



## LGBTQ2S+ Inclusion Community Dialogues

These questions were developed through pre-engagement with stakeholders completed by QMUNITY's public engagement team over summer, 2018.

These questions will be available for download through the Engage Yukon site and available in paper form at community dialogues where people can choose to submit input anonymously at one of the listed drop-off locations. Submissions do not need to respond to all questions; you are encouraged to answer questions of most significance, relevance or importance to you. Written responses will remain anonymous and you can submit responses via:

Email to [yukon@qmunity.ca](mailto:yukon@qmunity.ca)

Mail written responses to:

ATTN: QMUNITY: Yukon

1170 Bute St

Vancouver, BC

V6E 1Z6

Physical drop-off at:

- Victoria Faulkner Women's Centre (Whitehorse)
- Yukon Human Rights Commission (Whitehorse)
- Women's Directorate (Whitehorse)
- Yukon School of Visual Arts (Dawson City)
- Tr'ondek Hwech'in Youth Drop-In Centre (Dawson City)

## Health and wellness

Health care delivery is a large and complex system that was identified early on in the design of the engagement to be of high priority and interest among LGBTQ2S+ Yukoners.

The mission of Health & Social Services is to promote, protect, and enhance the well-being of Yukon people through a continuum of quality, accessible, and appropriate health and social services. Some health needs of the LGBTQ2S+ community differ from the health needs of the non-LGBTQ2S+ population, such as access to inclusive sexual health information and gender-affirming medical care.

- As an LGBTQ2S+ Yukoner (or advocate and ally), what kinds of health and wellness services are you seeking that are not currently available?
- What could be done to improve mental health and wellness services for LGBTQ2S+ Yukoners?
- Do you have access to appropriate LGBTQ2S+ sexual health information, including information about sexually transmitted infection and testing clinics?
- Are you comfortable disclosing your sexual orientation or gender identity to your doctor or other health care practitioners?
- Accessing services for a medical transition can be a complex and lengthy process; we've heard that Yukon needs to provide resources to support trans-affirming counsellors; local access to an endocrinologist, and ensure equitable coverage for gender affirming top and/or bottom surgeries (for example breast reduction/chest reconstruction; hysterectomy, etc.). Are there other areas within health care delivery that would make accessing a medical transition easier and safer for you?
- What are some challenges experienced by LGBTQ2S+ seniors that are unique to aging, and therefore may not be discussed as much in mainstream queer activism and culture (which tends to be geared towards younger folks)?
- During our pre-engagement meetings, we got the sense that health and wellness were of high-priority, and high-urgency for us to act on; relative to other governmental services and programs. What could be improved to create more affirming and inclusive **health and wellness** systems in Government of Yukon?

## Safety and justice

Yukoners must feel safe and protected under the law on a day-to-day basis in order to pursue their livelihoods, build healthy relationships and connect to their community.

- Do you feel safe walking around your community, at home or at work and in public spaces?
- What measures can be taken to ensure LGBTQ2S+ Yukoners have fair and equitable access to protection and safety under the law, in their communities, and within the justice system?
- For some folks, their relationship with and to their bodies is difficult to navigate. During searches or pat downs, would it be helpful for you to communicate for yourself which gender(s) you want searching which parts of your body? For example, Vancouver Police will utilize split-searches, if an individual asks for a male police officer to pat-down their top half, and a female officer to pat-down their bottom half.
- LGBTQ2S+ folks who are incarcerated may face additional barriers to safety and wellness while an inmate; how can we make incarceration a safer experience for trans, queer, and Two-Spirit folk?
- During our pre-engagement meetings, we got the sense that justice and safety were of mid-priority, and mid-urgency for us to act on; relative to other governmental services and programs. What could be improved to create more affirming and inclusive **safety and justice** systems in Government of Yukon?

## Employment and business

All Yukoners should be able to pursue work and career opportunities without fear of discrimination impacting recruitment, hiring, on-boarding, performance evaluation and ongoing employment. In what ways can we support equitable, non-discriminatory employment in the Government of Yukon?

- Do you feel safe being “out” at your job – with your managers, colleagues and clients you serve? How can a work environment be a more inclusive and welcoming space for you to bring all of who you are into the workplace?
- Some private and public sector employers provide accommodation for some or all of their staff. Are there any unique challenges or barriers that LGBTQ2S+ individuals face in accessing or utilizing employer-provided accommodations?
- LGBTQ2S+ tourism is a niche market within tourism and hospitality, and we heard that this could be a worthwhile venture for the territory; what does LGBTQ2S+ tourism look like in Yukon, and how should we support it?
- Are there unique or innovative ways we can encourage LGBTQ2S+ inclusion within other regulatory bodies? For example, we heard if health inspectors are checking restaurants for health standards, they could also check on the availability or likelihood of providing gender-inclusive washrooms.
- During our pre-engagement meetings, we got the sense that employment security was of mid-priority and mid-urgency for us to act on, relative to other government services and programs. What could be done in **employment and business** to create a more affirming and inclusive Government of Yukon?

## Education

We want to make schools and educational environments better for LGBTQ2S+ Yukoners. Both the sexual orientation and gender identity policy and The Safe and Caring Schools Policy guide provide support for LGBTQ2S+ students. We want to know what else is needed to ensure schools are safe and inclusive.

- How does a school community support LGBTQ2S+ students and families?
- Do you believe your school, or your child's school, is adequately prepared to support you or your LGBTQ2S+ child or family?
- How well do you feel LGBTQ2S+ students are supported in school? What may be needed to strengthen supports for LGBTQ2S+ students?
- During our pre-engagement meetings, we got the sense that ensuring school environments were safe places for LGBTQ2S+ youth was of high priority and high urgency; relative to other government services and programs, what could make **schools** more safe and inclusive?

## Community and culture

Communities thrive when there are spaces to connect, build and nurture relationships, and celebrate culture. For LGBTQ2S+ Yukoners, this might include Yukon and Dawson City Pride; trans art spaces; and queer film festivals. Other ideas might include enhancing connections to the greater Canadian LGBTQ2S+ communities, such as through a youth pen pal program or travel scholarships to attend Pride festivals in Vancouver, Calgary or other urban centres.

- How do you envision a Yukon that provides meaningful connections for LGBTQ2S+ Yukoners, celebrates LGBTQ2S+ Yukoners, and supports their contributions to a richly diverse community in arts, recreation, culture and other social spaces?
- Should Government of Yukon evaluate options for supporting LGBTQ2S+ programming and community building? Or, should Government of Yukon support an independent agency to do this kind of community building with autonomy and independence?
- What are the barriers you experience when using public buildings? Do you have any ideas about how we could address those barriers?
- Are there other features we need to consider when designing buildings for public use, in order to make them more gender inclusive?
- Are there specific program or sport policies that have created barriers to your participation, on the grounds of sexuality and/or gender?
- Have you felt safe being “out” in sports and recreation facilities and programs? How could your safety and access to these programs be enhanced?
- How do you feel about providing your gender on public forms and ID?
- How would you prefer the gender options to appear on forms and ID?
- During our pre-engagement meetings, we got the sense that cultural community building was of high priority and medium urgency for Government of Yukon to act on; relative to other governmental services and programs. What could be done to create more affirming and inclusive **community and culture-building** in Government of Yukon?