



SOGIESC

(Sexual Orientation, Gender
Identity & Expression and Sex
Characteristics)

Allyship Manual

for Settlement Workers



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1. INTRODUCTION

Welcome to the SOGIE Allyship Manual for Settlement Workers!

We're excited to have you as part of this important journey. This manual is here to help you create inclusive, respectful, and affirming spaces for newcomers of all sexual orientations, gender identities, and expressions.

As settlement workers, you play a pivotal role in helping newcomers navigate their new lives in Canada. In today's world, promoting diversity, inclusion, and social justice has never been more critical. This guide will equip you with the tools, knowledge, and strategies to build stronger connections, provide meaningful support, and create brave spaces for both newcomers and the 2SLGBTQIA+ community.

Throughout this manual, you'll find information on foundational knowledge, cultural sensitivity, practical communication tools, and specific guidance for supporting families and individuals. We understand that some topics may feel challenging or unfamiliar, and that's okay—this is about growth and learning together. The most important step is your willingness to engage and become an ally to the 2SLGBTQIA+ community.

We're here to support you throughout this process. If you have any questions or need assistance, don't hesitate to reach out. We look forward to collaborating with you as we work toward a more inclusive, compassionate, and connected world.

Welcome once again, and let's make a meaningful impact together!

Happy Learning,

The Chroma NB Team



2. WHY THIS MATTERS & BILL C-16

In 2016, the Government of Canada passed Bill C-16, making gender identity and gender expression protected under the Canadian Charter of Rights and Freedoms and the federal Human Rights Act. Most provinces, including New Brunswick, have since updated their own human rights codes to reflect this change.

What Does This Mean?

Just like other protected grounds—such as religion, race, and economic status—sexual orientation, gender identity, and gender expression are legally protected against discrimination. This means that in public spaces, workplaces, and community settings, everyone has the right to be treated with dignity and respect, regardless of how they identify.

At its core, this isn't just about policy—it's about the social agreements that help our communities thrive. Respecting each other across differences is what allows us to coexist, connect, and build stronger, more inclusive spaces.

And beyond being the right thing to do, it's also the law.



3. CONFUSION, MISINFORMATION & DISINFORMATION

Conversations about SOGIESC topics can be nerve-wracking because not everyone has had access to accurate, reliable information. People get their understanding from friends, family, media, and social platforms, and sometimes, well-meaning individuals unknowingly spread inaccurate information.

Not all misinformation is accidental. Some intentionally spread false or misleading narratives to shift blame onto a particular group.

Understanding the differences between confusion, misinformation, and disinformation can help us navigate these conversations.

Confusion: Lack of understanding or information, especially when a topic contradicts prior beliefs.

Example: “I don’t understand why some people use ‘they/them’ pronouns. Isn’t that only for plural?”

Misinformation: False or misleading information shared without intent to deceive, often from misunderstanding or unreliable sources.

Example: A teacher says non-binary identities are new, not realizing they’ve existed across cultures for centuries.

Disinformation: False information intentionally spread to manipulate opinions, provoke emotions, or divide people.

Example: A social media post falsely claims that teachers are allowing children to use litter boxes in schools if they identify as an animal. This myth has been debunked repeatedly.

Why This Matters

Recognizing the differences between confusion, misinformation, and disinformation helps us respond appropriately. By fostering open, informed conversations, we can ensure that discussions about SOGIESC topics are based on facts and not fear.

4. LANGUAGE/TERMINOLOGY

"I realize that definitions spark controversy and disagreement, but I'm okay with that. I'd rather we debate the meaning of words that are important to us than not discuss them at all. We need common language to help us create awareness and understanding, which is essential to Wholehearted living."

-Brené Brown, The Gifts of Imperfection

2SLGBTQIA+: Stands for two-spirit, Lesbian; Gay; Bisexual; Transgender; Queer; Intersex; Asexual, and more. It represents a broad range of diverse sexualities and gender identities, and is used in advocacy and when referring to specific communities.

SOGIESC: Stands for Sexual Orientation, Gender Identity, and Expression, and Sex Characteristics. It's a more universal term that applies to everyone—because we all have a sexual orientation, gender identity, and way of expressing ourselves, whether we actively think about it or not.

Two-Spirit: an Indigenous term that encompasses diverse gender and sexual identities, reflecting the interconnectedness of community and spirituality. Some prefer this term over LGBTQ+ as it encompasses a wide range of identities beyond Western labels.

Gender Identity: A person's sense of their gender, which may be different from the sex assigned at birth.

Gender Expression: The way one outwardly presents their gender identity. This includes clothes, haircuts, etc.

Sexual Orientation: An individual's enduring pattern of emotional, romantic, and/or sexual attractions to men, women, both genders or none.

Transgender: An umbrella term for individuals whose gender identity differs from the sex assigned at birth.

Cisgender: An umbrella term for individuals whose gender identity aligns with their sex assigned at birth



Non-binary: A gender identity that does not strictly align with the traditional definition of man or woman.

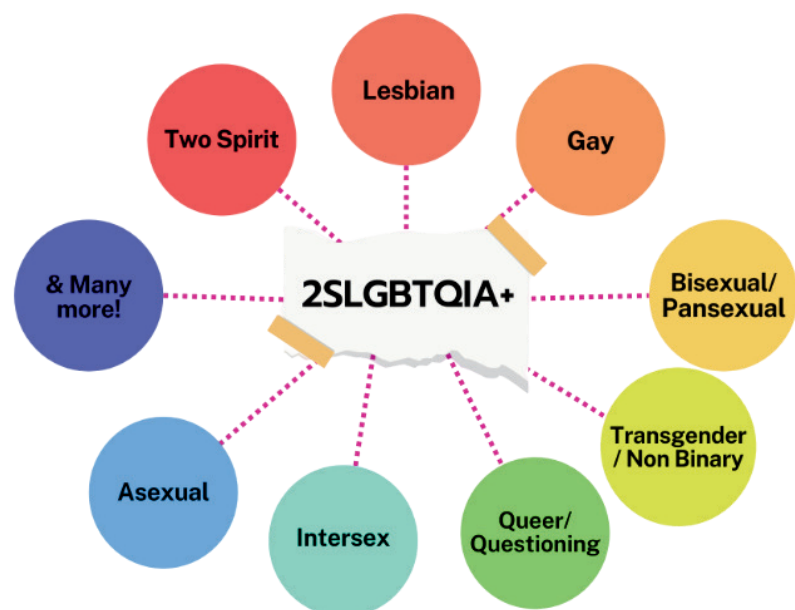
Pronoun: Takes the place of a name in a sentence. Can be tied to a gender (he/him or she/her) or not (they/them, zi/zir).

Allyship: The active support and advocacy for the rights and inclusion of individuals within a vulnerable or minority community (in this manual we're mostly discussing allyship with the 2SLGBTQIA+ community, and tools to do so).

Queer: An umbrella term for sexual and gender minorities, that is people who are not heterosexual or not cisgender. Used by many people who do not want to further define their identity or who want to use a word that includes all LGBT groups and not a single group such as lesbians or transgender people. Due to its historical use as a derogatory term, not all members of the community are comfortable with this word. Best practice is to not to refer to or label an individual as Queer unless they say to you that they identify that way. An easy way to check in about what terms someone wants to use is to listen to how they refer to themselves.

Questioning: Describes a person who is unsure or is exploring their own sexual orientation or gender.

This glossary serves as a quick reference guide to deepen understanding and facilitate conversations around 2SLGBTQIA+ allyship. By being familiar with these terms, allies can create a more inclusive and supportive environment where individuals within the 2SLGBTQIA+ community feel valued, respected, and included.



Even more terms ↴

<https://egale.ca/awareness/terms-and-definitions/>
<https://transcareplus.org/terminology/>

5. CREATING A “BRAVE SPACE” & HAVING DIFFICULT CONVERSATIONS

Difficult conversations are necessary for fostering understanding, growth, and inclusion. When discussing topics related to 2SLGBTQIA+ identities, emotions can run high due to personal beliefs, cultural backgrounds, or fear of saying the wrong thing. This section provides guidance on navigating these conversations with empathy, respect, and open-mindedness.

It's okay to be uncomfortable.

A brave space goes beyond simply ensuring safety—it encourages open, honest, and sometimes difficult conversations that challenge assumptions, deepen understanding, and foster growth. Unlike traditional “safe spaces,” where the goal is often comfort and protection from harm, a brave space acknowledges that learning and progress require discomfort, vulnerability, and the willingness to engage in difficult dialogue.

In a brave space, everyone is encouraged to share their perspectives, even when they differ or feel uncomfortable. However, this does not mean that all perspectives are free from critique. Constructive dialogue requires both the ability to speak and the ability to listen, to question and be questioned, to challenge and be challenged.



By fostering brave spaces, we create environments where learning, self-reflection, and meaningful change can take place. These spaces encourage not just tolerance, but genuine understanding and allyship. This build stronger relationships with our families, friends, and overall communities!

How to deal with difficult conversations & emotions:

Key strategies

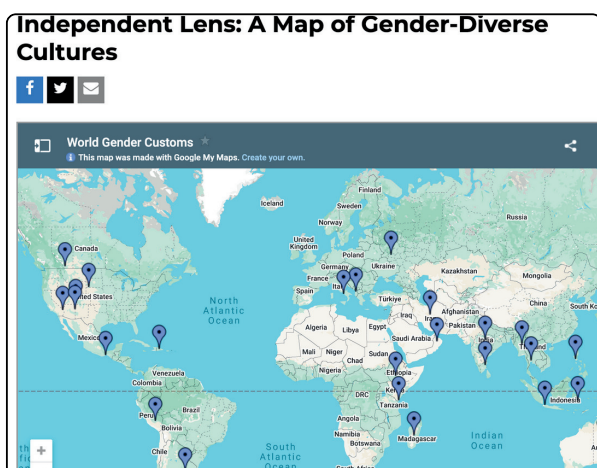
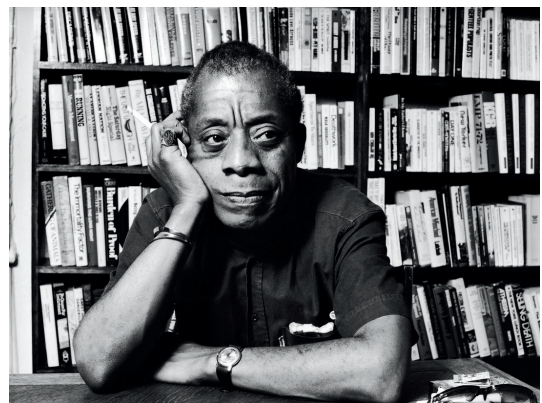
- Prepare Yourself
 - Reflect on your own biases and emotions before engaging in the conversation.
 - Consider the goals of the discussion—what do you hope to achieve?
- Create a Brave Space
 - A brave space ensures everyone feels respected and heard.
 - Encourages honest dialogue, even when conversations are challenging.
- Listen Actively
 - Listen to understand, not just to respond.
 - Use affirming body language and verbal acknowledgments.
- Respond with Empathy
 - Validate emotions before addressing concerns or correcting misinformation.
 - Example: "I hear that this is difficult for you. It's okay to have questions."
- Manage Emotional Reactions
 - Take deep breaths if the conversation becomes overwhelming.
 - Pause and revisit the discussion later if needed.
- Seek Common Ground
 - Emphasize shared values such as love, respect, and family bonds.
 - Encourage Continued Learning
 - Suggest resources for further education.

Be patient with yourself and others in the learning process.

6. 2SLGBTQIA+ PEOPLE IN HISTORY & GENDER ACROSS CULTURES

Throughout history and across cultures, gender diversity and diverse sexual orientations have existed. Understanding these perspectives can help challenge the idea that 2SLGBTQIA+ identities are new or "Western" concepts.

- **Indigenous Two-Spirit Identities:** Many Indigenous cultures in North America recognize Two-Spirit people as holding special roles within their communities.
- **Hijra Communities in South Asia:** Recognized as a third gender in countries like India, Pakistan, and Bangladesh.
- **Muxe in Mexico:** A recognized identity in Zapotec culture that predates colonization.
- **Historical LGBTQ+ Figures:** Figures like Marsha P. Johnson, James Baldwin, and Karl Heinrich Ulrichs contributed significantly to LGBTQ+ rights and visibility.



By learning about these histories, we can see that 2SLGBTQIA+ identities have always been part of human diversity. Check out the map of Gender-Diverse cultures across the world at the link below:

<https://www.thirteen.org/program-content/independent-lens-a-map-of-gender-diverse-cultures/>

7. ALLYSHIP WITHOUT BORDERS

At the end of the day, we have more in common than not. We want our family friends and communities to thrive, and that means being an ally to those around us. Being an ally is about action. Allyship means supporting 2SLGBTQIA+ people in ways that are meaningful, even when it feels challenging due to cultural or personal factors.

Some key elements of allyship include:

- Educating yourself about 2SLGBTQIA+ issues and terminology.
- Standing up against discrimination in all spaces.
- Respecting and using people's correct names and pronouns.
- Acknowledging that learning is a lifelong process.
- Supporting 2SLGBTQIA+ rights, even in environments where it is difficult.

Remember your most useful tools, and the most helpful advice are often rooted in our “*kindergarden rules*”, and what we really need to do is listen, challenge our stereotypes, and make action on the things people need to feel like they can fully show up in all spaces and truly thrive— something we all want for ourselves, family, and friends.



8. FREQUENTLY ASKED QUESTIONS (FAQS)

Welcome to the FAQ section of the 2SLGBTQIA+ Allyship Resource Manual for SWIS Workers. This section is designed to answer common questions and provide guidance on how to navigate conversations and situations that may arise while supporting newcomer families. Whether you're facing challenges in understanding complex concepts, managing sensitive topics, or seeking advice on how to best support 2SLGBTQIA+ children, these FAQs will offer practical insights and actionable solutions.

The goal of this section is to provide clarity and confidence as you engage with individuals and families. Remember, each situation is unique, and allyship is a continuous learning process. The answers provided here will help you approach your work with cultural sensitivity, empathy, and a deep commitment to inclusion.

Before diving into these frequently asked questions, it's important to set the right mindset for engaging in difficult conversations. That's where the Difficult Conversations Self Check-In comes in. This self-check tool will help you reflect on your approach before each conversation to ensure that you're entering it with compassion, openness, and a willingness to listen. The self-check-in is a simple, yet powerful, tool to guide you through those moments where sensitivity, patience, and understanding are essential.

Difficult Conversations Self Check-In:

Before engaging in any conversation that may be emotionally charged or involve sensitive topics, take a moment to reflect on these questions:

☐ **Am I approaching this conversation with compassion and an open mind?**

Are you open to hearing different perspectives without judgment?

☐ **Am I actively listening to understand, rather than just to respond?**

Are you truly listening to what the other person is saying, rather than preparing your reply?

☐ **Am I finding common ground and shared values?**

Can you identify areas of agreement that can help build rapport and understanding?

☐ **Am I responding with empathy and respect, even if we disagree?**

Are you ensuring that your responses are respectful and understanding, even when opinions differ?

☐ **Am I prepared to navigate discomfort and continue learning?**

Are you ready to embrace moments of discomfort as part of your growth as an ally, and commit to continued learning?

This self-check-in will ensure that you're prepared to approach difficult conversations with a mindset of understanding, empathy, and growth. By taking the time to reflect on these points, you're setting yourself up for more meaningful, respectful, and productive interactions.



FAQ #1 - HOW CAN I BE A GOOD ALLY TO THE 2SLGBTQIA+ COMMUNITY AS A PERSON OF FAITH?

A family member expresses concern about supporting a 2SLGBTQIA+ individual due to religious beliefs. How can you respectfully engage with them in a way that emphasizes shared human values?

Many individuals of faith may feel conflicted between their beliefs and supporting 2SLGBTQIA+ rights. This can create internal struggles about how to be an ally without feeling like they are compromising their faith.

Allyship and faith are not mutually exclusive. Many religious teachings emphasize love, compassion, and justice—values that align with supporting 2SLGBTQIA+ individuals. Being an ally does not mean abandoning faith; rather, it is about embracing the core tenets of kindness and respect while recognizing the dignity of all people. It's important to focus on shared values such as love, respect, and dignity, while acknowledging that it's okay to not have all the answers. Engaging in dialogue, learning inclusive language, and signaling openness to these conversations can also create space for understanding.

Ways to Be an Ally Within a Faith Context

- **Practice Active Listening:**
 - Be open to hearing the experiences of 2SLGBTQIA+ individuals without judgment.
- **Learn from Faith Leaders & Scholars:**
 - Seek out religious leaders and theologians who advocate for inclusion.
- **Speak Up Against Harmful Language & Practices:**
 - Challenge discriminatory rhetoric in ways that align with your faith's values.
- **Support Inclusive Spaces:**
 - Encourage faith-based spaces to be welcoming to all, regardless of gender identity or sexual orientation.
- **Engage in Dialogue:**
 - Foster conversations about faith and inclusion, emphasizing common ground such as love, kindness, and respect.

“As an immigrant queer Muslim woman of color, I feel non-existent, sometimes even within my queer community. There aren’t many like me who are out there and visible. But...Allah never left me. I never left Allah. In my day-to-day life I hold Allah close to my heart. I feel the guidance, and that’s my relationship with Islam: Allah guiding me through my everyday life.”

-Yunique



“I would not have come out as a gay man if it weren’t for my Church. I would not go walking through the street in make-up and in drag if it weren’t for my faith and Jesus. [...] Sexuality and spirituality are very interconnected. I believe in God. I believe that Jesus loves me because I am gay, not in spite of my sexuality.”

-Jay

Check out more experiences of Proud 2SLGBTQI People-of-Faith:

<https://egale.ca/wp-content/uploads/2022/02/Faith-and-2SLGBTQI-Youth-Proud-2SLGBTQI-People-of-Faith.pdf>

Difficult Conversations Self Check-In

- ☐ Am I approaching this conversation with compassion and an open mind?
- ☐ Am I actively listening to understand, rather than just to respond?
- ☐ Am I finding common ground and shared values?
- ☐ Am I responding with empathy and respect, even if we disagree?
- ☐ Am I prepared to navigate discomfort and continue learning?

Reflection

How can you balance your beliefs with your desire to support individuals from 2SLGBTQIA+ communities, and where can you find common ground?



FAQ #2 - HOW CAN I BE A GOOD ALLY IF I DON'T KNOW THE RIGHT TERMINOLOGY?

A family member expresses hesitation in supporting their child because they don't feel confident using the correct terms for gender or sexual identity. How can you reassure them that the intention to be supportive matters more than the perfect language?

Many newcomers may feel apprehensive about using the correct terminology for fear of making mistakes. Understanding terminology can be a barrier for some, but it's important to recognize that everyone is learning.

Good news, **You don't need to know everything to be a good ally.** The most important part is being open to learning and willing to ask questions respectfully. It's okay to make mistakes as long as you are willing to listen and adjust your language. A good ally also uses inclusive language to make others feel safe and valued and seeks out resources, training, and opportunities to learn.


You don't know what you don't know...
But you can always learn!
When you know better you can do better!

Difficult Conversations Self Check-In

- ☐ Am I approaching this conversation with compassion and an open mind?
- ☐ Am I actively listening to understand, rather than just to respond?
- ☐ Am I finding common ground and shared values?
- ☐ Am I responding with empathy and respect, even if we disagree?
- ☐ Am I prepared to navigate discomfort and continue learning?

Reflection

What does it mean to be always open to learning, and how can you apply this in conversations about gender and sexual identity?



FAQ #3 - MY CHILD IS QUESTIONING THEIR GENDER, AND I AM SCARED. IS THAT OKAY?

A parent confides that their child is questioning their gender, and the parent feels fearful or overwhelmed. How can you help them work through their fear while providing support to the child?

Many parents may feel fear or uncertainty when their child expresses questioning their gender identity, often due to a lack of understanding or fear of societal backlash. These emotions are natural but need to be addressed with empathy.

It's okay to feel scared-- your emotions are valid. However, it's important to focus on creating a supportive environment for your child. Seeking guidance from experts and connecting with support groups can help ease your fears. It's crucial to remember that your child needs your love and acceptance to navigate their journey confidently. You don't need to have all the answers, but your willingness to listen and support them is key.

Reflect on times in your own youth when you felt misunderstood by your parents or others. Remember, not seeing eye to eye or being exposed to new ways of thinking is a common experience across generations. While this journey may seem unfamiliar, it's an opportunity to grow together and strengthen your relationship through understanding and acceptance.

Difficult Conversations Self Check-In

- ☐ Am I approaching this conversation with compassion and an open mind?
- ☐ Am I actively listening to understand, rather than just to respond?
- ☐ Am I finding common ground and shared values?
- ☐ Am I responding with empathy and respect, even if we disagree?
- ☐ Am I prepared to navigate discomfort and continue learning?

Reflection

How can you separate your fears from your child's needs, and where can you find support to help you through this process?

FAQ #4 - I DON'T KNOW HOW TO TALK TO MY CHILD ABOUT THEIR IDENTITY BECAUSE I DON'T UNDERSTAND IT. IS THAT OKAY?

A parent is unsure how to talk to their child about their identity because they feel they don't fully understand it themselves. How can you encourage the parent to approach the conversation with an open heart, even if they don't have all the answers?

Parents may not fully understand their child's identity, especially if it challenges their own views. It's common to feel uncertain about how to talk to your child in these situations.

It's okay not to fully understand; the most important thing is to show your child that you are open to learning. Approach the conversation with curiosity and a willingness to listen without judgment. Creating a safe space for them to express themselves without fear of rejection is crucial. As you continue to learn, be patient with both your child and yourself.



Difficult Conversations Self Check-In

- ☐ Am I approaching this conversation with compassion and an open mind?
- ☐ Am I actively listening to understand, rather than just to respond?
- ☐ Am I finding common ground and shared values?
- ☐ Am I responding with empathy and respect, even if we disagree?
- ☐ Am I prepared to navigate discomfort and continue learning?

Reflection

How can you approach these conversations with empathy and curiosity, recognizing that learning is a process for both you and your child?



FAQ #5 - MY FAMILY COMES FROM A PLACE WHERE PEOPLE ARE NOT ACCEPTING OF 2SLGBTQIA+ IDENTITIES. HOW CAN I HELP MY FAMILY UNDERSTAND AND ACCEPT THIS?

A family member comes from a background where 2SLGBTQIA+ identities are not accepted. They want to support their child but feel conflicted. How can you guide them to approach their family with care, while fostering a shift in understanding?

Many newcomers face challenges in supporting 2SLGBTQIA+ individuals due to cultural or community beliefs that do not align with acceptance of diverse sexual and gender identities. These tensions can create conflict within families.

It's important to foster understanding while acknowledging the cultural and emotional barriers that may exist. Focus on shared human values and rights and create a compassionate environment for dialogue. Encourage open discussions and help your family understand that acceptance doesn't necessarily mean agreement but showing respect and kindness. Connecting with community role models and experts can also help bridge gaps in understanding.

One way to bridge gaps in understanding is to connect with community role models and experts who can provide guidance. Additionally, exploring examples of organizations and leaders from your home culture or community who support 2SLGBTQIA+ individuals can be powerful. Reminding people that queer and trans individuals exist across cultures, communities, and spaces can help strengthen the connection and open the door to greater acceptance.

Difficult Conversations Self Check-In

- ☐ Am I approaching this conversation with compassion and an open mind?
- ☐ Am I actively listening to understand, rather than just to respond?
- ☐ Am I finding common ground and shared values?
- ☐ Am I responding with empathy and respect, even if we disagree?
- ☐ Am I prepared to navigate discomfort and continue learning?

Reflection

How can you approach conversations about 2SLGBTQIA+ inclusion with your family in a way that fosters understanding rather than conflict? What shared values—such as love, family, or respect—can you highlight to create common ground?

9. WHAT NEXT? & GOAL SETTING

Supporting 2SLGBTQIA+ individuals is an ongoing journey. Set personal goals for continued learning and advocacy.

- What is one step you can take today to be a better ally?



- What is one step you can take over the next year to be a better ally?



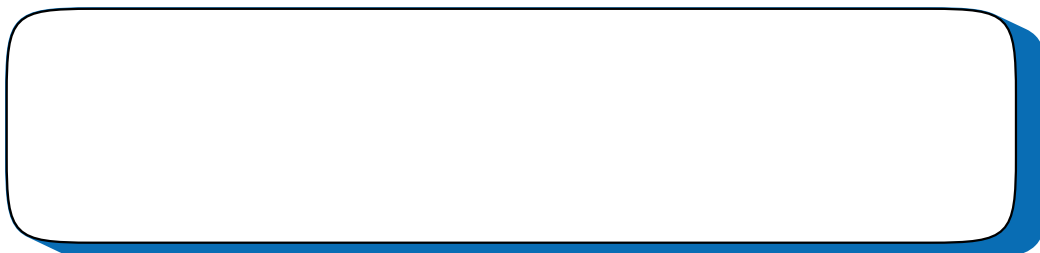
- What ways can you support 2SLGBTQIA+ inclusion in your community?



- What one allyship skill or topic you feel very confident in?



- Whats one allyship skill or topic you feel you need more leaning or help on?



10. CONTACT INFORMATION

CHROMA:

General Inquiries:

Query@chromanb.ca

Education/ Resource specific questions:

Education@chromanb.ca

Chroma NB PO Box 203 Saint John, New Brunswick E2L 3X8

ALTER ACADIE:

General Inquiries:

direction@alteracadienb.ca

Education/Resource-specific questions:

communication@alteracadienb.ca

NBMC:

General & Education/ Resource specific questions:

info@nbmc-cmnb.ca

11. SOURCES & FURTHER LEARNING

Books:

- **A Pocket Guide to Pronouns**, Author: Sydney Brouillard-Coyle

A concise and accessible guide to understanding the importance of pronouns in supporting gender identity and fostering inclusivity.

- **A Quick & Easy Guide to Queer & Trans Identities**, Authors: Mady G., Jules Zuckerberg

This illustrated guide offers an approachable overview of queer and trans identities, helping readers build empathy and understanding.

- **A Quick & Easy Guide to They/Them Pronouns**, Authors: Archie Bongiovanni, Tristan Jimerson

A simple, straightforward guide to using and understanding they/them pronouns, offering practical tips and insights.

- **The Gifts of Imperfection**, Author: Brené Brown

A resource on embracing vulnerability and imperfection, which is central to creating inclusive, brave spaces.

- **Beyond Pronouns**, Author: Tammy Plunkett

Explores the complexities of gender and pronouns, moving beyond conventional understandings to promote acceptance and authenticity.

- **Beyond the Gender Binary**, Author: Alok Vaid-Menon

An essential exploration of gender beyond the traditional binary, offering perspective on non-binary experiences and identities.

- **Doing and Being Your Best**, Author: Pamela Espeland, Elizabeth Verdick

This book provides a guide to thriving in your own identity while creating spaces where everyone can feel seen and supported.

- **Everyone Matters**, Author: Pat Thomas

A story that emphasizes the importance of empathy and respect for others' identities, making it a great resource for allies.

- **I'm New Here**, Author: Anne Sibley O'Brien

A children's book that gently introduces young readers to the experiences of immigrants and newcomers, fostering understanding and inclusion.

- **IntersectionAllies**, Authors: Chelsea Johnson, Carolyn Choi, LaToya Council

A critical guide to understanding and applying intersectionality, emphasizing how various aspects of identity intersect and affect experiences.

- **Jacob's New Dress**, Authors: Sarah Hoffman, Ian Hoffman

A story that illustrates the importance of allowing children to express themselves authentically, regardless of societal gender norms.

- **Racism and Intolerance**, Author: Louise Spilsbury

A comprehensive exploration of racism, its effects on individuals and communities, and how to combat intolerance in everyday life.

- **Red**, Author: Michael Hall

A children's book that tells the story of a crayon labeled as "red" who doesn't quite fit the mold, offering a powerful message about identity and self-expression.

11. SOURCES CONT.

- **Skin Again**, Author: Bell Hooks

A beautiful exploration of identity, focusing on how we are all more than just our external appearance.

- **Speak Up and Get Along!**, Author: Scott Cooper

A resource that teaches kids how to speak up for themselves and others, promoting empathy and respect in their relationships.

- **The Conscious Parent's Guide to Gender Identity**, Author: Darlene Tando

A guide for parents to better understand their children's gender identity and how to offer them support and love in a world that may be challenging.

- **The Gender Identity Workbook for Kids**, Author: Kelly Storck

An interactive workbook for children to explore their gender identity and the language around it in a fun, thoughtful way.

- **The Gender Quest Workbook**, Authors: Rylan Jay Testa, Deborah Coolhart, Jayme Peta

A workbook designed for teens exploring their gender identity, providing guidance, activities, and resources to help them on their journey.

- **The Reflective Workbook for Parents and Families of Transgender and Non-Binary Children**, Author: D. M. Maynard

A practical and compassionate resource for families to better understand and support transgender and non-binary children.

- **Trans Allyship Workbook**

Author: Davey Shlasko

This workbook helps allies understand how to support transgender and non-binary people in their everyday lives, providing insight and guidance on allyship.

- **Understanding Sexual Identity**

Author: Janice E. Rench

A detailed guide to understanding sexual identity and the spectrum of sexual orientations, focusing on how individuals can explore and define their own.

- **We Make It Better**

Authors: Eric Rosswood, Kathleen Archambeau

A forward-thinking book that provides a vision of a world where gender diversity is celebrated, and everyone can be their authentic selves.

11. SOURCES CONT.

- **Websites:**

- **From Safe Spaces to Brave Spaces-**

<https://www.anselm.edu/sites/default/files/Documents/Center%20for%20Teaching%20Excellence/From%20Safe%20Spaces%20to%20Brave%20Spaces.pdf>

Explores the concept of brave spaces as a way to create environments that foster honest dialogue and personal growth.

- **The 6 Pillars of Brave Space**

<https://www.ssw.umaryland.edu/media/ssw/field-education/2---The-6-Pillars-of-Brave-Space.pdf>

Highlights key elements that can help create brave spaces where individuals feel both challenged and supported.

- **Creating Space Toolkit (No Hate in the Hammer)**

<https://nohateinthehammer.ca/toolkit/creating-space/>

Provides strategies for creating inclusive spaces in various community contexts.

- **ERIC - Understanding the Role of Diversity in Education**

<https://files.eric.ed.gov/fulltext/ED407686.pdf>

Discusses the importance of diversity in educational settings and how to integrate inclusive practices.

- **Building a Call-In Culture: Speaking Up Without Tearing Down**

<https://www.learningforjustice.org/magazine/spring-2019/speaking-up-without-tearing-down#:~:text=Building%20a%20Call-In%20Culture%201%20Practice%20Calling%20In,for%20Curricular%20Spaces%20for%20Calling%20In%20White%20Students>

Outlines how to engage in conversations that encourage growth without alienating others, focusing on building a call-in culture.

- **Independent Lens: A Map of Gender-Diverse Cultures**

<https://www.thirteen.org/program-content/independent-lens-a-map-of-gender-diverse-cultures/>

A documentary exploring gender diversity across various cultures, expanding the understanding of non-binary identities.

- **Egale Canada Resources**

<https://egale.ca/resources/#category=resources>

A comprehensive collection of resources focused on LGBTQIA+ inclusion, rights, and education.

- **Free to Be Me - 2SLGBTQI+ Glossary (Government of Canada)**

<https://www.canada.ca/en/women-gender-equality/free-to-be-me/2slgbtqi-plus-glossary.html>

Provides a glossary of terms related to 2SLGBTQI+ identities and issues, designed to promote understanding and inclusion.

- **Reframing Sexuality & Gender Rights (Open Global Rights)**

<https://www.openglobalrights.org/lgbtqia-to-sogiesc-reframing-sexuality-gender-human-rights/>

Discusses the evolution of sexual orientation and gender identity terminology, focusing on human rights frameworks for LGBTQIA+ individuals.

12. CRISIS LINES

Kids Help Phone

- Call: 1-800-668-6868 (toll-free)
- Text: CONNECT to 686868
- Website: [Kids Help Phone](#)

LGBTQ Youth Line

- Call: 1-800-268-9688
- Text: 647-694-4275

Trans Lifeline

- Call: 1-877-330-6366
- Website: [Trans Lifeline](#)

Hope for Wellness Helpline (Available 24/7 to all Indigenous people across Canada)

- Call: 1-855-242-3310 (toll-free)
- Chat online: [Hope for Wellness](#)
- Telephone support available in:
 - Cree
 - Ojibway (Anishinaabemowin)
 - Inuktitut

9-8-8: Suicide Crisis Helpline

- Call or text: 9-8-8 (24/7)
- Available in English and French. Connect with a trained professional for help with mental health or crisis support.

Sexual Violence New Brunswick

- Phone: (506) 454-0437