



Workshop on the LGBTI reality

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On September 30th, the FNEEQ Sexual Orientation and Gender Identity Committee invited members of the three *regroupements* to its first official activity, a training workshop on the realities of the LGBTI community. While the primary objective of this session was to bring new committee members up to date on issues relating to this community, it was also an opportunity for encouraging local unions to set up a committee of their own to study matters of inclusion and diversity and to develop concrete measures for stamping out homophobia and transphobia in our educational environments.

The workshop was led by two excellent facilitators: Bill Ryan, professor of Social Work at McGill University, international expert in sexuality, sexual education and homophobia, and co-author of the *Institut national de santé publique du Québec*'s training program "For a new vision of homosexuality," and Gabrielle Bouchard, peer support and trans advocacy coordinator with Concordia University's Centre for Gender Advocacy. After broadly discussing the issues of sexual orientation and gender identity, they outlined the notions of sexual and gender diversity as they relate to each letter in the LGBTI acronym.

It soon became clear that the more we learn about this diversity, the longer and more complex becomes the term that collectively describes this community, which is now more generally identified by the letters LGBTTIQQ2SAa+¹.

We also spent time looking more specifically at the issue of transgender, a reality that, while not new, is increasingly prevalent and we feel needs to be better understood in view of the integration challenges it poses.

Participants found the day-long workshop very valuable, only too short. Consideration will have to be given to the possibility of extending the training session to two days next year. ■



1 Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersexual, Queer, Questioning, 2S (Two-Spirited), Asexual and Ally.....