

Webinar 1 - Supporting Two Spirit, Nonbinary and Trans Survivors of IPV

Land Acknowledgement

METRAC's Board of Directors and staff are committed to upholding the spirit and intent of the 2015 Truth and Reconciliation Commission's recommendations, and call to action. To this end, at the beginning of all METRAC meetings, we make a statement through which we hope to raise awareness, understanding and respect for the traditional Indigenous territories of Ontario.

We recognize the traditional Indigenous territories on which our organization is located, and on which our programs and trainings take place.

We recognize the failure of settlers to uphold Indigenous sovereignty of this land, and we commit on an ongoing basis to decolonize our organization and bring this history to light. For thousands of years, this land has been the traditional territory of the Huron-Wendat, the Seneca, Haudenosaunee, and most recently, the territory of the Mississaugas of the Credit River. The territory was the subject of the Dish with One Spoon, Wampum Belt Covenant, an agreement between the Anishinaabe, Haudenosaunee and allied nations to peaceably share and care for the resources around the Great Lakes. This territory is also covered by Upper Canada Treaties.

Today, the meeting place of Toronto (as in the Haudenosaunee word, "Tkaronto") is still home to many Indigenous people from across Turtle Island. We are grateful to have the opportunity to live and work on this land. We wish to express gratitude to Mother Earth and for the resources we are using, and honour all the First Nation, Metis and Inuit people who have been living on this land.

We're aware that our settler acknowledgement using language that may differ, but language is fluid and living. We respect that diversity. Also, not all First Nations, Inuit, and Metis refer to themselves in the same way.

Presenters

Faelix Kayn (they/them/their) is an androgynous nonbinary transgender educator, artist, and advocate who centers much of their life's work around furthering understanding, inclusion, and developing resources for gender diverse communities. For over a decade they have done advocacy around combating rape culture and intimate partner violence, which has provided them with a multifaceted and nuanced view of lateral violence and systemic oppression. In their work they have coined the phrase "coercively feminized" to give language to the specific oppressions faced by afab nonbinary, transgender and

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gender-diverse people without appropriating or downplaying the severity of other terminology. They hold an ever-growing respect for the philosophy of restorative and transformative justice, and believe it will be a vital component in addressing harm both within, and directed at, gender diverse communities.

Susan Gapka (she/her/elle) is a member of Transformed's People with Lived Experience Group. Susan is also a founding member and chair of the Toronto Trans Coalition Project which recently produced "From Surviving to Thriving: A Needs Assessment of Trans and Nonbinary People in Toronto Based on the Social Determinants of Health". Previously, Susan helped lead the Trans Lobby Group's Ontario campaign to fund transition related surgeries, helped change the Statistics Act so trans people's legal documents more accurately reflect their lived identity, and drafted the legislation to amend the Ontario Human Rights Code and Canadian Human Rights Act to include 'gender identity' and 'gender expression'.

Maiesha Zarin (they/them/theirs) was a PLG (peer leadership group) member with METRAC's TranFormed Project since it was started in year one. Currently, they are a project coordinator with the TransFormed Project, stepping in to assist former project coordinator Tatiana Ferguson. They are passionate about arts and holds a Bachelor of Arts (Hons) in Film Production from York University. They enjoy being involved in community events, either leading or as a participant.

About METRAC and the TransFormed Project

Founded in 1984, METRAC is a not-for-profit agency based in the Greater Toronto Area. METRAC has historically been devoted to advancing safety, justice and equity for women and youth. With the introduction and creation of the TransFormed Project, METRAC has expanded its inclusivity efforts by putting time, energy and research into understanding the experiences of intimate partner violence within Two Spirit, nonbinary and trans communities. METRAC is committed to partnering with individuals, communities and institutions to change ideas, actions and policies towards ending gender-based violence.

The TransFormed project is a bilingual community-based research project led by METRAC: Action on Violence in partnership with Centre de Francophone. Over the past three years, the Transformed Project has engaged in community based, participatory research and education with the goal of addressing barriers and increasing access to health and social supports for Two Spirit, nonbinary and trans people affected by intimate partner violence. One of the ways we are working towards our goal of greater access and better supports for survivors is through utilizing education initiatives such as

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this webinar to increase the capacity of service providers to better support Two Spirit, nonbinary and trans people who have experienced intimate partner violence.

We would like to thank our partner Centre de Francophone, the TransFormed Peer Leadership Group and various organizations on our TransFormed Advisory Committee who helped to ensure the success of our research activities and inform the development of this training, our former coordinator Tatiana Ferguson, all of the METRAC staff who went through editing everything and helping us prepare.

We thank the Knowledge Hub and Violence Against Women Learning Network for helping to promote the webinar with services providers around Canada. Additionally, we would like to thank Public Health Agency of Canada and City of Toronto for their support for this project.

Overview & Objective

This webinar is part one of a two-part series for service providers on supporting Two Spirit, nonbinary and trans people affected by intimate partner violence.

We will be sharing information about:

- relationships within Two Spirit, nonbinary and trans communities
- research on prevalence and types of violence Two Spirit, nonbinary and trans people are experiencing in relationships
- some of the barriers that survivors from these communities face that make it difficult to access services or supports
- some ways that you and your organization can provide supports or services that are inclusive and meet the needs of community members

Understanding Gender and Sexual Orientation

As we move into examining the research from the TransFormed project, let's start by talking about the importance of language and the ways in which community members identify themselves. A commitment to gender inclusivity starts with understanding the language that community members use to help create safer spaces.

Language is always changing and that is a positive thing. It is constantly evolving and shifting to be more inclusive of people from various communities, which encourages people to find self-empowerment through describing themselves and their unique intersections. It is important as service providers to do your best to keep up to date with current terminology and seek accurate and appropriate resources for clarification when

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needed. This is an important part of building genuinely safer and inclusive spaces in the health care and social service sector so that the needs of community members can be met.

Awareness:

It is also important to keep in mind that language is not just about being up to date with information and terms, it is also about being aware of how you address someone (being aware of pronouns, being aware of how you associate physical appearances and characteristics with a certain gender, checking your bias around how you perceive people based on some of these things or based on your understanding of how someone should present themselves).

Glossary:

As we take a look at the spectrum of gender and sexual identities that are represented in this research and within Two Spirit, nonbinary and trans communities, we will share some basic definitions with you and encourage you to visit our other resources, such as our glossary if you are seeking further details. The TransFormed glossary, which is a comprehensive listing of terms and definitions used in this project, is available for you and your organization. You can find it on the METRAC's TransFormed project page (under the heading "What We Do").

Participants:

The TransFormed study engaged over 150 community members. As mentioned, the TransFormed project has taken place over the past three years. It was created due to the lack of data on intimate partner violence, its prevalence and impact on Two Spirit, nonbinary and trans communities.

Community members participating were able to self-identify their gender identity from a list of options. Here is a look at who responded to our survey:

Nonbinary (48%) - nonbinary is a gender and an umbrella term for those who do not exist rigidly or exclusively in the gender binary. Nonbinary identities are varied and can include people who identify with some aspects of the binary identity, while others reject them entirely. Our survey did not ask for data around assigned sex or gender, which we acknowledge has impacted statistical analysis across varied nonbinary experiences, and our capacity to collect data on coercively feminized experiences.

Trans (40%) - trans is an umbrella term referring to people with diverse gender identities and expressions that differ from stereotypical gender norms.

Trans woman (20%) - a person who was assigned male at birth and identifies as a woman/femme/feminine.

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Trans man (20%) - a person who was assigned female at birth and identifies as a man/masculine.

Two Spirit (6%) - refers to a person who has both a masculine and a feminine spirit and is used by some First Nations people to describe their sexual, gender and/or spiritual identity.

Gender-Questioning (4%) - a person who is exploring their gender identity in ways that feel affirming.

Gender nonconforming (15%) - individuals who do not conform to the gender stereotypes expected of their gender(s). They may identify and express themselves as “feminine men” or “masculine women” or as androgynous, outside of the categories “boy/man” and “girl/woman.” People who are gender nonconforming may or may not identify as trans. It is important to mention that being gender nonconforming is not inherently nonbinary or binary trans. Cisgender people can be gender nonconforming. Additionally, being gender nonconforming does not depend on perceived external presentation.

Other (21%) - indicating that their identity was not on the list.

Participants were asked to self-identify their sexual orientation. Here is a look at how respondents answered:

Queer (44%)

Pansexual (23%)

Bisexual (21%)

Heterosexual (10%)

Asexual (9%)

Lesbian (8%)

Gay (6%)

It is important to note that TwoSpirit, nonbinary and trans folks identified across a diverse spectrum of gender identities and sexual identities.

To be able to effectively serve clients from gender diverse communities who are facing violence, it is important to understand how people identify both in terms of their gender and their sexual/romantic orientations which are different aspects of a person’s identity. One aspect does not rely on another.

Gender identity is a person’s primary experience of gender. A person’s gender identity informs their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum.

Sexual and romantic orientations are a person’s sexual, romantic or intimate attractions.

Relationships in Two Spirit, Nonbinary and Trans Communities

Now that we have a sense of who participated in the research and the diversity of gender and sexual identities within Two Spirit, nonbinary and trans communities, we can move into talking about what the research tells us about relationships and relationship violence as experienced within Two Spirit, nonbinary and trans communities.

As we just discussed, participants in the survey identified with a variety of sexual and romantic orientations across the spectrum and identified as being engaged in a variety of different types of relationships.

For many people within these communities, dating and relationships can be as daunting as coming out about their gender identity or transitioning into their gender identity. Individuals may struggle with self-acceptance and finding a partner who appreciates them as they are.

Some challenges that typically prevent many Two Spirit, nonbinary and trans people from finding and maintaining healthy loving relationships include:

- Gender dysphoria
- Transition
- Disclosure
- Acceptance

Gender dysphoria is when a person's gender is not aligning socially and/or physically with their identity. This could include experiencing gender dysphoria when being misgendered, or their body not aligning with how they feel internally about their gender.

Transitioning refers to a range of physical, social, legal or medical changes that a person might undergo to affirm their gender identity.

Disclosure is the process of someone sharing their identity as a Two Spirit, trans or nonbinary person and finding acceptance for who they are.

There can be the challenge of feeling desirable and valued in intimate relationships whether that is privately within the relationship or out in public. It is about wanting to be seen, recognized and desired as a whole person including all aspects of one's identity including gender identity and expression.

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Despite these challenges, people still desire and engage in relationships like everyone else. It is also important to recognize the aforementioned challenges and the actual dynamics at play within those relationships which are often unique to these specific communities.

While individual preferences will of course vary for each person, it is important to know and understand different types of relationships that people are engaged in.

When asked about their relationship status in the research, we can see that respondents shared a range of relationship statuses:

Single (35%)

Dating (24%)

Married (21%)

Open and/or polyamorous relationship (14%)

Divorced (1%)

Many people did identify with engaging in monogamous relationships in the study. Monogamy is the practice of having an intimate romantic or sexual relationship with only one partner at a time. However, the findings suggest a growing number of people in Two Spirit, nonbinary and trans communities are involved in relationships that include open, polyamorous, triads and otherwise nonmonogamous relationships. While some of these relationships may appear similar to straight or monogamous relationships, the roles and expectations may differ dramatically depending on the people involved.

An open relationship, as its title suggests, is a relationship whereby partners involved agree to openly date other people. They may all agree to openly date other people, or agree together that one of them is okay to do so. The terms of the agreement often vary and may allow for one or more partners to be sexually, emotionally or physically involved with other people.

Polyamorous relationships are relationships where the people involved are able to have romantic or sexual relationships with more than one person with the awareness and consent of all people involved. Many structures and forms of polyamory exist.

A triad is a group of three people involved in an intimate relationship.

While there are many different types of relationships that people in Two Spirit, nonbinary and trans communities might be involved in, it's important to know that regardless of their relationship type, no one should be subjected to violence or abuse.

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When providing support around relationship violence to Two Spirit, nonbinary, and trans communities, it is important for service providers to inquire about the relationship type, number of people involved and the relationship dynamics, as each individual's needs will be different. Inquiring into these details requires a consistent reaffirmation of safety, confidentiality and understanding, as clients may have had negative experiences around disclosing these details about their relationships in the past.

Intimate Partner Violence within Two Spirit, nonbinary and trans communities

Data from the TransFormed study indicates that over 80% of participants experienced IPV in their lifetime while 44% of participants have experienced intimate partner violence in the past 2 years. 40% of people believed the violence they experienced was because of their gender identity or expression. Trans women are at a greater risk for experiencing relationship violence due to transmisogyny. Black trans women are at a particularly high risk because of transmisogyny and anti-black racism.

As mentioned earlier, the survey did not collect data around coercively feminized people, and thus this study cannot speak to the prevalence or impacts of coercive feminization, especially within racialized communities. We acknowledge that this specific intersection is newer language and that the ideas behind them have been long overlooked in various areas of research. It is clear that people within Two Spirit, nonbinary and trans communities are experiencing high levels of violence within their relationships.

It is important to note that due to the vast diversity of sexual orientations represented in the study, community members may experience violence while dating people of the same or different gender. These experiences of violence may be elevated when multiple parties are involved in the relationship.

While our study did not inquire about the gender of the respondent's partner(s), our literature identified that trans women, particularly those who are in relationships with cisgender men or women, are especially vulnerable to abuse.

Types of Abuse Reported:

All forms of abuse were very prevalent in the online study

85.7% emotional abuse

44% gender identity abuse - not acknowledging gender identity

32.1% financial abuse

40.5% physical abuse - physically hurting you

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51.2% sexual abuse - sexual behaviour without freely given, informed, and enthusiastic consent

22.6% cyber harassment

19% other forms of abuse (social abuse, racialized abuse, ghosting)

In particular, many people expressed experiencing feelings of neglect and exploitation within relationships which are amplified by the trauma and violence experienced during sexual relationships prior to the ones they are currently in, during and after transitioning.

Identity Impacts Experiences of Violence:

There are many specific factors such as immigration, language, income status, mental health, physical health, trauma, discrimination and more that influence how Two Spirit, nonbinary and trans people experience relationships. It is important for service providers to be aware of these many different facets of a client's identity. Respondents shared that the violence they experienced was amplified by forms of oppression including: race, homophobia, ableism and poverty.

45% of respondents had experiences of transphobia on a regular basis and 36% reported multiple forms of discrimination. 17% had reported engaging in unwanted sex in exchange for food, money or a place to stay.

Forms of Violence Particular to Two Spirit, Nonbinary and Trans Communities:

It is also important for service providers to be aware of some of the particular forms of relationship violence that Two Spirit, nonbinary and trans people experience.

Some examples include:

- Ignoring or insulting the persons' gender identity, or misgendering them
- Gender policing - controlling how you should present your gender identity
- Outing
- Body Shaming - telling someone that their body is weird/wrong
- Deadnaming - sharing information related to someone's past experiences of their gender, name or more without consent, refusal to use appropriate pronouns or name
- Reproductive abuse - sabotaging birth control, attempts to coerce someone into unwanted pregnancy

Impacts of Violence

Experiencing relationship violence can have serious and wide-ranging impacts on all

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aspects of a person (physically, emotionally, psychologically, financially, sexually, spiritually).

Some of the specific impacts this violence has on individuals within gender diverse communities:

- Physical health problem (38.1%)
- Mental health program or psychological distress (89.3%)
- Substance use (41.7%)
- Family problems (36.9%)
- Child welfare involvement (9.5%)
- Housing issues (41.7%)
- Legal issues (10.7%)
- Work problems (33.3%)
- Immigration problems (1.2%)
- Financial problems (45.3%)
- Spiritual or cultural problems (28.6%)
- No impacts (4.8%)
- Impact not listed, such as suicide, delayed transition, isolation (10.7%)

Considering the prevalence of experiences of intimate partner violence within Two Spirit, nonbinary and trans communities, the serious impacts that violence has on an individual, and the multiple other forms of discrimination that people are experiencing, it is not surprising that 60% of respondents expressed that partner violence in the Two Spirit, nonbinary and trans community is a major problem that needs to be addressed.

Participants in the research shared specific suggestions on how we can increase awareness of partner violence within these communities to either potentially reduce the prevalence of relationship violence and also so that survivors can receive better assistance and support.

Barriers to Seeking Support

Looking at the significant barriers that participants identified that prevent or make it very difficult for Two Spirit, nonbinary and trans people to reach out and get support.

Some of the intersecting aspects of individuals' identities that create barriers to accessing services/support:

- Chronic long-term illness (31.7%)
- Physical disability (19.0%)
- Sensory disability such as hearing or vision loss (9.5%)

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Developmental disability (12.7%)
Learning disability (17.5%)
Mental health issue (74.6%)
No conditions (0.0%)
Not listed above (please specify) – income (17.5%)

75% of respondents are facing mental health challenges and many different forms of disability that create barriers to accessing services and supports. People are experiencing lack of financial resources. These challenges are all layered with forms of discrimination that people are facing as a result of transphobia, racism, homophobia, classism, ableism, audism and sexism. This complexity of people's experiences demonstrates the need for service providers to be aware of multiple systems of oppression that impact an individual's experience of violence and access to support.

Resources are not always responsive to needs of gender-diverse communities. It is imperative that service providers understand that gender is different from sexual and romantic orientation, and often the needs of Two Spirit, nonbinary and trans people are unmet because most service providers do not know how to respond to individuals identifying within these communities.

33% of respondents in the survey mentioned that resources were not responsive to their specific needs as a Two Spirit, nonbinary and/or trans person. When elaborating, some respondents stated that they would like to know that providers/counsellors are actively working to be inclusive of the wide-ranging needs of the community (learning and unlearning, doing the work on a regular basis to spread inclusive and anti-oppressive policies throughout their organization, making amends for mistakes) as this shows a commitment to serving our community's needs wholly.

Lack of awareness of supports and long wait times

Key informants are representatives from organizations that serve Two Spirit, nonbinary and trans people who gave interviews and sat on our advisory committee throughout the research project. These key informants shared that there was a lack of awareness of what resources are available for folks within these communities and participants in the survey confirmed this as 21% shared that they did not know of any resources or supports they could access.

Despite a lack of information and resources being readily available to community members, respondents did access some resources to help with their relationship

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concerns. A vast majority of respondents accessed mental health supports and counselling (84%) to improve their relationships. 62% of respondents opted for self-help resources. However, a large number of people expressed concerns that the wait list for counselling services were too long, with 32% reporting that there was a waiting list to access support.

Social Isolation:

53.4% of respondents report that they lack companionship very often or often

46.1% feel left out very often or often

54.4% feel isolated very often or often

Fear of being misgendered:

Fear and lack of trust in systems was also highlighted. One of the greatest barriers to accessing services and supports when experiencing violence was a fear of being misgendered by service providers. Being misgendered is an incredibly invalidating experience and can cause a range of psychological, mental and emotional issues for someone. It is imperative for service providers and organizations to create environments where staff are actively aware of the particular needs and issues faced by Two Spirit, nonbinary and trans community. Not only should organizations be promoting awareness within their staff teams, they should be engaged in ongoing assessments of their workplace policies and procedures to ensure that they are inclusive and promoting access for gender diverse individuals. Continuous assessments that are actively communicated through all levels of management and staff have been proven to be the most effective method of creating long term change in businesses and organizations.

Respondents expressed a lack of trust using resources and supports. 32% of respondents shared that they did not trust services to meet their needs. 31% of participants shared that they had negative experiences using resources and supports in the past.

The serious fear of disclosing one's gender identity to service providers, and the lack of trust that services will not meet their needs, layered on top of the complexity of other concurrent challenges individuals within Two Spirit, nonbinary and trans communities are facing (most notably mental health challenges, a lack of financial resources, housing issues and substance use), are all overlapping to create further vulnerability to violence, while preventing these communities from accessing services and support.

Creating Safe(r) and Inclusive Supports for Two Spirit, Nonbinary and Trans Survivors

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Given the myriad of challenges that community members are facing and the many barriers to accessing service and support, what can service providers do to create safer, more accessible and appropriate supports for folks experiencing violence within Two Spirit, nonbinary and trans communities?

A. Inclusive Language

A commitment to gender inclusivity starts with understanding the language that community members use and creating a safe space for folks. For every sector, whether it is health care, the anti-violence sector, the mental health sector, etc., we are hearing from community members that if appropriate language is used when planning, developing and promoting programs, this will help to increase access to programs and result in having a greater impact on Two Spirit, nonbinary and trans communities.

As previously mentioned, language is constantly changing, so it is important that you are doing your best to stay up to date with the language that community members are using. We developed the TransFormed glossary so that it can be used as a guide to support frontline workers who are new to working with Two-Spirit, nonbinary and trans community members.

Building Trust and Rapport:

Raising the awareness within your organization of the importance of using appropriate language and building rapport and trust with clients by respecting and affirming their gender identity really is an integral first step in creating more gender-inclusive supports.

Participants in the project also suggested some operational changes within organizations seeking to work with Two Spirit, nonbinary and trans folks.

B. Create Gender Inclusive Policies

As previously highlighted, many Two-Spirit, nonbinary and trans survivors of violence may be unsure of whether your services are responsive to their particular needs so creating and implementing gender inclusion policies will help to reassure and demonstrate to survivors that the space is safe and welcoming of their identity. A safer space is a space that is affirming and welcoming to members 2SLGBTQA+ community.

As a guideline, the policies should include options for self-identification on intake forms. It is very important that people are able self-determine and identify their own gender and pronouns, especially with service providers during the intake and registration process.

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The self-determination of gender allows individuals to maintain autonomy over their identities, since an important part of independence is the dignity and ability to make choices.

Regardless of surgical or medical options, Two Spirit, nonbinary and trans people in Ontario theoretically have the option of deciding how they would like to identify on provincial and federal documents. This includes on forms, identity documents and while accessing services. With that said, nonbinary people are still fighting for genuine representation on documents as X markers are currently only superficial, meaning that while anyone can get an X marker, their assigned gender is held on file.

Furthermore, as an additional note, Bill C-16, which is the Gender Identity Bill, was passed in the Senate in June of 2017. This federal bill has contributed to human rights protections for gender-diverse people in the Canadian Human Rights Act and the Criminal Code.

Visible printed resources for Two Spirit, nonbinary and trans folks, these are important in visually signalling to folks in these communities that your services are responsive to their particular needs.

Protocols on client staff interactions relating to disclosures of gender identity is also helpful. The fear of being misgendered was a major barrier that is preventing folks from accessing services. It is integral that organizations have clear policies and procedures for staff on how to interact with clients in ways that affirm and validate disclosures of gender identity and pronouns and that also challenge biases and assumptions service providers have around gender. These often-unconscious biases create barriers that are preventing folks from feeling safe to come forward and seek support. It is integral that organizations commit to creating policies and practices that are respectful and affirming of all gender identities.

Protocols on addressing transphobic, homophobic and oppressive behaviours are also recommended. Many folks in the research identified having had experiences of discrimination. Organizations must have clear policies and protocols that address discrimination in order to create safer environments for community members to access.

Accessible washrooms and communal spaces for folks of all genders is important. As is having gender-inclusive programs.

In consultations with the Key Informants, the TransFormed study identified that services and supports which are segregated by sex can create an uncomfortable environment for

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Two Spirit, nonbinary and trans people. Services and supports offered for cisgender heterosexual women may not meet the needs of trans femmes, nonbinary or coercively feminized people, as the programming may not take into consideration the varied experiences and challenges that affect community members who don't identify as cisgender. These services may place people who are seeking help in an environment where they may be misgendered, harassed or bullied. As you recall, we mentioned that 31% of participants shared that they had negative experiences using resources and supports in the past. Creating gender inclusive programming is one important way to ensure that services are able to provide a more positive experience. Additionally, there is a lack of services and supports available to trans men and trans masculine individuals in particular, since our understanding of IPV is so heavily gendered.

Outreach to Two Spirit, nonbinary and trans communities. As you integrate these policy changes and new practices into your organization, it will be important to let folks within these communities know that your programs are inclusive and appropriate. Key informants identified a lack of resources as a major barrier to supporting Two Spirit, nonbinary and trans clients. Respondents confirmed that they did not know of many resources or supports (21%). It will be important for organizations who are committed to serving gender-diverse clients to engage in outreach to communities, to let them know of the resources and supports that are available and that will meet their specific needs as gender-diverse people.

The Toronto Shelter Network recently released a report regarding gender diversity and access in the shelter system. It's available on the website, and includes an updated gender-inclusive intake form. Your organization may use that as a point of reference for accessible intake resources.

C. Commit to diversity and visibility

Many participants in our research mentioned the need for more visibility and peer-led programs within organizations providing services to the Two Spirit, nonbinary and trans communities.

To show your commitment to diversity, we suggest:

- incorporating peer-led approaches
- recruiting and hiring folks from within these communities
- inviting Two Spirit, nonbinary and trans folks to join your boards of directors
- advocating for gender inclusion within your networks

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Respondents agreed that peer-led approaches developed by people with lived experience was one ideal solution. Participants expressed an interest in group discussions and workshops or more focus group settings. Part 2 of this webinar series will focus specifically on how organizations can integrate peer-led approaches in their services to build resiliency amongst Two Spirit, nonbinary and trans people.

D. Seeking capacity building opportunities and commitment to on-going learning

Data collected in the TransFormed study highlights the need for service providers to have access to training and resources for the diverse clients they serve. Organizations should commit to strengthening the capacity of their staff teams by promoting a culture of ongoing learning.

Participants in the research clearly identified the need for service providers to have a greater awareness about the unique needs of Two Spirit, nonbinary and trans people. They suggested ongoing training in order for providers and services to be better equipped to support community members.

In our survey, many participants noted that they desired services that were understanding of the specific nature of abuse within the 2SLGBTQA+ community, including awareness of further specific sensitivities that must be taken into consideration. For example, having the awareness and skills to support Black, Indigenous, people of colour clients, which requires awareness of how to create cultural safety and adopting a trauma-informed lens

According to the Centre for Disease Control, “Adopting a trauma-informed approach is not accomplished through any single particular technique or checklist. ... It requires constant attention, caring awareness, sensitivity, and possibly a cultural change at an organizational level. Ongoing internal organizational assessment and quality improvement...engagement with community stakeholders, will help to imbed this approach...”

Service providers should also seek opportunities to engage in continuous learning about the diverse issues that affect communities, thereby building competency to support survivors from groups disproportionately affected by violence.

We hope this webinar has given you some insight into the experiences of Two Spirit, nonbinary and trans communities and that you are leaving with additional knowledge

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and tools to help you and your organizations engage in the important work of creating more inclusive, accessible and appropriate supports.

We have a specific evaluation for Webinar 1. Your feedback would be valuable and support us in improving future programming.

Q&A

Question: Some organizations ask people what their pronouns are, but can't this be triggering for people who worked hard to present as their gender?

Answer 1: It depends how you go about it. If you single the person out, you're saying, "You don't pass." That is really uncomfortable. Trans people, especially trans femmes, are often singled out. One way to not do that is to ask everyone. Introduce your pronouns, and ask everyone. It's the singling out that's uncomfortable. I invite you to think how this might pit non-binary versus trans against each other. Treating non-binary people as people who should accept being misgendered to avoid making someone else uncomfortable. That's not okay. Check out the Toronto Shelter Network. They have a comprehensive outline of how to ask for pronouns and gender in a respectful way that accommodates those with second language or who don't want to disclose.

Answer 2: That's how I felt originally when my employer asked me to use pronouns, I felt it singled me out and I thought we had gotten through identifying and being accepted as who my authentic self is as she/her. But I grew to understand how important it was for nonbinary people. At a Provincial Women's Committee meeting, the chair asked if I wanted to use pronouns, and I said no because it brought up everything. And I turned up and said yes, let's do that. Some people did and some people didn't. What I learned was a useful educational component that allies and other people could show their support for nonbinary and trans. It's like how we used to say husband and wife, and now we say partner. This is how you show support for a disadvantaged community. So I've become more comfortable in the past few years. I hope that was helpful!

Answer 3: As a service provider perspective, it depends on the context. Stating your own pronouns first as a person in a position of leadership. If you're planning on asking someone, do it in a way where everyone answers so one person isn't singled out. For intake forms, it's important for pronouns to be on there because it's impacting the care the service provider is providing to you. Think carefully about the intention of asking and the various feelings that come up when you do, so there may be after care for folks.

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Answer 4: If you don't need to know someone's pronouns, don't ask. Unless you're going to potentially be referring to them later. Having the option to opt out of sharing pronouns is also useful. Some people will feel a certain level of surveillance from that, which leads to uncomfortable feelings.

Question: Are there specific resources for 2SLGBTQA+ partners of those who are receiving court mandated treatment for IPV?

Answer 1: The general resources that are available to partners, and I'm wondering if that would still apply.

Answer 2: St. Stephen's Community House, and maybe St. Felix as well, has a restorative program.

Answer 3: Usually court mandated programs also have resources available for partners. So if you don't know about it, ask the specific folks you're working with.

Answer 4: We identified a huge gap, so I haven't come across much and haven't focused much because we wanted to be there for the Two Spirit, nonbinary and trans individuals as well.

Just a reminder for people to bring all of this back to their organizations as well.
Thank you.