

LGBTQ 101



DO NOT...

- Push people to say anything they are not comfortable saying
- Make assumptions about someone's identity just because they are presenting in a certain way (genders, s/o, etc.)
- Use slurs, don't use 'gay' as a derogatory term
- Judge others

"Love is never wrong" -

MELISSA ETHERIDGE

DO THESE AS A STAFF!

- Using Gender neutral language (eg, friends, fellows folks, people, partners, etc)
- Know that identities are complex and maybe you cannot fully understand it if you have not experienced it
- Address homophobia/transphobia/etc. Make it clear that this is a safe space for LGBTQ+ and that homophobia and transphobia won't be tolerated
- Know that not everyone is out of the closet, so don't mention their sexual orientation/ gender identity when talking to mutual friends or their parents (if you get what I mean) because it may not be safe for them
- Not afraid to ask for pronouns/correct if needed, use prefer names if uncertain
- No assumptions of general experiences eg. be open-minded, don't assume that the holidays are a great time for everyone
- Be tactful in our lgbt support and not flashy.

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DO THESE AS AN AGENCY!

- List pronouns on application sheets
 - She/Her/Hers
 - He/Him/His
 - They/Them/Theirs
 - Ze/Hir-Zir/Hirs-Zirs
 - Others
- Support/collaborate with queer organizations
- introduce LGBTQIA+ peer support group offered by HF for both parents and youth
- Celebrate LGBTQ+ historical events
- Support LGBTQIA+ content creators or businesses
- Create an environment where people feel comfortable to speak and voice their opinions (coming out when feeling ready)
- Try to be inclusive, avoid excluding people
- Try to do collabs with well known orgs. Eg. CMHA, schools (psych/anthropology class, guidance counsellors, no nurses), individual clubs (GSA), student life & events, Spectrum for LGBTQ, Jack.org, bell talk, good2talk (clubs started by students)



- This factsheet was created by the Hong Fook Youth Council
- The Hong Fook Youth Council is a youth-led group to advise and support Hong Fook Youth and Family Services