

Guide to Trans and Non-Binary Identities

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This package was created by Healthy U: Peer Health & Wellness at the University of Manitoba. We are a group of trained, non-judgmental, and confidential student health and wellness leaders on campus.

We provide outreach activities, workshops, and one-on-one support for our fellow students on a variety of health and well-being topics. Feel free to drop in to chat or pick up more information packages.

If you would like to request or attend one of our workshops or events, check out our website for details.

Trans* Terminology

When it comes to learning more about trans* identities, terms like transgender, non-binary, agender, genderqueer, gender dysphoria, and many more may come up, and it is important to learn about these. However, it is also vital to recognize that language shifts and changes, not only with time but also depending on a person's self-identity and self-definition. Considering this, here are some online terminology lists that can help get you started:

Trans Lifeline (Glossary of terms)

A glossary of terms related to gender identity, made by a trans-run organization, Trans Lifeline. Definitions of general 2SLGBTQIA+ terms related to gender identity, gender affirming care, common community language, and more are presented in this glossary: <https://translifeline.org/resource/glossary-of-terms-definitions/>

GLAAD Media Reference Guide (Glossary of Terms: Transgender)

A basic guide to understanding and terms, particularly in the media, made by an organization dedicated to respectful and authentic media representation for LGBTQ people. This might serve as a first step to learning about trans* terms (and includes some information regarding terms in the media that are appropriate/inappropriate to use.)

<https://www.glaad.org/reference/trans-terms>

Egale Canada (General 2SLGBTQI Glossary of Terms)

A starting point for learning about 2SLGBTQI terms, made by Canadian 2SLGBTQI research, education, and awareness organization, Egale Canada.

<https://egale.ca/awareness/glossary-of-terms/>

Gender Spectrum (The Language of Gender)

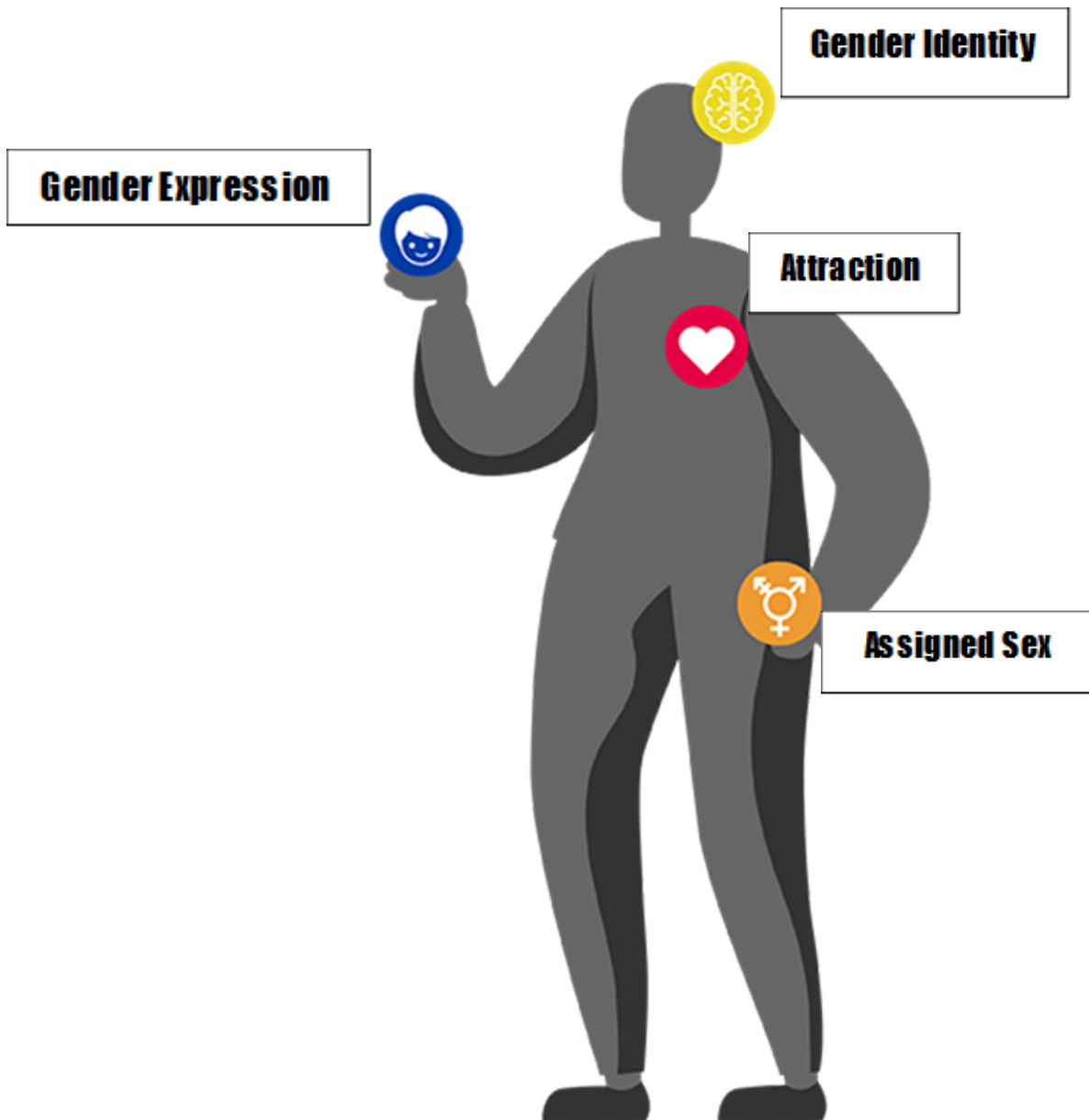
A guide to understanding language related to gender and trans* experiences. Created by Gender Spectrum, a health and well-being organization dedicated to gender diverse children and youth.

<https://egale.ca/awareness/glossary-of-terms/>



The Dimensions of Human Identity

One way to understand gender identity is to learn more about components of human identity. Concepts like assigned sex, gender identity, gender expression, and attraction are important aspects that are both separate and may overlap or inform one another. Everyone is different, and these components exist on a spectrum.



The above visual from Egale Canada is one way to conceptualize the dimensions of human identity. To learn more about what the symbols in this image mean, and additional terms and concepts connected to components of human identity, please see the page: [Egale Canada "Genderbread Person"](#) and the following learning resource is [Manitoba's Sexuality Education and Resource Centre \(SERC\)](#).

Two-Spirit

Two-Spirit is an English term used to encompass broad concepts of fluidity and diversity of gender and sexuality, used by some Indigenous peoples and communities. Some Two-Spirit people also identify as LGBTQIA+, and some do not. Two-Spirit does not have one fixed definition and is specific to individual, spiritual and/or cultural experiences of Indigenous peoples and communities. The “2S” is used to represent Two-Spirit in the 2SLGBTQIA+ acronym, with the 2S listed first to name and recognize first peoples and the processes and realities of forced colonization suppressing the lived identities of Two-Spirit people on Turtle Island.

The term Two-Spirit was introduced in Winnipeg in 1990. To learn more about this, please see the below video of Dr. Myra Laramée discussing the term’s origin, and what it means to be Two-Spirit:

- **Two-Spirit – A movement born in Winnipeg** (Published by City of Winnipeg YouTube channel)
- **Egale Canada - History of Two-Spirit people, and the ongoing effects of colonization: Two-Spirits, One Voice** (You Tube Video)

Two-Spirit is a safer space for First Nation, Metis, and Inuit peoples to explore, voice, and define their own sexual orientation and gender identity within the context of surviving colonization. It also historically maps these experiences. Two-Spirit serves a multitude of purposes and conveys a multitude of meanings/interpretations for First Nation, Metis, and Inuit peoples, for those who claim it, receive it as a gift, and for those who don't.

Two-Spirit Manitoba is an important local community resource to connect to for learning and community:

<https://twospiritmanitoba.ca/>



Indigenous 2SLGBTQIA+ Community Initiatives

White Wolf Speaking is committed to promoting greater community understanding of sexual and reproductive health issues affecting the Indigenous population, and to present culturally appropriate health education in ways that are receptive to the Indigenous community, particularly youth and those involved and exploited in the sex trade. White Wolf Speaking is a collaboration between Ka Ni Kanichihk and SERC, in solidarity with resurging Indigenous models of reproductive justice.

This program is Indigenous community-led and guided by the White Wolf Speaking Council comprised of Elders, cultural teachers, community capacity builders and other educators from the community. White Wolf Speaking Council provides leadership in the goals and direction of the program.

White Wolf Speaking...

- Promotes ongoing development and delivery of services supporting a vision and framework for holistic community wellness.
- Endorses the continued development of strong community partnerships, working mutually to strengthen community based programs.
- Provides culturally appropriate program design and development.
- Offers respectful community consultation and education program delivery that is reflective of community needs.
- Accepts and welcomes those who are transgender, gay, lesbian, bisexual, or two-spirited.

For more information, visit: <https://serc.mb.ca/white-wolf-speaking-program/>



Pronouns

The inclusion of pronouns when interacting with people normalizes the use and avoids misgendering. This can be helpful for folks who are trans or nonbinary so that they do not feel excluded.

Some ways to include pronouns:

Name tags, in introductions (hi my name is Bella and I use they/them pronouns), email signature or social media handles

How to respect someone's name and pronouns:

1. Always use the correct pronouns and name

When someone shares their name or pronouns with you, they are sharing a part of their identity. Use their proper name and pronouns always, not just when they are around. This is their real name.

2. When you get it wrong, correct yourself – and don't over-apologize

It's okay to make mistakes! Correct yourself right away and move on. Your friend will notice if you say their incorrect name and it will hurt them if you say nothing. It can be difficult for them to stand up for themselves so they might not say something. Apologize once, correct yourself and then move on. If you draw out an apology it brings attention to the situation. By doing this you are not normalizing your friend's experience and you are making the situation about you (which it is not).

3. Be an ally! Correct others and don't 'out' your friend

If someone is misgendering someone, correct them! "Hey, Joey actually uses he/him pronouns". When someone tells you about their identity, ask who they are comfortable in front of. Everyone's self-discovery journey is different. You can never assume someone feels safe in a situation. Pay attention to the language your friend uses and mirror their words. **Outing someone is stressful, upsetting and possibly dangerous.** Ask your friend who they are out to and respect that in some cases this may mean using different pronouns in different situations.

4. Be patient if their language changes – this is their journey

Language changes, people do not. As the amount of information surrounding gender increases, folks will find different language that better expresses themselves. It is not helpful to complain about the changes being difficult.

Practice pronouns through the online game [**Pronouns by Minus18**](#)

Coming Out

Often times, coming out can be a very long process where you come out to a few people at a time. Some people are out to their friends but not their family, or are out at school but not work. Think about your safety (physically and emotionally) when making your decision. Who you choose to tell is your choice, and does not make you less of a member of the 2SLGBTQIA+ community.

For some people, coming out can be dangerous. If you feel your safety is threatened by someone knowing your identity, seek help. The experience of coming out or being outed can also be traumatic - know that counselling and help lines are available to you.

Things to think about when exploring your sexual orientation and/or gender identity:

- This can bring up a lot - emotions – feelings – questions
- Everyone has the right to decide who knows what about themselves
- No one is entitled to information about you
- If you do not share parts of your identity with people, you are still valid!
- Coming out is a continued, life-long process
- Who you share your identity with is up to you!
- What works for someone might not work for you – don't feel pressured to express yourself the way others do!

Planning ahead

You can think about what you might want to say and the people you want to talk to. Reflect on how folks might react and how their reactions will make you feel. Test the waters. Find out how people in your life feel about 2SLGBTQIA+ topics by mentioning celebrities, marriage equality or stereotypes.

Environment

There is no “perfect” time to come out. It might be planned out or completely random. Do what feels right for you. Find a place that is comfortable and safe for you.

Support

Think about your current supports and who would accept you no matter what. This could be a friend, cousin, parent, teacher, classmate or whoever is in your life and makes you feel comfortable.



Being an Ally

Allies exist along a spectrum. Where ever you are along the continuum, acknowledge that you have privileges which you may or may not recognize.

- **Recognize your own discomfort and areas of learning.** We all are surrounded by messages that are potentially transphobic, you may have heard of gender described as only a binary concept or as something that is fixed. Identify your own fears, phobias, confusions, and discomforts as a starting point.
- **Ask!** Ask for a person's pronouns. Check-in about name updates. Don't refer to someone else with terms that you haven't heard them use themselves. Ask about terms someone is comfortable with if you are unsure. If you have a trans partner: ask about the words they use to describe their body (this is a helpful tip for everyone! Moving away from assumptions can strengthen connection and respect.)
- **But... be respectful when asking certain questions.** Unfortunately, trans* people are often on the receiving end of uncomfortable and inappropriate questions. Before asking questions, ask yourself: "Is this something that I need to know to support or get to know this person? Am I treating them differently in terms of personal questions because they are trans*?" If you are going to ask questions, please check-in and get consent from the person first.
- **Know that when someone chooses to use a specific bathroom, they have done so by assessing their safety first.** It is not okay to tell someone that they are in the wrong bathroom or report them to security.
- **Do your own research on questions not specific to an individual!** It is not the job of trans* folks to educate cisgender individuals. Check out some of the extra information sources in this package! Also come by during Healthy U office hours or shoot us a DM.
- **Don't give suggestions about appearance.**
- **Stand up against transphobia!** If you hear something, call it out.

Mental Health

Trans* communities face mental health risk factors at a much higher rate than cisgender people. This is represented in rates of mental health challenges (such as: depression, anxiety, substance use disorders, and eating disorders.) Trans* people face many sociopolitical barriers, systemic and interpersonal discrimination and violence, as well as barriers accessing affirming care. It is important to know about and recognize that societal oppression plays a significant role in the increased risk of mental health challenges in trans* communities. The following are some resources to learn more about systems of oppression affecting 2SLGBTQIA+ communities:

Egale Terms and Definitions: Systems of Oppression and Privilege

Egale Canada published a list of terms defining oppression and privilege. Understanding these concepts can be a helpful first step in understanding mental health risk and the roots of inequities that face trans* folks (particularly those who embody multiple intersecting identities.)

<https://egale.ca/awareness/systems-of-oppression-and-privilege-terms/>

TransPULSE Canada

TransPULSE Canada is a collection of research data from community-based surveys of trans* people across Canada. The data situates health and well-being findings and provides a picture of what care access and barriers look like for trans* communities in Canada.

<https://transpulsecanada.ca/>

Crisis Resources

Knowing where to reach out when in need is important. Here are some crisis resources available 24/7:

Klinic Crisis Line: 1 888 322 3019

Trans Lifeline: 877 330 6366

Canada Suicide Hotline: 1 833 456 4566

Manitoba Suicide Prevention and Support Line: 1 877 435 7170

Mobile Crisis Service: 204 940 1781

Indigenous Hope for Wellness Helpline: 1 855 242 3310
(chat also available at hopeforwellness.ca)

Wellness Together Canada 1 866 585 0445
or text WELLNESS to 741741

Community Counseling Resources*

Rainbow Resource Centre Counselling

Rainbow Resource Centre, Winnipeg's 2SLGBTQIA+ support centre, offers periodic intakes of short-term counselling. Please see their page for more details:

<https://rainbowresourcecentre.org/programs/counselling>

Klinic

Klinic Community Health offers in-person counselling services addressing a variety of needs and experiences. Please see their page for more details: <https://klinik.mb.ca/in-person-counselling/>

MB 211

Manitoba 211 is a general directory for social services in Manitoba. On the page, you can narrow down categories of care, including 2SLGBTQ+, to find mental health and well-being resources that fit unique, individual needs: <https://mb.211.ca/>

Provincial Eating Disorder Prevention and Recovery Program (Women's Health Clinic*). This program provides eating disorder support through workshops, group, and individual support. *Please note this program is open to all genders. See their page for more info: <https://womenshealthclinic.org/what-we-do/pedprp/>

Addictions Foundation of Manitoba (AFM)

Resources for substance use challenges, including support and learning: <https://afm.mb.ca/>

**University of Manitoba resources and additional community resources are listed in the resource pages at the end of this guide.*

Healthy U

Connecting with a Healthy U volunteer can be a helpful way to explore well-being and coping. Visit Healthy U during office hours, send a DM, or check out <https://www.healthyuofm.com/>

Protective Factors

It is crucial to recognize risk and available supports, as well as understanding and identifying protective factors (these are aspects in trans* folks' lives and environments that can have a significant positive impact on mental health.)

Interpersonal support from loved ones (relatives, chosen family, friends)

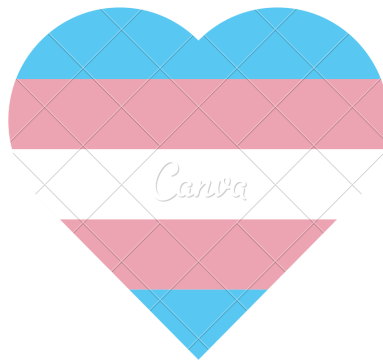
Environments of support (work/school environments, living environments)

Connection to 2SLGBTQIA+ community (affirming experiences)

Responses of support when coming out

Better access to healthcare (addressing barriers)*

- *This list was adapted from the CMHA's page on LGBTQ mental health:
<https://ontario.cmha.ca/documents/lesbian-gay-bisexual-trans-queer-identified-people-and-mental-health/>



Transition

Transition is the way many trans* people describe the journey to forging the most affirming path for them. Transitioning shifts include internal (discovering what works for you, trying things privately) social (coming out, shifts in names/pronouns/presentation) legal (legal name and/or gender marker) and physical (medical and non-medical gender affirming care.)

Internal

- Coming out to yourself
- Trying new things privately
- Discovering what will bring you affirmation.



Social

- Coming out name and pronoun updates
- Gender presentation

Legal

- Updating legal documents (names and/or gender markers)



Physical

- Non-medical options, like binding, tucking, etc.
- Medical transition paths, including hormones and surgery.

Transitioning is a journey with its ups and downs! It can be hard at times while rejuvenating and liberating at other times. No one pathway looks the same or is mandatory to be valid as a trans* person. Some or all of these transition pathways may be fitting for you.

Learn more here: <https://www.plannedparenthood.org/learn/gender-identity/transgender/what-do-i-need-know-about-transitioning>

Resources for Legal Transition

Updating your legal name(s) and gender marker may be part of your transition path. The process can be complex and costly. Here are some Manitoba resources to get started. Please keep in mind that some folks' legal documents may not be from Manitoba. That will mean processes may look different and have different steps.

Manitoba Vital Statistics

Changing your legal name is a process done through Vital Statistics Manitoba if you are a resident of Manitoba. You do not need to be born in Manitoba to have a name change through Manitoba Vital Statistics.

- **Legal Name Change** https://vitalstats.gov.mb.ca/change_of_name.html

Updating legal gender marker must be done through your place of birth (to update birth certificate.) However, If you were born outside of Manitoba and can't change your birth certificate based on the laws of your place of birth, you can apply for a change of sex designation certificate (this does not change your birth certificate.)

- **Gender Marker Change (“Change of Sex Designation”)**
https://vitalstats.gov.mb.ca/change_of_sex_designation.html

Support in the process

Justice Trans

This is a legal justice resource for two-spirit, trans, non-binary, and gender non-conforming communities across Canada (with provincial/territorial information that can help with navigation within and beyond Manitoba.) <https://justicetrans.org/en/>

Trans ID clinics

Community resource centres, like Rainbow Resource Centre, Klinik Community Health, and Sunshine House are some of the sites that have offered services to support the legal navigation of trans* name changes and gender marker changes. The best way to keep on top of these offerings is to connect with centres (particularly through social media to see posts about these events.)

Resources for Internal and Social Transition

Often, **coming out** can be a very long process where you come out to a few people at a time. Some people are out to their friends but not their family or are out at school but not work. Think about your safety (physically and emotionally) when making your decision. Who you choose to tell is your choice and does not make you less of a member of the 2SLGBTQIA+ community.

For some people, coming out can be dangerous. If you feel your safety is threatened by someone knowing your identity, seek support. The experience of coming out or being outed can also be traumatic - know that counselling and help lines are available to you.

Things to think about when exploring your gender identity:

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- Who you share your identity with is up to you.
- What works for someone might not work for you – don't feel pressured to express yourself the way others do.

Planning ahead: You can think about what you might want to say and the people you want to talk to. Reflect on how folks might react and how their reactions will make you feel. Test the waters. Find out how people in your life feel about 2SLGBTQIA+ topics by gently introducing the topic in ways that feel safe (ex: through characters in a show or celebrities.)

Environment: There is no “perfect” time to come out. It might be planned out or completely random. Do what feels right for you. Find a place that is comfortable and safe for you.

Support: Think about your current supports and who would accept you no matter what. This could be a friend, cousin, parent, mentor, partner, classmate or whoever is in your life and makes you feel comfortable. Available resources may be a step to building social support as well.

Resources for Physical Transition (medical and non-medical)

Winnipeg's main source for gender affirming medical and non-medical support is the

Trans Health Clinic:
Trans Health Clinic
167 Sherbrook Street
Winnipeg MB R3C 2B7
Phone: (204) 784-4090
E-Mail: clinic@clinic.mb.ca

"The Trans Health Clinic provides consultation, medical, and psychosocial supports to gender diverse clients. Our care is tailored based on your needs." ("About Us", Trans Health Clinic, 2023.) Here is the most recent outline of Clinic's process (accessed March 2023):



One of the best ways to learn more about the Klinik program is to access their updated Community Members resource page. It is important to note that seeking online resources that are kept up-to-date is the best way to ensure information is accurate so you can find the services you need:

<https://klinik.mb.ca/health-care/transgender-health-klinik/community-members/>

The page includes, but is not limited to, the following:

- The Trans Health Klinik registration form
- Information about gender affirming medical pathways (ex: hormone therapy, procedures & surgical care)
- Information about the binder exchange program
- Specific guides to transition goals depending on individual needs
- Information about voice training
- Community education sessions (ex: Q and As, injection support)
- Information about counselling support
- General community resources and guides (including sexual health guides and community resource lists.)

*It is important to note that Trans Health Klinik also provides support and educational resources for medical providers. The page for providers can be accessed [HERE](#).



Finding General Health Care

It is not uncommon for trans* folks to have challenging encounters in healthcare. If you have had an experience like this—whether it was a doctor the wrong pronouns, assuming you have different body parts than you do, using language that causes you discomfort or distress to talk about your body, assuming all your health concerns are related only to transition, or general hesitancy around treating trans* patients, you may be understandably hesitant to visit the doctor.

Trans Health Clinic, in their “Trans Community Resources” document (found on the Community Members link on the previous page of this information package) mentions details on Family Doctor Finder:

Family Doctor Finder Phone Line:
1-866-690-8260 or register online at
<http://www.gov.mb.ca/health/familydoctorfinder/>

“This program helps connect people with a primary care doctor. If you wish to disclose your trans identity, you may request a connection with a transgender friendly/inclusive practitioner (they have a list). It is important to have a primary care practitioner who can continue your care once you have met your transition goals with Trans Health Clinic.” (Trans Health Clinic Community Resource List, Updated Jan 2023.)

Questions to ask your health care provider (HCP)

- Are you familiar with treating transgender and other 2SLGBTQIA+ clients?
- Can we discuss specific screenings for my body, and the language that is most comfortable for me?
- Are you able to provide support for transitioning (e.g., regular HRT monitoring, required support letters, trans-informed medical advice) or can you refer me to someone who is?
- Could you put a note in my file, so reception uses the right name and pronouns for me?
- Are all staff trained on inclusive practice for 2SLGBTQIA+ & gender diverse patients?
- Will legal gender marker updates affect my insurance or care in any way?
- Pregnancy still a concern while on HRT? What forms of birth control would work alongside HRT?

Resources On Campus

Student Counselling Centre (SCC)*

Groups and workshops. Free individual counselling for University of Manitoba students.

474 UMSU University Centre

204-474-8592

<https://umanitoba.ca/student-supports/counselling-resources-students>

Rainbow Pride Mosaic*

The University of Manitoba's Lesbian, Gay, Bisexual, Transgender, Two-Spirited, Queer (LGBTQT*) and Straight Ally resource centre

180 Helen Glass Centre for Nursing

<https://www.facebook.com/RainbowPrideMosaic/>

Health & Wellness*

The Health & Wellness Educator is a Registered Nurse and available to talk about health and wellness topics.

469 UMSU University Centre (within the SCC)

204-295-9032

healthandwellness@umanitoba.ca

<http://umanitoba.ca/student-supports/health-wellness>

Healthy U*

Talk to a peer health and wellness volunteer about your identity and journey.

474 UMSU University Centre

Check out our Facebook for hours

<https://www.facebook.com/healthyumanitoba>

Sexual Violence Resource Centre*

Provides support, resources, information and referral services for any student, faculty or staff member who has been affected by sexual violence.

537 UMSU University Centre

<http://umanitoba.ca/student-supports/sexual-violence-support-and-education>

University of Manitoba 2SLGBTQIA+ Landing Page

A community landing page with updated info on all things 2SLGBTQ at U of M.

<https://umanitoba.ca/2slgbtq-community>

Preferred Name Update (Aurora & IST)

Students may designate a preferred name through their Aurora account. (Staff may designate a preferred name through Employee Self Service.)

- Login into Aurora Student (<https://aurora.umanitoba.ca/>)
- Select the Personal Information tab,
- Enter your preferred name and save. Changes in Aurora will be immediate.
- The student should request a new ID card showing their preferred name.
- Students may also want to update their computer account by submitting a service request to the IST Help Desk

(*Note: any legal name changes would also be processed in Aurora, through the "Name Change" option under "Personal Information." The steps to submit documentation are included in Aurora.)

Resources Off Campus

Rainbow Resource Centre

Centre for education, support, and programming for all ages (specific resources available for children, youth, adults, and 55+ folks.) They provide many options, including

- Short term counselling:
www.rainbowresourcecentre.org/programs/counselling
- Social support (groups):
www.rainbowresourcecentre.org/support/groups
- Support for newcomers:
www.rainbowresourcecentre.org/support/newcomers
- An events calendar*:
www.rainbowresourcecentre.org/events
- *events calendar will be updated with latest offerings, including any upcoming Trans ID Clinics.

Trans Health Clinic (part of Klinik Community Health)

Klinik offers a wide variety of services including STI testing, birth control options, counselling, and crisis support. They have an emphasis on social justice, leadership, and accessibility.

- Trans Health clinic:
www.klinik.mb.ca/health-care/transgender-health-klinik

Nine Circles Community Health Centre

Delivers comprehensive primary care, social support, education, and prevention services.
www.ninecircles.ca

Women's Health Clinic

Open to women-identifying individuals and welcome other genders including Two-Spirit, genderqueer, trans and non-binary people. They provide education and support, condoms, birth control at a reduced cost (sometimes free!), pap testing, and STI testing.

- Clinic main site:
www.womenshealthclinic.org
- Eating disorder program (open to all genders):
www.womenshealthclinic.org/what-we-do/pedprp/

Addictions Foundation of Manitoba (AFM)

Support for people of all ages and backgrounds with substance use.
www.afm.mb.ca/

QPOC Winnipeg

Their goal is to provide Winnipeg's Queer and Trans Black, Indigenous and People Of Colour, with safer spaces, resources, and a support network that recognizes the unique experiences and needs of the QTBIPOC community.

www.facebook.com/qpocwinnipeg

Sunshine House

This is a community drop-in and resource centre focusing on harm reduction and social inclusion.

www.sunshinehousewpg.org

Winnipeg 2SLGBTQIA+ Organizations

The Pride Winnipeg Festival runs annually and consists of an array of cultural events that celebrate the incredibly diverse community that supports or identifies with gay, lesbian, transsexual, transgender, intersex, two-spirit, and queer people. pridewinnipeg.com

The Manitoba LGBT* Chamber of Commerce exists to help build a strong Manitoba economy supported by, and supportive of, diverse communities.
mb-lgbt.biz/

Reaching Out Winnipeg is a program that started in 2012 to promote resettlement of LGBT2SQ+ refugees and asylum seekers in Winnipeg and beyond. Visit reachingoutwinnipeg.com/

Out There Sports & Recreation provides opportunities for people to participate in sports and other recreational activities in good company with other members of Winnipeg's LGBT2SQ+ community.
outtherewinnipeg.ca/

Fort Garry Women's Resource Centre is a not for profit, feminist organization, that offers free support and services to all women. Their programs include information and referral, counselling, public education workshops and children's counselling.
www.fgwrc.ca

Winnipeg Sex Positive Culture is a group which promotes and embraces kinks and sexuality with few limits beyond an emphasis on safe sex and the importance of consent.
www.winnipegsexpositiveculture.com

Online Resources

Rainbow Resource Centre

rainbowresourcecentre.org

Sexuality Education Resource Centre (SERC)

serc.mb.ca

The Trevor Project

<https://www.thetrevorproject.org/>

Gender Spectrum

<https://genderspectrum.org/>

pflagcanada.

<https://pflagcanada.ca/>

The Asexual Visibility & Education Network (AVEN)

<https://www.asexuality.org/>

bisexual.org

<https://bi.org/en>

Love is Respect

<https://www.loveisrespect.org/>

My kid is gay: Helping Families Understand their LGBTQ Kids

<https://www.mykidisgay.com/>

Planned Parenthood

<https://www.plannedparenthood.org/>

Egale Canada

www.egale.ca

University of Windsor - Understanding Pronouns

Educational page about gender identity and using pronouns.

<https://www.uwindsor.ca/provost/415/understanding-pronouns>