



GENDER EQUALITY PROJECT

After participating in a series of Sharing Circles and community-led workshops, ACEH staff developed recommendations for how our organization can better support First Nations, Métis and Inuit 2SLGBTQQIA+ staff and Family Members. Recommendations have been grouped into four focus areas and are presented here as an **Action Framework**.

FOCUS 1: BUILD INCLUSIVE ENVIRONMENTS

SHORT TERM	WITHIN 1 YEAR
MEDIUM TERM	WITHIN 2 YEARS
LONG TERM	WITHIN 3 YEARS

SHORT TERM

- ☒ Display 2SLGBTQQIA+ artwork at all housing and office sites in high traffic areas
- ☐ Staff-wide consistent use of inclusive language, such as the acronym 2SLGBTQQIA+ and “all spirit” rather than co-ed when referring to communal spaces
- ☐ Educate Family Members prior to move in about their protected rights as a way to prevent potential tensions arising around same sex couple housing

MEDIUM TERM

- ☐ Design and update washrooms to be non-gendered through use of appropriate symbols
- ☐ Incorporate inclusive imagery into exterior and/or interior housing murals
- ☐ Have Two-Spirit identity reflected within the living spaces

LONG TERM

- ☐ Develop 2SLGBTQQIA+ specific housing



TAKING ACTION

Acting on the first recommendation, the ACEH commissioned Quw'utsun' artist Charlene Johnny to design a Coast Salish Pride Flag for display at all houses and offices.

LINK TO PROJECT VIDEO: [HTTPS://VIMEO.COM/568993466/E81BE95E9A](https://vimeo.com/568993466/E81BE95E9A)



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FOCUS 2: BUILD STRONG COMMUNITY NETWORKS

SHORT TERM	WITHIN 1 YEAR
MEDIUM TERM	WITHIN 2 YEARS
LONG TERM	WITHIN 3 YEARS

SHORT TERM

- ☐ Form a "Rainbow Warriors Task Force" to continue bringing together diverse perspectives
- ☐ Update intake documents to be reflective of all gender identities and incorporate a section that asks for legal and preferred names
- ☒ Begin to grow our capacity to support 2SLGBTQQIA+ people

MEDIUM TERM

- ☐ Develop a mentorship program for youth
- ☐ Create a community program and circle for Indigenous, 2SLGBTQQIA+ people
- ☐ Collaborate with MCFD to create healing circles for youth
- ☐ Design buttons or shirts to increase visibility and trust
- ☐ Participate in annual community pride events

LONG TERM

- ☐ Develop a network to help support Family Members transitioning and encourage our houses to be accommodating, safe for transgender people.



TAKING ACTION

Acting on the recommendation to grow our capacity to support 2SLGBTQQIA+ people, the Equity Programming team was formed; being comprised of 2 full-time staff members.

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FOCUS 3: CREATE ACCESSIBLE EDUCATION & PROGRAMS

SHORT TERM	WITHIN 1 YEAR
MEDIUM TERM	WITHIN 2 YEARS
LONG TERM	WITHIN 3 YEARS

SHORT TERM

- ☐ Create brochures and infographics to educate Family Members on 2SLGBTQQIA+ identities, stories and distinct experiences
- ☐ Share the project video widely to raise awareness and initiate conversation

MEDIUM TERM

- ☐ Gather and circulate additional information about First Nations, Métis and Inuit understandings of gender and sexual orientation, pre and post colonization
- ☐ Educate Family Members and Staff on what pronouns are, what types of pronouns people use, and why it is important to respect a person's pronouns

LONG TERM

- ☐ Secure funding for all staff to complete intervention training, with a focus on 2SLGBTQQIA+ related conflict



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FOCUS 4: DEVELOP INCLUSIVE POLICIES & REGULATIONS

SHORT TERM	WITHIN 1 YEAR
MEDIUM TERM	WITHIN 2 YEARS
LONG TERM	WITHIN 3 YEARS

SHORT TERM

- ☐ Have staff update their email signatures and website bios to include their pronouns
- ☐ Actively normalize using pronouns in introductions through practice and encouragement
- ☒ Develop statement of inclusivity on job postings
- ☒ Incorporate questions specific to 2SLGBTQQIA+ knowledge and awareness into interviews

MEDIUM TERM

- ☐ Establish a confidential procedure for staff and Family Members that experience discrimination on the basis of their identity. This may include documenting the incident; having confidential, one-on-one support from the ACEH's clinical counsellor, and executive-level follow up with the offending person.
- ☐ Develop a session for onboarding to review relevant policies and set expectations

LONG TERM

- ☐ Develop & deliver an annual training workshop
- ☐ Secure funding for sustained community building programs

TAKING ACTION

The HR team now includes the following statement in all job postings:
"The ACEH values strength in diversity. As an inclusive employer that celebrates the gifts of all its staff, the ACEH encourages members of the 2SLGBTQQIA+ community to apply."

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