

Are you experiencing homophobia, transphobia and/or heterosexism on campus? Do you want to talk to someone about it? Do you want to do something about it?

Do you feel silenced, invisible, unsafe or uncertain when you reveal your sexual orientation or gender identity on campus? **Do you avoid coming out** in certain circumstances or fear negative reactions if you do?

Do you avoid situations or not get as much help as you need from a service or individual because you **worry that sharing information** about your sexual orientation or gender identity will negatively influence the quality of service?

Are you **questioning gender identity?** your own sexual orientation or

Do you need help accessing resources or finding other sources of support for your **gender transition on campus?**

Do you want to find out more about Vancouver and UBC's queer/trans communities?

Do you question the invisibility, silence and shame around issues of sexual orientation and gender identity on campus and want to help build a more inclusive, **respectful and diverse community** for all?

Do you want to make a positive difference?

Then this campaign is for you! All across campus, trained Resource People can help. Every student, staff, faculty and campus visitor is welcome to participate in UBC's Positive Space Campaign.

Resources @ UBC-Vancouver

The Positive Space Campaign

604-822-4859, Equity Office, Room 2306 Brock Hall,
positive.space@ubc.ca www.positivespace.ubc.ca

Pride UBC 604-822-4638, SUB 245C, www.prideubc.com

Counselling Services 604-822-9260, Room 1040 Brock Hall,
http://students.ubc.ca/counselling

Employee Family Assistance Program (EFAP) 604-431-8200, emergency
1-800-663-9099, www.interlock-eap.com

Equity Office 604-822-6353, Room 2306 Brock Hall, www.equity.ubc.ca

Vancouver Connections

There are many resources in Vancouver that deal with LGBTQTTI issues. Here are some examples. For more resources, contact a Positive Space Resource Person or see the GLBA Directory at www.glba.org and Xtra West's Community Directory in Vancouver's biweekly LGBT newspaper.

The Centre 604-684-5307, 1170 Bute St., www.lgtbcentrevancouver.com/

The Prideline 604-684-6869 (or throughout BC 1-800-566-1170)

PFLAG, Parents, Families and Friends of Lesbians and Gays
604-689-3711, www.pflagvancouver.com/

TransAlliance Society 604-684-9872, ext. 2044,
www.transalliancesociety.org/

Transgender Health Program 604-734-1514, 1-866-999-1514, www.vch.ca/transhealth

Youthquest! Lesbian and Gay Youth Society of British Columbia
604-523-9115 or 1-866-NOT-ALONE, www.youthquest.bc.ca/

If you would like to join the Positive Space Campaign, have questions about how to incorporate anti-heterosexist practices into your work, study or living space, or if you experience or witness discrimination or harassment on the basis of sexual orientation or gender identity or expression, the Positive Space Coordinator at the Equity Office can help.

Contact the coordinator at:
Positive Space, Equity Office
Brock Hall, Room 2306
1874 East Mall
604-822-4859 (phone)
604-822-3260 (fax)
positive.space@ubc.ca
www.positivespace.ubc.ca

equity
OFFICE
THE UNIVERSITY OF
BRITISH COLUMBIA



The **POSITIVE SPACE** Campaign

Visible & Vocal

Opening doors to sexual and gender diversity at the University of British Columbia

What is the POSITIVE SPACE CAMPAIGN?

The Positive Space Campaign at UBC promotes increased visibility and support for lesbian, gay, bisexual, queer, transgender, transsexual, two-spirit, intersex (LGBTQTTI), gender-queer and questioning people and issues on campus by training volunteer resource people and identifying LGBTQTTI positive spaces and resources. We work to recognize and continue the growth of respectful, supportive, educational and welcoming spaces for our LGBTQTTI faculty, staff and students and to build relationships with allies (supportive persons) to the LGBTQTTI communities. This project is an affirmative challenge to the patterns of silence and erasure facing LGBTQTTI individuals and communities. We advocate for inclusiveness and full participation of LGBTQTTI people in all aspects of campus life.

I've seen this sign in my department. What does it mean?

The Positive Space logo uses a stylized version of the six colours of the rainbow flag, a symbol of pride in the LGBTQTTI communities. The colours represent life (red), healing (orange), sun (yellow), nature (green), harmony (blue) and spirit (violet). This logo sends a message to LGBTQTTI persons and allies that those who display these posters and wear the buttons are knowledgeable, supportive and non-judgmental people who have been trained as Resource Persons and want to help.



Why is this campaign needed? Shouldn't every place be LGBTQTTI positive?

It is true that every place on campus should be LGBTQTTI friendly and that the University's Policy on Discrimination and Harassment prohibits discrimination and harassment on the grounds of sexual orientation and gender identity or gender expression (included in the ground of "sex"). However, many students, staff and faculty who are, or who are perceived to be, LGBTQTTI face insults, assault, exclusion and harassment at UBC and within their wider communities. In fact, 75% of lesbian, gay and bisexual persons in Vancouver report that they have experienced verbal and/or physical homophobia. Incidents of transphobic violence are even greater. Although the campus community has made some changes to systemic, institutional and personal practices that reinforce heterosexism and gender conformity, deny the realities of LGBTQTTI people's lives, experiences and families and/or discourage or prevent full inclusion in university life, more work still needs to be done. LGBTQTTI students, staff and faculty on campus still experience struggles around barrier-free access to UBC's resources and programs; issues of identity development and

coming out; isolation and invisibility; homophobia, transphobia and heterosexism in and out of the classroom, residence and workplace; discouragement from pursuing queer academic interests; difficulty with gender transition issues; systemic access barriers; and discrimination and harassment on the basis of their sexual orientation or gender identity. Coupled with the relative invisibility of LGBTQTTI positive places on campus, it is not reasonable to assume that a University as large and diverse as UBC is free of the prejudice and stereotyping prevalent in our larger society.

What are sexual orientation and gender identity?

Language is fluid, evolving and culturally specific. As such, the meaning and uses of words change across time, place and community. It is important to remember that sexual orientation and gender identity are distinct concepts. Because the LGBTQTTI terms are often included together, the difference between these two concepts can get obscured. While we all possess a sexual orientation and gender identity, one's sexual orientation says or determines nothing about one's gender identity and vice versa. Sexual orientation deals with attraction to others while gender identity deals with how one sees one's self along a continuum of gender possibilities, independent of attraction. Specifically,

GENDER IDENTITY is a person's self-concept of their gender. This may be the same as, or different from, the gender traditionally associated with their birth sex (male, female or intersex). Thus, adopting the female gender means becoming socially and culturally female, regardless of whether one is biologically female, male or intersex or whether one has undergone sex-reassignment surgery or not. A person may also define their gender identity as being more fluid than either male or female or as multi-gendered. In other words, their gender identity may encompass parts of masculinity, femininity and/or other non-traditional gender expressions. Some people may not identify with any gender labels at all.

SEXUAL ORIENTATION is one's sexual, affectional and romantic interests to members of the same gender (usually called gay, lesbian or queer), another gender (usually called heterosexual) or both/all genders (usually called bisexual or queer). Some people experience their sexual orientation as an unchanging, lifelong part of their nature, and others experience it in more fluid way that changes over time or across situations. Everyone has a sexual orientation whether or not they are sexually active.

What do all those other LGBTQTTI words mean?

You can find definitions for the more commonly used words associated with sexual orientation and gender identity (including all those used in this brochure) on the Positive Space website at www.positivespace.ubc.ca (under "terminology").

Who are the Resource Persons? How do I find them? What can I expect?

Look for the posters and buttons around campus to find Positive Space Resource Persons or check out the list of Resource Persons on the web (www.positivespace.ubc.ca) and pick someone who resonates well with you. If you need further assistance in choosing a Resource Person, please contact the Positive Space Coordinator at 604-822-4859, positive.space@ubc.ca or drop by the Equity Office in Brock Hall, Room 2306.

There is a growing network of Resource People on campus - UBC staff, faculty and students who have received training and are willing to provide service in an understanding, respectful and confidential manner. They are knowledgeable and supportive of sexual and gender diversity at UBC and want to help. You can turn to them for support, information and to access an extensive network of UBC and off-campus resources. These are places where it is comfortable and safe to be open about issues of sexual orientation and gender identity without fear of homophobia, transphobia or harassment. You don't need to censor your speech to remove LGBTQTTI content or gendered pronouns with these people. You can expect a non-judgmental, open atmosphere. Although Resource Persons are not counsellors and are not expected to provide support over the longer term, they have been trained in a variety of issues and will know where to go if you need more help. You can also refer to the list on the back page of this brochure for more resources.

How can I become a Resource Person?

All Resource Persons receive training in homophobia, heterosexism and transphobia, awareness of queer culture and knowledge of local resources at UBC and within Vancouver. Workshops and supplemental materials provide training in LGBTQTTI language and issues, ways to challenge heterosexism and harassment, strategies to deal with issues that one may face as a Resource Person and ways to promote practices inclusive of sexual and gender diversity.

Participation in the campaign is voluntary and open to any UBC student, staff and faculty member. There is a mandatory training session for anyone interested in becoming involved with the Campaign and, after this session has been completed, one can then choose whether or not they wish to become a Resource Person. If you do choose to become a resource person, there are further opportunities for on-going supplemental education and training on a wide variety of issues. Information on how to become a Resource Person and a form to sign up for the introductory workshop can be found on our website at www.positivespace.ubc.ca or by contacting the Campaign Coordinator.

Although the initial training session is mandatory, attendance does not oblige or entitle one to become a resource person unless you feel prepared to fulfill the roles of a resource person and are a suitable candidate. Only those who choose to take this next step and sign the pledge will receive the poster and button.