



# Top Ten Ways to Rock the Rainbow

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Video link: <https://vimeo.com/413150445>

# Where we're headed

- Quick intros with pronouns
- Top ten ways to rock the rainbow
- Resources
- Your expertise



# INTRODUCTIONS

Hello  
my name is

**NYK**

my pronouns are

**Them They Theirs**

Hello  
my name is

**BONNIE**

my pronouns are


**She Her Hers**

# Safe Spaces Agreement

Purpose: to create an atmosphere of safety for all

- 1) There are no stupid questions as long as they're respectful
- 2) Right to pass
- 3) Confidentiality



The background features a central rainbow with six vertical stripes: red, orange, yellow, green, blue, and purple. The top of the page is decorated with wavy, layered blue and white patterns, while the bottom features wavy green and white patterns.

# Top Ten Ways to Rock the Rainbow

# #10 Learn about the rainbow alphabet



#9 Never “out” someone without their permission



## #9 Never out someone without their permission

- Coming out is often gradual and is always very brave
- Folks will often come out to people with whom they feel safe
- Coming out is a **lifelong** experience because people are assumed to be “heterosexual/cisgender until proven otherwise”
- When in doubt, ask the person in confidence if they are comfortable with you sharing their sexual/gender identity with others



## # 8 Check any hetero-normative assumptions



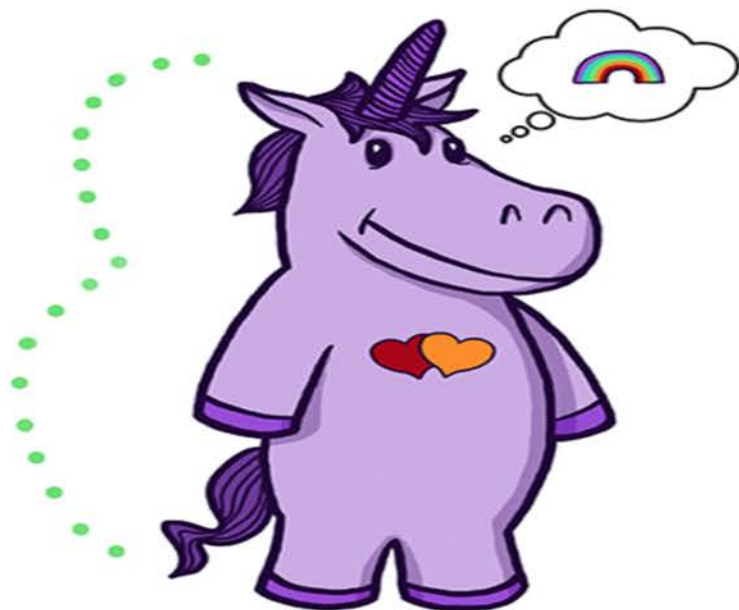
## #8 Check any hetero-normative assumptions

Don't make assumptions about anyone's sexual identity

- A person could be questioning their sexuality
- A person who identifies as pansexual could be married to someone of another gender but still identify as pansexual
- A person could display stereotypical female or male characteristics, but not identify as heterosexual (or queer!)
- A person may have multiple partners (polyamorous)

Preferred Name:

Pronoun:



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

Gender Identity

Female/Woman/Girl  
 Male/Man/Boy  
 Other Gender(s)

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Gender Expression

Feminine  
 Masculine  
 Other

---

Sex Assigned at Birth

Female  Male  Other/Intersex

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Physically Attracted to

Women  
 Men  
 Other Gender(s)

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Emotionally Attracted to

Women  
 Men  
 Other Gender(s)

# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources

#7 Check any cis-normative assumptions and pronouns



## #7 Check any cis-normative assumptions and pronouns

- Never make assumptions about someone's gender or pronoun. For example:
  - A person could identify as trans or be in the process of transitioning
  - An individual might not identify by any gender identity
  - A person may identify with more than one gender
  - A person might be cisgender and not have a “typical” gender presentation
  - <https://www.genderbread.org/>

# #6 Provide inclusive washrooms

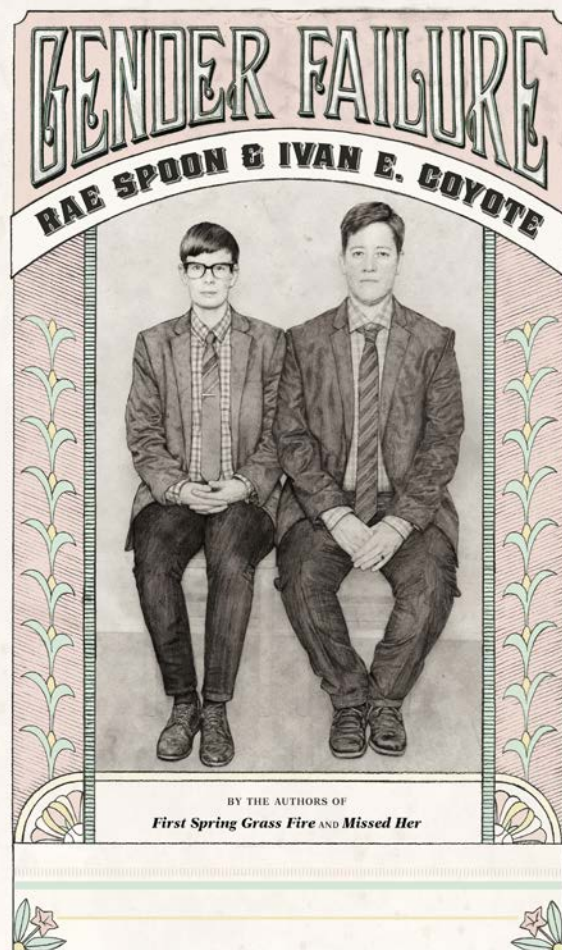


## #6 Provide inclusive washrooms

- There can be a tremendous amount of stress for people who identify as trans or non-binary when they use the public washroom
- Micro to macro aggressions are not uncommon for trans or non-binary people in gendered washrooms
- All-gender washrooms provide peace and privacy for everyone

# TOMBOY SURVIVAL GUIDE

IVAN COYOTE



## *You Can Pee Next to Me*

<https://www.youtube.com/watch?v=wUKAVcj9NVA&t=3s>





## #5 Make earnest attempts to change non-inclusive words and behaviour



## #5 Make earnest attempts to change non-inclusive words and behaviour

- Repeated apologies for mistakes like using incorrect pronouns becomes “sorry but not really” if behaviour doesn’t change over time

#4 Remember that safety is in the eye of the beholder...

(not the person who puts the rainbow sticker on the door)



**YOU  
ARE  
SAFE  
HERE**

A rectangular sticker with a white background. The text is arranged in four lines, each word in a different color: 'YOU' is red, 'ARE' is yellow, 'SAFE' is blue, and 'HERE' is purple. The letters are bold and have a slight shadow effect.

Safety is multi-dimensional:



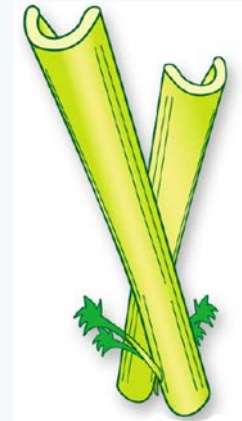
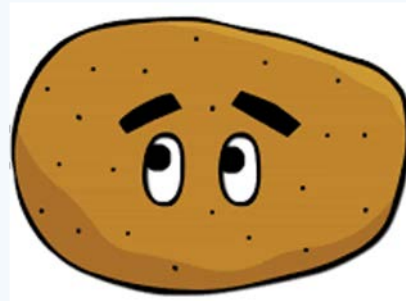
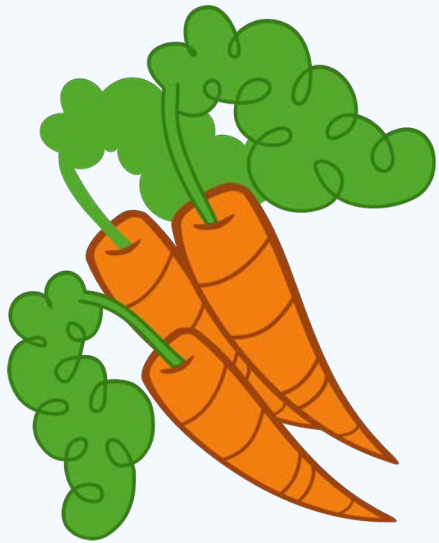
# #3 Provide queer competency training for staff



## #3 Provide queer competency training for all staff

- Training all staff on inclusive language and approaches provides a consistently inclusive experience for both staff and service recipients
- If someone on staff is an expert on inclusion/facilitation, ask if they would like to do the training
- There are many organizations who can offer training and support for inclusion, for example: <http://www.the519.org/education-training>

#2 Don't assume a carrot knows what it's like to be celery, even though they're both vegetables

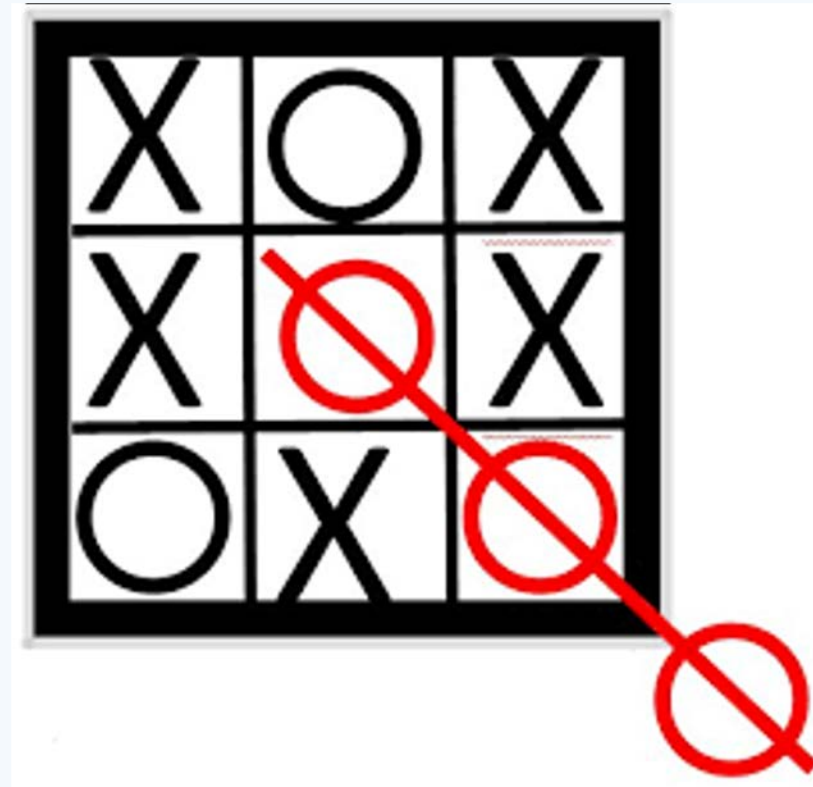


## #2 Don't assume a carrot knows what it's like to be celery, even though they're both vegetables

- People are only experts on their own experience, not all people who identify “under the rainbow”
- For example:
  - Someone who identifies as lesbian has no greater chance of understanding the experience of being trans than anyone else
  - Someone who identifies as trans may not understand the experience of being gender fluid
  - A queer person in a monogamous dynamic may not have any idea how polyamorous relationships work



#1 Think outside the box...



...and maybe inside the bowl

- Be creative when promoting inclusion (e.g., Finneus the Fish)
- Remember that laughter is great medicine



# If you don't know how to help...

- Provide good resources for your clients such as:
  - YouthLine <https://www.youthline.ca/>
  - 519 <https://www.the519.org/>
  - PFLAG <https://pflagcanada.ca/>
  - It Gets Better <https://itgetsbetter.org/>
  - Rainbow Health Ontario [www.rainbowhealthontario.ca](http://www.rainbowhealthontario.ca)

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# Your Questions and Ideas

