



# Importance of Language

**November 16-20, 2022**

**Hôtel Hilton Lac-Leamy  
Gatineau, QC**

Adapted from the Crown Indigenous Relations and Northern Affairs Canada/Indigenous Services Canada's Positive Space Program





# What is Positive Space?

A **Positive Space** is a welcoming and inclusive environment for **everyone** including members of the 2SLGBTQ+ community.

By creating a **safer**, more **inclusive** and **open-minded** environment, the workplace experience is enhanced.

A place where people feel **included** and able to be their **authentic** selves.

A place where assumptions are challenged and diversity is celebrated.

A place where we are **actively** making the workplace inclusive.



# WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

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UNE SEN  
HUMAN RIGHTS  
CONFERENCE

CODE SWITCHING is the ways in which a member of an underrepresented group (consciously or unconsciously) adjusts their language, syntax, grammatical structure, behavior, and appearance to fit into the dominant culture.







Micro-assaults

Microinsults

Microinvalidations

“Microaggressions are commonplace verbal, behavioral, or environmental actions that communicate hostility towards oppressed or targeted groups.”

**Definition of workplace harassment and violence**

Part II of the Canada Labour Code, harassment and violence means “any action, conduct or comment, including of a sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee, including any prescribed action, conduct or comment.”



# 2SLGBTQQIPA+

-  (2)Two-Spirit
-  Lesbian
-  Gay
-  Bisexual
-  Trans
-  Queer
-  Questioning
-  Intersex
-  Pansexual
-  Asexual

+ those outside the gender and sexuality binary not stated above





# HELLO, I'M

SUBJECTIVE	OBJECTIVE	POSSESSIVE	REFLEXIVE
He	Him	His	Himself
She	Her	Hers	Herself
They	Them	Theirs	Themselves
Ze	Zir	Zirs	Zirself
Sie	Hir	Hirs	Hirself

Pronouns don't need PROOF  
Don't assume.  
Practice!



# Components of Human Identity

This is a friendly infographic that visually represents four components of human identity. The terms associated with each category are ever evolving. Here are just a few:



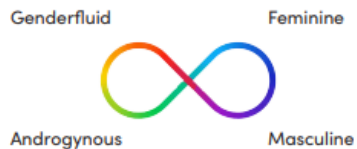
## ASSIGNED SEX

The biological classification of a person as female, male or intersex. It is usually assigned at birth based on a visual assessment of external anatomy.



## GENDER EXPRESSION

The way gender is presented and communicated to the world through clothing, speech, body language, hairstyle, voice and/or the emphasis or de-emphasis of body characteristics and behaviours.



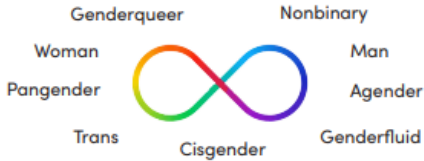
## UMBRELLA TERMS

Many terms related to 2SLGBTQI identities fall into more than one category.



## GENDER IDENTITY

A person's internal and individual experience of gender. It is not necessarily visible to others and it may or may not align with what society expects based on assigned sex.



## ATTRACTION

Often referred to as a sexual orientation, attraction describes a person's potential for emotional, spiritual, intellectual, intimate, romantic and/or sexual interest in other people and may form the basis for aspects of one's identity and/or behaviour.

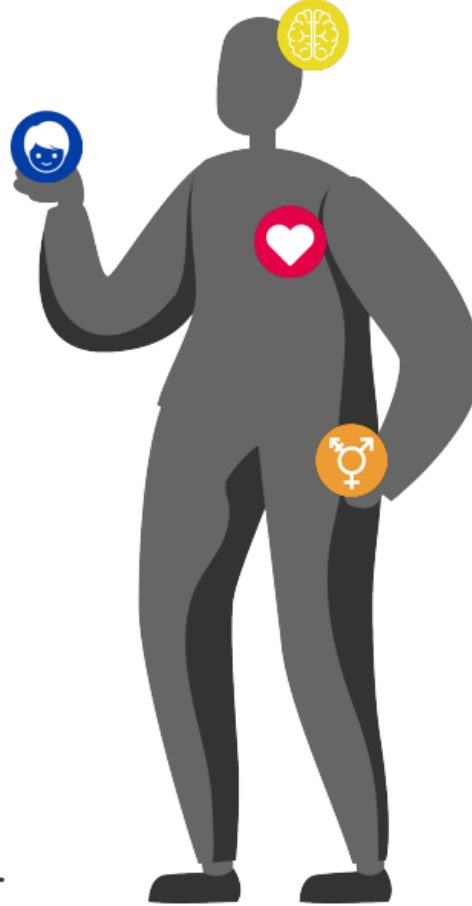


Two Spirit



Questioning

Queer



Egale



## Different Types of Attraction



### AESTHETIC ATTRACTION

When you see someone and think that they are cute or hot: this does not necessarily lead to any other attraction.

### EMOTIONAL ATTRACTION

You can't be emotionally open with everyone you meet: there are certain people you trust / are attracted to more.

### PHYSICAL / SENSUAL ATTRACTION

The desire to be kissed and hugged in a non-sexual way. Most people experience physical attraction (with family).

### PLATONIC ATTRACTION

The desire to have a platonic relationship with someone - platonic relationships are just as valid as romantic!

### ROMANTIC ATTRACTION

Craving a romantic relationship with someone: romantic relationships do not necessarily involve sex.

### SEXUAL ATTRACTION

The desire to touch or be with someone sexually. Sexual attraction has nothing to do with sex drive.





# Language

- Husband/Wife: **Spouse/Partner**
- Son/Daughter: **Child/Parent**
- Brother/sister: **Sibling**
- Niece/Nephew: **Nibling**
- Father/Mother: **Parent/Caregiver**
- Aunt/Uncle: **Auncle /Pibling**  
(parent's sibling)
- Sisters/Brothers: **Members of the Union Family**

Exclusionary languages can cause those who are different to feel unwelcome and unsafe.

Neutral language and respect for privacy encourages “disclosure” when people feel ready and safe.  
Some options are:



- Mr/Ms/Miss/Mrs/M/Mx: **Use their full name**
- Sir/Ma'am: **Not needed to be said**
- Guys/Gals: **Everyone, Team, Folks, Y'all**  
**Colleague, Team, Group, Friends**  
Use their title: **Deputy/ Officer / Dr.**

**Do you have more examples?**





# How can I support someone?

- Understand the person's need to access appropriate washrooms.
- Uphold the privacy, confidentiality and dignity of the person.

Ensure that the person continues to enjoy all the same rights.

Be kind and thoughtful with your comments and avoid microaggressions.

What can I do?

**Human to Human**





**Questions & Answers**

