

Needs Assessment of Ottawa's 2SLGBTQ+ Youth and Young Adults with Regard to Violence Prevention



LE CENTRE CANADIEN DE LA
DIVERSITÉ DES GENRES
+ DE LA **SEXUALITÉ**



THE CANADIAN CENTRE FOR
**GENDER+SEXUAL
DIVERSITY**

Land Acknowledgement

The Canadian Centre for Gender and Sexual Diversity acknowledges that it is based on the traditional unceded and occupied lands of the Algonquin Anishinaabeg. We stand by all First Nations, Inuit and Métis peoples, and extend our respect for their invaluable past, present, and future contributions to this land.

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Needs Assessment of Ottawa's 2SLGBTQ+ Youth and Young Adults with Regard to Violence Prevention

Executive Summary

Following a call for proposals process, Crime Prevention Ottawa engaged the Canadian Centre for Gender and Sexual Diversity (CCGSD) to research and report on the needs of 2SLGBTQ+ communities with regard to violence and violence prevention.

November 2019 to January 2020, CCGSD conducted interviews wherein 12 informants from Ottawa's network of providers of victim services and health and wellbeing services had the opportunity to share their thoughts on violence (including partner assault, sexual assault, robbery and hate crime) as it affects members of 2SLGBTQ+ communities in Ottawa. CCGSD also conducted an online survey inquiring into the same topics from the perspective of 2SLGBTQ+ youth and young adults (age 15–30) in Ottawa.

Findings from Informants

The informants indicated that there needs to be more education on the spectrum of violence that affects the 2SLGBTQ+ individuals. The subtle forms of violence that occur with more frequency tend to be brushed off. Microaggression and intimate partner violence were mentioned as needing more or wider attention. Informants noted that trans, racialized, and newcomer populations are particularly susceptible to experiencing violence.

The informants identified the following gaps in violence prevention services with regard to ensuring the safety of 2SLGBTQ+ communities in Ottawa:

- Support for trans and racialized individuals, and
- Information about the services that are available is not reaching the intended audiences.

Informants also identified three key barriers to accessing violence prevention services:

- Low awareness among 2SLGBTQ+ communities that support exists,
- Difficulty in accessing service locations, and
- Fears related to the service process.

Findings from 2SLGBTQ+ Youth & Young Adults

Recommendations for increasing support for those impacted by violence:

- Increased visibility of available services where youth and young adults are—namely, in school and online. Some feasible suggestions include making educational and resource awareness campaigns clearly visible in schools, and inserting educational and resource awareness banner ads in dating apps.
- Increased diversity among frontline staff.
- Creation of spaces exclusively for 2SLGBTQ+ youth and young adults to connect, offer each other support, and develop community.

Recommendations for programs or initiatives to prevent and address violence:

- Addressing these topics in secondary school curricula. 2SLGBTQ+ youth and young adults proposed more education on 2SLGBTQ+ identities, adding programs that encourage community building (of 2SLGBTQ+ individuals and allies) and making violence prevention resources visible and easy to access.
- Safe spaces for 2SLGBTQ+ youth and young adults. The spaces may be used to access resources towards various violence prevention needs, hold workshops and a safe 'hangout' for 2SLGBTQ+ people.



of survey respondents indicated that violence against 2SLGBTQ+ youth and young adults in Ottawa needs wider attention

Introduction

Purpose of the Study

Crime Prevention Ottawa (CPO) has been actively working towards the prevention of street violence, gender-based violence and violence against vulnerable adults for the past 12 years through projects such as The Fourth R, I can MANifest Change, Project SoundCheck, Home Takeovers, and the Ottawa Street Violence and Gang Strategy. The CPO Gender-Based Violence Reference Group is also making efforts to understand the needs of the 2SLGBTQ+ communities in Ottawa.

Following a call for proposals process, CPO engaged the Canadian Centre for Gender and Sexual Diversity (CCGSD) to research and report on the needs of 2SLGBTQ+ communities with regard to violence and violence prevention. As part of its research, CCGSD conducted in-person and telephone interviews wherein 12 informants from Ottawa's network of providers of victim services and health and wellbeing services had the opportunity to share their thoughts on violence (including partner assault, sexual assault, robbery and hate crime) as it affects members of 2SLGBTQ+ communities. CCGSD also conducted an online survey inquiring into the same topics from the perspective of 2SLGBTQ+ youth and young adults (age 15–30) in Ottawa.

This report presents CCGSD's findings, including the informants' and survey respondents' perceptions of the prevalence of violence against and within Ottawa's 2SLGBTQ+ communities, their feelings and opinions about the violence prevention measures and messaging that currently exist in Ottawa, and their statements of need in the area of violence prevention. The report ends with tangible recommendations for meeting the violence prevention needs of Ottawa's 2SLGBTQ+ communities.

Methodology

This exploratory research project set out to investigate the needs of Ottawa's 2SLGBTQ+ youth and young adults with regard to violence prevention. The researchers approached the project with attention to anti-oppression, intersectionality, and queer theory in consideration of the varied backgrounds and experiences of 2SLGBTQ+ communities in general.

In this context, an anti-oppression stance opposes the unjust treatment of 2SLGBTQ+ people and takes measures to ensure that all participants have the freedom to decide the scope of their involvement. The researchers also acknowledge the existence of intersectionality—the compounded discrimination or disadvantage that may occur as a result of the interconnected identities of individuals (relating to race, gender, and sexuality, for example). The researchers' queer-theoretical approach to the study denies support for the notion that heterosexuality is the norm and there exists a rigid dichotomy of female and male traits. All activities of the study were deliberately egalitarian with regard to social identities, with all the study elements drafted from queer perspectives.

This project is guided by a comprehensive review of current applicable research as well as the first-hand knowledge of advisory committee members and research team members who either self-identified as 2SLGBTQ+ or work in the area of the project scope. Primary sources about violence prevention came from an online survey and in-person and telephone interviews with key informants.

Review of the Literature and Best Practices

The current research on violent crime and violence prevention in Canada is vast, however the studies that examine hate crime, partner assault, robbery and sexual assault have rarely adopted a queer theory lens. While research on 2SLGBTQ+ experiences of violent crime has grown in the past few decades, there remain gaps in awareness and prevention, and also in providing comprehensive support services to this section of the population.

To inform this project, CCGSD reviewed studies from 2010 onward that highlight the prevalence of violent crime committed towards 2SLGBTQ+ people. The literature review examined information on: anti-2SLGBTQ+ hate crimes; impacts of hate violence; comparing self-reported hate crime with police-reported hate crime; intimate partner violence and intimate partner sexual assault; the prevalence of violence towards gender and sexual minority (GSM) youth; intersectionality of violence towards racialized, Two-spirit, and gender- and orientation-diverse individuals; barriers to seeking help; and existing strategies for violence prevention. The literature review lays the foundation for current knowledge on violence towards 2SLGBTQ+ communities, helping CCGSD to identify gaps in research and develop an informed and forward-looking needs assessment of violent crime prevention for 2SLGBTQ+ communities in the city of Ottawa. Some key items from the literature review are:

- LGBTQ+ people face high rates of violent crime. In 2015, sexual orientation-motivated hate crimes in Canada were more likely to be violent than hate crimes targeting other populations (59% compared to 45% of race or ethnicity-motivated hate crimes) (Leber, B., 2017). Between 2010 and 2017, the majority of police-reported sexual orientation-motivated hate crimes were violent (Armstrong, A., 2019).
- Trans PULSE, a community-based research project investigating the impact of social exclusion and discrimination on the health of trans people in Ontario, Canada, conducted a survey looking at Ontario trans communities and suicide. The sample size consisted of 433 trans people aged 16 or older who live, work, or receive health care in Ontario. Trans PULSE found that 20% of trans Ontarians have been targets of physical and sexual assault on the basis of their trans identities and another 34% have experienced verbal harassment or threats (Scanlon, K., et al., 2010).
- In Canada from 2010 to 2017, 31 police-reported hate crimes targeting trans people were reported by police participating in the Uniform Crime Reporting Survey (version 2.2) (Armstrong, A, 2019). From 2010 to 2017, hate crimes targeting trans people were more often violent than sexual-orientation motivated hate crimes, with 74% of incidents involving a violent violation compared to 64%, respectively (Armstrong, A, 2019).
- From a qualitative study that explored race relations and racism within 2SLGBTQ+ spaces, 7 racialized gay/queer service providers in Toronto expressed that the queer community is dominated by white voices and that external perceptions of a cohesive, homogenous community are perpetuated by social justice movements, media, and pride celebrations (Giwa & Greensmith 2012). Further, perceptions that racism does not exist within 2SLGBTQ+ spaces are prevalent because it is not acknowledged or addressed. This not only allows racism to persist within 2SLGBTQ+ spaces but puts the onus of identifying and addressing racism to racialized 2SLGBTQ+ individuals (Giwa & Greensmith 2012).

- Due to interpersonal and structural violence (colonialism, racism, heterosexism, cissexism, the criminal justice system, etc.), 2SLGBTQ+ communities often exhibit distrust of social structures and institutions, which likely contribute to underreported or unreported incidents of violent crime as well as a lack of engagement with support services. As an example, Trans PULSE, found that many trans Ontarians who were physically or sexually assaulted on the basis of their trans identities did not report these assaults to the police; in fact, 24% reported having been harassed by police (Bauer, G. & Scheim, A., 2015). It is unlikely that victims and survivors access mainstream community services; they are more likely to use options within 2SLGBTQ+ communities for initial and subsequent long-term support (Turell, S., et al., 2012).
- While most of the literature examined did not include recommendations for violence prevention, some articles touched on constructive strategies for preventing and reducing violence against 2SLGBTQ+ individuals. Turell, S., et al. (2012) suggest that intervention and prevention efforts towards 2SLGBTQ+ intimate partner violence need to be led by or working in direct collaboration with 2SLGBTQ+ communities. Further, because 2SLGBTQ+ communities are often viewed as homogeneous, it is important to address community-specific needs separately (Turell, S., et al., 2012). Lastly, geographic location is important as access to education is severely reduced in rural areas, which points to the disparity of services in urban versus rural settings (Turell, S., et al., 2012).

The Online Survey and Key Informant Interviews

Recruiting Online Survey Participants

As part of the information-gathering stage of its research, CCGSD invited 2SLGBTQ+ youth and young adults, age 15 to 30 years, who live in the city of Ottawa to complete an online survey inquiring into their perspectives on violence and violence prevention.

CCGSD relied on its network of community organizations, social media and word-of-mouth to recruit online survey participants. In November 2019, CCGSD attended Ottawa's monthly Rainbow Service Provider's Network (RSPN) meeting to share information about the research project and online survey and invited members who qualified to participate in the survey and share it with their respective networks. In addition, CCGSD emailed relevant local organizations with information regarding the research project, the online survey, and provided links to the survey in both official languages. The project was highlighted in the CCGSD monthly newsletter, which had 25,366 subscribed emails at the time.

The online survey was live from November 8, 2019 to December 1, 2019. The survey inquired into respondents' gender identity, (a)romantic and/or sexual orientation, trans-lived experience, language, religion and/or spirituality, and ethnic and/or racial identity, allowing self-identification open-ended responses to the greatest extent possible.

Participants were also provided the option to select "I'm not sure" or "I prefer not to answer" to questions regarding neighbourhood, asylum, immigrant, and/or refugee status, and (dis)ability. These methods of inquiry reflect CCGSD's focus on the importance of self-identification, lived experience, and ensuring the comfort of participants.

In appreciation of their time and contribution, participants who completed the survey were given the opportunity to enter a random draw for a chance to win one of five \$50 gift cards by submitting their email address.

Recruiting Key Informant Interview Participants

Criteria for selecting key informants was based on participants' knowledge of Ottawa's 2SLGBTQ+ population and their experiences with violence and/or violence prevention. Participants either lived or worked in Ottawa and had some level of conversational French or English. CCGSD advertised its need for informants in the same manner described above—via its network of community organizations, social media and word-of-mouth.

The 12 key informant interviews were conducted between November 2019 and January 2020. Participants were given the option of participating via telephone or in-person. Our choice of methods reflects our focus on taking into consideration the comfort levels and schedules of participants. The interviews used a semi-structured set of questions allowing participants to share professional and lived experiences.

Findings from the Key Informant Interviews

About the Informants

CCGSD conducted in-person and telephone interviews with 12 informants from Ottawa's network of providers of victim services and health and wellbeing services to collect their thoughts on violence (including partner assault, sexual assault, robbery and hate crime) as it affects members of 2SLGBTQ+ communities in Ottawa. The informants work in areas of community health, HIV advocacy, post-secondary student support, shelter and special housing, and survivor support. The informants' clientele includes members of the 2SLGBTQ+ community.

The informants described 2SLGBTQ+ communities in Ottawa as small, tight-knit, and out/visible. Also, cliquey, lacking in diversity, and set apart from each other. The latter comment gives insight into the challenges experienced by its members and the people who work in providing different supports to them. If Ottawa's 2SLGBTQ+ population as a whole has broken off into isolated subgroups, that would complicate the dissemination of information on violence and violence prevention.

The relationship of 2SLGBTQ+ communities with Ottawa's network of violence prevention service providers was described as cautious marked by hesitancy and mistrust, and concern for inclusivity. The relationship was described as being not well established. The services that are available are not well known to members of 2SLGBTQ+ communities. A few informants described Ottawa's anti-violence organizations as "siloed", or isolated from each other, lacking knowledge of what each other does and therefore unable to present publicly as coordinated resources for violence prevention for 2SLGBTQ+ people.

However, the informants were sympathetic to the challenges faced by Ottawa's network of violence prevention service providers (i.e., low funding, limited access to training). Providers' understanding of 2SLGBTQ+ communities and capacity to give adequate assistance to individuals with intersecting identities was described as insufficient but showing potential. Providers want to meet the needs of all the clients they encounter, but they don't have access to the training that would make their work more specialized and effective for 2SLGBTQ+ people. The informants stressed the need for greater inclusivity, particularly of trans individuals and racialized queer and trans individuals.

The Occurrence of Violence Towards Ottawa's 2SLGBTQ+ Communities

The informants consider violence against 2SLGBTQ+ communities in Ottawa to be prevalent. The informants emphasized the prevalence of microaggression—the indirect, subtle, or unintentional discrimination against members of 2SLGBTQ+ communities. Some members of 2SLGBTQ+ communities (especially trans individuals, newcomers to Canada, and immigrants) are subject to daily acts of microaggression. The current state in which many 2SLGBTQ+ people live was succinctly described by some of the informants:

“ *[The experience of violence is] a constant if you include microaggressions such as misgendering people or making comments about gender presentation. Some people encounter microaggressions on a daily basis. Trans people are particularly susceptible.*

-Post-secondary student support worker

“

Given the advancement of rights of 2SLGBTQ+ people, the perception is that things are better for us. But really, they're not. Rights are not translating into reality for most of the 2SLGBTQ+ population.

-Gender-based violence support worker

The occurrence of violence towards racialized, trans, and newcomer populations is not only perceived to be high, the expression of violence towards them can be more nuanced:

“

Violence against 2SLGBTQ+ people is not noticed by most other people—especially microaggressions, particularly against folks of marginalized status. Navigating settlement services can be a distressing experience, in that clients are worried about being outed to their community. A lot of clients in need of settlement services experience 'gatekeeping of information'—where someone else in a position of power withholds information about the services that would be appropriate for them. Trans newcomers are especially vulnerable—unguided (or improperly guided), they can end up in housing situations that are dangerous for them.

-Community health worker

Violence within 2SLGBTQ+ communities in Ottawa is considered by the informants to be more prevalent than might be supposed. Microaggression and intimate partner violence (IPV) were mentioned as the predominant forms of violence within the 2SLGBTQ+ communities. The actual occurrence of violence tends to be concealed from the population at large, partly because 2SLGBTQ+ people in general are stigmatized. One informant wondered if publicly stating that some of the communities' own members are violent and abusive would help or hinder the objectives of the 2SLGBTQ+ community as a whole.

The motivations for IPV within 2SGLBTQ+ communities are believed to be different than the causes of the same type of violence within the cisgender heterosexual population. One informant offered a summary of the current thinking, explaining that whereas the motivations for IPV in cisgender heterosexual relationships are commonly rooted in the ideologies of patriarchy, in which men hold the power and women are largely excluded from it, the reasons for IPV in 2SGLBTQ+ relationships appear to originate in a complex of familiar and some not-so-familiar sources, including internalized homophobia, misogyny, trauma, and unresolved feelings of marginalization. Exactly where 2SLGBTQ+ experiences of IPV fit on the existing spectrum of gender-based violence is still undecided.

For the purpose of elaborating on a now well-known statistic, informants were asked for their immediate thoughts upon hearing the following: Between 2010 and 2017, 90% of persons accused of hate crimes targeting sexual orientation were male (Statistics Canada, 2019). Each one of the informants was not surprised to learn of this statistic, with some indicating that it was representative of 'toxic masculinity'. One informant pointed out that individuals who identify as women are capable of carrying out hate crimes too, and that there is a stigma of men or male-identified individuals, and even women, reporting violence perpetrated by women.

The informants described the chain reaction of individual experiences of violence, with one commenting that:

“

It can lead to prolonged mental health issues that manifest as not being able to function in different ways—not being able to obtain employment, access health care... access the necessities of life.

-Community health worker

Survivors carry the burden of being hypervigilant of potential future incidents involving violence and may feel that it is necessary to conceal their identities to avoid being victimized again. Such traumas can be vicariously felt by 2SLGBTQ+ communities more broadly. These negative and wide-reaching effects highlight the need for violence prevention services.

The Violence Prevention Measures that Currently Exist in Ottawa

The informants were unable to give concrete responses to the question regarding what Ottawa's network of violence prevention service providers do particularly well for 2SLGBTQ+ communities. The lack of violence prevention services—or lack of knowledge about the services that do exist—appears to have made it difficult for the informants to comment on the specifics. There is a high degree of optimism, though:

“

We haven't reached a point where we can deliver services to 2SLGBTQ+ people completely in the ways they need it, but conversations are happening. A lot more work needs to be done. That's good news, in the sense that people are trying to help the 2SLGBTQ+ communities in meaningful ways. Ottawa could be better, but we're at a place where conversations are happening.

-Gender-based violence support worker

“

[Service providers] are deeply invested in helping. They care a great deal and are trying to figure this out. They're trying, even when it looks like they're not doing it right. I realize that's not enough in the moment, but it makes me optimistic.

-Community advisor

Assessment of the Violence Prevention Needs of Ottawa's 2SLGBTQ+ Communities

The informants identified the following gaps in violence prevention services with regard to ensuring the safety of 2SLGBTQ+ communities in Ottawa: Visibility (information about the services that are available is not reaching the intended audiences) and support for trans individuals and racialized queer and trans individuals:

“

Safety planning for 2SLGBTQ+ people is different. Service providers need assistance in translating their programs and policies around trans inclusion, for example.

-Gender-based violence support worker

“

Folks who identify as transgender, transfeminine or trans women... they experience violence on another level. They need increased protection from violence: self-defence courses, workshops on healthy relationships, guidance on how to protect themselves from street harassment. They should have access to services that try to create a safer world for them.

-Community support worker

When asked to identify barriers to accessing services in support of 2SLGBTQ+ safety, the informants were in agreement of the main culprits: low awareness that such services exist, complicated physical accessibility to those services, and fear—fear of being outed, of having to engage Ottawa Police Service (OPS), of encountering providers who are not equipped to support the range of 2SLGBTQ+ experiences. When asked if members of 2SLGBTQ+ communities are generally comfortable or reluctant to report violent crime to the Ottawa Police Service, the informants (minus one) said, “reluctant.” The informants referred to the troubled history between OPS and 2SLGBTQ+ communities, and the persistent notion that reports by Queer, Trans, Black, Indigenous, People of colour (QTBIPOC) are not taken seriously:

“

There’s a history there... with respect to police not taking members of the 2SLGBTQ+ communities seriously. That’s a history that carries on. We’re dependent on how OPS perceives the crime, the threat of violence. [2SLGBTQ+ people are] worried they won’t be taken seriously, and that’s a stress.

-Community educator

“

There have been multiple cases where we had to advocate alongside survivors of violence who felt they weren’t being taken seriously by OPS (by not using their proper pronouns, etc.). OPS may not recognize the risk; cases of intimate partner violence in particular are not being taken seriously.

-Survivor support worker

2SLGBTQ+ individuals contend with fear that the reporting process will out them and that their safety will be further compromised. Each one of the informants indicated that Ottawa's network of service providers needs to be more sensitive to these concerns and that more training is needed to recognize and respond to violence against and within 2SLGBTQ+ communities. The informants were careful to point out that lack of training should not be understood as a lack of interest on the part of providers, but rather a lack of resources to support their ongoing education and professional development to support 2SLGBTQ+ communities. The informants expressed the belief that Ottawa's service providers are not adequately supported to offer or continue offering dedicated violence prevention to 2SLGBTQ+ communities. Funding is lacking, which makes it difficult to budget for training to inform providers on the forms of violence that affect 2SLGBTQ+ individuals:

“

Providers are underfunded, under-resourced, yet demand [for our services] is high. We can't keep up with the demand. Add 2SLGBTQ+ services, and more training will be required. We need to build up the existing services in ways that don't take away from what we already do. Ensure that new services can be sustained. If you're not building with sustainability in mind, then you're doing a disservice to the community.

-Gender-based violence support worker

When asked what additional messaging they would like to see toward reducing victimization against 2SLGBTQ+ communities in Ottawa, all of the informants indicated that there needs to be better education on the spectrum of violence that affects 2SLGBTQ+ individuals. The subtle forms of violence that occur with more frequency tend to be brushed off. Microaggression and intimate partner violence were mentioned as needing more or wider attention.

Findings from the Online Survey

Demographics of the Survey Respondents

Data was collected from 62 qualifying respondents; that is, individuals who identified as 2SLGBTQ+ youth and young adults, age 15 to 30 years, who live in the city of Ottawa.

Low-occurring responses (mentioned <5 times) have been suppressed to ensure anonymity. The survey attained a 43% completion rate.

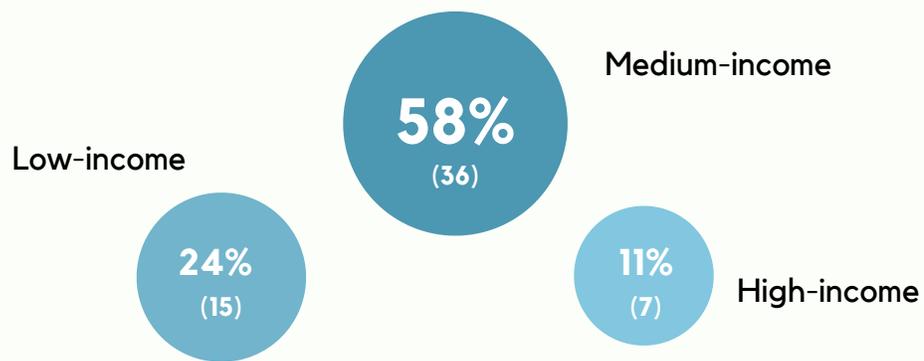
Ages 23 to 26	34% (21)
Ages 27 to 30	29% (18)
Ages 15 to 18	19% (12)
Ages 19 to 22	18% (11)

Neighbourhoods in Ottawa translated to Provincial Electoral Districts:

*Counts from the corresponding districts were grouped to ensure anonymity.

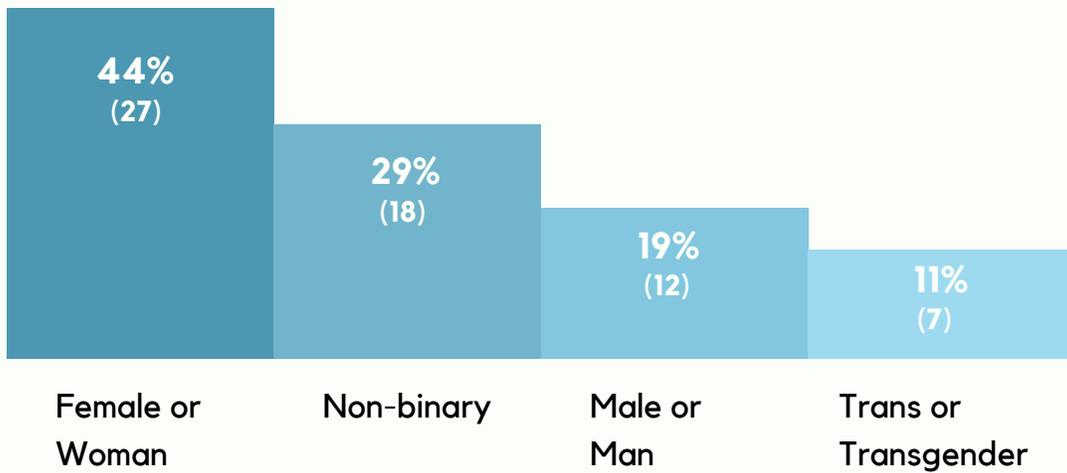
ELECTORAL DISTRICT	% GRAND TOTAL	COUNT
Ottawa Centre	29%	18
Ottawa-Vanier	18%	11
Carleton Kanata-Carleton Ottawa-South Ottawa West-Nepean	18%	11*
Orleans	16%	10
Nepean	10%	6

Respondents were asked to classify their household income according to the following choices:



Respondents were asked to describe their gender identity in their own words. The groups below represent a range of corresponding gender identities:

*The grand total is higher than 100% because some gender identities occur simultaneously in two groupings. We have included "Trans or Transgender" to reflect the gender identity self-description of all the survey respondents. "Female or Woman" and "Male or Man" categories should not be understood as strictly cisgender.



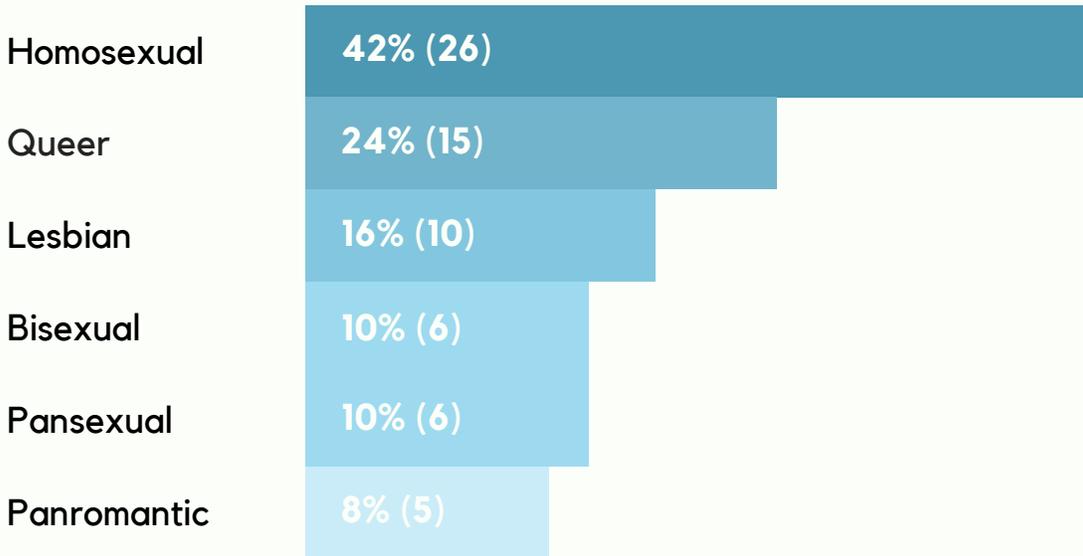
Respondents were asked whether they have trans-lived experience:

Indicated that they do not have trans-lived experience 76% (47)

Indicated that they do have trans-lived experience 18% (11)

Respondents were asked to describe their romantic and/or sexual orientation in their own words:

*The grand total is higher than 100% because respondents were permitted to identify the full range of their romantic and/or sexual orientation. Homosexual is inclusive of gay, homosexual and lesbian.



Respondents were asked to identify the language(s) spoken most often at their home:

English only or in combination with another language(s) as distributed below: 95% (59)

Stated English only	77% (48)
Stated English in combination with French and/or another language(s)	18% (11)

Respondents were asked about their religious or spiritual affiliation:

Indicated that they were not a member of a religious or spiritual community	74% (46)
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Indicated that they identify with a religious or spiritual affiliation, although not all practice their religious or spiritual belief(s) in a communal setting	21% (13)
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Respondents were asked to describe their ethnic and/or racial identity in their own words:

Self-identified as Caucasian or White	74% (46)
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Self-identified as neither Caucasian or White	13% (8)
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Respondents were asked whether they identified as an asylum seeker, immigrant or refugee:

Selected "No"	84% (52)
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Selected "Yes"	16% (10)
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Respondents were asked whether they identified as a person with a disability:

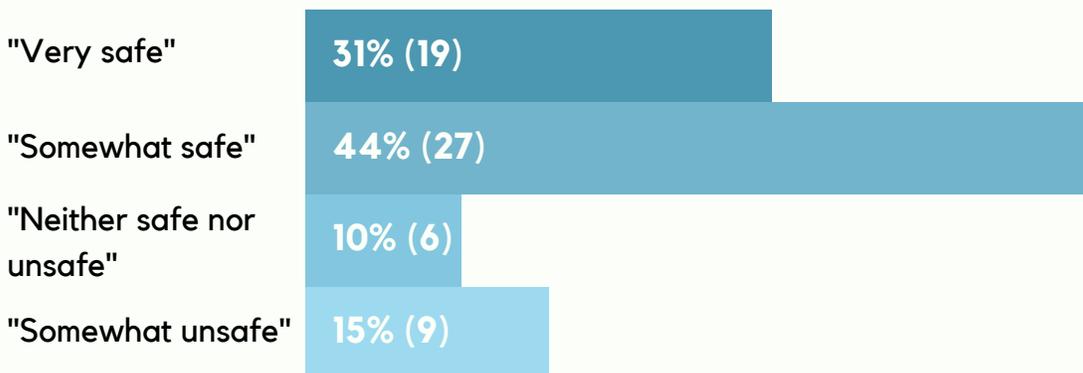


Perceptions of the Prevalence of Violence Towards Ottawa's 2SLGBTQ+ Communities

Respondents were asked how safe they feel in their neighbourhood and where in Ottawa they feel the safest. Answers to the latter question could be as broad or precise as the respondent chooses.

Low-occurring responses (mentioned <5 times) have been suppressed to ensure anonymity.

When asked to classify the safety of their neighbourhood:



When asked to identify where in Ottawa they feel the safest:

Mentioned the "downtown" and Centretown parts of Ottawa, with 44% of respondents in this group specifying the Glebe area.	26% (16)
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Mentioned that they feel the safest in their home or a friend's home	24% (15)
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Mentioned the Carleton University and University of Ottawa campuses	13% (8)
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Mentioned places outside Ottawa Centre, including the surrounding suburbs and Ottawa West	10% (6)
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Mentioned 2SLGBTQ+ -friendly spaces such as establishments in Ottawa's Golden Triangle	8% (5)
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Indicated that they felt safe anywhere (or mostly anywhere) in Ottawa	8% (5)
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On the topic of personal safety, respondents were asked to gauge the effect of dating apps on the violent crime experienced by 2SLGBTQ+ youth and young adults:

Selected "I'm not sure"	58% (36)
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Selected "Dating apps expose users to increased risk of violence"	29% (18)
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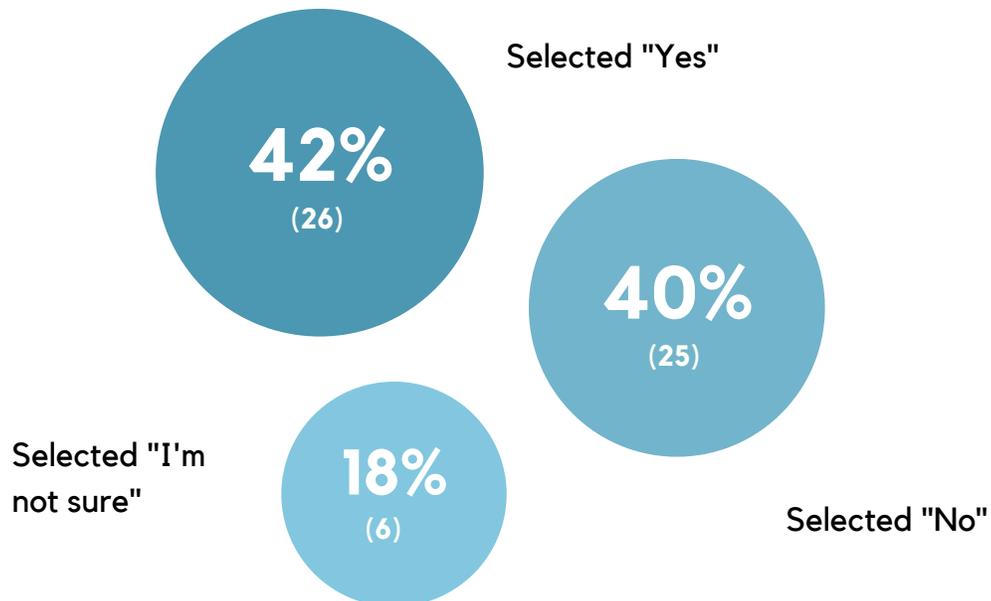
Selected "Dating apps assist in lessening the risk of violence"	13% (8)
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Feelings and Opinions about the Violence Prevention Measures that Currently Exist in Ottawa

The second half of the survey focused on gaining respondents' perspectives on violence as it affects 2SLGBTQ+ youth and young adults in Ottawa.

Low-occurring responses (mentioned <5 times) have been suppressed to ensure anonymity.

When asked if they were aware of any services in Ottawa that provide support to 2SLGBTQ+ youth and young adults who have experienced violence:



When asked whether they perceive any barriers to accessing services that operate in support of 2SLGBTQ+ youth and young adults who have experienced violence:

Mentioned that they were not aware of the local availability of such services; these respondents indicated that services in support of 2SLGBTQ+ youth and young adults who have experienced violence lack visibility throughout Ottawa	19% (12)
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Indicated that they do not perceive any barriers to accessing such services	18% (11)
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Mentioned that location posed a problem; these respondents felt that such services were not available nearby and that they might draw unwanted attention by requesting a drive or making a special trip to a service provider	13% (8)
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Mentioned a fear of encountering transphobia from a provider or finding a lack of trans-specific services	8% (5)
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Respondents were asked whether they have seen any violence prevention information anywhere in Ottawa that was 2SLGBTQ+ -specific:

Selected "No"	65% (40)
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Selected "Yes"	27% (17)
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Selected "I'm not sure"	8% (5)
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Respondents were asked, "Does violence against 2SLGBTQ+ youth and young adults in Ottawa need more/wider attention?"

Selected "Yes"

84% (52)

Selected "I'm not sure"

15% (9)

Suggestions on How to Strengthen Violence Prevention

Respondents were asked how 2SLGBTQ+ youth and young adults who are impacted by violence could be better supported:

Recommended an increase in service presence and visibility where youth and young adults are—namely, in school and online. Some feasible suggestions include making educational and resource awareness campaigns clearly visible in schools; and inserting educational and resource awareness banner ads in dating apps.	31% (19)
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Recommended the creation of spaces exclusively allocated for 2SLGBTQ+ youth and young adults to connect with each other, offer each other support, and develop a community.	15% (9)
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Recommended providing 2SLGBTQ+ youth and young adults with access to free or subsidized counselling on matters related to violence.	8% (5)
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Recommended increased diversity among the frontmost staff of service providers that attend to matters related to violence.	8% (5)
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Indicated they were unable to answer this question (i.e., writing "I don't know" or "I'm not sure").	8% (5)
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Other suggestions include:

- Educate the public at large about 2SLGBTQ+ identities;
- Encourage providers to attend training on 2SLGBTQ+ issues; and
- Do more to deter people from committing gender- and sexuality-based hate crimes (i.e., impose harsher punishments for gender- and sexuality-based hate crimes).

Respondents were asked for the types of programs or initiatives they would like to see in Ottawa to address violence prevention against 2SLGBTQ+ youth and young adults.

Indicated they were unable to answer this question (i.e., writing "I don't know" or "I'm not sure").	23% (14)
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Felt that these topics should be addressed in secondary school curricula. Respondents proposed more education on 2SLGBTQ+ identities, adding programs that encourage community-building (of 2SLGBTQ+ individuals and allies), and making violence prevention resources visible and easy to access.	19% (12)
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Remarked on the need for safe spaces for 2SLGBTQ+ youth and young adults. The spaces may be used to access resources towards various violence prevention needs, hold workshops, and as a safe 'hangout' for 2SLGBTQ+ people.	11% (7)
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Would like to see greater efforts aimed at increasing awareness of 2SLGBTQ+ identities and of violence against and within 2SLGBTQ+ communities.	10% (6)
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Other suggestions include:

- More counselling services;
- More 2SLGBTQ+ -focused activities held in the public places;
- Additional emergency housing options for 2SLGBTQ+ youth and young adults; and
- Additional programming and services in support of 2SLGBTQ+ community-building.

Within the cohort of survey respondents are the following statistically significant intersections of identities:

Respondents who identified as being an asylum seeker, immigrant or refugee and a sexual minority. 16% (10)

Alternative presentation: 100% of respondents who identified as an asylum seeker, immigrant or refugee are also a sexual minority

Respondents who identified as having trans-lived experience and coming from a medium- to low-income household. 16% (10)

Alternative presentation: 91% of respondents with trans-lived experience come from medium- to low-income households.

Respondents who identified as both disabled and a sexual minority. 13% (8)

Alternative presentation: 73% of respondents who identified as disabled are also a sexual minority.

Respondents who identified as both non-white and a sexual minority. 8% (5)

Alternative presentation: 63% of respondents who identified as non-white are also a sexual minority.

Respondents' Statements of Need in the Area of Violence Prevention

The survey respondents perceive that providers are not well supported to focus on violence prevention in 2SLGBTQ+ communities, and that there is an overall lack of messaging to promote awareness of supports that might be available:

“

Service providers often do not have staff who have been adequately trained to serve queer and trans people. As well, policies can be foundationally discriminatory, excluding folks from accessing certain services (for example, women with trans lived experiences accessing services at a shelter intended for cis women). Additionally, if folks have intersecting identities (two-spirit, racialized, immigrant, etc.), the services tend to only be able to provide support for one of their identities, not all of them together.

“

Young adults are often unsure where to access services as there is no central directory to direct them to service providers.

“

As a trans person, it's hard to access services as I feel shunned and like I don't deserve those services as I asked for it by being trans.

Recommendations and Opportunities

The qualitative data collected through the key informant interviews and online survey shows that the respondents have a wealth of ideas on how Ottawa-based violence prevention service providers can appeal to the contemporary concerns and real-world needs of 2SLGBTQ+ youth and young adults.

Some recurring suggestions include: Improving the visibility of campaigns for violence prevention; providing a greater number of safe spaces for young 2SLGBTQ+ people; making counselling on violence issues more affordable; and encouraging service providers to obtain education and/or training on the unique needs of the 2SLGBTQ+ communities. Respondents gave the most detailed recommendations on the topics of advertising and training.

Advertising

On this, the informants and survey respondents were unanimous—service providers are not adequately communicating their violence prevention initiatives throughout Ottawa, and information is not reaching the intended audiences. Suggestions for improvement include:

“ *Advertising in literature and where people are going to be— Facebook pages, websites, posters in gay bars and certain social service organizations, The Pink Pages Directory, pride guides, etc.*

-HIV advocacy worker

“ Having more posters and pamphlets in physical places and front-line workers to deliver that information would help to establish a more effective presence in the community. Hanging posters and distributing pamphlets and leaving it at that means people will have to follow up on their own. Trained front-line staff are needed for proper delivery of services.

-Community health worker

“ Take advantage of the low cost and wide circulation of social media campaigns. It would be great if helpful ads appeared to people visiting key sites... Maybe advertisements can be posted without cost. How do we get the word out about available services? Show up at community 'meets', advertise at public transit stations, in doctor's offices, in community hubs, on coffee shop bulletin boards... and in bathroom stalls, where information can be taken in private.

-Women's shelter worker

“ Social media is a powerful tool; get creative with it! Create fun websites or apps... The Sex You Want is a good example of what's possible. GIFs, memes and infographics get a lot of attention too. Sites dedicated to educating on health for men could be adapted for violence prevention.

-Community educator

“ It all depends on what demographic you're a part of. Posters are effective for the mature members of the community. They might also be receptive to in-person information sessions. For younger people, social media is more effective. But even that has its shortcomings. Social media users might see and read a bit about what's available, but that doesn't necessarily translate to getting them to service providers when they need them. There needs to be a bridge, some way of connecting the online information with real-life awareness. Face-to-face introductions goes a long way. And there is constant need of a resource list for violence prevention and victim support services.

-Community health worker

“ A lot of the communities are connected online. But remember they’re a complex of communities, not one 2SLGBTQ+ community. Social media is great... but going to the spaces where 2SLGBTQ+ people are, that has potential for immediate, meaningful impact. Launch campaigns that talk about the concerns of the BIPOC communities, for instance. Give more visibility to the issues of the more marginalized members of the 2SLGBTQ+ communities.

-Gender-based violence support worker

Training

Overall, Ottawa’s network of service providers was viewed by key informants and survey respondents as not adequately trained to recognize and respond to violence against 2SLGBTQ+ communities. The following suggestions may be useful towards the development of supports:

“ We haven’t seen training that is geared to violence prevention. Education would trickle down into the community. It’s a good way to share what avenues exist.

-Post-secondary student support worker

“ I suggest a top-down approach, where members of the senior leadership team have more education on the topic, which would help advocating for more specialized training for front-line staff. Having more posters and pamphlets in physical places and front-line workers to deliver on that information would help to establish a more effective presence in the community. Hanging posters and distributing pamphlets and leaving it at that means people will have to follow up on their own. Trained front-line staff are needed for proper delivery of services.

-Community health worker

Evidence-Based Intervention

Many of the suggestions put forward by the key informants and survey respondents are supportable by the findings of current research on violence prevention. The following preventions, adapted to the topics addressed in this report, show promise in reducing the occurrence of gender- and sexuality-based violence by increasing the consideration for 2SLGBTQ+ individuals.

Social-Emotional Learning Programs for Youth

Programs of this type are delivered in secondary schools alongside regular academic curricula. The programs promote healthy relationship behaviour and inform about teen dating violence (TDV). The Safe Dates prevention program, for example, has shown "statistically significant reductions in psychological, physical, and sexual abuse perpetration, and physical abuse victimization" (Niolon 2017, p.19). The program description reads:

The Safe Dates curriculum is a ten-session program that targets attitudes and behaviors associated with dating abuse and violence. Safe Dates content and activities focus on changing norms (acceptance of dating violence and gender role norms), improving anger management and conflict resolution skills, and increasing help seeking by strengthening the belief that dating violence victims and perpetrators need help, improving help-seeking skills, and raising awareness of sources of help ("Safe Dates").

Engage Influential Adults and Peers

Programs of this type engage people of influence in advocating care and concern for the feelings and rights of others. Trusted members of the community are enlisted to discuss appropriate social conduct, bringing youth and young adults around to the understanding that violence towards others is not acceptable. "These types of social contexts can discourage potential perpetrators from thinking that violence will be seen as acceptable and increase their perception of the risk that there may be social consequences to such behavior" (Niolon 2017, p.19). The following approaches may be adapted to preventing violence against gender and sexuality minority youth and young adults:

Men and Boys as Allies in Prevention: These approaches focus on men and boys and engage them in preventing intimate partner violence (IPV), including TDV, by encouraging them to support actual and potential victims by intervening and speaking out. These approaches also teach skills and promote social norms that reduce participants' own risk for future perpetration. These approaches often target men in peer groups, such as athletic teams and fraternities (Niolon 2017). An exemplary effort employing this approach is delivered through the White Ribbon Campaign, wherein the principles of the Spectrum of Prevention is adapted to engage men and boys in ending violence against women (Minerson 2011).

Bystander Empowerment and Education: "Research focused on engaging bystanders has shown that efforts to increase bystander efficacy are beneficial in alcohol and drug use reduction and other health behaviours. More recently, these approaches have been applied to bullying, dating violence, and sexual assault" (Niolon 2017, p.20). One example is Bringing in the Bystander:

The Bringing in the Bystander is a sexual violence prevention program that teaches women and men how to intervene safely and effectively in cases of sexual violence before, during, and after incidents with strangers, acquaintances, or friends. It approaches both women and men as potential bystanders or witnesses to behaviors related to sexual violence. The program is customizable to reflect the locations, colloquialisms and culture of the campus. It is designed to be presented both as a 90-minute program and in a more comprehensive two session program totaling 4.5 hours ("Bringing in the Bystander").

Another example of a bystander program is Green Dot. The Green Dot program engages witnesses to interrupt situations that are imminently or potentially high-risk for violence, increases self-efficacy and provides skill building and specific strategies to increase the likelihood that trained individuals will actually intervene. By expanding the role of bystanders beyond reactive, the Green Dot program trains participants to engage in proactive behaviors that model and endorse norms that are incompatible with violence. The ultimate goal is not simply to react to potential violence as it is occurring, but rather to simultaneously shift community norms that support the violence that is occurring ("Green Dot").

Additional Resources

Social-Emotional Learning Programs for Youth

Ball, B., et al. "Expect Respect Support Groups: Preliminary Evaluation of a Dating Violence Prevention Program for At-Risk Youth." *Violence Against Women*, vol. 18, no. 7, 2012, pp. 746-762.

Foshee, V.A., et al. "Assessing the Long-Term Effects of the Safe Dates Program and a Booster in Preventing and Reducing Adolescent Dating Violence Victimization and Perpetration." *American Journal of Public Health*, vol. 94, no. 6, 2004, pp. 619-624.

Bystander Empowerment and Education

Banyard, V.L., Moynihan, M.M. and M.T. Crossman, M.T. "Reducing Sexual Violence on Campus: The Role of Student Leaders as Empowered Bystanders." *Journal of College Student Development*, vol. 50, no. 4, 2009, pp. 446-457.

Banyard, V.L., Moynihan, M.M. and E.G. Plante, E.G. "Sexual Violence Prevention through Bystander Education: An Experimental Evaluation." *Journal of Community Psychology*, 35(4), 2007, pp. 463-481.

Coker, A.L., et al. "Evaluation of the Green Dot Bystander Intervention to Reduce Interpersonal Violence among College Students across Three Campuses." *Violence Against Women*, vol. 21, no. 12, 2015, pp. 1507-1527.

Coker, A.L., et al. "Multi-College Bystander Intervention Evaluation for Violence Prevention." *American Journal of Preventive Medicine*, vol. 50, no. 3, 2016, pp. 295-302.

Coker, A.L., et al. "RCT Testing Bystander Effectiveness to Reduce Violence." *American Journal of Preventive Medicine*, March 6, 2017, doi: <http://dx.doi.org/10.1016/j.amepre.2017.01.020>.

McCauley, H. L., et al. "Gender-Equitable Attitudes, Bystander Behaviour, and Recent Abuse Perpetration against Heterosexual Dating Partners of Male High School Athletes." *American Journal of Public Health*, vol. 103, no. 10, 2013, pp. 1882-1887.

Moynihan, M.M., et al. "Encouraging Responses in Sexual and Relationship Violence Prevention: What Program Effects Remain 1 Year Later?" *Journal of Interpersonal Violence*, vol. 30, no. 1, 2015, pp. 110-132.

Recommendations for Further Research

"Needs Assessment of Ottawa's 2SLGBTQ+ Youth and Young Adults with Regard to Violence Prevention" draws attention to the demand for prominent public positions against gender- and sexuality-based violence, strongly coordinated violence prevention initiatives for gender and sexual minorities, and dedicated support for racialized, trans, and newcomer 2SLGBTQ+ youth and young adults. On the latter point, the Canadian Centre for Gender and Sexual Diversity (CCGSD) sees the need for focused study of the violence experiences and prevention needs of the racialized, trans, and newcomer members of our communities. CCGSD offers the following suggestions about the best course of action to independent researchers or research firms interested in furthering these discussions:

- There is growing awareness of data collection practices that, although long-standing, may actually be exploitative of the research subject. Subjects with marginalized lived experience may feel further marginalized by research protocols whose benefits are not co-mutual. CCGSD encourages collaborative research processes, in which the community or culture of interest is involved in the development and carrying out of the research engagement.
- CCGSD is heartened to see these efforts assisted by a growing number of financial supporters. We are seeing funding programs shift their focal points to empowering youth and young adults across Canada to take leadership roles in their communities. It is a strong move towards promoting individuals' capacity for self-determination, which will help shape how research about them and their communities is done.

Appendices

A. Informant Interview Questions

PART 1: LEAD-IN DISCUSSION

- Objective 1: To communicate a general understanding of the terminology and concepts
 - Gender and sexuality minorities (the 2SLGBTQ+ spectrum)
 - Intersectionality and the 2SLGBTQ+ communities
 - Societal aversions (i.e., ableism, ageism, homophobia, racism, and transphobia)
 - Forms of violence against and within the 2SLGBTQ+ communities (i.e., hate crime, partner assault, psychological harassment, sexual assault, and hate crime)
- Objective 2: To give context to the discussion
 - Crime Prevention Ottawa (CPO) has engaged the Canadian Centre for Gender and Sexual Diversity (CCGSD) to research and report on the needs of Ottawa's 2SLGBTQ+ communities with regard to violence prevention.
 - The CPO Gender-based Violence reference committee would like to better understand the needs of 2SLGBTQ+ communities with regards to violence and violence prevention.
 - The CPO Gender-based Violence reference committee is focused on understanding the prevalence of violence, including partner assault, sexual assault, and hate crime as well as exploring possible recommendations with regards to violence prevention strategies.

- Objective 3: To get conversation going
 - What are some words to describe the 2SLGBTQ+ communities in Ottawa? If the individual seems to need a prompt: For example, is it visible, tightknit, diverse, welcoming, or the opposite?
 - Describe the relationship of Ottawa's network of violence prevention service providers with the 2SLGBTQ+ communities. How does each side view or behave toward the other?
 - Based on what you have heard from the 2SLGBTQ+ communities, does Ottawa's network of violence prevention service providers understand and give adequate assistance to individuals of intersectional identity?

PART 2: VIOLENCE

- Objective 1: To collect information on violence against Ottawa's 2SLGBTQ+ communities. Please also consider an intersectional lens.
 - Based on your knowledge and professional experience, how prevalent is violence against 2SLGBTQ+ communities in Ottawa?
 - Based on your knowledge and professional experience, how prevalent is violence within 2SLGBTQ+ communities in Ottawa?
 - What are the emotional, psychological and social impacts of violence committed against 2SLGBTQ+ people individually and as a community?
- Objective 2: To collect information on gaps in services for Ottawa's 2SLGBTQ+ communities as it relates to violence
 - Based on your knowledge and professional experience, what does Ottawa's network of violence prevention service providers do particularly well for 2SLGBTQ+ communities?
 - What are some gaps in violence prevention services with regard to ensuring the safety of 2SLGBTQ+ communities in Ottawa?
 - What are some of the barriers to accessing services in Ottawa that operate in support of 2SLGBTQ+ victims of violence?
 - Are members of 2SLGBTQ+ communities generally comfortable or reluctant to report violent crime to the Ottawa Police Service?
 - Overall, is Ottawa's network of service providers adequately trained to recognize and respond to violence against 2SLGBTQ+ communities?

PART 3: VIOLENCE PREVENTION

- Objective: To collect information on the needs of Ottawa's 2SLGBTQ+ communities with regards to violence prevention
 - Are service providers adequately communicating their violence prevention initiatives throughout Ottawa?
 - Is information reaching the intended audiences? Can you suggest ways of getting violence prevention information across to the intended audiences? Which forms of advertisement are particularly effective? In which locations might that information be most useful?
 - What additional messaging would you like to see toward reducing victimization against 2SLGBTQ+ communities in Ottawa? Are there forms of violence that need more or wider attention?
 - Between 2010 and 2017, 90% of persons accused of hate crimes targeting sexual orientation were male (Statistics Canada, 2019). What are your immediate thoughts upon hearing that statistic?
 - Are Ottawa's service providers adequately supported to offer or continue offering dedicated violence prevention to 2SLGBTQ+ communities? In which domains, if any, is support lacking (i.e., educational, financial, etc.)?
 - What can Ottawa's 2SLGBTQ+ communities and/or the city of Ottawa do help providers deliver dedicated violence prevention services?

B. Online Survey

Needs Assessment of Ottawa's 2SLGBTQ+ Youth and Young Adults with Regards to Violence Prevention

Introduction

Crime Prevention Ottawa (CPO) has engaged the Canadian Centre for Gender and Sexual Diversity (CCGSD) to research and report on the needs of Ottawa's 2SLGBTQ+ communities with regard to violence prevention.

As part of the information-gathering stage of its research, CCGSD invites 2SLGBTQ+ youth and young adults, age 15 to 30 years, who live in the city of Ottawa to complete this survey so that we may give wider expression to your perspective on violence as it affects the 2SLGBTQ+ communities in Ottawa.

This survey will take approximately 10 minutes to complete.

Your participation is voluntary and anonymous.

In appreciation of your time and contribution, CCGSD is offering you the chance to win one of five \$50 Amazon gift cards. You will have the opportunity to enter the draw when you reach the end of the survey.

If you have questions about this survey or if you encounter technical difficulties, please contact the CCGSD Research and Evaluation Coordinator at jason@ccgsd-ccdgs.org.

Privacy Statement

The information in this survey is collected by CCGSD and is subject to the obligations of the Privacy Act and Personal Information Protection and Electronic Documents Act. Data collected through this survey will be stored on secure computer servers located in Canada.

The information in this survey is collected anonymously, inasmuch as any directly identifying information is not requested. Incidental information that could identify the respondent will be removed from the dataset.

All results made available to CPO and other requestors will be provided in a manner that preserves and protects survey respondent confidentiality. CCGSD will not publish data where the count could, in the reasonable opinion of CCGSD, result in the disclosure of confidential information.

Thank you for participating in this survey To start, the Canadian Centre for Gender and Sexual Diversity (CCGSD) would like to know about you.

1. What is your age?

List 15 to 30

2. Do you live in Ottawa?

Yes

No

3. In which neighbourhood of Ottawa do you live? If you're not sure, the Ottawa Neighbourhood Study website may be of assistance. Alternatively, you may choose to write, "I'm not sure" or "I prefer not to answer."

Short text answer

4. Please describe your gender identity in your own words.

Short text answer

5. Please describe your romantic and/or sexual orientation in your own words.

Short text answer

6. Do you have trans-lived experience?

Yes

No

I prefer not to answer

7. How would you characterize your household income?

Low-income

Medium-income

High-income

I'm not sure

I prefer not to answer

8. Which language(s) do you speak most often at home?

Short text answer

9. Are you a member of a religious or spiritual community? If yes, please describe your religious or spiritual affiliation in the space below. Alternatively, you may choose to write the answer, "No" or "I prefer not to answer."

Short text answer

10. Please describe your ethnic and/or racial identity in your own words.

Short text answer

11. Do you identify as an asylum seeker, immigrant or refugee?

Yes

No

I'm not sure

I prefer not to answer

12. Do you identify as a person with a disability?

Yes

No

I'm not sure

I prefer not to answer

The rest of the survey is focused on gaining your perspective on violence as it affects 2SLGBTQ+ youth and young adults in Ottawa.

13. How safe do you feel in your neighbourhood?

- Very safe
- Somewhat safe
- Neither safe nor unsafe
- Somewhat unsafe
- Very unsafe

14. Where in Ottawa do you feel most safe? Your answer may be as broad or precise as you choose.

Short text answer

15. How would you describe the effect of dating apps on the violent crime experienced by 2SLGBTQ+ youth and young adults?

- Dating apps expose users to increased risk of violence
- Dating apps assist in lessening the risk of violence
- I'm not sure
- I prefer not to answer

16. Are you aware of any services in Ottawa that provide support to 2SLGBTQ+ youth and young adults who have experienced violence?

- Yes
- No
- I'm not sure
- I prefer not to answer

17. Do you perceive any barriers to accessing services that operate in support of 2SLGBTQ+ youth and young adults who have experienced violence?

Long text answer

18. Have you seen any violence prevention information anywhere in Ottawa that was 2SLGBTQ+ -specific?

- Yes
- No
- I'm not sure
- I prefer not to answer

19. Does violence against 2SLGBTQ+ youth and young adults in Ottawa need more or wider attention?

Yes

No

I'm not sure

I prefer not to answer

20. How can 2SLGBTQ+ youth and young adults who are impacted by violence be better supported?

Long text answer

21. What types of programs or initiatives would like to see in Ottawa to address violence prevention against 2SLGBTQ+ youth and young adults?

Long text answer

Once again, thank you very much for participating in this survey. In appreciation of your time and contribution, CCGSD is offering you the chance to win one of five \$50 Amazon gift cards. To enter the draw, type your email address in the space below. Your email address will not be shared. It will be used only to notify you if you are a winner of the draw.

Short text answer

C. Glossary of Terms

Cis(gender)

A term used to describe people for whom their gender identity and assigned sex match, and who fit the societal expectations surrounding their birth-assigned sex. It is the opposite of transgender.

Cisnormativity

A societal bias, often unconscious, that privileges cisgender identities and gender norms, and ignores or underrepresents trans identities and/or gender diversity by assuming that all people are cisgender and will express their gender in a way that aligns with perceived gender norms.

Cissexism

Prejudice and discrimination against trans or gender diverse identities and/or expressions. This includes the presumption that being cisgender is the superior and more desirable identity.

Gender-Based Violence (GBV)

Violence used against an individual based on their gender identity, gender expression or perceived gender identity and/or gender expression.

Gender Identity

A person's individual experience of gender. It is their internal sense of being a man, a woman, or any other gender. Often, gender identity corresponds with an individual's assigned sex at birth, but sometimes it does not. Gender identity, which is internal and is not visible to others, is one of two aspects that make up gender as a whole.

Gender Non-Conforming

A community-generated term to describe those who depart from the societally-sanctioned binary gender norms of masculine or feminine. It is often more commonly used to refer to youth, without placing the label transgender on anyone at a young age.

Heteronormativity

A cultural and societal bias, often unconscious, that privileges heterosexuality, and ignores or underrepresents diversity in attraction and behaviour by assuming all people are heterosexual.

Heterosexism

Prejudice and discrimination in favour of heterosexuality. This includes the presumption of heterosexuality as the superior and more desirable form of attraction.

Homophobia

Hatred of homosexuality exhibited in ways such as prejudice, discrimination, or violence. Anyone who is not "straight" (or is assumed not to be) can be the target of homophobia.

Intimate Partner Violence (IPV)

Any form of psychological, physical, financial, or sexual violence committed by a current or former partner(s).

2SLGBTQ+

An acronym used to refer to the rainbow community. It stands for two-spirit, lesbian, gay, bisexual, trans(gender), and queer/questioning. The plus sign (+) acknowledges that the acronym does not include all members of the community, and recognizes other terms not represented in the acronym.

Non-Binary or Nonbinary

An umbrella term to describe gender identities that do not fit within the gender binary system of man/woman. It is important to note that some non-binary identities are culturally specific, and that some people may use the term itself as a specific identity. Identities that may fall under this umbrella include but are not limited to: agender, bigender, genderfluid, and genderqueer.

QTBIPOC

An acronym that stands for Queer, Trans, Black, Indigenous, People of colour.

Queer

An umbrella term for a social/intellectual/political movement that seeks to encompass a broad range of sexual identities, behaviours, and expressions. It has also been reclaimed as a personal identity for some, after its historical use as a homophobic and transphobic slur. However, not all individuals are comfortable with the reclamation of the word, and it should not be used to describe someone without their consent. It is sometimes used as a catch-all for the rainbow community, and may or may not be seen to include trans people.

Trans(gender)

A person who identifies either fully or in part with a gender other than the gender associated with their birth-assigned sex--often used as an umbrella term to represent a wide range of gender identities and expressions. Transgender people, like cisgender people, can claim any identity in relation to their sexual/romantic orientation.

Transphobia

Hatred of any perceived transgression of gender norms exhibited in ways such as prejudice, discrimination, or violence. Anyone who is not cisgender (or is assumed not to be) can be a victim of transphobia.

("CCGSD Queer Vocabulary")

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