

LGBTQ

EDUCATION

TIMELINE



CLGA
CANADIAN
LESBIAN + GAY
ARCHIVES

Project Researchers and Writers

Sarah Brown, Volunteer, CLGA

Wes Delve, York Region Teacher Local

Thora Gustafsson, Volunteer, CLGA

Adam Peer, Executive Assistant, ETFO

Jade Pichette, Volunteer and Community Outreach Coordinator, CLGA

Melissa Sky, Waterloo Teacher Local

Cynthia Chorzepa, Graphic Design, ETFO

Original 2014 Timeline

Rebecka Sheffield, Volunteer, CLGA

Mike Vokins, Volunteer, CLGA

Publishers

Elementary Teachers' Federation of Ontario—etfo.ca

Canadian Lesbian and Gay Archives—clga.ca

Copyright © 2017 by the Elementary Teachers' Federation of Ontario,
136 Isabella Street, Toronto ON Canada

All rights to the non-educational use of this document are reserved. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronically, mechanically, photocopying, recording or otherwise without the prior permission of the Canadian Lesbian and Gay Archives or the Elementary Teachers' Federation of Ontario.

ETFO Statement and Definition of Equity—June 23, 2011

It is the goal of the Elementary Teachers' Federation of Ontario to work with others to create schools, communities and a society free from all forms of individual and systemic discrimination. To further this goal, ETFO defines equity as fairness achieved through proactive measures which result in equality, promote diversity and foster respect and dignity for all.

Introduction

For the 2014 WorldPride, the Canadian Lesbian and Gay Archives (CLGA) and Pride Toronto collaborated on the *LGBTQ Education Timeline* poster. It was initially created to show the historical changes in LGBTQ education and issues in Canada.

In 2016, the CLGA and the Elementary Teachers' Federation of Ontario (ETFO) collaborated to revise and update the *LGBTQ Education Timeline* poster and create an accompanying booklet. ETFO members and staff and CLGA volunteers and staff compiled historical newspaper clippings and data from the CLGA's collection of LGBTQ archival materials. This was used to create the latest version of the *LGBTQ Education Timeline* poster and booklet. It is hoped that educators will use this resource to increase their own awareness and understanding about important milestones in LGBTQ education.

Educators will be able to use this resource with their students to learn about LGBTQ history, communities and education. This knowledge will only add to the other sources of information that they use in their classrooms to create safe, welcoming and inclusive spaces for everyone.

A limited number of posters and booklets will be printed. However, the resource will be available online at both the Elementary Teachers' Federation of Ontario and the Canadian Lesbian and Gay Archives websites.

It is our hope that this booklet, filled with many hyperlinks (in blue-coloured text) will encourage our members to take steps to learn more about the significance of these dates.

1969



On October 24, 16 people attend the first meeting of the University of Toronto Homophile Association (UTHA). UTHA is the first post-Stonewall gay organization and the first formed at a Canadian university. One of the founding members, Jearld Moldenhauer, is fired from his position in the University of Toronto's Physiology Department for his role in starting and defending the association.

SAC supports homosexuals

Oct. 29 marked the birth of the University of Toronto Homophile Association when SAC recognized it as an official organization. The association, based on that of Cornell University, was designed to inform the U of T community of the aspects of male and female homosexuality, and to combat prevalent myths with accurate facts.

Jerry Moldenhauer, a graduate of Cornell, said that most students at Cornell were, at first, turned off toward the association because it didn't use the back door method of gradually infiltrating the university's society as a group to inform students and help homosexuals.

Charlie Hill (SGS), chairman of the U of T Homophile Association said, "It's important to keep up the momentum of the organization. If interest dropped it would be a pity because an association of this kind is certainly vital to a large community such as the University of Toronto."

The association plans to work toward the acceptance of homosexuality on social and personal levels and to set up an informal counselling service. This will be done partly by maintaining a table in the foyer of Sidney Smith Hall to distribute literature and answer questions. Discussion groups, open to all U of T students, will be held every second week and prominent guest speakers will be invited to give their views on homosexuality in today's society.

Varsity News 1/69

1964

On September 29, *Gargoyle Magazine*, a student publication of the University of Toronto, publishes Heather Dean's article on gay campus bashing, *The Varsity Sport Nobody Reports*.

1969

On October 24, 16 people attend the first meeting of the University of Toronto Homophile Association (UTHA). UTHA is the first post-Stonewall gay organization and the first formed at a Canadian university. The group is dedicated to educating the community about homosexuality to combat discrimination and encourage acceptance; it later becomes the Community Homophile Association of Toronto. One of the founding members, Jearld Moldenhauer, is fired from his position in the University of Toronto's Physiology Department for his role in starting and defending the association.

1970

On October 20, about 30 people attend the founding of the [York University Homophile Association \(YUHA\)](#)¹, the second gay organization formed at a Canadian university.

1970

On December 5, about 95 people attend a gay dance held at the University of Toronto. This dance is believed to be the first public gay dance held in Toronto outside of a gay club.

1971

On March 8, over 100 people attend the first meeting of the Waterloo University's Gay Liberation Movement (WUGLM). This group remains the longest continuously running LGBTQ student organization in Canada. Today, the organization is known as the [GLOW Centre for Sexual and Gender Diversity](#)² and they have assisted generations of LGBTQ+ people in their 45 years of providing support services to rainbow students.

1971

In the fall semester, YUHA organizes a gay studies tutorial course consisting of 10 students at McLaughlin College at York University. Taught by graduate student Roger Wilkes, it is thought to be the first gay studies tutorial course option offered at a Canadian university.

1973

Operation Socrates Handbook, one of the first educational publications of the Canadian Gay Liberation Movement, is published by the University of Waterloo. About 4,000 copies of the 40 page booklet are distributed to high school guidance departments. The fact that the handbook was funded by a \$9,000 government grant causes significant controversy in the media.

1974

On October 7, 13 students gather in a University of Toronto classroom for the first night of a new course taught by English Professor [Michael Lynch](#)³ in the Continuing Education Department. “New Perspectives on the Gay Experience” soon became the subject of a public controversy. The Toronto Star planned to run a story about the course but the editors changed their minds and dropped the article. Instead, in mid-October, they published an [editorial](#)⁴ stating that the paper didn’t ban news about homosexuals as long as the editors were “satisfied that they are not seeking converts to their practices.”

1977

Quebec passes the *Charter of Human Rights and Freedoms*, becoming the first jurisdiction (larger than a city or county) in the world to prohibit discrimination based on sexual orientation in the public and private sectors. The following

summer, the Quebec Human Rights Commission decides that the Montreal Catholic School Commission’s refusal to rent facilities to gay groups is discriminatory—the first such finding by a commission since the inclusion of sexual orientation in the charter.

1978

On April 27, John Argue, a swimming instructor with the Toronto Board of Education and gay activist—later active in Metro (Toronto NDP)—is fired from his job at a public school because he is gay. The Board of Education Committee rehires Argue as a swimming instructor on May 17, overruling the principal of the school.

1979

From April to May, the Saskatchewan division of the Canadian Union of Public Employees (CUPE) and the Ontario Secondary School Teachers’ Federation (OSSTF) both include sexual orientation in their anti-discrimination policies.

1980

OSSTF amends its policies to include sexual orientation. Initially, the policy protects OSSTF members from discrimination in the areas of salary, promotion, tenure and fringe benefits. This important initial change, along with the addition of subsequent equity language, continues to permeate current [OSSTF policies](#)⁵ including 1.4.6 (Statement of Ethics), 1.6.5 (Equity Statement) and 1.7.4 (Anti-Harassment Policy).

1985

In June, [Kenneth Zeller](#)⁶, a secondary teacher-librarian, is murdered in Toronto’s High Park. This hate crime spurs the City of Toronto School Board to implement one of Canada’s first programs to combat anti-gay discrimination and violence in its schools.

1993

Teens Educating and Confronting Homophobia (TEACH)¹⁰ is formed. They provide peer-led anti-homophobia workshops in schools and community settings throughout Toronto.

1994

Groupe de Recherche et d'Intervention Sociale (GRIS) forms in Montreal. GRIS holds workshops in high schools, Collèges d'enseignement général et professionnel (CEGEPs)—General and Vocational Colleges—and youth centres in the Greater Montreal Area to demystify homosexuality and bisexuality through education.

1995

Researcher and former Alberta teacher, Pierre Tremblay¹¹, co-authors a University of Calgary study entitled *The Homosexuality Factor in the Youth Suicide Problem*. The study¹², updated in 1998, estimates that gay, lesbian and bisexual teens are 14 times more likely to consider suicide and account for up to one-third of teen suicides.

1996

The Toronto District School Board launches the **Triangle Program**¹³, Canada's first alternative high school program for at-risk LGBTQ youth.

1997

In June, Joseph Stellpflug, a teacher at St. Elizabeth's High School in Thornhill, is fired from the York Region Catholic Board for being gay. The school community openly supports Stellpflug later that year, organizing an anti-discrimination rally on December 3.



Be a part of Canada's first and only high school for LGBTQ youth.

- Earn high school credits while building successful positive relationships within the LGBTQ community and the world.
- The Triangle Co-op Program gives you valuable workplace experience within the LGBTQ community.
- All courses recognize and appreciate LGBTQ perspectives, literature, history and lives. This includes co-op credits, compulsory credits and the Arts.
- Benefit from supports such as free hot lunches, field trips and TTC.
- Be a respected and valued part of a safe learning community.

YES! You belong @TriangleProgram:

- Looking to be part of a TDSB school that is connected with the LGBTQ community?
- Interested in developing academic & life skills to be successful wherever you're headed? High school, post-secondary or the workforce.
- Able to work independently and with friends while contributing to a safe and respectful learning community?
- Under 21 years of age?

Come and see why you're a perfect fit @TriangleProgram.

Contact us to arrange an info session that works for you! Info Sessions held in the Triangle classroom in the basement of 115 Simpson Ave.

1996

The Toronto District School Board launches the Triangle Program, Canada's first alternative high school program for at-risk LGBTQ youth.

Triangle Teacher
@tdsb.on.ca

n.ca



Apply now!

1999

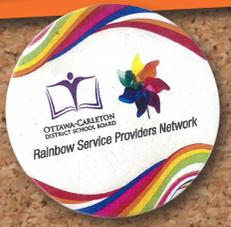
Sault Ste. Marie secondary school student Jeremy Dias becomes the target of bullying and physical violence. In November 2002, alleging that Sir James Dunn Collegiate staff members would not allow him to start school clubs for non-heterosexual students, Dias successfully sues the Algoma District School Board for not allowing him to form an LGBTQ club at his school. Later, in 2005, Dias uses the money he receives from the case to found Jer's Vision: Canada's Youth Diversity Initiative, which in 2015 becomes the Canadian Centre for Gender and Sexual Diversity.



Jeremy Dias says he once felt like he won the lottery for losers. GINO DONATO FOR THE GLOBE AND MAIL

Stand up to bullying

Harassed for being gay, Jeremy Dias takes a message of respect to schools



1997

The Comité des droits des gais et lesbiennes is formed. In 2002, it releases *Silence SVP*, a video highlighting homophobia in Quebec's educational environments.

1998

The first Gay-Straight Alliance (GSA) in Canada is started at Pinetree Secondary School in Coquitlam, British Columbia, generating national media attention. In 2002, the Pinetree GSA holds the first Pride Day at a high school in Canada, which includes an information fair, PrideTalk workshops delivered in classes, an assembly with a talk on transgender rights and a performance by a local LGBTQ youth choir.

1998

Delwin Vriend¹⁴, an educator at King's College, Edmonton, Alberta, had been dismissed in 1991 on the pretext that his employment violated the conservative institution's religious policy. On April 2, 1998, the Supreme Court deems that Act unconstitutional. The Vriend decision provided both an impetus and a requirement for teacher federations and associations to design and implement inclusive policies and practices that address the needs of LGBT teachers and students in Canadian schools.

1999

Sault Ste. Marie secondary school student Jeremy Dias¹⁵ becomes the target of bullying and physical violence. In November 2002, alleging that Sir James Dunn Collegiate staff members would not allow him to start school clubs for non-heterosexual students, Dias successfully sues the Algoma District School Board for not allowing him to form an LGBTQ club at his school. Later, in 2005, Dias uses the money he receives from the case to found *Jer's Vision*:

Canada's Youth Diversity Initiative, which in 2015 becomes the Canadian Centre for Gender and Sexual Diversity.

1999

The Ontario Federation of Labour (OFL) holds "Labour Behind the Rainbow," a three-day conference for its lesbian, gay and bisexual members and their allies. Attracting activists from across the province, the conference explores issues of discrimination on the basis of sexual orientation in order to create safe and inclusive unions and workplaces.

2000

The Elementary Teachers' Federation of Ontario (ETFO) forms a new provincial [LGBT Standing Committee](#)¹⁶. At the 2014 Annual Meeting, delegates vote to add the letter Q for Queer or Questioning.

2002

On May 10, a judge orders the Durham Catholic District School Board to allow [Marc Hall](#)¹⁷, an openly gay student, to bring his same-gender date to the high school prom. The decision comes just a few hours before the prom, enabling Marc to attend with his boyfriend, Jean-Paul Dummond.

2002

The Canadian Teachers' Federation (CTF) begins producing [supportive materials](#)¹⁸ for educators with *Seeing the Rainbow* which is co-produced with ETFO. They continue publishing materials to educate teachers, school administrators and counselors on the needs of bisexual, gay, lesbian, trans-identified and two-spirit students with their last publication, *Sexual and Gender Minorities in Canadian Education and Society 1969-2013: A National Handbook for K-12 Educators*.

2002

On May 10, a judge orders the Durham Catholic District School Board to allow Marc Hall, an openly gay student, to bring his same-gender date to the high school prom. The decision comes just a few hours before the prom, enabling Marc to attend with his boyfriend, Jean-Paul Dummond.



Ontario Catholic student Marc Hall, left, and his boyfriend, Jean-Paul Dummond, arrive for a news conference before heading to Mr. Hall's prom yesterday after a judge quashed a ban on gay dates. FRED LUM/THE GLOBE AND MAIL

'I was jumping up and down and everybody was cheering'

2002

The Supreme Court of Canada rules in favour of [James Chamberlain¹⁹](#), a Kindergarten teacher in Surrey, British Columbia, who sought to use three children's books that depicted same-gender families in his classroom. The Court ruling emphasizes the responsibility of the school board to carry out its public duties in accordance with secular and non-sectarian principles, which includes a responsibility to avoid making policy decisions on the grounds of exclusionary beliefs.

2006

[Peter and Murray Corren²⁰](#) sign an agreement with the British Columbia Ministry of Education whereby Kindergarten through Grade 12 curriculum will be revised to ensure "respect for diversity with respect to sexual orientation," and a Grade 12 social justice elective will be developed. Parents will not be allowed to withdraw their children from classes that they find morally objectionable or offensive or otherwise unsuitable for the children and the Correns have a privileged position as consultants and overseers of curriculum development and public policy.

2007

Each year, the second Wednesday in April marks the International [Day of Pink²¹](#). Day of Pink is a day where communities across the country and across the world can unite in celebrating diversity and raising awareness to stop homophobia, transphobia, transmisogyny and all forms of bullying. The Day of Pink was started in Nova Scotia when two Grade 12 students saw a Grade 9 student being bullied on the first day of school for wearing a pink shirt. The two Grade 12 students intervened but wanted to do more to prevent homophobic and transphobic bullying. They decided to purchase pink shirts and got everyone at school to arrive

wearing pink, standing in solidarity. The result was that an entire school took a stand and began working together to prevent homophobic and transphobic bullying.

2008

Sunnyside Public School in Kitchener starts the first elementary school GSA in Ontario. Led by teacher [Debbie Samson²²](#), this club paves the way for more GSAs in elementary schools. ETFO awarded Samson with its *Rainbow Visions* award for her contribution to creating safer spaces in elementary education.

2008

A trans teacher, [Jan Buterman²³](#), is removed from the Greater St. Albert Catholic School Board's substitute teacher list in 2008 because his transition is not in line with Catholic values. He files a discrimination complaint in 2009 and a judge rules that the complaint should be heard by an Alberta Human Rights tribunal. The school board successfully defends firing Buterman before the Alberta Human Rights Commission; Buterman is appealing.

2009

The Government of Alberta enacts an amendment to the province's human rights statute, which requires schools to notify parents when sexual orientation, sexuality or religion are taught and to allow parents to withdraw their children from such classes.

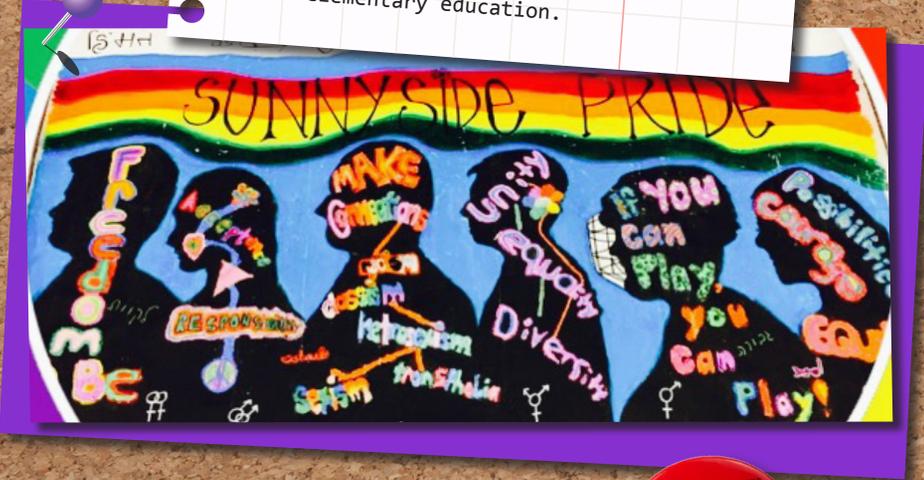
2010

In Laval, Quebec, the religious mother of a student at the École D'Éducation Internationale de Laval tries to persuade the school to ban gay writer [Michel Tremblay's *Contes pour buveurs attardés* \(Stories for Late Night Drinkers\)](#), a staple



2008

Sunnyside Public School in Kitchener starts the first elementary school Gay-Straight Alliance (GSA) in Ontario. Led by teacher Debbie Samson, this club paves the way for more GSAs in elementary schools. ETFO awarded Samson with its Rainbow Visions award for her contribution to creating safer spaces in elementary education.



of Grade 10 reading lists throughout Quebec for years. The complainant declares that she did not want her son exposed to “such promotion of Satanism and pedophilia.” The school board turns down the demand and teachers keep the book on school reading lists.

2011

Egale Canada launches its groundbreaking final report, *Every Class in Every School: Final Report on the First National Climate Survey on Homophobia, Biphobia and Transphobia in Canadian Schools*. This cross-Canada study²⁴ outlines the devastating effects of discrimination on LGBTQ+ students and those with LGBTQ+ families.

2011

The Newfoundland and Labrador Department of Education creates a new resource²⁵ titled *Equity and Inclusive Education Resource Kit for Newfoundland and Labrador, Grades 7-12* for teachers, guidance counselors and school administrators to help them support LGBTQ students in classrooms. Professional development on how best to use the resource becomes mandatory.

2011

On October 14, Jamie Hubley²⁶, the son of Ottawa City Councillor Allan Hubley, dies by suicide after having blogged for a month about the anti-gay bullying he was facing at school. The bullying had begun as early as Grade 7, with students on Jamie’s bus attempting to stuff batteries in his mouth because he preferred figure skating over hockey. The incident leads to several Canadian media and political figures posting videos dedicated to Hubley as part of the online *It Gets Better Project*. It also leads to the Government of Ontario passing the *Accepting Schools Act (Bill 13)*²⁷ in

2012, which mandates clearer and stricter bullying responses in schools. It also mandates that all publicly funded schools in Ontario must allow students to start a GSA if they want one.

2012

On June 22, [Connor Ferguson](#)²⁸, an 18-year-old trans woman is voted Prom Queen at her school in Trenton, Ontario. That autumn, the Toronto District School Board issues new guidelines outlining the ways trans, gender-independent and gender non-conforming students should be treated in the classroom.

2013

On May 28, the Lakehead District School Board approves its *Sexual Orientation and Gender Identity Policy #8072*. This [policy](#)²⁹ addresses matters of homophobia, transphobia and heterosexism, while committing to areas of focus such as confidentiality, guidance and counselling, staff development and leadership.

2013

In December, [Lee Hicks](#)³⁰, a Grade 6 teacher at Palmerston Avenue Junior Public School in Toronto, speaks out about transitioning while continuing to teach. He chronicles his experiences, filming much of his material at his school in a [video](#)³¹ called *Both/And Indiegogo Video*. Another version can be found on [Egale Canada's YouTube channel](#)³².

2013

The Manitoba government introduces *The Public Schools Amendment Act (Safe and Inclusive Schools)—Bill 18*³³, which addresses harassment and bullying and requires boards to accommodate student requests to form groups including GSAs.

2011

On October 14, Jamie Hubley, the son of Ottawa City Councillor Allan Hubley, dies by suicide after having blogged for a month about the anti-gay bullying he was facing at school. The bullying had begun as early as Grade 7, with students on Jamie's bus attempting to stuff batteries in his mouth because he preferred figure skating over hockey. The incident leads to several Canadian media and political figures posting videos dedicated to Hubley as part of the online It Gets Better Project. It also leads to the Government of Ontario passing the *Accepting Schools Act (Bill 13)* in 2012, which mandates clearer and stricter bullying responses in schools. It also mandates that all publicly funded schools in Ontario must allow students to start a GSA if they want one.



Mourners pack church for Jamie

KANATA, ONT. » More than 500 people packed the Holy Redeemer Roman Catholic Parish for the funeral of 15-year-old Jamie Hubley, son of Ottawa city councillor Allan Hubley, in late October. The gay teen killed himself after years of homophobic bullying, which he logged about on social media, before committing suicide Oct 14. "I am tired

of life really. It's so hard, I'm sorry, I can't take it anymore," Hubley wrote just before he took his own life. "I don't want to wait three more years, this hurts too much. How do you even know it will get better? It's not." His funeral took place near AY Jackson Secondary School, where Hubley, who was in Grade 10, was trying to restart a gay-straight alliance.

2014

In 2014, CTF releases a new [resource](#)³⁴ entitled *Sexual and Gender Minorities in Canadian Education and Society 1969-2013: A National Handbook for K-12 Educators*, which chronicles major provincial and national gains regarding LGBTQ+ rights. The Ontario timeline begins in 1985 with recognition of the murder of Kenneth Zeller.

2015

At the ETFO Annual Meeting in August, delegates from across Ontario vote to approve the organization's first [Transgender Policy](#)³⁵, demonstrating ETFO's commitment to equity and social justice for all.

2016

The *Every Teacher Project on LGBTQ-Inclusive Education in Canada's K-12 Schools Final Report* is published by the Manitoba Teachers' Society (MTS), with Dr. Catherine Taylor (University of Winnipeg) as the lead researcher of a team of six scholars from Manitoba and Colorado. The [report](#)³⁶, as well as the work that stemmed from the original study, are available through [RISE](#)³⁷ (Respect, Inclusion, Safety, Equity), a Canadian hub for LGBTQ-inclusive education research.

2016

The Alberta Ministry of Education produces its *Guidelines for Best Practices: Creating Learning Environments that Respect Diverse Sexual Orientations, Gender Identities and Gender Expressions*. The [guidelines](#)³⁸ support the review and revision of existing policies, regulations and procedures; the creation of new policies, regulations, procedures and resources; more informed professional development planning; and more effective communication with students, staff, families and community members.



In December, Lee Hicks, a Grade 6 teacher at Palmerston Avenue Junior Public School in Toronto, speaks out about transitioning while continuing to teach. He chronicles his experiences, filming much of his material at his school in a video called *Both/And* Indiegogo Video.





2015

At the ETFO Annual Meeting in August, delegates from across Ontario vote to approve the organization's first Transgender Policy, demonstrating ETFO's commitment to equity and social justice for all.

POSITIVE SPACE

This is a place where human rights are respected, and where lesbian, gay, bisexual, transgender, and queer or questioning people, and their families, friends and allies, are welcomed and supported.

136 Isabella Street, Toronto, Ontario M4Y 0B5
416-962-3836 • Toll-free: 1-888-838-3836 • Fax: 416-642-2424
www.etfo.ca

2016

In 2012, a Hamilton father brings a human rights case against the Hamilton-Wentworth District School Board for what he considers false teachings according to his Greek Orthodox faith. He argues that the school should notify him in advance of any curriculum being taught that included multiple issues including LGBTQ+ issues. In 2016, the Ontario Superior Court of Justice rejects the request stating, “allowing Turloukis to ‘isolate’ his children from aspects of the curriculum would be conflicting with ‘competing legislative mandate and Charter values favouring inclusivity, equality and multiculturalism.’”

Websites

¹ www.yorku.ca/sexgen/documents/Queer_History_York_60s70s.pdf

² www.feds.ca/glow

³ <http://digitalcollections.clga.ca/exhibits/show/npc/item/102>

⁴ www.magazine.utoronto.ca/cover-story/out-and-proud-history-of-gay-lesbian-activism-toronto-anne-perdue

⁵ www.osstf.on.ca/~media/Provincial/Documents/About%20Us/constitutionbylawspolicies/policies-and-procedures.ashx?sc_lang=en-CA

⁶ https://en.wikipedia.org/wiki/Murder_of_Kenneth_Zeller

⁷ <http://digitalcollections.clga.ca/exhibits/show/npc/item/102>

⁸ www.montrealgazette.com/health/Prejudice+pride+forgotten+murder+Rose/9619291/story.html

⁹ <http://pridenet.ca/>

¹⁰ www.ppt.on.ca/services-and-programs/community-programming/teens-education-and-confronting-homophobia-t-e-a-c-h

¹¹ www.youth-suicide.com/gay-bisexual/bio.htm

¹² www.qrd.org/qrd/www/youth/tremblay

¹³ www.triangleprogram.ca

¹⁴ <http://digitalcollections.clga.ca/exhibits/show/npc/item/154>

¹⁵ <http://ccgsd-ccdgs.org/jeremy-dias-3/>

¹⁶ www.etfo.ca/aboutetfo/standingcommittees/pages/standing%20committees.aspx

¹⁷ www.globalnews.ca/news/290335/10-years-later-marc-hall-is-much-more-than-the-prom-guy/

¹⁸ <https://publications.ctf-fce.ca/en/product-category/diversity-human-rights/>

¹⁹ www.bctf.ca/publications/NewsMagArticle.aspx?id=10010

²⁰ www.theglobeandmail.com/news/national/deal-reached-on-bc-gay-activists-complaint/article1100217

²¹ www.dayofpink.org/about

²² www.wrdsb.ca/blog/2015/01/26/wrdsb-teacher-wins-etfo-rainbow-visions-award/#.WD24xKlrLLY

²³ <http://edmontonjournal.com/news/local-news/edmonton-area-catholic-school-board-spent-367000-on-fight-with-trans-teacher>

²⁴ www.egale.ca/wp-content/uploads/2011/05/EgaleFinalReport-web.pdf

²⁵ www.ed.gov.nl.ca/edu/k12/safeandcaring/gsa/00preintro.pdf

²⁶ www.bullyingendshere.ca/jamies-story

²⁷ http://ontla.on.ca/web/bills/bills_detail.do?locale=en&BillID=2549

²⁸ <http://news.nationalpost.com/news/canada/transgender-student-named-prom-queen-at-ontario-high-school>

²⁹ www.lakeheadschoools.ca/docs/Board/Policies%20And%20Procedures/8000%20School-Community%20Relations

³⁰ www.leehicks.weebly.com

³¹ www.vimeo.com/78851373

³² www.youtube.com/watch?v=ikWeo8AtAZo

³³ <https://web2.gov.mb.ca/bills/40-2/b018e.php>

³⁴ <https://publications.ctf-fce.ca/en/product/sexual-and-gender-minorities-in-canadian-education-and-society>

³⁵ <http://www.etfo.ca/BuildingAJustSociety/LGBTQ/ResourcesGenderIndependentChildren/TransgenderPolicy.pdf>

³⁶ <http://egale.ca/wp-content/uploads/2016/01/Every-Teacher-Project-Final-Report-WEB.pdf>

³⁷ www.uwinnipeg.ca/rise

³⁸ www.education.alberta.ca/media/1626737/91383-attachment-1-guide-lines-final.pdf

