Future Ready Learning

LGBTQI2S+
Post-secondary, Career and Life Experiences

INTRODUCTION

Many students have concerns in making career decision and post-secondary planning. For some LGBTQI2S+ students, there may be further aspects to consider. As an LGBTQI2S+ student preparing for entry into post-secondary or the workforce, you may find yourself faced with career concerns and needs related to LGBTQI2S+ inclusion. As you explore your options for the future, you may encounter questions pertaining to disclosure and confidentiality; finding post-secondary institutions that align with your values; and, finding welcoming and affirming learning and workplace cultures.

As a LGBTQI2S+ student preparing to enter post-secondary or the workforce, you may have questions related to career and post-secondary planning.

- What colleges and universities are safe, welcoming and affirming for members of the LGBTQI2S+ community?

- What are my rights as an LGBTQI2S+ student or employee?

- How does the institution's physical spaces reflect a commitment to LGBTQI2S+ employees or students?

- Does the company/academic institution have a non-discrimination policy that includes sexual orientation and/or gender identity/expression?

- Does the college or university have an LGBTQI2S+ resource group?

ACCESSING MENTAL HEALTH AND MEDICAL SERVICES

There are mental health issues to consider as you explore places of employment and study. Below is a self-assessment tool from **Demonstrate Access**, which can be used as a starting point as you consider future post-secondary institutions and workplace environments, and their commitment to LGBTQI2S+ mental health and medical services.

INTAKE & REFERRAL

INDICATORS:	Highly Effective	Effective	Not Effective	Has not taken action	Does Not Apply
The organization explicitly states that LGBTQ people & families are eligible for services & programs					
The organization has a policy related to data collection on sexual orientation and gender identity					
Forms allow clients to report a preferred name and gender pronoun					
Participants receive notice of the organization's commitment to LGBTQ access					
The organization ensures confidentiality for clients in LGBTQ-specific services or programs					
Programs that serve by gender (e.g. women-only, gay/bi men only, mom's group, etc.), affirm the client's self-reported gender identity, sexuality, and familial relationships					
For services or programs specific to survivors of intimate partner violence:					
the organization engages in a comprehensive assessment process to determine appropriateness for services					
staff are trained at referring LGBTQ individuals who are not appropriate for survivor services to other resources or programs (e.g. mental health, chemical dependency, etc.					
Information on LGBTQ-specific referrals are readily available to staff & clients, and staff make LGBTQ-specific referrals (internal & external), when appropriate					
Co-advocacy relationships have been developed with LGBTQ-specific providers					

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Framing Questions

- How might the intake process be improved to ensure LGBTQI2S+ people are welcomed and affirmed, and that confidentiality is maintained?
- Do current referrals processes ensure that referrals are effective, safe, and appropriate for LGBTQI2S+ people?
- Does the organization engage in co-advocacy with LGBTQI2S+-specific organizations or providers?

INDICATORS:	Highly Effective	Effective	Not Effective	Has not taken action	Does Not Apply
Services & programs are periodically reviewed and updated to reflect best practices in working with LGBTQ people					
The organization maintains a client Bill of Rights that speaks specifically to LGBTQ access					
Programs and services are currently serving diverse LGBTQ individuals and communities					
The organization collects data to better understand the experiences of LGBTQ individuals & communities in services and programs					
The organization offers LGBTQ-specific services/programs					
Program materials have been made relevant to LGBTQ individuals and communities					
Health information & resources address LGBTQ health and HIV/AIDS					
The organization routinely utilizes participant feedback to improve services and programs					
Violence prevention programs address violence experienced by LGBTQ people					
For **support groups** and other **group programs:**					
facilitators make appropriate referrals for LGBTQ					
facilitators are equipped to respond to LGBTQ bias among participants					
curricula are analyzed for outcomes (positive/adverse) with LGBTQ participants					

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Framing Questions

- Of the organization's current services and programs, which ones best engage LGBTQI2S+ people, families, and communities?
- Are any of the organization's programs or services specifically designed to be accessible for LGBTQI2S+ individuals & communities?
- Are policies, protocols, and standards of practice creating unintended barriers or impacts on LGBTQI2S+ populations?
- What might your organization do to improve outcomes and experiences for the LGBTQI2S+ individuals and communities you are already serving?
- How might you best determine the impact of your programs on LGBTQI2S+ clients?

LGBTQI2S+ RIGHTS

What are your rights as an LGBTQI2S+ individual in both New Brunswick and Canada? Use the links below to learn about your human rights.

- [Federal Bill C-16](#) in Canadian Charter of Human Rights

- NB Policies:

    EECD Policy 701: [Policy for the Protection of Pupils](#)

    EECD Policy 713: [Sexual Orientation and Gender](#)

    EECD Policy 703: [Positive Learning and Working Environment](#)

    EECD Policy 322: [Inclusive Education](#)

    NBTA Policy 929: [Handbook](#)

    New Brunswick Interscholastic Athletic Association [Policy 15.12.B](#)

- Anglophone School District Ends Policies:

    [ASD-South EP5](#)

    [ASD-West ER4](#)

    [ASD-East EP1.6](#)

    [ASD-North E12](#)

POST-SECONDARY EDUCATION

As you prepare for post-secondary learning, you may have additional concerns related to the LGBTQI2S+ inclusiveness of a future academic institution. There are many campus environments around Canada which have supportive atmospheres with active LGBTQI2S+ inclusive student groups and administrative backed non-discrimination policies.

Below is a self-assessment tool from Demonstrate Access, which can be used as a starting point as you consider future post-secondary institutions.

MISSION & VALUES

INDICATORS:	Highly Effective	Effective	Not Effective	Has not taken action	Does Not Apply
The organization integrates its values and mission into daily practice					
The organization has an equity & social justice statement that includes LGBTQ access					
The organization commits resources to equity & social justice efforts					
The organization makes its commitment to LGBTQ access explicit to stakeholders and the broader community					
Major policy and protocol decisions are analyzed for impact on LGBTQ access					
The organization encourages purchasing from women and minority-owned vendors/businesses, including LGBTQ businesses					
The organization's continuing improvement practices, accreditation processes, or other forms of evaluation include equity indicators, including those related to LGBTQ access					
The organization seeks out recommendations and technical assistance from LGBTQ- leaders, field experts, and organizations					

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Framing Questions

- How does LGBTQI2S+ access fit into the overall mission and values of the organization?
- Could the organization further incorporate LGBTQI2S+ access into its ongoing equity & social justice commitments?
- How might the organization better advocate for LGBTQI2S+ survivors in the broader community?

If you are planning on an apprenticeship, you can use the following self-assessment tool as you consider a potential placement:

BUILT ENVIRONMENT

INDICATORS:	Highly Effective	Effective	Not Effective	Has not taken action	Does Not Apply
Facilities and offices are accessible by public transportation.					
The organization has a plan to support access for people with disabilities and/or people who have experienced trauma.					
The organization visually communicates that racially diverse LGBTQ people are welcome in its facilities (artwork, magazines, posters).					
The organization visually communicates its equity and social justice values in its facilities (artwork, magazines, posters).					
The organization does not use unnecessary surveillance equipment to monitor clients.					
The reception area is configured to best ensure client privacy in completing documents and forms that may reveal personal information.					
All gender restrooms are available for staff & clients in all agency buildings					
Organizational policy ensures that all gender restrooms are made available at off-site events and programming.					
Residential facilities can house people of all genders					

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Framing Questions

- How is a commitment to LGBTQ access reflected in the organization's facilities and physical spaces?
- What are some of the physical, spatial, or geographic barriers to LGBTQ access that the organization might be able to address?

GETTING READY TO WORK

As you prepare for your future, you may have additional concerns related to LGBTQI2S+ inclusiveness in the workforce. Below are workplace self-assessment tools from Demonstrate Access, which can be used as a starting point as you consider future places of employment.

WORKPLACE CLIMATE

INDICATORS:	Highly Effective	Effective	Not Effective	Has not taken action	Does Not Apply
All new staff receive information about the organization's commitment to workplace equity & social justice including LGBTQ access					
A person or committee is designated to lead workplace equity efforts					
Workplace equity efforts explicitly incorporate LGBTQ equity					
Staff at all levels are able to participate in equity efforts (e.g. trainings, task forces, events, etc.) as part of their job description					
Leadership* participates in workplace equity efforts					
Events and social activities (recreational, celebrations, fundraisers, etc.) engage and appeal to the diversity of staff and volunteers that presently at the organization.					
Events and social activities are equitably attended by LGBTQ families					
There is an active LGBTQ affinity group or network for staff, volunteers and board					
The workplace climate is affirming for LGBTQ staff					

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Framing Questions

- Is the organization's workplace culture welcoming and affirming of LGBTQI2S+ staff and volunteers?
- Are LGBTQI2S+ staff, volunteers, and Board of Directors (if applicable) connected to each other?
- Are staff or organizational social events engaging the diversity of staff at your organization, including LGBTQI2S+ LGBTQ staff?
- Does your organization solicit feedback from staff about equity concerns or workplace climate?

INDICATORS:

	Highly Effective	Effective	Not Effective	Has not taken action	Does Not Apply
The organization maintains a diverse pool of volunteers, including LGBTQ volunteers					
Prospective volunteers are screened for their understanding of the organization's commitment to LGBTQ access					
All new volunteers receive notice of non-discrimination policies and information on workplace equity efforts, including LGBTQ access					
Volunteers working directly with clients receive an orientation or training that includes information on gender and sexuality diversity* and LGBTQ access					
Comprehensive training on equity is offered to all new volunteers and includes LGBTQ access					
Volunteers are provided with and encouraged to reference educational materials related to LGBTQ individuals & communities					
There are strategies in place to address learning or experience gaps among volunteers, including gaps related to LGBTQ access					
Volunteer supervisors are equipped to respond to volunteers who express bias or discriminate against LGBTQ clients or staff					

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Framing Questions

- Does the organization's volunteer program attract LGBTQI2S+ volunteers and prepare all volunteers to uphold the organization's commitment to LGBTQI2S+ access?
- How might the organization specifically recruit LGBTQI2S+ volunteers and advance the skills of all volunteers in supporting the organization's commitments to LGBTQI2S+ access?

PREPARING FOR A JOB INTERVIEW AND RESUME BUILDING

Click here for helpful tips on building a resume and preparing for a job interview as an LGBTQI2S+ individual.

RECOMMENDED RESOURCES

Recommendations/summary from study by Chen & Keats (2016) – Career development and counselling needs of LGBTQ high school students

LGBTI Rights Canada - https://www.canada.ca/en/canadian-heritage/services/rights-lgbti-persons.html

Organizational self-assessment tool from Demonstrate LGBTQ Access

Egale Canada - https://egale.ca/; https://egale.ca/outreach/

Pride at Work - http://education.prideatwork.ca/ and Out at https://outat.work/outatwork;

National Center for Transgender Equality - http://transequality.org/issues/employment

National Center for Lesbian Rights (includes legal issues, transgender issues)-http://www.nclrights.org/our-work/employment/

Egale Canada New Brunswick NB Community Resources: https://egale.ca/community-resources/
"How to be LGBTQ+
friendly": https://warwick.ac.uk/services/equalops/resources/how_to_be_lgbt_friendly.pdf

Demonstrate LGBTQ Access: self-assessment and research guide: https://endgv.org/wp-content/uploads/2016/03/LGBTQ-Access-Impact-Report-1.pdf