LGBTQ2S+ inclusion

Educational resources
May 2023

Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

www.ccdi.ca

Educational resources on LGBTQ2S+ inclusion

CCDI WEBINARS

The following webinars were delivered previously, and recorded versions can be accessed via CCDI's Knowledge Repository. If your organization is a CCDI Employer Partner, you and your colleagues can visit the Knowledge Repository portal to register for access (using a work email address) and login credentials will be sent via e-mail (check Inbox and Junk Mail folder just in case).

Log into Knowledge Repository and click on the links below to view each webinar:

Bilingual

- A current portrait of Canada's diverse LGBTQ2S+ communities / Un portrait actuel des diverses communautés LGBTQ2S+ du Canada (2022)
- Allyship: What type of ally are you? / Alliance : quel type d'allié.e. êtes vous? (2022)
- Art of Allyship / L'art de l'alliance inclusive (2021)
- Creating a psychologically safe space for the LGBTQ2S+ community - Fireside chat / Créer un espace psychologiquement sécuritaire pour la communauté LGBTQ2S+ — Causerie (2022)
- Gender expression versus gender identity / Identité de genre par rapport à expression de genre (2021)
- Safe spaces for dialogue: Encouraging authenticity in the workplace / Espace sécuritaire pour le dialogue - encourager l'authenticité en milieu de travail (2021)

English only

- Gender diversity (2020)
- Gender-neutral facilities and pronoun importance (2021)
- Leveraging your privilege (2021)
- The importance of intersectionality in diversity and inclusion (2020)

Please view a schedule and descriptions of our upcoming webinars to be delivered live (recorded versions will be accessible via CCDI's Knowledge Repository shortly thereafter). If your organization is a CCDI Employer Partner, you and your colleagues can register and attend for free. If your organization is not currently a CCDI Employer Partner and you are interested in joining, you can learn more about partnership and submit an inquiry here.

Understanding LGBTQ2S+ identities and lived experiences

Bilingual

- FAQ / Foire aux questions, Interligne
- Genderbread Person / Personne Gingenre, the Hues project
- Questions and answers about gender identity and pronouns / Questions et réponses sur l'identité sexuelle et les pronoms, Ontario Human Rights Commission
- Understanding sexual diversity and gender pluralism / Comprendre la diversité sexuelle et la pluralité des genres, Government of Québec

English only

- Discrimination & Stigma, OutSaskatoon
- How to Understand your Gender: A Guide for Exploring Who You Are (PDF), Alex Iantaffi and Meg-John Barker
- LGBTQ+ voices: Learning from lived experiences, McKinsey & Company
- Resources, Canadian Centre for Gender and Sexual Diversity
- Resources, QMUNITY
- Understanding the Asexual Community, Human Rights Campaign
- Understanding the Intersex Community, Human Rights Campaign

French only

- Droits des personnes LGBTQ+, Educaloi
- Les personnes LGBTQ+ plus souvent visées, La Presse
- Mieux nommer et mieux comprendre: changer de regard sur les enjeux trans et les réalités de la diversité sexuelle et de genre (PDF), Conseil québécois LGBT
- Mythes et mensonges sur les personnes trans, Toutes des Femmes
- Parlons de diversité, Alliance arc-en-ciel

Creating LGBTQ2S+ inclusive workplaces

Bilingual

- 2S & LGBTQIA+ Toolkit (PDF) / Boîte à outils 2S & LGBTQIA+ (PDF), BGC Canada
- A guide to 2SLGBTQI Employee Resource Groups (ERGs) / Guide-ressource pour les groupe-ressource d'employés 2SLGBTQI, Egale

- [Building Trans-Inclusive Workplaces: A Guide for Managers, Unions and Workers](#) / [Des milieux de travail accueillants pour les personnes trans: Guide à l'intention des gestionnaires, des syndicats et du personnel](#), Public Service Alliance of Canada
- [Creating Authentic Spaces: A Gender Identity and Gender Expression Toolkit](#) / [Créer des milieux authentiques : Une boîte à outils sur l'identité et l'expression de genre](#), The 519
- [Guide of Best Practices for LGBTQ+ Inclusion in the Workplace (PDF)](#) / [Guide de bonnes pratiques pour l'inclusion des personnes LGBTQ+ en milieu de travail (PDF)](#), Fondation Émergence
- [Information Guide: Integrating Trans People Into the Workplace (PDF)](#) / [Guide d'information : Intégrer les personnes trans en milieu de travail](#), Fondation Émergence
- [LGBT+ Inclusive Policies and Practices (PDF)](#) / [Guide des politiques et des pratiques en matière de diversité et d'inclusion des personnes LGBT+ (PDF)](#), Canada's LGBT+ Chamber of Commerce
- [Transitioning Employers: A survey of policies and practices for trans inclusive workplaces](#) / [La transition des organismes employeurs : une étude sur les politiques et les pratiques favorisant l'intégration des personnes trans en milieu de travail](#), Pride at Work Canada

English only

- [An in-depth look at LGBTQ+ benefits](#), Benefits Canada
- [Best Practices for Non-Binary Inclusion in the Workplace](#), Out & Equal
- [Beyond Diversity: An LGBT Best Practice Guide for Employers (PDF)](#), Pride at Work Canada
- [Beyond Diversity: An LGBT Best Practices Guide for Employers](#), Pride at Work Canada
- [Companies Can't Ignore Shifting Gender Norms](#), Harvard Business Review
- [Creating a Trans-Inclusive Workplace](#), Harvard Business Review
- [Equal Workplaces, Equal Rights](#), Stonewall
- [Moving Beyond the Binary: a Guide on How to Make Your Organization Meaningfully Inclusive of Two-Spirit, Trans, Non-Binary, and Gender Diverse People](#), Legal Info Nova Scotia
- [Navigating The Workplace As Trans And Non-binary Folks](#), Friends of Ruby
- [Setting up an LGBT employee network group](#), Stonewall
- [Transgender Inclusion in the Workplace: A Toolkit for Employers](#), Human Rights Campaign
- [Voices of Value (PDF)](#), ARCH Guelph
- [What's Your Pronoun? Strategies for Inclusion in the Workplace](#), Out & Equal

French only

- [Comment favoriser l'épanouissement des personnes LGBT au travail?](#) Gestion HEC Montréal
- [Comment favoriser l'inclusion des personnes LGBTQ+ en entreprise ?](#) Hays
- [Guide sur les droits des personnes face à l'homophobie en milieu de travail (PDF)](#), Gouvernement du Québec
- [Guides et formations du Conseil LGBT](#), Conseil québécois LGBT

Inclusive language

Bilingual

- [2SLGBTQI+ terminology – Glossary and common acronyms](#) / [Terminologie 2ELGBTQI+ – Glossaire et acronymes fréquents](#), Government of Canada
- [Affirming and Inclusive Language](#) / [Grammaire de genre neutre et langage inclusive](#), Egale
- [Gender Inclusive Language Toolkit](#) / [Guide sur le langage inclusif de l'AFPC](#), Public Service Alliance of Canada
- [Gender-inclusive writing – Guidelines for gender-inclusive writing in English](#) / [Écriture inclusive – Principes d'écriture inclusive en anglais](#), Government of Canada
- [Glossary of Terms: A reference tool](#) / [Glossaire des termes : Un outil de reference](#), Canadian Centre for Diversity and Inclusion
- [How to achieve a gender-inclusive vocabulary at work? (PDF)](#) / [Comment rendre son vocabulaire plus inclusif au travail?](#) GAIHST
- [Inclusive workplace language: being more thoughtful about the words we use](#) / [Langage inclusif au travail : mieux choisir nos mots](#), Canadian Digital Service
- [LGBTQI2SNBA+: Sex, gender and sexual orientation: Inclusion through vocabulary (PDF)](#) / [LGBTQI2SNBA+ : les mots de la diversité liée au sexe, au genre et à l'orientation sexuelle (PDF)](#), FNEEQ-CSN
- [TERMIUM Plus®](#) / [TERMIUM Plus®](#), Government of Canada

English only

- [An Employer's Guide to Using Gender-Inclusive Language in the Workplace](#), G2
- [Identities & Terms: An Intro to Language](#), OutSaskatoon
- [Inclusive language paramount to overcoming LGBTQ+ discrimination: experts](#), CityNews
- [The ABCs of L.G.B.T.Q.I.A.+](#), The New York Times
- [The Power of Inclusive Language: Building diversity and inclusion in the workplace](#), Deloitte

French only

- [Guide de grammaire neutre et inclusive](#), Collège universitaire Glendon
- [Guide pour la rédaction inclusive (PDF)](#), Université Laval
- [Guide vers un français plus inclusive par rapport au genre (PDF)](#), Divergenres
- [Inclusivement vôtres! Guide de rédaction inclusive](#), Institut national de la recherche scientifique
- [Lexique de la transidentité](#), Wiki Trans
- [Pronoms neutres et pronoms genrés (PDF)](#), The 519

Allyship

Bilingual

- [Being a 2SLGBTQI+ Ally](#) / [Être un allié ou une alliée des communautés 2ELGBTQI+](#), Government of Canada
- [Tips on how to practice 2SLGBTQI Allyship](#) / [Des conseils sur la manière d'agir en allié 2SLGBTQI](#), Egale

English only

- [100 Ways to Make the World Better for Non-Binary People](#), Vice
- [7 ways you can be an LGBTQ+ ally at work](#), Stonewall
- [Active allyship: Do your LGBTQ+ employees feel supported and included?](#) McKinsey & Company
- [Allies & Solidarity](#), OutSaskatoon
- [Being an LGBTQ+ Ally](#), Human Rights Campaign
- [Choose Inclusivity: How To Be A LGBT Ally For A Better World!](#), Queer in the World
- [Guide to Being an Ally to Transgender and Nonbinary Young People](#), The Trevor Project
- [Here's what a good LGBTQ ally looks like](#), Vox
- [How to be a better LGBTQ ally](#), CBC News
- [How To Be An LGBTQ+ Ally At Work](#), Forbes
- [LGBTQIA+ Community: Understand, Learn, and Be an Ally](#), Project Management Institute Toronto
- [Seven ways to be the strong ally the LGBTQI2S community needs you to be](#), United Way of Calgary and Area
- [Supporting the Transgender People in Your Life: A Guide to Being a Good Ally](#), National Center for Transgender Equality
- [Tips for Allies of Transgender People](#), GLAAD
- [True Allyship: A Toolkit for Allies of the LGBTQIA+ Community](#), North Carolina State University

French only

- [Êtes-vous un bon allié.e?](#) Alliance Arc-en-ciel de Québec
- [Alliés LGBTQ+: conseils à suivre pour déconstruire les préjugés](#), HuffPost Québec
- [Comment être un·e bon·ne allié·e de la communauté LGBTQ ?](#) Terrafemina
- [LGBTQ+ : à quoi sert la Fierté et comment être un bon allié?](#) Noovo Moi
- [Envie d'être un (vrai) allié LGBT+? Voici ce que vous devez faire](#), Slate
- [Intervenir en tant qu'allié (PDF)](#), Egale
- [Des conseils sur la manière d'agir en allié LGBTQI2S (PDF)](#), Egale
- [Tout pour les allié·e·s](#), Wiki Trans

Other resources

BOOKS

CCDI encourages you to check with your local bookstore or municipal library for availability of these publications.

Bilingual
- Lie With Me / Arrête avec tes mensonges (Philippe Besson)
- The End of Eddy / En finir avec Eddy Bellegueule (Édouard Louis)
- Infidels / Infidèles (Abdellah Taïa)
- Not One Day / Pas un jour (Anne Garréta)

English only

- A Boy at the Edge of the World (David Kingston Yeh)
- A History of My Brief Body (Billy-Ray Belcourt)
- Crosshairs (Catherine Hernandez)
- Death Threat (Vivek Shraya & Ness Lee)
- Gender Failure (Rae Spoon & Ivan Coyote)
- it was never going to be okay (jaye simpson)
- Jonny Appleseed (Joshua Whitehead)
- Knot Body (Eli Tareq El Bechelany-Lynch)
- Like a Boy but Not a Boy (andrea bennett)
- Love after the End (ed. Joshua Whitehead)
- Me, Myself, They (Joshua M. Ferguson)

- Never Going Back: A History of Queer Activism in Canada (Tom Warner)
- Stone Fruit (Lee Lai)
- The Family Way (Christopher DiRaddo)
- We Have Always Been Here: A Queen Muslim Memoir (Samra Habib)
- ZOM-FAM (Kama La Mackerel)

French only

- Les Faux-monnayeurs (André Gide)
- Les amitiés particulières (Roger Peyrefitte)
- Le livre blanc (Jean Cocteau)
- Querelle de Brest (Jean Genet)
- Tous les garçons et les filles (Jérôme Lambert)
- Point de côté (Judith Godreche)

FILM AND TELEVISION

Please note: There may be a cost related to watching this content and CCDI is not responsible for those costs.

Bilingual

- 2SLGBTQI+ / 2ELGBTQI+ (National Film Board collection)
- Alex Strangelove / Alex Strangelove (FR) (Netflix)
- Blue is the Warmest Colour / La vie d'Adèle (Apple TV)
- Boys Don't Cry / Les garçons ne pleurent pas (Disney+)
- Call Me by Your Name / Appelle-Moi Par Ton Nom (Amazon Prime)
- Love, Simon / Avec amour, Simon (Disney+, Crave)
- Me Myself and Mum / Les garçons et Guillaume, à table! (YouTube)
- Moonlight / Moonlight: l'histoire d'une vie (Amazon Prime)
- Portrait of a Lady on Fire / Portrait de la jeune fille en feu (Amazon Prime)
- RuPaul's Drag Race / RuPaul's Drag Race (FR) (Netflix)
- Special / Spécial (Netflix)
- The L Word: Generation Q / The L Word: Generation Q (FR) (Crave)
- The Normal Heart / Un cœur normal (Crave)
- Tomboy (Apple TV)
- Uncle Frank / Mon oncle Frank (Amazon Prime)

English only

- 120 Beats Per Minute (Crave, Amazon Prime Video)
- Carol (Amazon Prime)
- Milk (Amazon Prime)
- Paris is Burning (Apple TV)
- Transparent (Amazon Prime)
- The World to Come (YouTube)
- The Miseducation of Cameron Post (Amazon Prime, Plex)
- Tangerine (YouTube)

French only

- Féminin/Féminin (Apple TV)
- Lola vers la mer (Apple TV)
- Mathias & Maxime (YouTube)
- Salut Victor (YouTube)

TED TALKS

French links are for the original Ted Talk with French subtitles and/or French transcript.

Bilingual

- A queer vision of love and marriage / Un amour qui nous laisse être nous-mêmes (Tiq Milan and Kim Katrin Milan)
- How uncomfortable conversations can save lives / A la mémoire de Lyra McKee (Lyra McKee)
- Language around gender and identity evolves (and always has) / La langue des genres et de l'identité évolue, et l'a toujours fait, d'ailleurs (Archie Crowley)
- The myth of the gay agenda / Le mythe du programme gay (LZ Granderson)
- What the gay rights movement learned from the civil rights movement / Ce que le mouvement pour les droits des homosexuels a appris du mouvement pour les droits civiques (Yoruba Richen)
- Why kids need to learn about gender and sexuality / Pourquoi les enfants doivent être éduqués sur les questions de genre et de sexualité (Lindsay Amer)

English only

- [How Black queer culture shaped history](#) (Channing Gerard Joseph)

PODCASTS

English only

- [Black, Queer and Trans Excellence](#)
- [Chosen Family](#)
- [Drag Loonies](#)
- [Examiner In Chief](#)
- [Gay Men Going Deeper](#)
- [Hoodrat to Headwrap](#)
- [Making Gay History](#)
- [Mental Health Much](#)
- [Nancy](#)
- [One From the Vaults](#)
- [Possibilities Podcast](#)
- [Queer Collective Podcast](#)
- [The Anxious Gay](#)
- [You Made Me Queer!](#)

French only

- [Camille](#)
- [Gouinement lundi](#)
- [Homomicro](#)
- [Quouïr](#)

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