

Inclusive Citizenship & Community Engagement: LGBTQ2+ in the Regional Municipality of Wood Buffalo

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LGBTQ2+ Inclusion – Where to Start?



- Ground Work



- Relationship Building



- Safer Spaces for Engagement



- Building Momentum

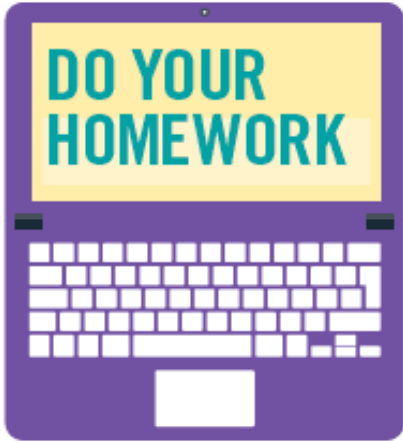


- Road Blocks



- Municipal Initiatives

Ground Work



Use social media, blogs, websites, and books to educate yourself on the issues facing trans communities.



- Apologizing

I'M SORRY.

- Different ways to support
 - Beside
 - In Front
 - Behind



- Environmental Scan
 - Documents, Plans
 - Programs & Events
 - Spaces
 - Visibility
 - Representation

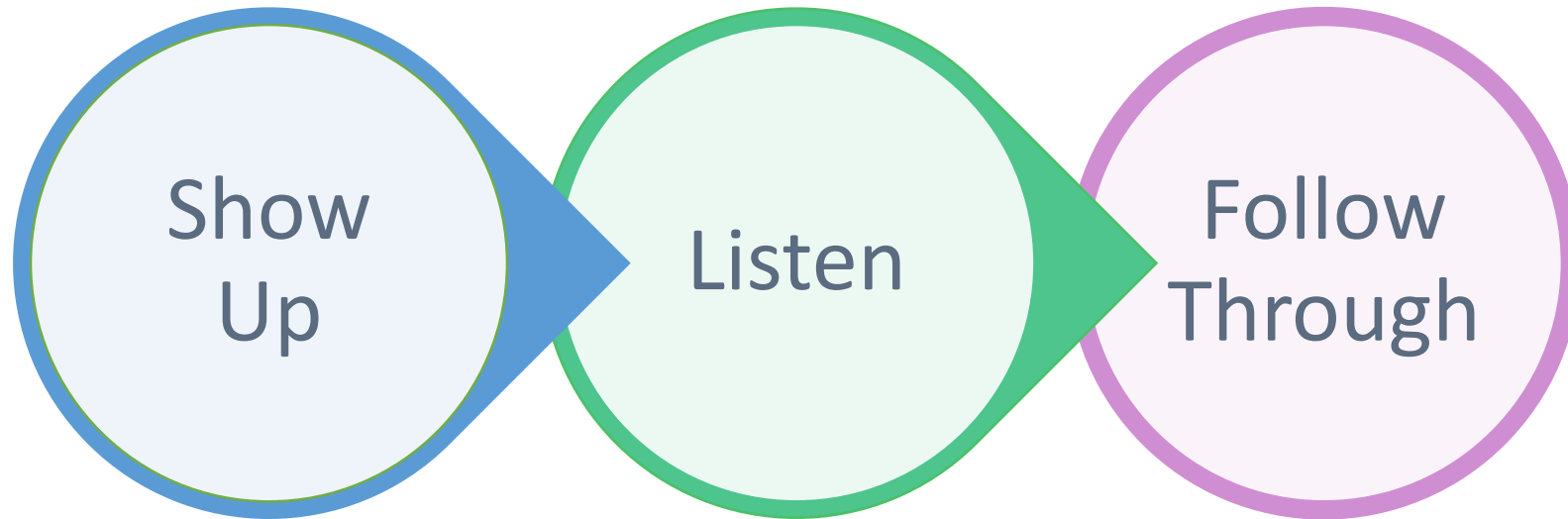


- Temperature Check
 - Internal
 - External



Relationship Building

- Actively listen
- Take note of concerns, common themes
- Leave your agenda at home!

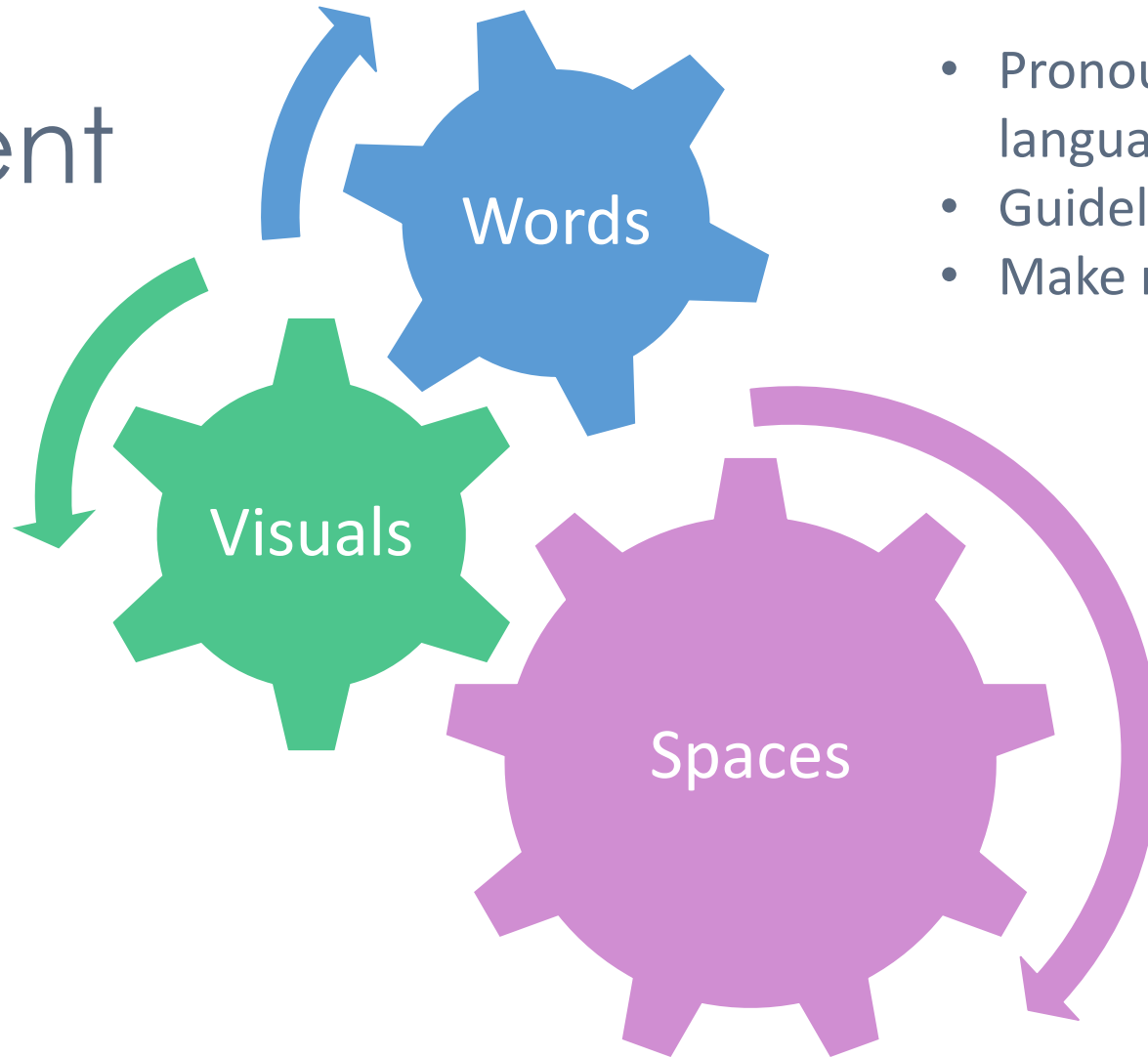


- Pride events
- Programs open to public
- Connect with organizers of private events and meet ups to receive an invite

- Volunteer
- Be available and responsive
- Connect regularly

Cultivating Safer Spaces for Engagement

- Representation
- Posters and stickers
- Forms

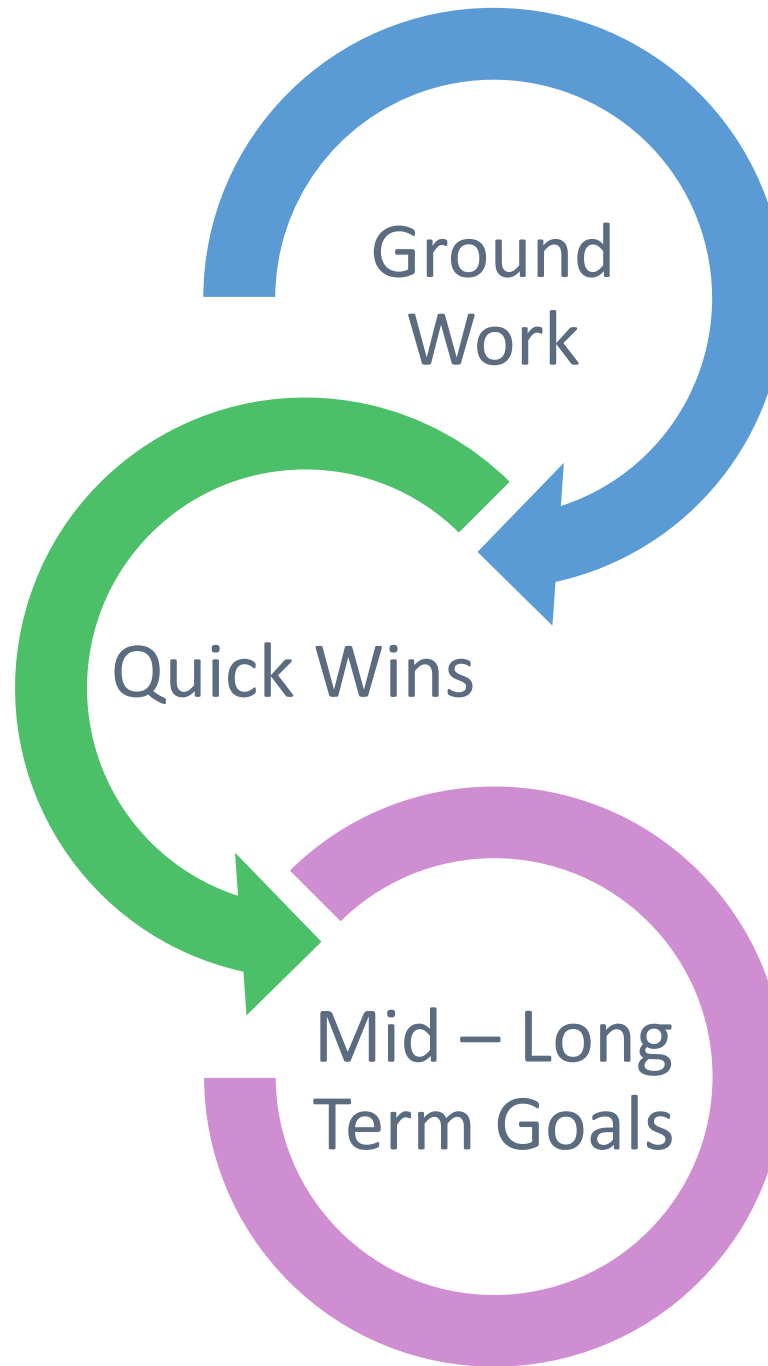


- Pronouns and inclusive language
- Guidelines
- Make room for criticism

- Washrooms
- First impressions
- Accessibility

Building Momentum

- Identify Short Term Wins
- Little to no Resistance Actions
- High Impact/Visibility



- Background Research & Relationship Building
- Identify Engaged Group
- Capacity Build
- Partners & Supports

- Action Planning with Community
- Develop Support From Quick Wins
- Develop Buy-in From NGOs, Business, Council

Road Blocks



- Invisible Community
- Backlash
- No Buy-In
- Money, Time, etc.

Municipal Initiatives

- Administrative Support/Capacity Building for Pride YMM
- Rainbow Crosswalk
- Partnership for Pride Celebration
- Census Questionnaire
- Survey Templates and Program Forms
- Pronouns on Employee Signatures
- Train the Trainer Workshop
- Training for Municipal Employees
- Rainbow Spaces Program
- Advisory Committee Member

