

SAFER SPACES



Program Overview

Program Details

Origins & Sponsors



An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario

Contact Information

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Pronouns: He, Him, His

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The background of the image is a rainbow flag, which is a symbol of the LGBTQ+ community. The flag is composed of horizontal stripes of red, orange, yellow, green, blue, and purple. In this image, the flag is partially obscured by a semi-transparent purple overlay, which makes the colors appear more muted and gives the overall image a monochromatic purple tint. The text is centered over this background.

**WHO'S FAMILIAR WITH THE
GILBERT CENTRE?**

Our Services & Goal



Organizational
Assessments

Professional
Development
Workshops

Consultation
Services

Inclusive programs,
services, and workplaces
for LGBTQ+ communities

OUR WORK SO FAR

80+

Organizations

220+

Workshops

4,750+

People Trained

Who We've Worked With

Barrie Police
Services

Canadian
Mental Health
Association

Collingwood
General & Marine
Hospital

Community
Legal Clinic

Deaf Access
Simcoe-
Muskoka

Express Aid
Pharmacy

Family TLC



Georgian
College

Hospice
Simcoe

New Path Youth
and Family
Services of Simcoe
Muskoka

OPP –
Nottawasaga
Detachment

OPSEU Local
330

RVH

Simcoe County
Child Care
Committee

Simcoe County
Violence Against
Women
Coordinating
Committee

Simcoe Muskoka
District Health
Unit

St. Margret
of Scotland

Youth Haven

Introductions

- Name & Pronoun



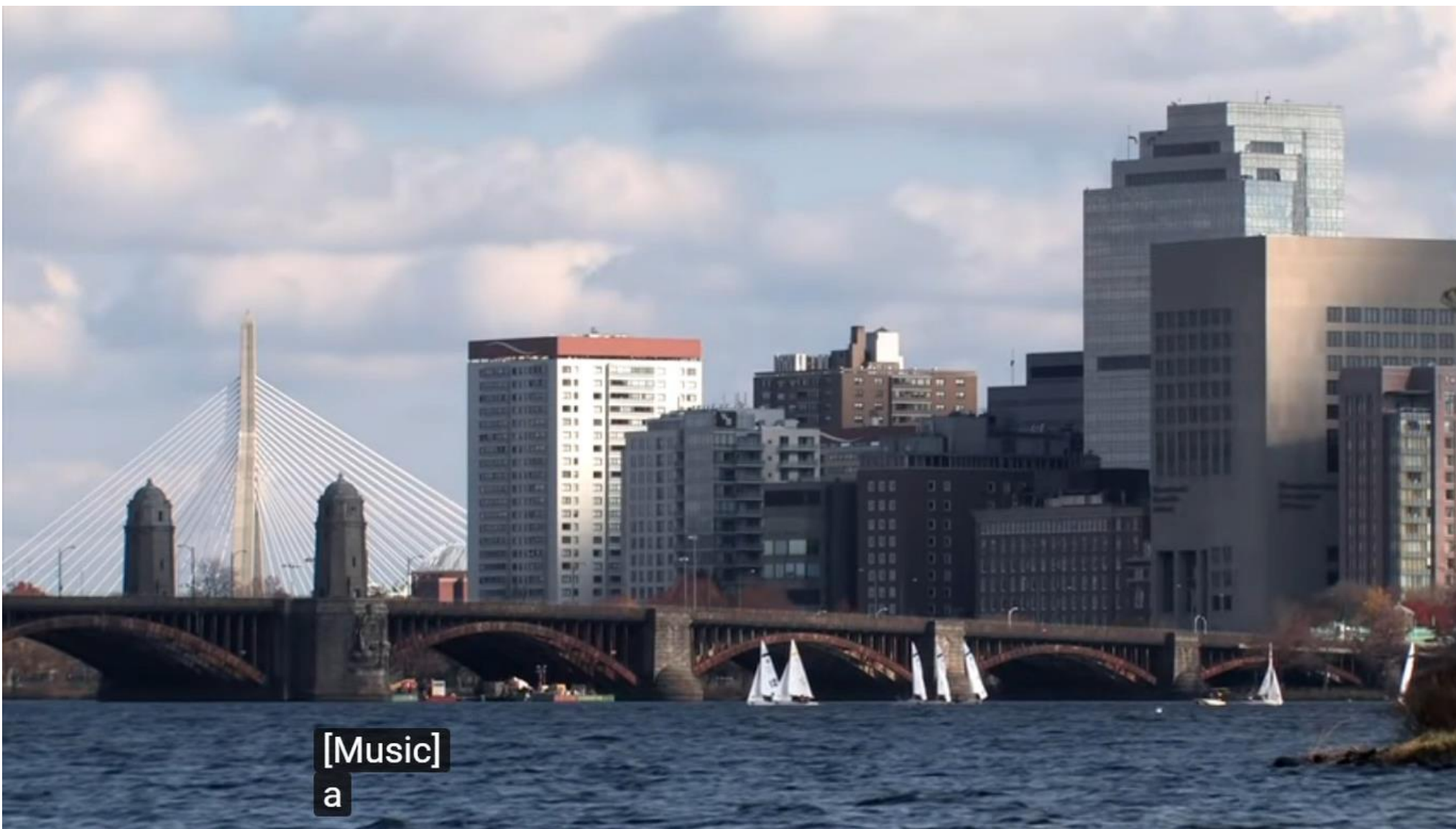
Some Pronoun Options:

- They, Them, Their
- She, Her, Hers
- He, Him, His

A purple-tinted photograph of two people holding hands. The person on the left is wearing a red long-sleeved shirt and blue jeans. The person on the right is wearing a white long-sleeved shirt and blue jeans. They are holding hands in the center of the frame. The text "WHY DOES IT MATTER?" is overlaid in white, bold, sans-serif font, centered horizontally and vertically.

**WHY DOES
IT MATTER?**

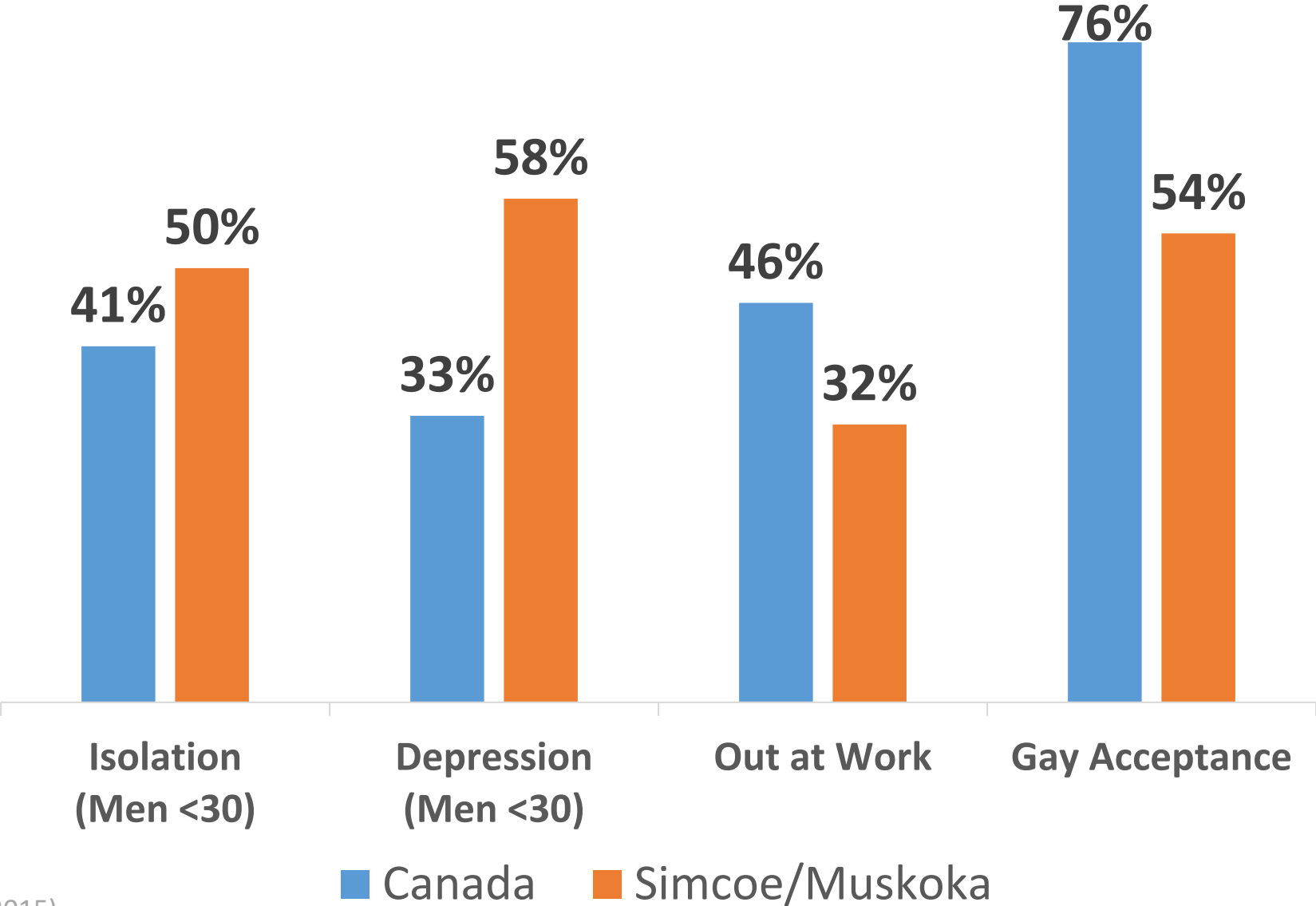
Gen Silent, The LGBT Aging Documentary – Trailer



While Watching, Track:

- Impacts of History
- The feelings of fear, worry, and resiliency.
- What it might feel like to go “back into the closet.”

Gay/Bi Men's Experiences National vs Simcoe/Muskoka

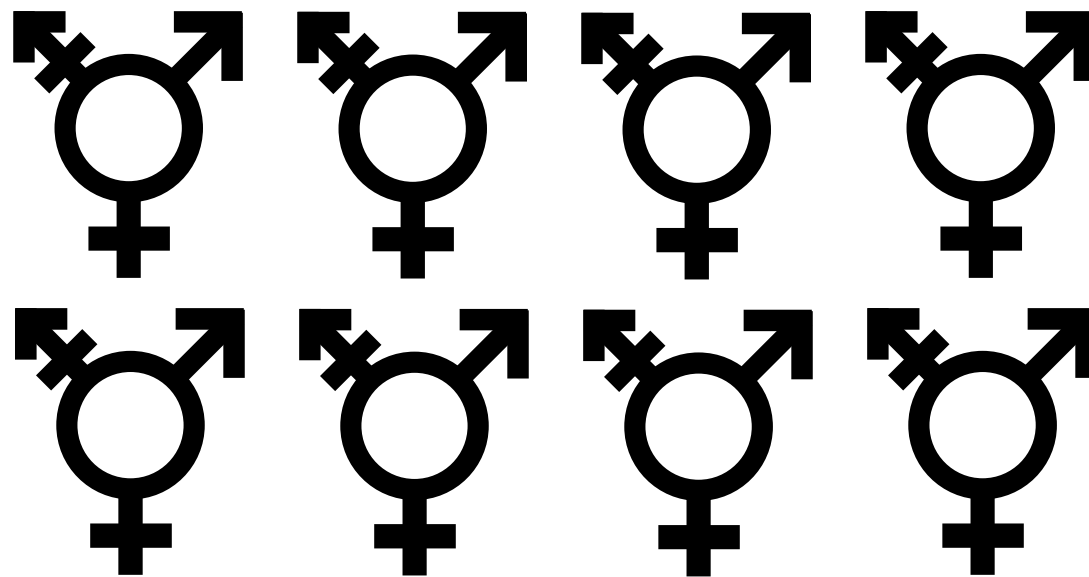


(The Gilbert Centre, 2015).

Trans Health Study – Simcoe Muskoka 2017

Trans People in Simcoe Muskoka Who Experience:

13% experience physical assault in the streets



49% feel unsafe living in Simcoe/Muskoka

46% experience verbal harassment in the streets

63% are uncomfortable reporting abuse to authorities

Trans Health Study – Simcoe Muskoka 2017

Experiences with Health Care Providers:

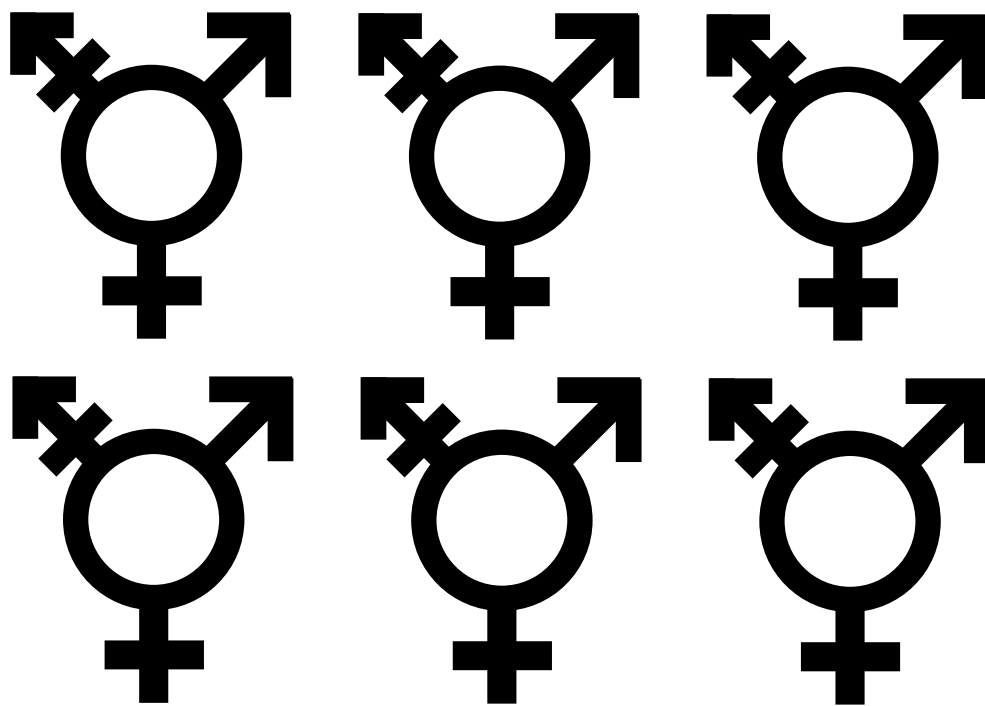
“I was told by an individual at a local [Simcoe County] hospital that **I would not be treated there.**”

Trans Health Study – Simcoe Muskoka 2017

Trans people who needed health care but avoided it,
based on concern on how others would react to their identity:

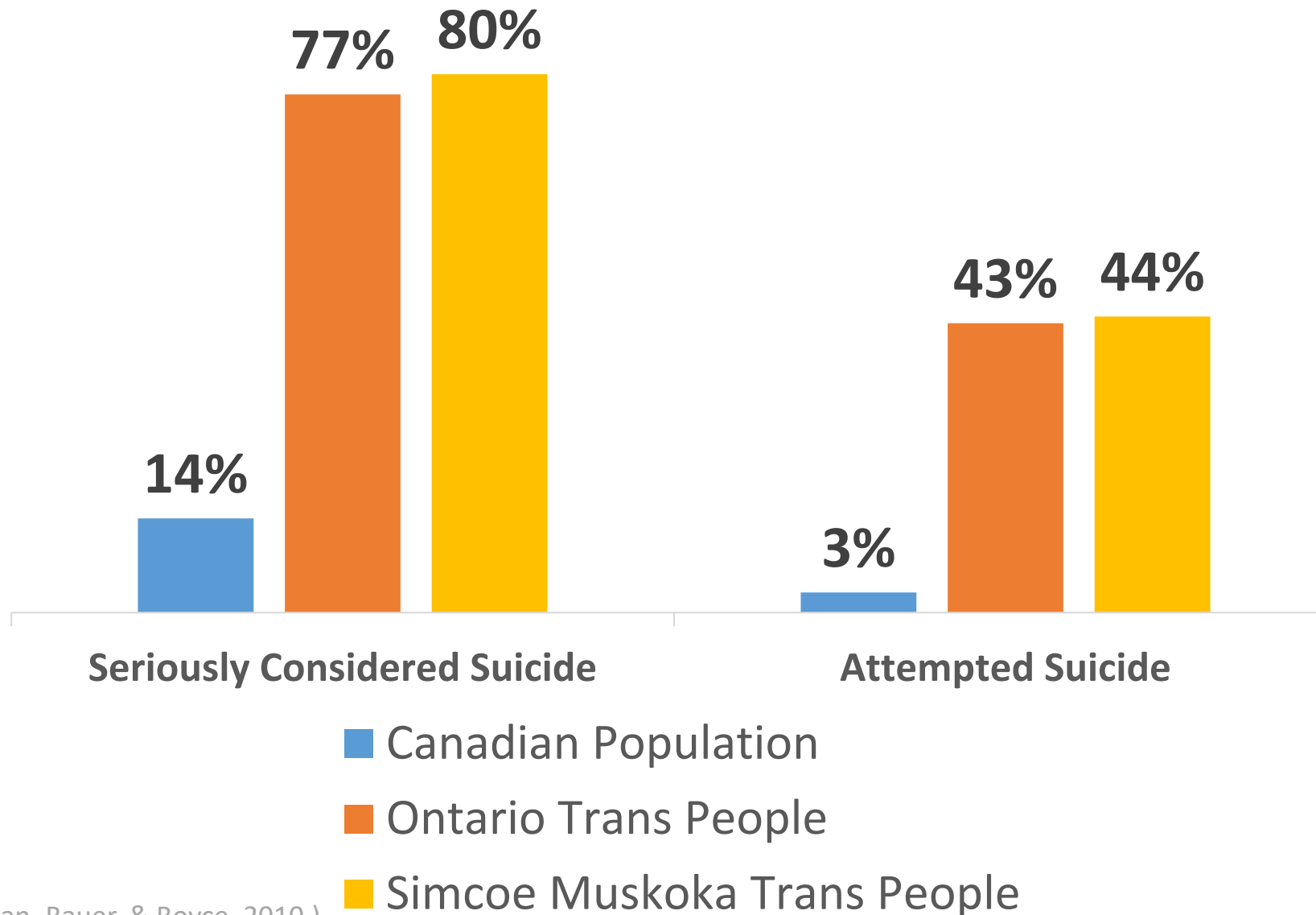
16% avoided
calling 911

33% avoided the
local emergency
department



54% avoided
health care
when needed

Trans Suicide Rates



(Scanlon, Travers, Coleman, Bauer, & Boyce, 2010.)

Experiences Review

- Assaults in the streets, feeling unsafe living in Simcoe County
- Avoiding calling 911, the emergency department, and accessing health care in general
- Greater amounts of isolation and depression, less likely to be out at work, and less societal acceptance

What does this mean for us as service providers and barriers to services for LGBTQ people?



**MOVING
FORWARD**

Safer Spaces Workshop Topics

- LGBTQ language & terms, ie. transgender, cisgender, and non-binary
- Group activities and discussions
- Queer & Trans History, understanding the mistrust developed in mainstream institutions
- Current Laws (Ontario and Canadian Human Rights Code)
- Social, Legal, & Physical Transition
- Exploring organizational and societal barriers
- How to do outreach and connect with an often hidden population
- Discovering where to make institutional change, including forms, policies, offices, etc.
- Community Resources

Assessment Report

Policy

Policy & Implementation

B

- ♦ Anti-discrimination policy does not explicitly mention LGBTQ topics (1 pt)
- ♦ Procedure to address discrimination does not specifically mention homophobia (1 pt)
- ♦ Confidential policy does not specifically mention LGBTQ topics (1 pts)
- ♦ Score: 3/6

Staff Knowledge

Staff Knowledge

B

- ♦ Staff are scheduled to attend a Positive Space training session this year (1 pt)
- ♦ LGBTQ competency skills are not included in job performance evaluations (0 pts)
- ♦ Does recognize a positive attitude towards LGBTQ people as a criteria for working in the agency (1 pt)
- ♦ Score: 2/4

Accessibility

Accessibility & Inclusion

B

- ♦ Organization is identified as a Positive Space (1 pt)
- ♦ Has a gender-neutral washroom, but not fully accessible to everyone (1 pt)
- ♦ Forms have the binary and "other" option (1 pt)
- ♦ Does not advertise employment in LGBTQ networks (0 pts)
- ♦ Score: 3/6

Organizational Culture

Organizational Culture

A

- ♦ Forms use gender-neutral language, but sometimes is forgotten in discussion (1 pt)
- ♦ LGBTQ people feel very comfortable and supported by the organization (2 pts)
- ♦ There are both staff and clients that identify as LGBTQ (2 pt)
- ♦ Score: 5/6

Resources

Resources & Planning

C⁺

- ♦ List of LGBTQ resources & programs exists, but has not been updated in years (1 pt)
- ♦ No program is explicitly identified as LGBTQ inclusive (0 pts)
- ♦ Policy to consider how different social groups may experience programs, but does not specifically mention the LGBTQ community (1 pt)
- ♦ Score: 2/6

Evaluation

Evaluation & Improvement

A

- ♦ Policy or mission statement regarding the removal of service barriers exists, but does not specifically mention the LGBTQ community (1 pts)
- ♦ Is a member of the Simcoe County LGBTQ Network and regularly participates in the meetings. (2 pts)
- ♦ Score: 3/4

**SAFER
SPACES**

ORGANIZATIONAL BEST PRACTICES

SAFER SPACES

ORGANIZATIONAL BEST PRACTICES IN CREATING
MORE INCLUSIVE WORKPLACES AND SERVICES FOR
LGBTQ+ CLIENTS, CUSTOMERS, AND COLLEAGUES.

2019

Promotional Materials

4" x 4" Sticker



8.5" x 11" Poster



8.5" x 14" Poster



Thank you

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A decorative graphic at the bottom right of the slide consisting of several vertical bars of different heights and colors: orange, yellow, green, blue, and purple. A solid red bar runs horizontally across the bottom left of the slide.