



2023 recommendations for school boards

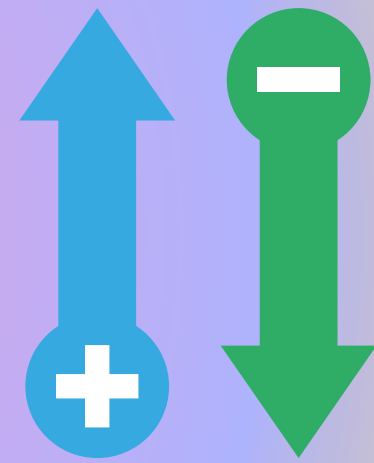
Written by Scotia Kauppi (Chair) Thunder Pride Association April 2023

Introduction

Pride education promotes safe and inclusive environments for all students. The rainbow flag symbolizes this commitment. Alternatively, staff may put up their own inclusive posters, stickers, and flags to make students feel welcomed and respected.



where does thunder bay's pride education stand?



Post-COVID, all 3 school boards have participated in Pride flag raising, communicating between Pride organizations and GSAs, and participating in workshops and the Pride Breakfast

"Sometimes, school is the only safe place for some kids." - Ellen Chambers, June 2021, the Bay 99.9

Gay Straight Alliance Clubs (GSAs) are only a part of High Schools, excluding senior elementary grades (7/8)

"Fully Alive" textbooks support ended last month(March 2023) but no update to community by TBCDSB



Ontario



what is the current curriculum teaching us?

Ontario's School Mission for Health and Physical Education

building relationships: support healthy relationships and respect diversity

deepening their sense of self: build an understanding of their own identity and feeling that they belong

Issues in Curriculum Appendices:

To begin with, looking at the "Ontario Health and Physical Education Curriculum 2019" to understand the base of respecting diversity and building an understanding of identity, Thunder Pride did find issues with phrasing for certain terms that stick to more binary and outdated views.

Within the appendix, definitions of "**gay**" and "**lesbian**" have the gendered pronouns of "men/women", while the preferred wording is "**male/female-identified people**".

"**transgender, trans:** ...an umbrella term that describes people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl/woman or boy/man in society. 'Trans' can mean transcending beyond, existing between, or crossing over the gender spectrum."

Our preferred terminology would be: "**trans** is an umbrella term for anyone who does not fully or partly identify with their sex assigned at birth." The rest of the previous definition moves into the "*gender expression*", "*gender diverse*" and "*gender non conforming*" terms.

Issues in Curriculum Appendices Continued

"**gender**" According to the Ontario Human Rights Commission, gender is defined as "the social classification of people as masculine and/or feminine." -From Ontario Curriculum Resources, Appendix, 2018

We, however, do not agree with this and would prefer gender to be referenced as per the newest World Health Organization definition: "**Gender** refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time."

"**sex**" The category of male or female, based on characteristics that are biologically determined."-From Ontario Curriculum Resources Appendix 2018

We would prefer the definition given by The Canadian Institute of Health Research 2020, which states that, "**Sex** refers to a set of biological attributes in humans and animals. It is primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy. Sex is usually categorized as female or male but there is variation in the biological attributes that comprise sex and how those attributes are expressed."

GENDER

Socially-constructed roles, behaviours, expressions and identities of girls, women, boys, men and gender-diverse people.

SEX

Biological attributes of humans and animals, including physical features, chromosomes, gene expression, hormones and anatomy.

Issues in Curriculum Appendices Continued

"Two-Spirit" An Indigenous person who possesses both a masculine and feminine spirit. The term can also be used to identify gender, sexual, and spiritual identities outside of traditional Western definitions and binaries." - From *Ontario Curriculum Resources, Appendix, 2018*

We would like you to consider expanding on this definition to, in a way, to de-colonize your approach to terms of reference.

"The term **Two-Spirit** is used currently to reconnect with tribal traditions related to sexuality and gender identity; to transcend the Eurocentric binary categorizations of homosexuals vs. heterosexuals or male vs. female; to signal the fluidity and non-linearity of identity processes; It's important to know that not all Native people identify as being Two-Spirited but will often use lesbian, gay, bi-sexual, transgender, or queer." - *"Walking in Two Worlds" by the Minnesota Indian Women's Sexual Assault Coalition 2009*

We, however, are happy with the rest of the appendix on "gender expression", "gender identity", "Intersex", "gender non-conforming", "sexual orientation."



2x 2SLGBTQ Indigenous students were twice as likely (35%) to experience harassment based on their racialized identity than cisgender heterosexual Indigenous students (14%).

77% of 2SLGBTQ Indigenous students had been harassed at school in the year leading up to the survey, the highest percentage of any group.

building blocks of understanding

Curriculums are designed to build foundational steps of understanding and knowledge. Many teachers who stay in their preferred grades may not think about the whole picture from start to end. Primary (example Grade 1-2) teachers may not open steps to the next level of ideas for grade 5 or 6, or not know what grade 10s get taught, even though some students may have older siblings/family/friends that will talk about ideas, thoughts and what they've learned as they get older.



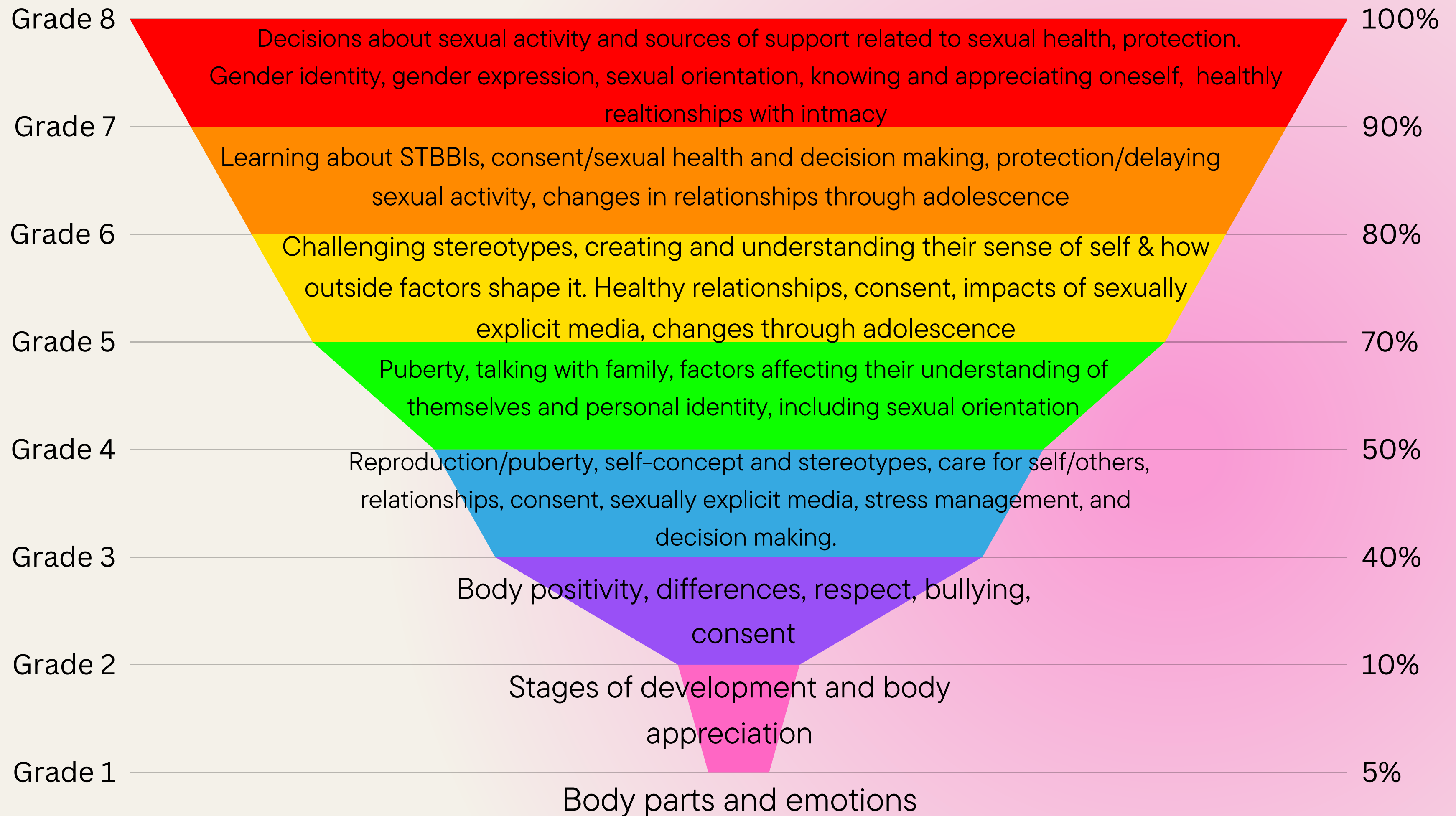
first steps

Kindergarten is usually the first opportunity in a child's life to be with children from all socio-economic backgrounds and participate in a program together. It is a key time for the development of all children.

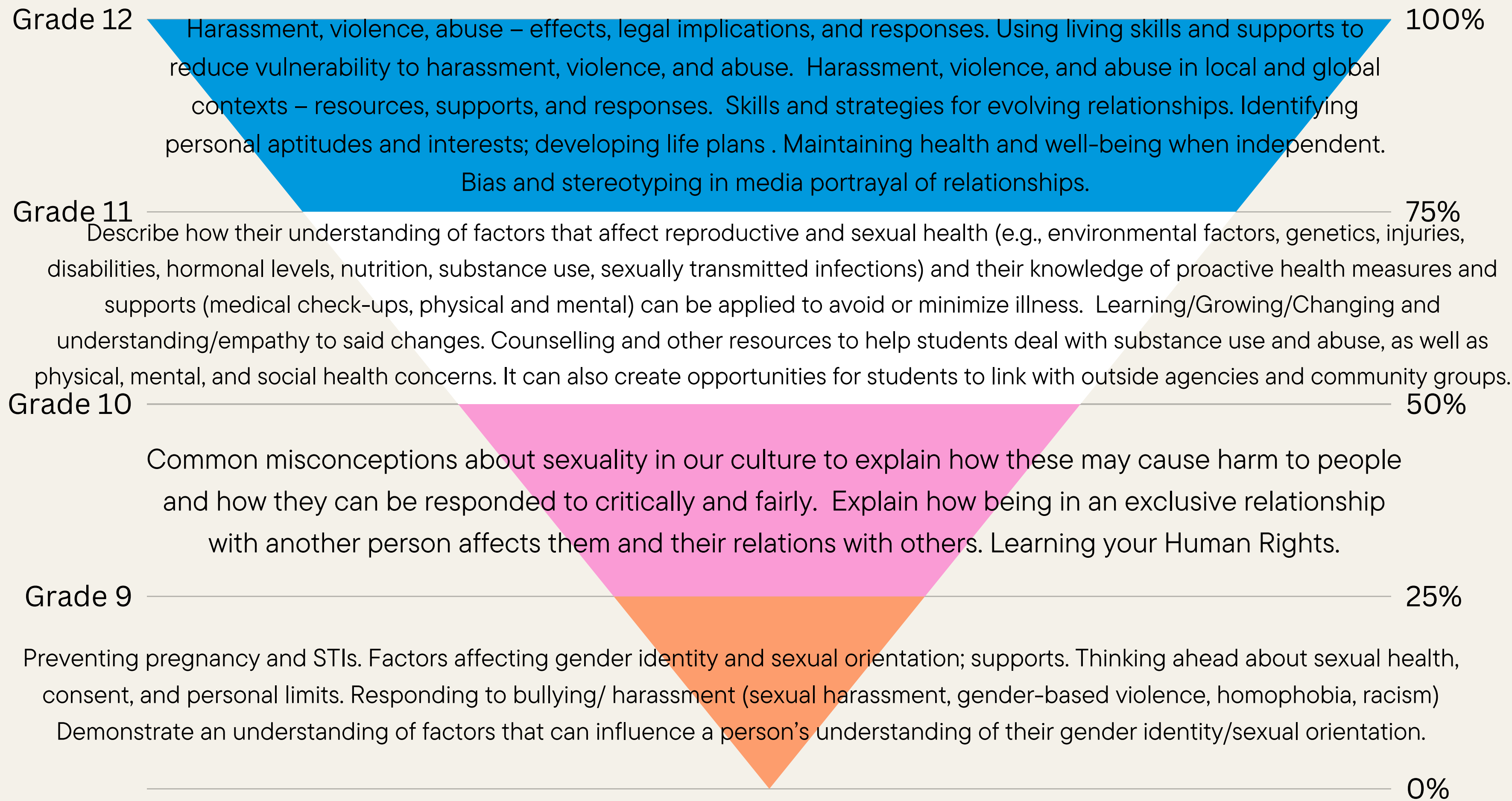


We want to make sure that in these first years, kids are learning about different family types. In kindergarten, talking about families and cultures should be more rooted in curriculum. This should also be a central learning path in primary grades as well.

Building Blocks of understanding Grades 1-8



Building Blocks of understanding Grades 9-12





The Catholic curriculum promotes abstaining from sex until marriage, and that straying from this plan made by God “may put us at risk for physical, social, and emotional harm.” Also speaking to natural family planning and negative views about masturbation. This follows the criteria of “purity” or abstinence-only education.

Not only does the “threat of physical, emotional, and social harm” terrify children and make them feel guilty about their sexuality and human urges, evidence shows that abstinence-only programs do not work. Studies have shown that these programs don’t affect the age at which kids decide to have sex, but rather lead to increased rates of teen pregnancy because of the lack of information that is provided on contraceptives and safe sex.

35% of students who attend Catholic schools reported experiencing harassment based on their perceived sexual orientation.

Only a quarter of 2SLGBTQ participants who attend Catholic schools reported that teachers or school staff always (9%) or most of the time intervene (17%) when homophobic, biphobic, or transphobic remarks were made.

Navigating LGBTQ Identities and Religion

The relationship between religion and the LGBTQ community is a complicated one, and everyone experiences it differently. It all depends on how you feel, and what you choose.

When discussing 2SLGBTQIA+ relationships, the Ontario Catholic schools manual refers teachers to a section within the Catechism of the Catholic Church entitled "Chastity and Homosexuality", which states that "[homosexuals] must be accepted with respect, compassion, and sensitivity... . [However,] they are contrary to the natural law [and] under no circumstances can they be approved."

Many teachers are progressive and disagree with some to many of the Catholic school's moral guidelines. For that reason, some may forego teaching some of the harmful lessons about sex and homosexuality, or share their own opinion in conjunction with the material. This may open a forum for students to further explore their own opinions on morals around sex and sexuality.

Navigating LGBTQ Identities and Religion

Kyle Iannuzzi, a 2SLGBTQ advisory committee member and former student trustee at the Toronto Catholic District School Board (TCDSB), told CBC Toronto that "*Fully Alive*" is not inclusive of anyone who doesn't identify as heterosexual and cisgender. "They provide developing minds as young as Grade 1 with sexualized notions of self that adhere with the Catholic faith but are at odds with the reality of science and nature," he said. "It really fosters an experience of loneliness and I think it contributes to the reasons why self-harm is such an option for queer kids, especially in Catholic environments." - Tyler Cheese CBC
Jan 11 2023

*textbooks
plans*

what are the plans going forward for TBCSB for the replacement of textbooks? Is there are new brand/series that has been chosen?

queer youth & faith resources

Student Christian Movement of Canada
<https://scmcanada.org/queer-resources/>

The United Church of Canada
<https://united-church.ca/blog-theme/lgbtq2>

Thunder Bay Faith Communities

- Lakehead Unitarian Fellowship (Thunder Bay)
- St. Paul's United Church (Thunder Bay)
- St. John's United Church (Marathon)
- Affirm United (Canada) – Faith Based Support Groups



what do queer youth experience in thunder bay?

- Every highschool in Thunder Bay has a GSA, but grades 7 and 8 do not have those connections or resources.
- **70.4% of all students hear homophobic expressions such as “that’s so gay” every day in school.**
- 51% of LGBTQ students have been verbally harassed about their sexual orientation and 21% have been physically harassed or assaulted about their sexual orientation.
- 74% of trans youth have been verbally harassed about their gender expression and more than a third have been physically harassed or assaulted about their gender.
- 45% of youth with LGBTQ **parents** have been sexually harassed at school; over a quarter have been physically harassed or assaulted about the sexual orientation of their parents and their own perceived sexual orientation or gender identity.
- 48% of youth of colour, both LGBTQ and heterosexual, reported not knowing of any teachers or other school staff members who are supportive of LGBTQ students; only half of them would be very comfortable talking about LGBTQ matters even with a close friend.

thunder pride youth caucus findings

Youth in Thunder Bay experience a great deal of isolation. Small communities limit options that can be available for youth. Youth have fewer resources / money to access entertainment and activities. Boredom can lead to alcohol and drug use, unhealthy sedentary lifestyles, apathy and depression.

Thunder Bay lacks visibility of its LGBTQ community. Without visible and outspoken LGBTQ mentors, youth feel alone in coming to terms with their sexual orientation or gender identity.

LGBTQ lives may appear incompatible with family values. Unlike other minority groups, LGBTQ youth often do not have the same kind of support from family and friends in dealing with rejection, discrimination and social stigma.

-Emily L.

Sex education in school settings focus primarily on heterosexual sex and relationships. Positive and affirming information on topics such as the normalcy of sexual experimentation, pleasurable aspects of sex, safer sex practices and consent should be more visible. LGBTQ youth also need readily available resources and access to free safer sex supplies.

LGBTQ youth in Thunder Bay do not have a centre or designated organization where they can find safer space, interact with one another and engage with their identities. Public secondary schools have established Gay-Straight Alliances. **However, many youth feel that their safety and social reputations are compromised by attending these meetings.**

For queer youth who are enrolled in the Catholic school system, there are fewer programs or resources focused on LGBTQ realities and issues.

Thunder Bay has a large First Nations population with a private First Nations High School. There have been past initiatives to celebrate and support Two-Spirit youth. Students from the First Nations high school have tried to use services through the public school Gay-Straight Alliances – these services are limited or may be lacking cultural knowledge and history.

- *Emily L.*

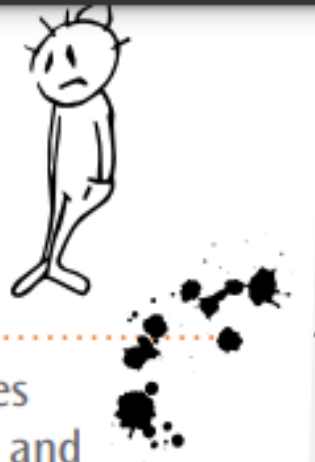
The **INCLUSIVE** School



1. School and school board policies protect and affirm LGBTQ people; proactive education about such policies exists.
2. Anti-LGBTQ language and behaviour are rare and dealt with swiftly and decisively; anti-bias education that embraces respectful, inclusive language is common in classrooms.
3. The GSA or other inclusive student group pertaining to LGBTQ matters is visible, regularly attended, and considered as valid as any other club.
4. LGBTQ themes, people, and matters are fully integrated into curricula across all subject areas and grade levels and inclusive language is always used and openly discussed.
5. Books and materials with LGBTQ content and written by LGBTQ authors are visible and available to all students and school staff members.
6. School staff members, including Health teachers and guidance counsellors, work with outside agencies to provide outreach, support, and education to LGBTQ people as well as members of the school community with LGBTQ parents, other family members, and friends.
7. Education around anti-LGBTQ bias is a part of athletic programming; LGBTQ athletes are treated as equals on and off the playing field.
8. The adult community has prioritized LGBTQ inclusion as part of a larger commitment to social justice.
9. LGBTQ people and those with LGBTQ friends and family members are visible and fully integrated into school life; there is a high degree of comfort and acceptance regarding LGBTQ people.

OR

The **PASSIVE** School



1. School and school board non-discrimination policies are inclusive of sexual orientation, gender identity, and gender expression and students and school community members are made aware of this.
2. There are few instances of intentional harassment against LGBTQ students, students perceived as LGBTQ, or students with LGBTQ parents, other family members, or friends.
3. The GSA or other inclusive student group pertaining to LGBTQ matters is tolerated and attended by a core group of people.
4. LGBTQ themes, people, and matters are occasionally included in English, History, and Health classes and inclusive language is generally used.
5. A variety of books and materials with LGBTQ content and written by LGBTQ authors are available.
6. School staff members, including Health teachers and guidance counsellors, have had training in LGBTQ matters and offer information and support in a respectful manner.
7. Coaches interrupt anti-LGBTQ behaviour; LGBTQ athletes are relatively safe, though not very visible.
8. The adult community is open to LGBTQ inclusion, but may not be sure how to achieve it.
9. LGBTQ people are moderately visible; they may be seen as “different,” but a relatively safe and respectful atmosphere exists.

complacency

So you are not the worst school, and you have a pretty active GSA. We're doin' fine right?

Even within the GSA, Thunder Bay school board staff and students have reported hate and bullying from within. Many young CIS-gendered students bully and sexually harass those who are trans, gender fluid or gender non-conforming.



79% of trans students who had been the victims of physical harassment reported that teachers and staff were ineffective in addressing transphobic harassment.

MyGSA.ca

GSAAs can advocate for change and support all students by not just acting as a "safe space", but by actively working together with students, teachers, parents, other schools and cities.



Whether or not your school already has a GSA, you can connect with other LGBTQ youth, educators, and allies throughout the country to share ideas, materials, and resources on the MyGSA website Discussion Forums.

Be sure *MyGSA.ca* isn't blocked at your school!



Equity and Inclusive Education Resource Kit
for Ontario High Schools

thunder bay queer youth resources

Thunder Pride

- www.thunderpride.ca

Thunder Bay District Health Unit

- <https://www.tbdhu.com/LGBTQ2s>

The Other 10% 12-15 year olds

- <https://www.facebook.com/groups/other10percent>

Thunder Bay Indigenous Friendship Centre (Two-Spirit Mentor Program)

- <https://tbifc.ca/program/two-spirit-lgbtq-mentor/>

Rainbow Collective

- <https://www.rainbowcollectiveofthunderbay.com/resources-links>



UPCOMING EVENTS

Pride Breakfast

[food + learning + love]
Monday June 5th 2023



Airlane Hotel 7am-9am

Tickets go on Sale May 1st



Join us for queer coffee night!

An all-ages monthly meet-up for 2SLBGTQ+ to hold community.

Free workshops and events TBA

6-8pm

Thursdays

May 11th

June

July 13th

August 10th

September 14th

October 12th

November 16th

Carlito's Gaming Cafe

(break for Pride month festivities)

Nomad Cafe Patio

The Bean Fiend Back Patio

The Habit Cafe in the Urban Abbey

Howl at the Moon dry Bar

The Study @ Lakehead University



Pride Month Events Schedule will have media release on April 26

An artist call graphic for Thunder Pride's 10th anniversary. It features a collage of elements: a "10 THUNDER PRIDE 2011-2020" logo, a pink circle with "10TH ANNIVERSARY", a yellow circle with "DUE BY APRIL 30", and a white t-shirt with "OG THUNDER PRIDE" on it. A woman in a white t-shirt is pointing to the t-shirt. The background is black with white and red brushstrokes. At the bottom, there is a blue brushstroke.

ARTIST CALL

10 THUNDER PRIDE 2011-2020

10TH ANNIVERSARY

DUE BY APRIL 30

OG THUNDER PRIDE

WE NEED A NEW LOGO AND A TSHIRT DESIGN!
SEND US YOUR ORIGINAL DESIGNS AND BIDS TO
HELLO@THUNDERPRIDE.CA

THUNDER PRIDE MEMBERSHIP

ADULT **15\$** STUDENT **10\$**

Benefits of Membership:
 Eligibility to vote
 Eligibility to sit on Board of Directors and apply for Event Officer positions
 First notice of all events

LGBTQ

THUNDER PRIDE		THUNDER PRIDE ASSOCIATION					THUNDER PRIDE
Sponsorship Opportunities	Platinum	Diamond	Gold	Silver	Community	Friends of Pride	
Opportunity to speak at any event of sponsors choice	•						
On Site Signage & Displays at venues/events of choice	•	•					
Complimentary Thunder Pride Corporate Membership & Diversity & Inclusion Training	•	•	•				
Verbal recognition at all events	•	•	•	•			
Logo/Name displayed at entrances of events <i>(Banners or Posterboards)</i>	•	•	•	•	•		
Complimentray Block Party Vendor Space	•	•	•	•	•		
Social Media inclusion (Facebook, Twitter & Instagram)	•	•	•	•	•	•	
Logo/Name on Donor Wall on Website Sponsor Page	•	•	•	•	•	•	
	\$5000+	\$2000+	\$1000+	\$400 +	\$200 +	\$100 +	

THANK YOU FOR YOUR DONATION

ETTRANSFER: HELLO@THUNDERPRIDE.CA

MAIL CHEQUES TO: THUNDER PRIDE
 BOX 29006 MCINTYRE CENTRE
 THUNDER BAY, ON P7B 5K0

Corporate Membership Opportunities

Corporate Membership
includes On Site Diversity & Inclusion Training (1-2hour), upon completion you will be included on our webiste as having taken Diversity & Inclusion Training. Membership includes an invitation to our year end sponsors reception, advance notice and early purchase opportunities for event tickets and use of Thunder Pride Association Logo on company social media/website or letterheads.

\$ 400

Corporate membership fee waived when sponsorship of Gold or Higher is purchased

form can be filled out online at thunderpride.ca/sponsor



thank you for
learning with us
and supporting
inclusivity in
education!



Thunder Pride Association
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