



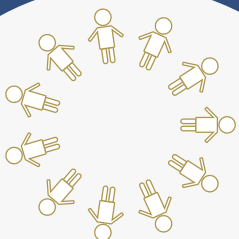
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2SLGBTQI+ Allyship & Belonging Guide

WELLNESS DESIGNED FOR YOU

Building everyday inclusion through language, action, and respect.



Key Facts

Term	Definition
2-Spirit	Indigenous people fulfilling traditional queer/gender-variant roles
Lesbian	Women attracted to other women
Gay	Men attracted to other men
Bisexual	People attracted to more than one gender
Transgender	People whose gender identity differs from assigned sex
Queer	Umbrella term for sexual/gender minorities
Questioning	People exploring their orientation or identity
Intersex	Born with sex characteristics not fitting typical male/female
Asexual	People experiencing little/no sexual attraction
+ (Plus)	Includes pansexual, non-binary, and others

What Is Allyship?

Allyship is ongoing learning and support. It's continuous practice, not one time action.

Why Belonging Matters ?

Belonging means people feel welcomed, respected, and cared for at work.

Inclusive Communication

Pronoun Use

- Use the pronouns people share consistently
- Don't say "preferred pronouns" just say "pronouns"
- Introduce yourself with your pronouns
- Add pronouns to email signatures
- If you make a mistake: correct yourself, apologize briefly, move on
- If unsure, ask: "What pronouns do you use?"

Do's and Don'ts

DO	DON'T
Use correct pronouns	Assume pronouns from appearance
Ask respectfully if unsure	Force anyone to share pronouns
Use gender-neutral terms	Use "guys," "ladies," "sir/madam"
Correct yourself if mistake	Over-apologize when misstep
Challenge discriminatory language	Ignore exclusionary language

Everyday Allyship

Being an ally means showing up consistently, not just during Pride Month, but every single day.

Daily Allyship Actions

Speak Up

- Challenge discriminatory language when you hear it
- Address microaggressions and bias
- Create culture where speaking up is comfortable

Use Inclusive Language

- Encourage pronouns in email signatures
- Model inclusive language in all communications
- Start meetings by sharing pronouns (if comfortable)

Learn Continuously

- Educate yourself about 2SLGBTQI+ identities
- Participate in awareness campaigns
- Understand challenges LGBTQ people face

How Belonging Is Built

- Respectful interactions — Treating everyone with dignity
- Safe spaces — Environments where people feel open
- Private support — Offering help confidentially
- Consistent actions — Showing up as ally every day

Belonging at Work

Building an Inclusive Workplace

- Educate Yourself and Team
- Learn about 2SLGBTQI+ identities and terminology
- Provide training to heighten awareness

Update Policies

- Ensure policies are inclusive
- Create trans-inclusive healthcare policies
- Update benefits equally for all partners

Create Physical Inclusion

- Create gender-neutral facilities (bathrooms, changing rooms)
- Accommodate transgender and non-binary employees

Establish Support Networks

- Create employee resource groups
- Provide networking and advocacy opportunities

Managers' Role

- Take holistic approach to inclusion
- Provide support during transition processes
- Create comfortable environments for speaking up



Resources

For more information and support, please contact the organizations listed below.

Pride at work

<https://prideatwork.ca/>

Canadian Centre for Occupational Health and Safety

<https://www.ccohs.ca/oshanswers/psychosocial/diversity-equity-and-inclusion-in-the-workplace.html>

Egale Canada

<https://egale.ca/awareness/workplace-coming-out/>