

ASK ME ABOUT MY PRONOUNS:

AN INTRODUCTION TO 2SLGBTQ+ INCLUSIVE PLANNING



Presented by:
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(they/she)

OUTLINE

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- 2 Importance
- 3 Pronouns
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DEFINITIONS

1

2SLGBTQ+

stands for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, and any other gender and sexually diverse communities.

2

QUEER

is an umbrella term for sexual and gender minorities who are not heterosexual or cisgender.

3

GENDER IDENTITY

is the personal sense of one's own gender. Gender identity can correlate with assigned sex at birth or can differ from it.

4

CISGENDER

a person whose sense of gender identity and gender expression corresponds with their birth sex.

5

TRANSGENDER

a person whose gender identity or gender expression differs from their assigned sex.

6

NON-BINARY

is a catch-all category for gender identities that are not exclusively masculine or feminine.

What is Gender Expression?

A

the way a person expresses their gender identity, typically through their appearance, dress, behaviours, and mannerisms.

B

a term used to describe your pattern of emotional, romantic or sexual attraction.

C

a set of socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate.

DEFINITIONS

7

2SLGBTQ+ INCLUSIVE PLANNING

Planning that considers and addresses the needs of the 2SLGBTQ+ community. It includes removing barriers for 2SLGBTQ+ people to participate in public Planning processes and ensuring a safer work environment for 2SLGBTQ+ planners.

8

SAFER SPACE

means supportive, non-threatening environment where all participants can feel comfortable to express themselves and share experiences without fear of discrimination or reprisal.

IMPORTANCE

WHY IS 2SLGBTQ+ INCLUSIVITY IMPORTANT TO PLANNING?

INCLUSION

Non-binary people reported the lowest level of inclusion amongst all surveyed groups. They reported severe gaps on all inclusion factors with the lowest score being Leadership Commitment.

HRx

Equity, Diversity and Inclusion Insight Survey

Built on research. Focused on impact. Delivered by experts.

OCTOBER 2021

HRx Technology Inc.
Vancouver, British Columbia, Canada
www.hrx.tech



IMPORTANCE

WHY IS 2SLGBTQ+ INCLUSIVITY IMPORTANT TO PLANNING?

CIP CODE OF PROFESSIONAL CONDUCT

Members shall practice in a manner that respects the diversity, needs, values and aspirations of the public and encourages discussion on these matters.

Members shall provide opportunities for meaningful participation and education in the planning process to all interested parties.

**What are the needs, values,
and aspirations of the
2SLGBTQ+ community that
come to mind?**

IMPORTANCE

WHY IS 2SLGBTQ+ INCLUSIVITY IMPORTANT TO PLANNING?

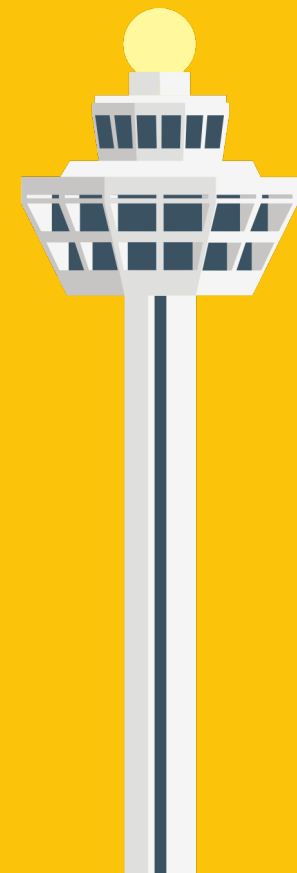
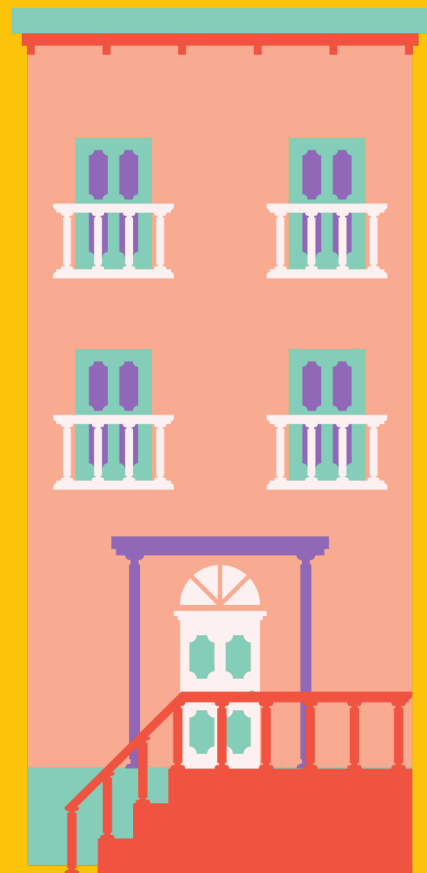
HOUSING

HEALTHCARE

HISTORIC PLACES

ACCESS TO SERVICES

CULTURE & EVENTS



IMPORTANCE

WHY IS 2SLGBTQ+ INCLUSIVITY IMPORTANT TO PLANNING?



PRONOUNS

A PRONOUN IS A WORD THAT REFERS TO A NOUN. FOR PEOPLE THAT IS USING WORDS LIKE HE, SHE, ZE, AND THEY.

SUBJECTIVE	OBJECTIVE	POSSESSIVE
She	Her	Hers
He	Him	His
They	Them	Theirs
Ze	Zir	Zirs



Hi,
I'm Lyndsay and
**my pronouns are
they/she.** In drag
my name is
Dyxson and **I use
he/him
pronouns.**

PRONOUNS

In addition to knowing how to use pronouns here are some immediate actions you can take.

1

ALWAYS INCLUDE PRONOUNS IN INTRODUCTIONS

Examples include email signature, business card, name tag, presentation slides, zoom name, etc.



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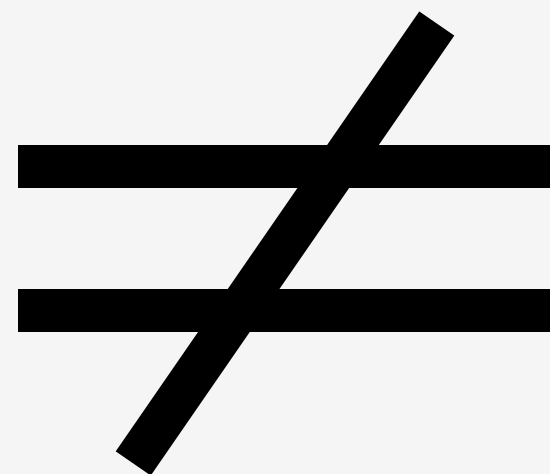
PRONOUNS

Just because someone is wearing a dress that does not mean they use she/her pronouns.

2

DON'T ASSUME YOU KNOW SOMEONE'S PRONOUNS BASED ON THEIR APPEARANCE

Gender expression can be different from gender identity. If you are unsure of someone's pronouns you can ask.



She/Her

PRONOUNS

Here is one way to respond when you find out someone's pronouns have changed.

1

I remember him from the Public Hearing on backyard chickens ...

3

I will use they for Charlie from now on!

2

Charlie now uses they/them pronouns.

3

ACKNOWLEDGE SOMEONES PRONOUNS MAY CHANGE

People change what pronouns they use. Someone may have used he/him pronouns the last time you saw them but are now using different pronouns.



PRONOUNS

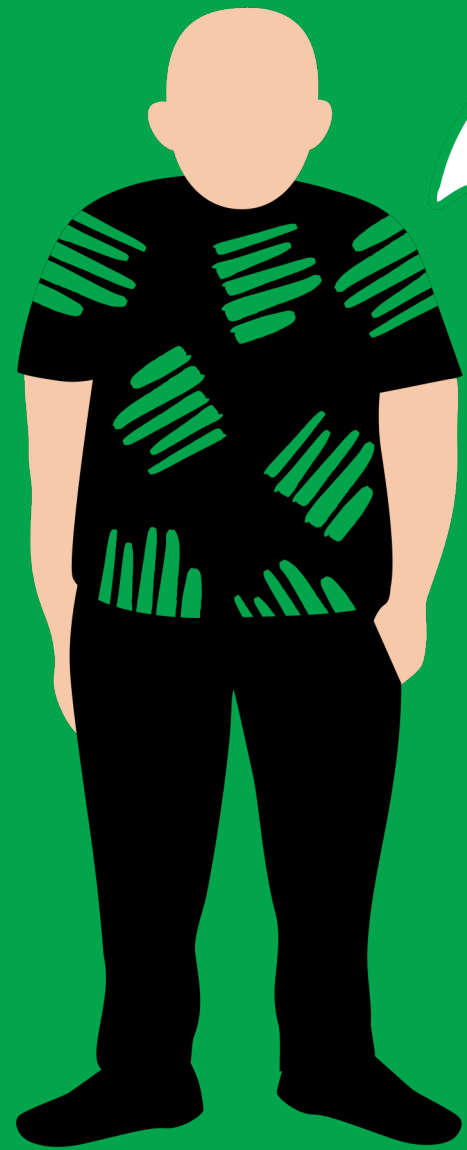


Lyndsay told me **they** are a Planner. **She** said **she** was presenting at the CIP conference.

4

RECOGNIZE PEOPLE MAY USE MULTIPLE PRONOUNS

If you see someone list their pronouns as she/they that means they are comfortable with using either pronoun. Try to use both options when speaking about people who use multiple pronouns.



Sorry, I meant to say they reviewed the permit for the gay bar. **It was approved with conditions ...**

PRONOUNS

5

IF YOU MAKE A MISTAKE, APOLOGIZE, CORRECT YOURSELF, AND MOVE ON

It is important to acknowledge that you misgendered someone but at the same time do not make a big deal out of it. This can draw extra unwanted attention to the situation.

I am so glad he corrected himself



PUBLIC ENGAGEMENT

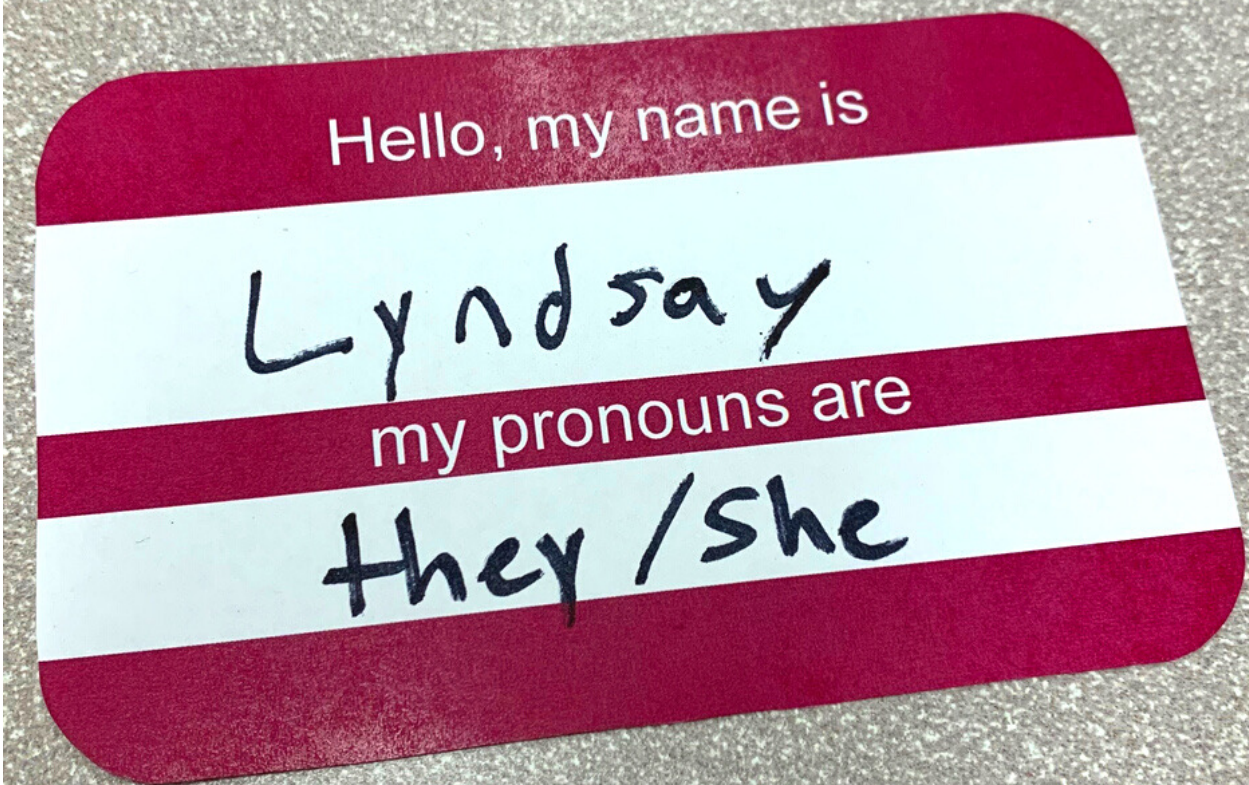


PUBLIC ENGAGEMENT

6

PROVIDE NAME TAGS WITH PRONOUNS

This will enable people to display their pronouns and reduce incidents of being misgendered.



PUBLIC ENGAGEMENT

7

USE GENDERLESS TERMS

There are terms other than pronouns that imply gender and may result in misgendering or assuming an incorrect sexuality. For example, asking a stranger if they have a husband implies they must be interested in men. A substitute for husband or wife could be partner.



PUBLIC ENGAGEMENT

8

BE MINDFUL OF THE VENUE LOCATION

Many queer folks have had negative experiences with specific locations or the people that frequent them. Go to the community, have a pop-up at a drag show!



PUBLIC ENGAGEMENT



9

BE MINDFUL OF THE VENUE WASHROOMS

Gendered washrooms are an unsafe place for queer people. Specifically, trans individuals are often harassed in the washroom. All gender washrooms are important to reduce microaggressions 2SLGBTQ+ people face.



PUBLIC ENGAGEMENT

10

INCLUDE RAINBOW SIGNAGE

A rainbow sticker in the window shows a place is 2SLGBTQ+ friendly. You can put up signage at the door or outside the venue to indicate the public engagement event is 2SLGBTQ+ friendly and you can also have staff wear a rainbow pin which will indicate the same thing.





What if we kissed

*At the pride-themed anti-homeless
spike covered highway underpass*

WRITTEN COMMUNICATION

11

USE THEY/THEM INSTEAD OF HE OR SHE IN POLICY

We don't want to imply the default gender(s) as he(she) when there are many others. Using they/them does not imply any gender and is therefore inclusive.

EXAMPLE

The Development Officer may refuse to issue a Compliance certificate when, in **his** opinion, **he** does not have sufficient information...

The Development Officer may refuse to issue a Compliance certificate when, in **their** opinion, **they** do not have sufficient information...

WRITTEN COMMUNICATION

12

REFER TO A PERSON'S TITLE INSTEAD OF GENDER

When writing policy, you can say "the Development Officer shall.." Instead of "He shall...".

EXAMPLE

The Development Officer may, with respect to a discretionary use, impose such conditions as **he** deems appropriate ...

The Development Officer may, with respect to a discretionary use, impose such conditions as **the Development Officer** deems appropriate ...

WRITTEN COMMUNICATION

13

USE GENDERLESS SALUTATIONS

Instead of addressing a letter as “Dear Sir or Madam” try “Dear Resident or Business Owner”.



Planning Branch
Phone: 780-459-1642
Fax: 780-458-1974

5 St. Anne
St. Albert,
www.stalb

File: City of St. Albert Annexation of Lands
within City of Edmonton

March 10, 2021

Attention: Registered Owner

Re: Revised Notice of Intent to Annex lands from the City of Edmo
Invitation to attend a Virtual Open House

of the revised Notice of Intent to Annex app
of the

WRITTEN COMMUNICATION

14

LEAVE OUT HONOURIFICS

Unless they are necessary, it is just as easy to use someone's name. Dear Mr. Levy can become Dear Dan Levy or Dear D. Levy.

Secondary Affiliate:

Tertiary Affiliate:

Organization:

Job Title:

Honorific:

First Name:

Middle Name:

Select an Affiliate

Dr.

✓ M.

Madame

Mademoisel

Mademoiselle

Miss

Mlle

Mlle.

Mme

Mme.

Monsieur

Mr.

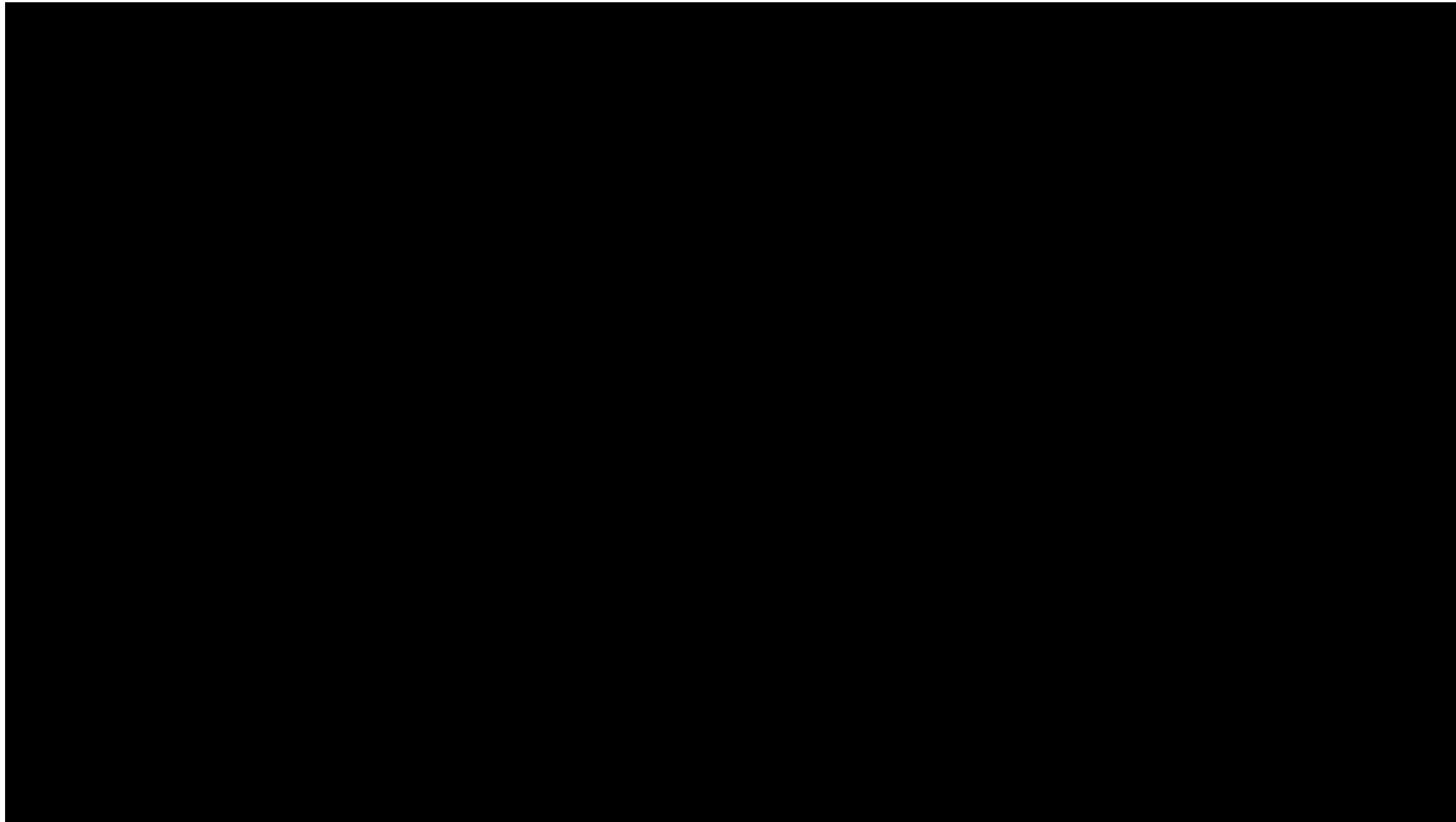
Mrs.

Ms.

Prof.

EXAMPLES

NAVIGATING COMMUNITIES – VIDEO



EXAMPLES

Vancouver

- LGBTQ2S+ Advisory Committees
- Trans, Gender Diverse & Two-Spirit Inclusion Advisory Committee
- Year of the Queer 2018

San Francisco

- LGBTQ+ Cultural Heritage Strategy



REFLECTION QUESTIONS

Here are some questions to reflect on as you think about 2SLGBTQ+ inclusivity in your communities and in your role as a Planner.

1

Where are the culturally and historically 2SLGBTQ+ significant locations in your community?

2

How are the needs of 2SLGBTQ+ youth being met in your efforts to end homelessness?

3

Are there safe places for 2SLGBTQ+ seniors to live in your municipality?

4

Do I need to change language I use when communicating? Is it necessary to mention gender?

5

What barriers exist in my engagement processes?

FINAL TIP

15 START TODAY

Often inclusivity is seen as something that is seen as nice to have and is not prioritized. Adapt your practices in the simple, cost-effective, easily implementable ways discussed today and then keep looking for what else you can improve on!

QUESTIONS?



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