



Diversity & Inclusion: Working with LGBTQ+ Clients

Webinar with the Law Society of Saskatchewan

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Overview

- Introductions
- LGBTQ+ 101 (The Basics)
- Terminology (Words to Use & Words to Avoid)
- Working with LGBTQ+ Clients

Introductions



Jacq Brasseur,
BSW, RSW

- Originally from the NWT
- Worked in LGBTQ+ communities for almost 10 years
- Connected with local, provincial and national LGBTQ+ organizing

Barton Soroka,
B.A., Juris Doctor

- Currently working at Merchant Law Group LLP
- Volunteered in LGBTQ+ communities for over 5 years
- Former DalOUT Director for Dalhousie Student Union



- Guidelines for this webinar

The Acronym: LGBTQIAP2S+

- Sexualities
- Relationships to gender
- Relationships to biological sex
- Indigenous / First Nations ways of being

The Acronym: LGBTQIAP2S+

- Lesbian and gay refer to homosexual people
 - Homo- is Latin for “same” (like homogenous)
 - Hetero- is Latin for “other” (like heterogenous)
- Homosexual comes from a medicalized context and tends not to be used much for that reason anymore
- Lesbian: a woman who is solely attracted to people of the same gender as her, i.e. a woman who is solely attracted to women
- Gay: a man who is solely attracted to people of the same gender as him, i.e. a man who is solely attracted to men

The Acronym: LGBTQIAP2S+

- Bisexual refers to people of any gender
 - Bi- is Latin for “two”
- Bisexual also comes from a medicalized context, and historically meant both hetero- and homo-; i.e. same and other
- Bisexual: a person who is attracted to people of the same and other genders than themselves; often simplified as “attraction to both genders”
- Pansexual: a person who is attracted to all genders

The Acronym: LGBTQIAP2S+

- Transgender is a term used to describe some peoples' genders
 - Trans- is Latin for “across”
- “Transsexual” comes from a medicalized context, and is often only used by people who identify that way; today, most people use “transgender”
- Transgender refers to a person who is a gender different than the one they were assigned at birth; i.e. a man who was born “female” or a woman who was born “male”

The Acronym: LGBTQIAP2S+

- Transgender is an adjective, not a noun; a noun should always follow the word; i.e. trans **woman**, transgender **man**, trans **person**
- Cisgender is used to describe a person who's gender is the same as the gender they were assigned at birth; i.e. a man who was born "male" or a woman who was born "female"
 - Cisgender is also an adjective, not a noun
- **Example:** Both Caitlyn Jenner and Madonna are women. Caitlyn Jenner is a **transgender** woman, and Madonna is a **cisgender** woman.

The Acronym: LGBTQIAP2S+

- Some people may not identify as being a man or a woman, these people are generally referred to as non-binary
- If you're unsure of somebody's gender, a good way of supporting them can be asking, "what pronouns do you use?"
 - Non-binary people may use gender neutral pronouns such as "they/them"

The Acronym: LGBTQIAP2S+

- Queer is a term that generally denotes a political and personal identity
- Queer is a slur that has been reclaimed by many, but a lot of LGBT+ people prefer not to use it
- Generally used by people who identify as such as a catch-all term to mean “not straight, not cisgender”
- Unless you identify this way, or you hear a client refer to themselves this way, you should probably stay away from the term

The Acronym: LGBTQIAP2S+

- Intersex is a term used to describe a person whose biological sex characteristics are not representative of the typical “male” / “female” categories
- Many people don’t discover they’re intersex until later in life
- Studies have estimated that between 1.4% and 1.9% of the population are intersex
- Intersex babies are still “assigned” a sex at birth, even if they don’t fall easily into one sex category or another

The Acronym: LGBTQIAP2S+

- Asexual is a term used to describe people who do not experience sexual attraction
- Asexuality is different than celibacy, chastity or abstinence
- People who are asexual are not asexual because they have been abused or traumatized
- Asexual people may still have meaningful romantic partnerships

The Acronym: LGBTQIAP2S+

- Two-Spirit is a term that was created in 1990 at an International LGBTQ+ Gathering of Indigenous people in Winnipeg
- Two-Spirit is a term generally used by some Indigenous people to describe the intersection of their spiritual, gender and sexual identities
- Not all Indigenous people use this term

The Acronym: LGBTQIAP2S+

- The "+" is often added to the acronym to signify the many different ways of identifying
- There are many more letters that you might see in other acronyms, but these are just the basics

Terminology

Words to Use

- LGBTQ+
- Gender and sexual diversity
- Sexuality
- Personal pronoun

Words to Avoid

- Queer
 - Homosexuality
 - Sexual lifestyle
 - Sexual preference
 - Real gender
-
- **Slurs:** tranny, dyke, homo, fag

Understanding LGBTQ+ Clients

- Barriers to accessing legal counsel / services
 - Financial barriers
 - Legal Name/Gender
 - (Lack of) Knowledge
 - Fear of homophobia & transphobia
 - Criminality
 - Inappropriate intake

Supporting LGBTQ+ Clients

- Be in solidarity with LGBTQ+ people:
 - Show that you support LGBTQ+ people with signage, books, resources, materials, etc.
 - Attend & support LGBTQ+ organizations and events in your community
- Adjust your intake process:
 - Use gender-neutral language on forms and during intake
 - Allow for clients to share/disclose their chosen name/gender
- Learn about LGBTQ+ justice issues:
 - Get familiar with LGBTQ+ case law
 - Understand unique ways that LGBTQ+ are impacted by the justice system

Being an LGBTQ+ Ally

- Understand your own context
- Remember that you're not the expert
- Amplify voices
- Be patient with yourself
- Arm yourself with knowledge
- Be accountable to your mistakes



How do we support LGBTQ+ clients who access legal services?

What other things should we consider?



Questions?

Questions? Comments?

Contact Us or Get Involved

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