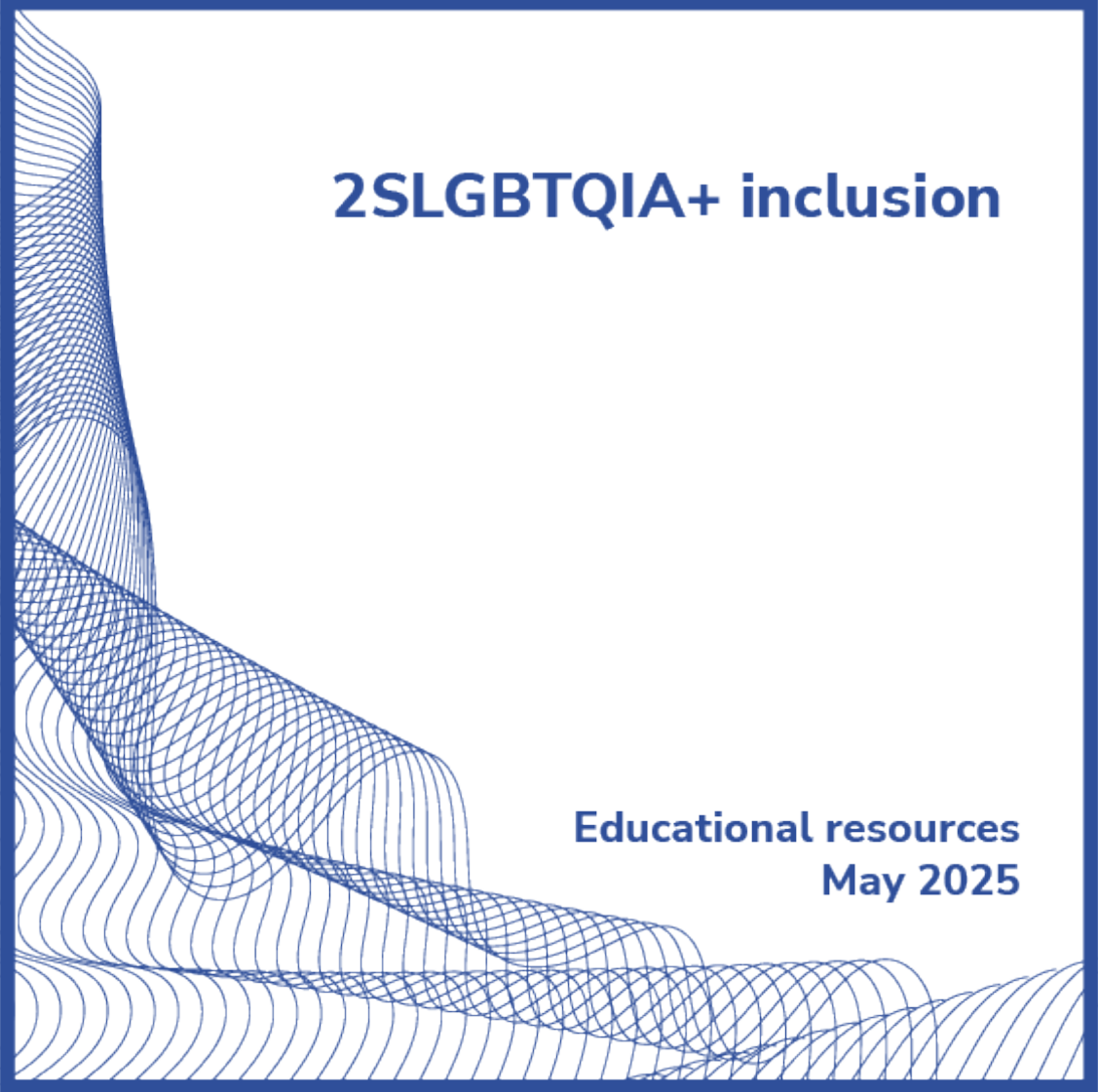




2SLGBTQIA+ inclusion

**Educational resources
May 2025**



**Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion**

ccdi.ca

Educational resources on 2SLGBTQIA+ inclusion

Members of the 2SLGBTQIA+ communities are integral to the fabric of our workplaces, schools, families, and movements for justice. Although progress has been made toward greater visibility and rights for the broader 2SLGBTQIA+ community in Canada, there are still many individuals with overlapping marginalized identities that continue to face systemic barriers, discrimination, and exclusion. With this in mind, it is important that inclusion go beyond symbolic gestures.

Inclusion is not a one-time initiative or a single moment during Pride Season, it is an ongoing process that should be rooted in action and accountability which requires reflection, learning, and meaningful change. Whether you are just beginning this journey or deepening your commitment, we hope this guide offers tools, insights, and inspiration to take intentional next steps in advancing 2SLGBTQIA+ inclusion.

This guide is designed to support individuals and organizations in building inclusive environments where 2SLGBTQIA+ people feel safe, respected, and affirmed all year long. Rather than centering anti-2SLGBTQIA+ rhetoric, we have focused on the strength and leadership found within these communities, and the ways we can all play a role in fostering spaces that celebrate diversity and inclusion.

To begin this guide, we want to start by highlighting a few organizations who are actively working to support 2SLGBTQIA+ communities through education, advocacy, direct support, and movement building:

- [Rainbow Railroad](#) – provides lifesaving support to 2SLGBTQIA+ individuals facing persecution by helping them find safety, freedom, and the right to live authentically.
- [The Trevor Project](#) – empowers 2SLGBTQIA+ youth through crisis intervention, mental health support, and public education that fosters safety, belonging, and hope.
- [Egale Canada](#) – works to build inclusive and affirming environments in schools, workplaces, and communities through education, research, and advocacy that uplifts 2SLGBTQIA+ voices and rights.

Building belonging in times of pushback

Bilingual

- [Affirming Adults: A Guide to Supporting Gender Diverse Children and Youth / Adults favorisant l'affirmation : un guide pour soutenir les enfants et les jeunes transgenres et de diverses identités de genre](#), Egale

English only

- [The Road Ahead: Defending Freedom in an Era of Uncertainty](#), Rainbow Railroad
- [Black and LGBTQ+: Approaching Intersectional Conversations](#), The Trevor Project
- [Egale Explains: The Canadian Government System and how it Intersects with 2SLGBTQI Communities](#), Egale
- [Pushing the Boundaries of the Lesbian Imaginary: Aerlyn Weissman and the Vitality of Visibility](#), The ArQuives
- [Common Myths and Misconceptions About Trans Youth](#), Egale

French only

- [Queeriser la prévention et l'intervention en matière de VFG: Trousse d'outils pour les prestataires de services](#), Canadian Women's Foundation
- [Perceptions et attitudes des Canadien.ne.s envers la communauté LGBTQ+ - 2025](#), Leger
- [Trousse de ressources produites pour appuyer votre développement organisationnel](#), FrancoQueer
- [Guide de sensibilisation pour la bientraitance des aîné.e.s 2SLGBTQI+ francophones en Ontario](#), FARFO

Understanding 2SLGBTQIA+ identities and lived experiences

Bilingual

- [FAQ / Foire aux questions](#), Interligne
- [Questions and answers about gender identity and pronouns / Questions et réponses sur l'identité sexuelle et les pronoms](#), Ontario Human Rights Commission
- [Understanding sexual diversity and gender pluralism / Comprendre la diversité sexuelle et la pluralité des genres](#), Government of Québec

English only

- [Discrimination & Stigma](#), OutSaskatoon
- [How to Understand your Gender: A Practical Guide for Exploring Who You Are \(PDF\)](#), Alex Iantaffi and Meg-John Barker
- [Resources](#), QMUNITY
- [Understanding the Asexual Community](#), Human Rights Campaign
- [Understanding the Intersex Community](#), Human Rights Campaign

French only

- [Droits des personnes LGBTQ+](#), Educaloi
- [Les personnes LGBTQ+ plus souvent visées](#), La Presse
- [Mythes et mensonges sur les personnes trans](#), Toutes des Femmes
- [Parlons de diversité](#), Alliance arc-en-ciel

Creating 2SLGBTQIA+ inclusive workplaces

Bilingual

- [2S & LGBTQIA+ Toolkit \(PDF\)](#) / [Trousse 2S & LGBTQIA+ \(PDF\)](#), BGC Canada
- [A guide to 2SLGBTQI Employee Resource Groups \(ERGs\)](#) / [Guide-ressource pour les groupe-ressource d'employés 2SLGBTQI](#), Egale
- [Building Trans-Inclusive Workplaces: A Guide for Managers, Unions and Workers](#) / [Des milieux de travail accueillants pour les personnes trans: Guide à l'intention des gestionnaires, des syndicats et du personnel](#), Public Service Alliance of Canada
- [Creating Authentic Spaces: A Gender Identity and Gender Expression Toolkit](#) / [Créer des milieux authentiques : Une boîte à outils sur l'identité et l'expression de genre](#), The 519
- [The Power of Pronouns](#) / [Le pouvoir des pronoms](#), Pride at Work Canada
- [Transitioning Employers: A survey of policies and practices for trans inclusive workplaces](#) / [La transition des organismes employeurs : une étude sur les politiques et les pratiques favorisant l'intégration des personnes trans en milieu de travail](#), Pride at Work Canada

English only

- [Best Practices for Non-Binary Inclusion in the Workplace \(PDF\)](#), Out & Equal
- [Beyond Diversity: An LGBT Best Practice Guide for Employers \(PDF\)](#), Pride at Work Canada
- [Beyond Diversity: An LGBT Best Practice Guide for Employers](#), Pride at Work Canada
- [Equal Workplaces, Equal Rights](#), Stonewall
- [LGBT+ Inclusive Policies and Practices \(PDF\)](#), Canada's 2SLGBTQI+ Chamber of Commerce

- [Moving Beyond the Binary: a Guide on How to Make Your Organization Meaningfully Inclusive of Two-Spirit, Trans, Non-Binary, and Gender Diverse People](#), Legal Info Nova Scotia
- [Navigating The Workplace As Trans And Non-binary Folks](#), Friends of Ruby
- [Setting up an LGBT employee network group](#), Stonewall
- [Transgender Inclusion in the Workplace: A Toolkit for Employers](#), Human Rights Campaign

French only

- Favoriser l'inclusion des personnes LGBTQ+, Hays
- [Guide sur les droits des personnes face à l'homophobie en milieu de travail \(PDF\)](#), Gouvernement du Québec
- [Guides et formations du Conseil LGBT](#), Conseil québécois LGBT

Inclusive language

Bilingual

- [2SLGBTQI+ terminology – Glossary and common acronyms](#) / [Terminologie 2ELGBTQI+ – Glossaire et acronymes fréquents](#), Government of Canada
- [Affirming and Inclusive Language](#) / [Grammaire de genre neutre et langage inclusif](#), Egale
- [Gender Inclusive Language](#) Guide / [Guide de](#) communication inclusive, Public Service Alliance of Canada
- [Gender-inclusive writing – Guidelines for gender-inclusive writing in English](#) / [Écriture inclusive – Principes d'écriture inclusive en anglais](#), Government of Canada
- [Glossary of DEIA terms: A reference tool](#) / [Glossaire des termes : Un outil de référence](#), Canadian Centre for Diversity and Inclusion
- [How to achieve a gender-inclusive vocabulary at work? \(PDF\)](#) / [Comment rendre son vocabulaire plus inclusif au travail?](#) GAIHST
- [Inclusive workplace language: being more thoughtful about the words we use](#) / [Langage inclusif au travail : mieux choisir nos mots](#), Canadian Digital Service
- [LGBTQI2SNBA+: Sex, gender and sexual orientation: Inclusion through vocabulary \(PDF\)](#) / [LGBTQI2SNBA+ : les mots de la diversité liée au sexe, au genre et à l'orientation sexuelle \(PDF\)](#), FNEEQ-CSN

English only

- [Identities & Terms: An Intro to Language](#), OutSaskatoon
- [Inclusive Language Guide](#), City of Edmonton

French only

- [Guide de rédaction inclusive \(PDF\)](#), Université Laval
- [Guide de grammaire neutre et inclusive \(PDF\)](#), Divergenres
- [Inclusivement vôtres! Guide de rédaction inclusive](#), Institut national de la recherche scientifique
- [Lexique de la transidentité](#), Wiki Trans
- [Pronoms neutres et pronoms genrés \(PDF\)](#), The 519

Allyship

Bilingual

- [Being a 2SLGBTQIA+ Ally / Être une personne alliée des communautés 2ELGBTQIA+](#), Government of Canada
- [Tips on how to practice 2SLGBTQI Allyship / Des conseils sur la manière d'agir en allié 2SLGBTQI](#), Egale

English only

- [7 ways you can be an LGBTQ+ ally at work](#), Stonewall
- [Allies & Solidarity](#), OutSaskatoon
- [Being an LGBTQ+ Ally](#), Human Rights Campaign
- [Choose Inclusivity: How To Be A LGBT Ally For A Better World!](#), Queer in the World
- [Guide to Being an Ally to Transgender and Nonbinary Young People](#), The Trevor Project
- [Supporting the Transgender People in Your Life: A Guide to Being a Good Ally](#), National Center for Transgender Equality
- [Tips for Allies of Transgender People](#), GLAAD

French only

- [Intervenir en tant qu'allié \(PDF\)](#), Egale
- [Des conseils sur la manière d'agir en allié LGBTQI2S \(PDF\)](#), Egale
- [Tout pour les allié·e·s](#), Wiki Trans



BOOKS

CCDI encourages you to check with your local bookstore or municipal library for availability of these publications.

Bilingual

- Lie With Me / Arrête avec tes mensonges (Philippe Besson)
- Infidels / Infidèles (Abdellah Taïa)
- Not One Day / Pas un jour (Anne Garréta)

English only

- A History of My Brief Body (Billy-Ray Belcourt)
- Death Threat (Vivek Shraya & Ness Lee)
- it was never going to be okay (jaye simpson)
- Jonny Appleseed (Joshua Whitehead)
- Knot Body (Eli Tareq El Bechelany-Lynch)
- Never Going Back: A History of Queer Activism in Canada (Tom Warner)
- We Have Always Been Here: A Queen Muslim Memoir (Samra Habib)

French only

- Les Faux-monnayeurs (André Gide)
- Les amitiés particulières (Roger Peyrefitte)
- Querelle de Brest (Jean Genet)
- Tous les garçons et les filles (Jérôme Lambert)
- Point de côté (Judith Godreche)



FILM AND TELEVISION

Please note: There may be a cost related to watching this content and CCDI is not responsible for those costs.

Bilingual

- [2SLGBTQI+](#) / [2ELGBTQI+](#) (National Film Board collection)
- [Alex Strangelove](#) / [Alex Strangelove \(FR\)](#) (Netflix)
- [Call Me by Your Name](#) / [Appelle-Moi Par Ton Nom](#) (Amazon Prime)
- [Love, Simon](#) / [Avec amour, Simon](#) (Disney+, [Crave](#))
- [Me Myself and Mum](#) / [Les garçons et Guillaume, à table!](#) (YouTube)
- [Moonlight](#) / [Moonlight: l'histoire d'une vie](#) (Amazon Prime)
- [Portrait of a Lady on Fire](#) / [Portrait de la jeune fille en feu](#) (Amazon Prime)
- [RuPaul's Drag Race](#) / [RuPaul's Drag Race \(FR\)](#) (Netflix)
- [Special](#) / [Spécial](#) (Netflix)

- [The L Word: Generation Q](#) / [The L Word: Generation Q \(FR\)](#) (Crave)
- [The Normal Heart](#) / [Un cœur normal](#) (Crave)
- [Tomboy](#) (Apple TV)
- [Uncle Frank](#) / [Mon oncle Frank](#) (Amazon Prime)



TED TALKS

French links are for the original Ted Talk with French subtitles and/or French transcript.

Bilingual

- [A queer vision of love and marriage](#) / [Un amour qui nous laisse être nous-mêmes](#) (Tiq Milan and Kim Katrin Milan)
- [How uncomfortable conversations can save lives](#) / [A la mémoire de Lyra McKee](#) (Lyra McKee)
- [Language around gender and identity evolves \(and always has\)](#) / [La langue des genres et de l'identité évolue, et l'a toujours fait, d'ailleurs](#) (Archie Crowley)
- [The myth of the gay agenda](#) / [Le mythe du programme gay](#) (LZ Granderson)
- [What the gay rights movement learned from the civil rights movement](#) / [Ce que le mouvement pour les droits des homosexuels a appris du mouvement pour les droits civiques](#) (Yoruba Richen)
- [Why kids need to learn about gender and sexuality](#) / [Pourquoi les enfants doivent être éduqués sur les questions de genre et de sexualité](#) (Lindsay Amer)

English only

- [How Black queer culture shaped history](#) (Channing Gerard Joseph)



PODCASTS

English only

- [Black, Queer and Trans Excellence](#)
- [Hoodrat to Headwrap](#)
- [Mental Health Much](#)
- [You Made Me Queer!](#)

French only

- [Camille](#)
- [Gouinement lundi](#)
- [Homomicro](#)
- [Quouïr](#)

