

# BECOMING A SAFE and INFORMED PROVIDER

## EVERYONE DESERVES RESPECT AND TO BE ADDRESSED WITH THEIR CORRECT NAME AND PRONOUNS

If mistakes are made: take a breath, apologize, correct and make amends as necessary. Thank the person for correcting you and for being patient while you learn and move on.

## EFFECTS OF COLONIALISM ON GENDER

Gender diversity has existed on this continent for centuries. European colonizers re-created their own binary power structure of man/woman with no regard for diversity or unique 2 spirit identities.

## “TRANSITION” MEANS DIFFERENT THINGS FOR EVERYONE



**SOCIAL**  
may change name, pronouns, expression



**LEGAL**  
may include official name change and/or gender marker change



**MEDICAL**  
may include pubertal or hormonal suppression, hormone therapy or surgical procedures



## GENDER DEVELOPMENT

**PRE-BIRTH:** gifts, clothes, parents' aspirations determined by ultrasound genital findings

**BIRTH:** sex and gender assigned based on genitalia

**INFANT/TODDLER:** time of exploration of the world around them

**PRE-SCHOOL:** internal sense of gender identity and learning gender roles/norms and expectations that are assigned

**SCHOOL-AGE:** influenced by family, peers, media and exposed to diversity



## 2SLGBTQ+

**2S(TWO-SPIRIT):** traditional concept present in many Indigenous cultures referring to individuals whose gender identity, spiritual identity or sexual orientation includes both a male and female spirit.

**LESBIAN:** a woman who is attracted sexually and romantically to women

**GAY:** a person who is attracted to the same sex or gender

**BISEXUAL:** a person who is sexually or romantically attracted to 2 or more gender identities

**TRANSGENDER:** a person whose gender identity is different from what was assigned at birth

**CISGENDER:** a person whose gender identity aligns with the sex assigned to them at birth

**NON-BINARY:** a person whose gender identity does not align with the binary understanding of male or female. It can include elements of masculine, feminine, androgynous (both masculine and feminine), fluid, multiple genders, no gender or another gender.

**QUEER:** formerly derogatory term used to insult LGBTQ+ individuals that has now been reclaimed by many LGBTQ+ folks. You can only use term if someone identifies this way or as a collective term.

## SUPPORTING CHILDREN AND YOUTH

Offer clothing and toys of all colours and designs

Don't judge them for how they choose to present and don't assume future identity

Ensure they know you are there to support them

## TERMINOLOGY



**SEX**  
assigned at birth or in utero based on genitals and/or chromosomes (male, female or intersex)



**GENDER IDENTITY**  
defined by the individual and does not rely on sex assigned at birth



**GENDER EXPRESSION**  
how an individual externalized their gender identity (hair style, clothing, piercings, etc.)