

Recommendations for Creating LGBTQ+ Positive Spaces

1. Develops programming and services specifically for LGBTQ+ newcomers and their families, such as drop-in support groups, peer-led community development projects and arts-based activities.
 - Area of strength
 - Need for improvement
2. Supports LGBTQ+ newcomers who want to initiate or are initiating their own projects and groups.
 - Area of strength
 - Need for improvement
3. Provides staff support, materials, and space in the organization.
 - Area of strength
 - Need for improvement
4. Trains staff to accompany, support and advocate for LGBTQ+ newcomers when dealing with the Immigration and Refugee Board and navigating the immigration system.
 - Area of strength
 - Need for improvement
5. Has mental health services with staff trained to address trauma due to the intersections of homophobia, heterosexism, biphobia, and transphobia with immigration.
 - Area of strength
 - Need for improvement
6. Ensures that all programs and services are inclusive of LGBTQ+ people. For example, the organization has ESL curriculum that deals with family life including LGBTQ+ families, or provides information sessions on same sex partner sponsorship.
 - Area of strength
 - Need for improvement
7. Provides LGBTQ+ positive employment services and ensures that staff and service users are aware of employment rights and discrimination specifically concerning LGBTQ+ newcomers.
 - Area of strength
 - Need for improvement

8. Provides housing referral services with information on tenant rights as well as support in finding housing that is LGBTQ+ positive.
 - Area of strength
 - Need for improvement

9. Creates and enforces formal policy that all agencies who work with the organization must be LGBTQ+ newcomer positive and make a commitment to creating safer spaces.
 - Area of strength
 - Need for improvement

10. Hires LGBTQ+ newcomers and allies that understand and can support the complex needs of the population.
 - Area of strength
 - Need for improvement

11. Includes LGBTQ+ programming and events in organizational email list serves and bulletin boards about community information.
 - Area of strength
 - Need for improvement

12. Refers LGBTQ+ newcomers to legal services in the community that understand the complex needs of LGBTQ+ newcomers. If there is no such legal support available in the community, provides training and ongoing support to lawyers working with LGBTQ+ newcomers to understand the issues that they face.
 - Area of strength
 - Need for improvement

13. Commits to recognizing and addressing homophobia, transphobia and heterosexism in service development, strategic planning, program creation and funding allocation.
 - Area of strength
 - Need for improvement

14. Sets up multiple ways in which complaints can be made, including the ability to make anonymous complaints.
 - Area of strength
 - Need for improvement

15. Holds mandatory anti-oppression trainings that include strong components on homophobia, heterosexism and transphobia each year for all staff, management, board and volunteers.
- Area of strength
 - Need for improvement
16. Reviews adherence to professional codes of conduct with all staff and management.
- Area of strength
 - Need for improvement
17. Holds informal conversations and formal trainings on the separation between personal beliefs and professional values.
- Area of strength
 - Need for improvement
18. Creates opportunities for education, exposure and ongoing dialogue on sexuality, gender identity and oppression during staff meetings, trainings and events.
- Area of strength
 - Need for improvement
19. Places signage that shows that the organization is a LGBTQ+ positive space. More specifically, develops signage beyond the rainbow flag symbol and post posters with images of LGBTQ+ newcomers as well as on human rights and discrimination.
- Area of strength
 - Need for improvement
20. Develops formal and informal partnerships with organizations and grassroots groups that work with LGBTQ+ newcomers.
- Area of strength
 - Need for improvement
21. Develops policy that explicitly supports LGBTQ+ newcomers and commits to creating safer spaces.
- Area of strength
 - Need for improvement
22. Includes enforcement procedures and zero tolerance for harassment.
- Area of strength
 - Need for improvement

23. Provides support, leadership and advocacy for laws that directly address the needs of LGBTQ+ newcomers, including for trans people, in the Canadian Human Rights Code.

- Area of strength
- Need for improvement

24. If agencies are not currently LGBTQ+ positive, provides support and training for organizations and individuals to help create positive spaces within organizations.

- Area of strength
- Need for improvement

25. In your organization, do you have staff dedicated to and/or information about any of the following? Check all those that apply to your organization.

- Navigating the settlement process as an LGBTQ+ person?
- Sponsoring a same-sex partner?
- Understanding the rights of LGBTQ+ youth who come to Canada under family sponsorship?
- Dealing with police and the legal system
- Locating LGBTQ+ organizations and grassroots groups in the community
- Reporting hate crimes, harassment and abuse of power
- Using Canadian and Ontario human rights law
- Accessing the medical system
- Changing documents to reflect gender identity
- LGBTQ+ advocacy in the education system
- Getting academic credentials certified in Canada