not).

3. Be an ally! Correct others and don't 'out' your friend

If someone is misgendering someone, correct them! "Hey, Joey actually uses he/him pronouns"

When someone tells you about their identity, ask who they are comfortable in front of. Everyone's self-discovery journey is different. You can never assume someone feels safe in a situation.

Pay attention to the language your friend uses and mirror their words. Outing someone is stressful, upsetting and possibly dangerous. Ask your friend who they are out to and respect that.

4. Be patient if their language changes – this is their journey

Language changes, people do not. As the amount of information surrounding gender increases, folks will find different language that better expresses themselves. It is not helpful to complain about the changes being difficult.



Coming Out

Often times, coming out can be a very long process where you come out to a few people at a time. Some people are out to their friends but not their family, or are out at school but not work. Think about your safety (physically and emotionally) when making your decision. Who you choose to tell is your choice, and does not make you less of a member of the 2SLGBTQIA+ community.

For some people, coming out can be dangerous. If you feel your safety is threatened by someone knowing your identity, seek help. The experience of coming out or being outed can also be traumatic - know that counselling and help lines are available to you.

Things to think about when exploring your sexual orientation and/or gender identity:

- This can bring up a lot - emotions – feelings – questions
- Everyone has the right to decide who knows what about themselves
- No one is entitled to information about you
- If you do not share parts of your identity with people, you are still valid!
- Coming out is a continued, life-long process
- Who you share your identity with is up to you!
- What works for someone might not work for you – don't feel pressured to express yourself the way others do!

Planning ahead

You can think about what you might want to say and the people you want to talk to. Reflect on how folks might react and how their reactions will make you feel. Test the waters. Find out how people in your life feel about 2SLGBTQIA+ topics by mentioning celebrities, marriage equality or stereotypes.

Environment

There is no “perfect” time to come out. It might be planned out or completely random. Do what feels right for you. Find a place that is comfortable and safe for you.

Support

Think about your current supports and who would accept you no matter what. This could be a friend, cousin, parent, teacher, classmate or whoever is in your life and makes you feel comfortable.





Being an Ally

Allies exist along a spectrum. Where ever you are along the continuum, acknowledge that you have privileges which you may or may not recognize.

- Identify your own fears, phobias, confusions, and discomforts.
- Respect privacy - other people's expressions are not your business and are not a topic of gossip.
- Remember that just because someone is out to you doesn't mean they are out to others. Refrain from talking about their sexuality around others, including using language that might out them. Let them take the lead and watch for the terms that they use around others.
- Know that when someone chooses to use a specific bathroom, they have done so by assessing their safety first. It is not okay to tell someone that they are in the wrong bathroom or report them to security.
- Whenever possible, allies turn the spotlight away from themselves and to the voices that are so often marginalized and ignored.
- Recognize that experiences of 2SLGBTQIA+ people are also shaped by race, sex, class, income, and abilities.
- Remember that no one is defined by their sexuality or expressions. Always look at the person as a whole (i.e. they are not your 'gay best friend', they are just your best friend).
- Do some research! It is not the job of the 2SLGBTQIA+ folks in your life to educate you about these topics.
- Call out homophobia and transphobia



2SLGBTQIA+ & Mental Health

Individuals that are 2SLGBTQIA+ are at a higher risk of several mental illnesses, mainly due to experiences with violence and discrimination. If you are struggling, please reach out for help.

Depression, Anxiety, and Suicide

2SLGBTQIA+ people are prone to depression and anxiety, including Post-Traumatic Stress Disorder (PTSD). PTSD can develop after any form of trauma, especially after experiencing violence. Suicide rates are higher in this community as well, especially for trans people.

If you are in distress, contact one of the following:

Crisis Response Centre: 817 Bannatyne

Mobile Crisis: (204) 940-1781

Klinic Crisis Line (24/7)

Phone: (204) 786-8686

Toll-free: 1-888-322-3019

TTY: (204) 784-4097

Manitoba Suicide Prevention & Support Line (24/7)

Toll-free: 1-877-435-7170

TTY: (204) 784-4097

Substance Use

Many people find themselves using substances such as alcohol, tobacco, and drugs as a way of coping. This can lead to isolation and addiction.

For help with addictions, contact the Addictions Foundation of Manitoba (contact information on Resources page at the end of this guide).

For healthier coping methods, visit a Healthy U member during office hours.



Eating Disorders

There is a high rate of eating disorders among the 2SLGBTQIA+ community, likely for many reasons.

- Disconnect between biological sex and gender identity
- Body image ideals within mainstream or 2SLGBTQIA+ community contexts
- Experiencing rejection from social connections or fear of rejection
- Internalized negative beliefs and messages about oneself from sexual orientation, transgender identity or non-normative gender expressions
- Violence or post-traumatic stress disorder
- Discrimination based on gender identity and/ or sexual orientation

For support for eating disorders or an unhealthy relationship with food, visit your family doctor or contact Women's Health Clinic. Their eating disorder program is open to all genders, and you do not need a referral to access their services.



Gender

There are three dimensions of gender: body, identity and social

Body

There is a spectrum within the biological categorization of sex. This is different from the traditional viewpoint of the two (binary) sexes.

Bodies are gendered based upon the culture we live in. Masculinity and femininity are tied to different traits of what 'makes someone a man/woman.' The gendering process impacts how we feel about ourselves and how others treat us.

Identity

Gender identity includes the naming of our gender and internal experience of it. This can match or differ from the sex we were assigned at birth.

People do not choose their gender and there is no way to force someone to change it. Gender identity is a part of everyone's make-up. The ways in which someone describes their gender might change over time. They might use different language as they find words that better describe their identity. Therefore as language evolves, the way someone describes themselves changes. The words change, their gender identity does not.

Social

Social gender includes both gender expression (This could include clothing, haircut, voice and body characteristics and behaviour) and perception (How the world sees and interprets your gender). It is the ways we outwardly express our gender and how people interpret and treat us based on our gender. Gender roles are used to enforce conformity to gender norms.

Congruence refers to the degree of harmony we feel in each dimension. This is an ongoing process that might include:

- feeling comfortable with our gender, relative to our sex
- Using names that accurately represent us
- Having others see us consistently the way we see ourselves

Gender dysphoria is when someone feels uneasy, unhappy or dissatisfied with their gender. This can occur across any dimension of gender and vary from mild to unbearable distress.



Trans Health

Figuring out what works for your gender can be a life-long process. Whatever works for you to increase your gender congruence is valid.

Transition

Transition refers to activities that affirm gender identity. This could include: a change of pronouns, name or physical changes (hormonal/medication, surgical) or a change of hair style, clothing and so on. Some trans folks may access transition-related care, some may not.

Non-medical Transition

Although many trans folks use medical transition to relieve gender dysphoria, others modify their self expression. This can include changes to legal identification (sex and name markers) or gender expression (change of clothing, changes in posture, gait, voice or hair removal).

Medical Transition

Medical transition encompasses medical assistance that will help trans folks align their physical appearance with their gender identity.

Hormone therapy aims to alter secondary sex characteristics. Feminizing hormone therapy reduces the endogenous effects of testosterone (coarse body hair and facial hair) and increases breast and hip development. Masculinizing hormone therapy usually uses testosterone which deepens the voice, increases muscle mass and hair growth. Some trans folks may consider surgery. There are both masculinizing and feminizing surgeries. They require referrals.

Klinic has a Trans Health Clinic that can walk you through questions and your own journey.

<http://klinik.mb.ca/health-care/transgender-health-klinik/health-care-providers/>



Finding Health Care

Many 2SLGBTQIA+ people have had uncomfortable experiences with health care providers regarding their sexuality. If you have had an experience like this, whether it was a doctor asking if you have a girlfriend instead of asking if you're sexually active, using the wrong pronouns, or assuming you have different body parts than you do - you may find yourself avoiding the doctor's office.

If you are looking for a place where the staff is sensitive and well-trained on 2SLGBTQIA+ topics and health concerns, there are several options for you in Winnipeg. **Women's Health Clinic, Klinik,** and **Nine Circles Community Health Centre** are great places to start (information is available on the Resources page at the end of this guide).

Questions to ask your health care provider (HCP)

- Are you familiar with treating 2SLGBTQIA+ clients?
- Are there specific health concerns I may need to be screened for, including mental health issues?
- Are you able to provide support for transitioning, or can you refer me to someone who is?
- Could you put a note in my file so reception uses the right name and pronouns for me?
- Will I lose the coverage I need if I notify my insurance company of my correct gender or sex? (For example, some insurance companies will deny coverage for pap tests someone who has a cervix if they are registered as male.)
- I never received sex education for same-sex relationships. Where can I go for accurate information?



Indigenous 2SLGBTQIA+ Community Initiatives

White Wolf Speaking is committed to promoting greater community understanding of sexual and reproductive health issues affecting the Indigenous population, and to present culturally appropriate health education in ways that are receptive to the Indigenous community, particularly youth and those involved and exploited in the sex trade. White Wolf Speaking is a collaboration between Ka Ni Kanichihk and SERC, in solidarity with resurging Indigenous models of reproductive justice.

This program is Indigenous community-led and guided by the White Wolf Speaking Council comprised of Elders, cultural teachers, community capacity builders and other educators from the community. White Wolf Speaking Council provides leadership in the goals and direction of the program.

White Wolf Speaking...

- Promotes ongoing development and delivery of services supporting a vision and framework for holistic community wellness.
- Endorses the continued development of strong community partnerships, working mutually to strengthen community based programs.
- Provides culturally appropriate program design and development.
- Offers respectful community consultation and education program delivery that is reflective of community needs.
- Accepts and welcomes those who are transgender, gay, lesbian, bisexual, or two-spirited.

For more information, visit: <https://serc.mb.ca/white-wolf-speaking-program/>



Winnipeg 2SLGBTQIA+ Organizations

The Pride Winnipeg Festival runs annually and consists of an array of cultural events that celebrate the incredibly diverse community that supports or identifies with gay, lesbian, transsexual, transgender, intersex, two-spirit, and queer people. pridewinnipeg.com

The Manitoba LGBT* Chamber of Commerce exists to help build a strong Manitoba economy supported by, and supportive of, diverse communities.
mb-lgbt.biz/

Reaching Out Winnipeg is a program that started in 2012 to promote resettlement of LGBT2SQ+ refugees and asylum seekers in Winnipeg and beyond. Visit reachingoutwinnipeg.com/

Out There Sports & Recreation provides opportunities for people to participate in sports and other recreational activities in good company with other members of Winnipeg's LGBT2SQ+ community.
outtherewinnipeg.ca/

Fort Garry Women's Resource Centre is a not for profit, feminist organization, that offers free support and services to all women. Their programs include information and referral, counselling, public education workshops and children's counselling.
www.fgwrc.ca

Winnipeg Sex Positive Culture is a group which promotes and embraces kinks and sexuality with few limits beyond an emphasis on safe sex and the importance of consent.
www.winnipegsexpositiveculture.com



Resources

On Campus

Student Counselling Centre (SCC)*

Groups and workshops. Free individual counselling for University of Manitoba students.

474 UMSU University Centre

204-474-8592

<https://umanitoba.ca/student-supports/counselling-resources-students>

Rainbow Pride Mosaic*

The University of Manitoba's Lesbian, Gay, Bisexual, Transgender, Two-Spirited, Queer (LGBTTQ*) and Straight Ally resource centre

180 Helen Glass Centre for Nursing

<https://www.facebook.com/RainbowPrideMosaic/>

Health & Wellness*

The Health & Wellness Educator is a Registered Nurse and available to talk about health and wellness topics.

469 UMSU University Centre (within the SCC)

204-295-9032

healthandwellness@umanitoba.ca

<http://umanitoba.ca/student-supports/health-wellness>

Healthy U*

Talk to a peer health and wellness volunteer about your identity and journey.

474 UMSU University Centre

<https://www.healthyuofm.com/>

Sexual Violence Resource Centre*

Provides support, resources, information and referral services for any student, faculty or staff member who has been affected by sexual violence.

537 UMSU University Centre

<http://umanitoba.ca/student-supports/sexual-violence-support-and-education>

*There are no in-person services at the University of Manitoba currently.

Check the relevant websites for remote services and updates.



Off Campus

Klinic Community Healthy

Klinic offers a wide variety of services including STI testing, birth control options, counselling, and crisis support. They have an emphasis on social justice, leadership, and accessibility. Klinic has a program specifically for trans people, including collaborative treatment for the transition process. For more information on this program, visit <http://klinik.mb.ca/health-care/transgender-health-klinik/>.

Crisis line (24/7): (204) 786-8686

Toll free: 1-888-322-3019

klinik.mb.ca

Nine Circles Community Health Centre

Specializes in the care and treatment of HIV, Hepatitis C, and other STI's

Delivers comprehensive primary care, social support, education, and prevention services.
ninecircles.ca

Women's Health Clinic

Open to women-identifying individuals and welcome other genders including Two-Spirit, genderqueer, trans and non-binary people. They also welcome males in some programs
Specializes in sexual health

Provides education and support, condoms, birth control at a reduced cost (sometimes free!), pap testing, and STI testing.

Also has an eating disorder program which is open to all genders, ages 16+.

womenshealthclinic.org

Addictions Foundation of Manitoba (AFM)

Support for people of all ages and backgrounds with substance use.

<https://afm.mb.ca/>

QPOC Winnipeg

Their goal is to provide Winnipeg's Queer and Trans Black, Indigenous and People Of Colour, with safer spaces, resources, and a support network that recognizes the unique experiences and needs of the QTBIPOC community.

<https://www.facebook.com/qpocwinnipeg/>

Sunshine House

This is a community drop-in and resource centre focusing on harm reduction and social inclusion.

<https://www.sunshinehousewpg.org/>



Online

Rainbow Resource Centre

rainbowresourcecentre.org

Sexuality Education Resource Centre (SERC)

serc.mb.ca

The Trevor Project

<https://www.thetrevorproject.org/>

Gender Spectrum

<https://genderspectrum.org/>

pflagcanada.

<https://pflagcanada.ca/>

The Asexual Visibility & Education Network (AVEN)

<https://www.asexuality.org/>

bisexual.org

<https://bi.org/en>

Love is Respect

<https://www.loveisrespect.org/>

My kid is gay: Helping Families Understand their LGBTQ Kids

<https://www.mykidisgay.com/>

Planned Parenthood

<https://www.plannedparenthood.org/>

