



Webinar

Hosted by the Defence Team Pride Network (Canada)

Moderator: Major André Jean

Speaker:

Dr. Michel Dorais

Jasmin Roy

Vincent Gabriel Lamarre

Olivia Baker

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Become an ally of the LGBTQ2+ communities

The goal of this event is to provide tools for defense team members and their partners to create healthy, respectful and caring work environments for everyone.

Including sexual and gender diversity: some principles - Dr. Michel Dorais

Principle 1: Respect the person as he or she defines him or herself: never assume or take for granted anyone's sex, gender, and sexuality/sexual orientation. This avoids the problems associated with misgendering/misrepresenting people (i.e., not assigning a sex or gender that is not their own).

Principle 2: Be able to distinguish between what is relative...

1. To sex in the sense of sexuation (whether anatomical, assigned at birth or belonging, the three do not necessarily correspond and, above all, are not necessarily binary)
2. To felt gender(s), whether publicly expressed or not.
3. Sexuality(ies) or sexual orientation(s), which may manifest as desires, behaviors or identification.

Principle 3: Know and use ...

1. Appropriate vocabulary (LGBTQI+ lexicon)
2. Epicene, inclusive and gender-neutral language to the fullest extent possible
3. Avoiding judgmental words or phrases

Principle 4: Promote ...

1. The rights and freedoms of sexually and gender-diverse people
2. Respect for the self-determination of the individual

Principle 5: Recognize and deal with the aftermath of various types of aggression experienced by LGBTQI+ youth and the stresses that may result from it, including:

1. Minority stresses (specific to minorities experiencing rejection, prejudice, stigmatization, and prejudice, and not receiving support)
2. The aftermath of recurring microaggressions that can lead to depression, internalization of oppression or transphobia/homophobia, suicidality, hypervigilance, etc.

Principle 6: Demonstrate daily our posture as allies of LGBTQI+ people and communities, including through what we will find in our offices (literature, posters), in our writings and in our actions.

Principle 7: Actively address organizational bias and prejudice. Encourage, develop and support:

1. Knowledge, attitudes, and skills related to the inclusion of LGBTQI+ people and their realities
2. Inclusive organizational policies and institutional cultures
3. Awareness and ongoing training in the workplace
4. Universal access to services and infrastructure

To implement these ethical guidelines in our work, a great deal of determination is required because it is not always self-evident, or part of the concerns or priorities and you may encounter resistance.

Become an ally of the LGBTQ2+ communities (continued)

Presentation by Jasmin Roy

As research has evolved, the understanding of violence, bullying, and discrimination is now - often - seen as emotional and relational problems that need to be addressed through educational measures. Measures that are too coercive do not contribute to developing the emotional and relational skills of individuals (they may even reinforce the problem). The real solution is to accompany education.

We must therefore have a positive and caring approach in our living environments. Emotions are contagious, so we must avoid toxic atmospheres. We suggest taking care of ourselves in order to take care of others and accompany them. Make the person autonomous so that he or she can behave well. The more positive models we have, the more the group is regulated.

In summary, it is not the techniques that are important, but the approach.

Testimony of Vincent Gabriel Lamarre

Vincent Gabriel shared his life experience as a transgender person. Enlisted in the Canadian Armed Forces as a woman, a lesbian, it is following his deployment in Afghanistan that he is confronted with his own reality. The transition journey was long and filled with various steps (including education). Fortunately, he feels fortunate in the reactions of his family and professional environment. This allows him to be involved today in raising awareness about transidentity.

To learn more about his journey: reportage "Ti-gars" available on <https://ici.tou.tv/ti-gars>.

Presentation by Olivia Baker, Program Officer at Fondation Émergence

As the project manager of Pro allié.e, which aims to integrate LGBTQ2+ people in the workplace, Olivia provides training, coaching (for managers, etc.) and creates awareness tools. She shared with us 8 key principles to respect in order to foster inclusion and diversity in the workplace.

1. **Humility:** recognize that we have a lot to learn in life.
2. **Listen:** listen to the person in front of you who knows best what he or she is going through.
3. **Acknowledge your mistakes:** have good techniques to correct yourself when you make mistakes. Apologize quickly, correct yourself and do better next time.
4. **Cultivate respect and kindness**
5. **Respect confidentiality**
6. **Respect pronouns:** it's the same thing as respecting the first name
7. **Lead by example:** raise awareness
8. **React to bad behavior:** do not be confrontational but use an approach based on non-violent communication.