Rainbow Nursing Interest Group

Creating a Welcoming and Inclusive Environment for 2SLGBTQI+ People

- ▼ provide 2SLGBTQI+ cultural training for all staff, updated regularly
- ▼ don't assume anything about an individual/family
- ▼ if you are unsure, and need to know, ask politely
- ▼ use neutral language – partner, spouse, partnered, parent – verbal and written
- ▼ verbally, use preferred name and pronoun, if different from health card
- ▼ ensure posters and literature portray 2SLGBTQI+ people and issues
- ▼ use a positive space symbol only when requirements have been met:
  - providing a welcoming and inclusive atmosphere for people of all sexual orientations and gender identities
  - providing referrals to community resources for issues pertaining to sexual orientation and gender identity
  - advocating for youth, parents, employees and community members on matters related to gender identity and sexual orientation
  - ensuring all staff are 2SLGBTQI+ culturally competent
- ▼ provide gender neutral bathrooms
- ▼ develop anti-discrimination, anti-harassment and diversity policies that include sexual orientation and gender identity and expression
  - use gender neutral language – employee, client, community member, person
  - include process to follow when policies not adhered to
  - post where highly visible for clients and staff
- ▼ develop a referral list for 2SLGBTQI+ issues/resources
- ▼ add same sex and gender diversity imagery to education and marketing materials
- ▼ support and be visible at 2SLGBTQI+ events
- ▼ celebrate/recognize 2SLGBTQI+ awareness days

References:
National LGBT Health Education Center, The Fenway Institute:
- lgbthealtheducation@fenwayhealth.org

Ontario Public Health Association (2007, updated 2011). *A positive space is a healthy place: Making your community health centre, Public Health Unit or community agency inclusive to those of all sexual orientations and gender identities.* 131 p.
https://opha.on.ca/getmedia/125e32e7-f9cb-48ed-89cb-9d954d76537b/SexualHealthPaper-Mar11.pdf.aspx?ext=.pdf