

QTBIPOC YOUTH ROAD MAP

QUEER/TRANS/2SPIRIT/BLACK/INDIGENOUS/PEOPLE OF COLOUR

LEGEND:

● PRIORITY

PRIORITIZE "VULNERABLE" STUDENTS

LEARNING & SCHOOL

SCHOOL IS IMPORTANT. AND SO IS MY HAPPINESS!

- MAKE SPACE FOR MARGINALIZED VOICES
- Pride Committee
- POC/LGBTQ spaces
- space to explore identity
- BATHROOMS!!!
 - gender inclusive
 - not just staff
 - signage
- CHALLENGE WHITE STANDARDS...

STAFF TRAINING

- acknowledge privilege
- use/ask pronouns
- check ins
- special support staff/training for transition
- teachers
- counsellors
- substitutes

SUPPORTIVE STAFF

ACCESSIBILITY

- asking always
- spaces
- acknowledge queerness & transness
- FOOD SECURITY
- community neighbourhood development in school systems
- after school programming

CLOTHES

- gender neutral uniforms
- respect all clothing choices

INCLUSIVE LEARNING

- POC histories
- diverse ways of learning + knowing
- non-competitive
- Representation
- Decolonization
- prof's who are: UNLEARNING/RE-LEARNING...

HEALTH CARE

RESOURCES

- QTBIPOC specific:
 - deaf resources
 - mental health (counsellors)
- Starting, transition?
- Patient rights & advocacy
- ASL

HEALTH CARE PROFESSIONALS

- ALWAYS LEARNING
- trans issues
- difference between race/culture/ethnicity
- no race-based assumptions
- non-judgemental
- Respectful
- Believing
- Sex positive
- Body Positive

QUEER HEALTH

- healthy relationships (not just reproduction)
- Same sex relationships
- accessible & promoted sex positive resources
- DESTIGMATIZE mental health & sexual health

SOCIAL RESILIENCY

- invest in community health
- millennials not on health plans

WORK

GENDER

- Name & pronouns may not match legal forms
- gender inclusive
 - workplace forms
 - washrooms
 - uniforms
- LIVING WAGE
- BENEFITS

POLICIES TO SUPPORT...

- MGMT CULTURE**
 - approachable
 - accountable
 - check-in
 - respect & understand mental health
- ALLYSHIP**
 - diversity ≠ tokenism
 - hiring - diverse holidays
 - Working w/ marginalized people training
 - Jobs for people whose 1st language ≠ English
- INVEST IN YOUTH**
 - corporate social partnerships to fund youth work

SOCIAL ACTIVITIES & RECREATION

PUBLIC SPACE

QUEER RECS PACES

- LGBTQ/2S training for staff
- more than 1 QTBIPOC
- Allyship (cov, VHC, non-profit)
- Gender neutral bathrooms & change rooms
- Gender inclusive child care

INVEST FUNDING \$\$\$

SPACE TO TALK ABOUT NEEDS...

- youth programs & youth workers
- ACCESSIBILITY
 - youth price for services
 - Queer ASL include poc/deaf/blind
- ACTIVITIES
 - deconstruct gender in sport
 - frequent inclusive swimming

PUBLIC SPACE to rest & sit

- quiet
- be alone
- decompress...

PUBLIC ART

- include non-profits
- youth festivals & art events
- CoV invest in public art!

GENDER NEUTRAL WASHROOMS

accessible meaningful COMMUNITY CONSULTATION of public space

ASK

- MORE ACCESSIBLE TRANSIT & SIDE WALKS
- walkable
- Bike-friendly

SAFETY at home...

- Privacy
- Enough space
- understanding
- People

Somewhere to go... When "HOME" isn't safe

AFFORDABLE HOUSING

- HOUSING FOR MARGINALIZED "youth at risk"

my ideas are a product of my identity & they are VALID

SEE ME AS WHOLE not just focused on one identity

HOME

DON'T MAKE ASSUMPTIONS about my family... my family is OK

TRUSTED PEOPLE

- Validate your feelings judgement-free
- Trustworthy & confidential
- Unconditional love
- They "get it"
- Boundaries

someone who I can be... COMFORTABLE SILLY WHOLE with

mentors, role models, referrals

ONGOING SUPPORT

- check-in
- Give attention
- Make space to talk
- LISTEN ACTIVELY

EXPRESS ALLYSHIP CHECK PRIVILEGE

UNDERSTAND the complexity of this work!

ACT...

