

# 2SLGBTBQ+ INCLUSION FOR HEALTH CARE PROVIDERS

2019 OCA Health Conference



Amanda Grassick + Cale Allen  
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## WHO WE ARE



**PRIDE CAMPING  
ASSOCIATION**

### Amanda Grassick (they/them)

Amanda identifies as queer and genderqueer hold a MA in Interdisciplinary Studies. They draw on their personal experience in the camping community to help organizations foster diversity and to advocate for more inclusive programs and spaces.



### Cale Allen (they/them)

Cale is a Leadership Program Instructor at D-Camps' Camp Huronda, for children living with type one diabetes, and a member of the Pride Camping Association steering committee. Cale's experience living with type one diabetes and identifying as queer and non-binary drives them to work towards making camps a space for everyone, regardless of their identity.



## AGENDA

- Why Is Inclusion Training Important
- Basic Terminology
- Gender Unicorn and Gender & Sexuality Galaxy
- Pronouns
- Mental Health
- Health Care Provider Specific Info
- Best Practice Guidelines
- Resources
- Q & A



## WHY IS INCLUSION TRAINING IMPORTANT

- Increase a camps ability to fully support campers, families and staff
- Signals to incoming campers, families and staff that your program is a safe space
- Increase staff confidence in supporting campers
- Supports mental health of campers and staff
- Meet legal obligations
- Fosters a culture for both identified and unidentified gender-diverse campers



## BASIC GENDER TERMINOLOGY

### Sex Assigned at Birth

Determination of a child's sex (i.e. intersex, female, male) at birth, most often based on the appearance of external genitalia

### Gender Identity

Someone internal and individual sense of gender. A person's sense of being a woman, man, both, neither or anywhere in the gender galaxy.

### Gender Expression

The public presentation of gender identity through clothing, hairstyle, voice, body language, etc.



## BASIC GENDER TERMINOLOGY

### Transgender/Trans

Someone whose gender identity does not align with their sex assigned at birth

### Gender Diverse/Genderqueer/ Gender Creative

Someone whose gender identity does not fit into stereotypical gender norms

### Cisgender

Someone whose gender identity aligns with their sex assigned at birth



## BASIC SEXUALITY TERMINOLOGY

### Gay

Term used to describe male-identifying people attracted romantically, sexually and/or emotionally to other male-identifying people.

### Lesbian

Term used to describe female-identifying people attracted romantically, sexually and/or emotionally to other female-identifying people.

### Bisexual

A person emotionally, physically, and/or sexually attracted to males/men and females/women.



## BASIC SEXUALITY TERMINOLOGY

### Queer

A historically derogatory term for a gay man, lesbian, or gender-nonconforming person. The term has been widely reclaimed, especially by younger 2SLGBTQ+ people, as a positive social and political identity. It is sometimes used as an inclusive, or umbrella, term for all 2SLGBTQ+ people.

### Two Spirit

A term used by some indigenous people to identify themselves rather than as lesbian, gay, bisexual or transgender. Historically, in many indigenous cultures, these people were respected leaders and medicine people, based on their unique abilities to understand both male and female perspectives.

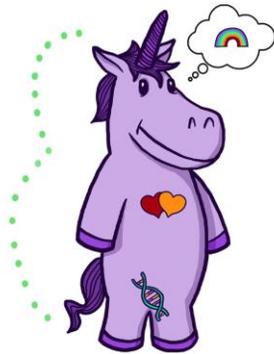
### Straight

A person who has romantic or sexual attractions to people of another gender.



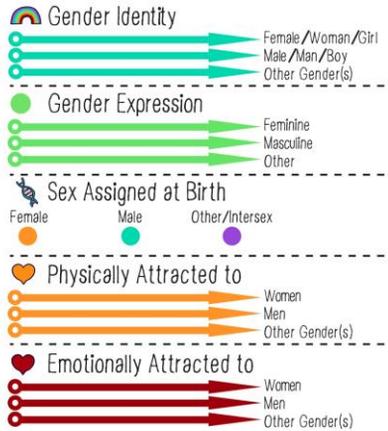
# The Gender Unicorn

Graphic by: **TSER**  
Trans Student Educational Resources



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

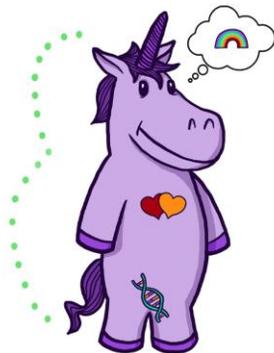
Design by Landyn Pan and Anna Moore



**AMANDA'S GENDER  
UNICORN**

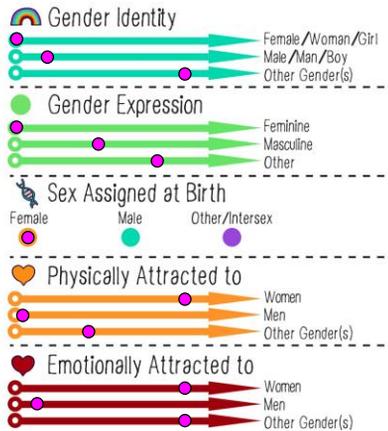
# The Gender Unicorn

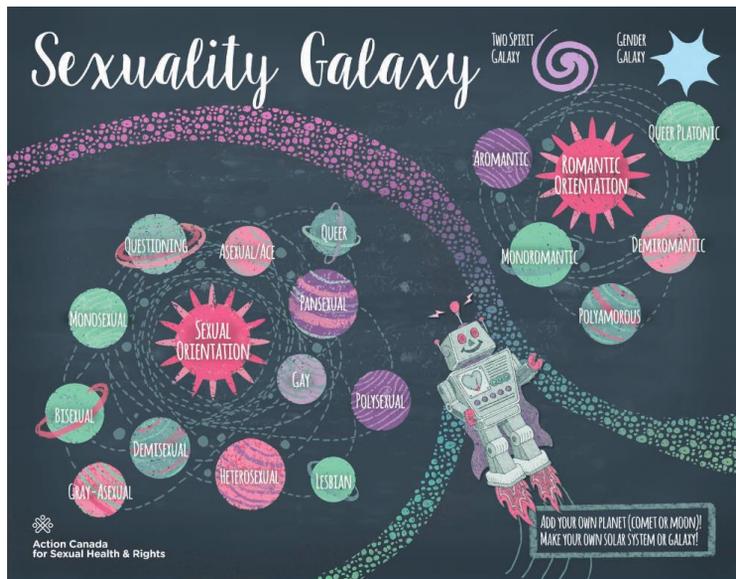
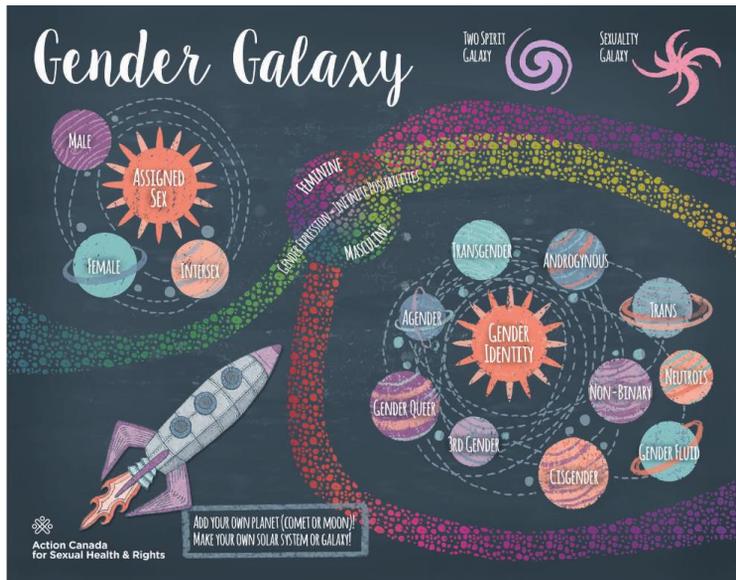
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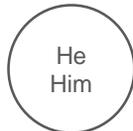
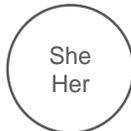
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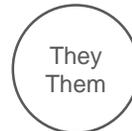


## PRONOUNS

### Gender-Specific Pronouns



### Gender-Neutral Pronouns



- There are the most common pronouns used in North America, but there are many more.
- People may change the pronouns they use throughout their life, in different contexts, etc.
- Do not assume which pronouns someone uses. When in doubt, use the person's name.



## MENTAL HEALTH

### Canadian Trans Youth Health Survey

- 923 children and youth across Canada
- Mental health issues were a key concern
  - $\frac{2}{3}$  reported self-harm in the past year
  - $\frac{2}{3}$  reported serious thoughts of suicide in the past year
  - $\frac{1}{3}$  had attempted suicide in the past year



## MENTAL HEALTH

Transgender youth who are supported in their gender identity had rates of mental health concerns that were no different than their cisgender peers

Olson, Kristina R., Lily Durwood, Madeleine DeMeules, and Kate A. McLaughlin. 2016. "Mental health of Transgender Children Who are Supported in Their Identities." *Pediatrics* 137(3).



## MENTAL HEALTH

"Trans youth who had supportive adults both inside and outside of their family were four times more likely to report good or excellent mental health, and were far less likely to have considered suicide."

Canadian Trans Youth Health Survey



## HEALTH CARE PROVIDER SPECIFIC INFO

What are some aspects of your role as a camp Health Care Provider where awareness of 2SLGBTBQ+ identities is important?



## HEALTH CARE PROVIDER SPECIFIC INFO

- Medical and/or registration forms
- Camper intake
- Health histories
- Medications
  - Hormone replacement therapies
  - Birth control
  - Hormone blockers
- Menstruation
- Mental health concerns



## BEST PRACTICE GUIDELINES

- Use the name and pronouns that the camper requests
  - Do not make assumptions based on appearance or information on forms
  - “Your registration form says your name is Amanda. Is there a different name you would like me to use? What pronouns do you use?”
- When conducting health histories use gender neutral language and do not make assumptions
  - Pregnancy, menstruation, UTIs, etc.
- Gender, gender identity and sexual identity are confidential in Canada
  - Unless the camper says otherwise gender information should be need to know.
  - This includes informing guardians of a campers gender or sexual identity



## RESOURCES

- [Pride Camping Association](#)
- [Action Canada for Sexual Health & Rights](#)
- [Canadian Mental Health Association - Mental Health Services for Gender-Diverse and Sexual-Minority Youth](#)
- [The Canadian Centre for Gender + Sexual Diversity](#)
- [LGTB Youth Line](#)
- [The 519 - Education and Training](#)



# Q & A



## WHERE TO FIND US



[www.pridecamping.org](http://www.pridecamping.org)



[@pridecamping.org](https://www.facebook.com/pridecamping.org)



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