

GREATER SUDBURY POLICE SERVICE INCLUSION TEAM



Subject: Transgender Awareness Training

Time: 2 hours minimum + speakers and extra resources

Topic: Creating Awareness and Understanding

Objectives: At the end of this session, each candidate will be able to:

- a) identify the Ontario Human Rights Code Legislation with respect to Transgender Rights
- b) identify issues of concern for the transgender community when dealing with members of the public
- c) potential ways to create trust with the TG community

Method of Instruction:

Lecture / Video/ Power Point/ Discussion

(Guest speakers from TG InnerSelves are available to assist - refer to fee schedule)

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Overview

The Greater Sudbury Police Service, in partnership with TG Innerselves, is excited to share with you a lesson plan to assist in the “**Creation of Awareness and Understanding of the Transgender Community**”. This lesson plan is the result of a year and a half collaborative effort between the Greater Sudbury Police Service and the transgender community in North Eastern Ontario.

The training video has been endorsed by the OACP Diversity Committee as well as the Ontario Human Rights Commission.

The DVD includes:

1. A training video which provides information and points of discussion for your organization to learn and reflect on. Participants can learn about interactions with the transgender community and the opportunities for relationship building that lead to strong partnerships.
(The training DVD provided includes a power point and lesson plan. Therefore the DVD must be played from a computer. If you wish to play the video on a DVD player, download the video and burn it to a separate DVD)
2. A PowerPoint which can be utilized after the video to assist with discussion and understanding of relevant issues. You **must** have internet connection for the links which are imbedded within the Power Point to work.
3. A PDF copy of a handout from the Ontario Human Rights Commission entitled *Human Rights in Ontario- Gender Identity and Gender Expression* that can be used as a handout

We suggest that you research some of the additional websites provided, prior to giving the training session, to assist the facilitator in developing a good understanding of the relevant issues.

- Organizations are also encouraged to touch base with their own local Transgender Community and encourage dialogue prior to this training taking place.
- TG Innerselves may also be available to assist you with the training, at a cost.
(Please refer to the attached fee schedule and contact them for scheduling speakers)
- Organizations are encouraged to do a Pre/Post survey based on participants awareness and understanding of Transgender Issues, to measure the success of the training. *We have provided a copy of the surveys utilized by the Greater Sudbury Police Service for this purpose.* Participants were asked to complete the anonymous survey utilizing <https://www.surveypplanet.com/> before their training, and then 4- 6 months after their training session.



Presentation Guidelines

Introduction (10 min)	Have an open discussion with participants regarding the reasoning for the training, and pertinent changes to the Ontario Human Rights Code.
Video (40 min)	Explain the development of the video and view it.
Break (10 min)	Allow for a 10 minute break for people to process the video before commencing with lecture.
PowerPoint (30 min)	Utilize the Power Point to enhance discussion and review of relevant information.
Hyper-Links (30-40 min)	The hyperlinks to the relevant websites provide further info and insight.
Resources/Guest speakers (may add an additional 30-60 min)	Provide visuals of books, websites and local community contacts with personal insight into the Transgender experience.
Discussion (20 min)	Discuss your own internal policies, hiring practices, training, and operational practices
Handout	<i>Human Rights in Ontario- Gender Identity and Gender Expression</i>



Sample Survey Questions

1. When dealing with an identified trans male, how should this person be addressed?

PRE-TRAINING Results: people answered with a variety of responses such as:

- as a male
- By their name
- I don't know
- Depends on the situation
- I would be confused and embarrassed to have been wrong about their gender.

POST- TRAINING Results:

- 87% responded Male 13 % responded Female

2. In order to change their sex on an Ontario Birth Certificate, a person must undergo sexually reconstructive surgery?

PRE TRAINING results:

48% = TRUE

52% = FALSE

POST TRAINING results:

20% = TRUE

80% = FALSE



In the Pre-Survey:

3. How relevant do you deem Transgender Awareness Training to be for Greater Sudbury Police Service Members?

They answered via a scale:

1 = Least Important

5 = Most Important

Total Answered: **135**

Total Left Blank:**3**

Average: **3.31**

In the Post Survey:

4. Please advise if you have been able to utilize the Transgender Awareness Training in your work/personal life since taking the training?

We have had 128 responses, to this question. 82 advised (not yet) however 46 responses gave direct examples of how the training had been utilized. Some of these responses are listed below.

- Yes as part of my general knowledge and committee work.
- No I have not but it has highlighted the struggles that they are facing on a day to day basis. I now have knowledge that will help me not only react appropriately but be able to use appropriate words.
- Only with more awareness and having interacting with individuals since the training.
- Work - male having bright pink nail polish - Asked about it - he said he was bi-sexual - Male was 15yrs.
- Have used this training since it was received in explaining a situation to a member of the public
- I have met a couple of the people that presented for our training in passing and I have a new appreciation for what they go through
- Yes, at courts I asked the transgender person who should conduct physical search. She replied woman officer.
- Yes, many times in both! Partially to help in form others as well as providing a more educated outlook on the topic.
- This training session was very informative and has led me to a new understanding of the lives and struggles these individuals encounter on a daily basis. It is heartbreaking to know how cruel people act towards these individuals and how afraid they are to show who they really are to both their family and friends.



- I've utilized the training in my personal life to better understand a relative who is an identified Trans female.
- Yes I have dealt with one transgender male who when asked about searching requested male officers search him as he identifies as male when arrested but identifies as female when out in society.
- When adding a transgender person to our internal system I have had to modify/create the gender section accordingly
- Yes I was organizing a youth panel that has Transgender youth and this training eased my comfort level.
- When I attend meetings which include GSPS partners, if the opportunity presents itself and is appropriate I introduce the topic to assist other organizations to consider how to be inclusive. Inform people of TG Innerselves and their purpose to educate.
- I haven't had an opportunity to use the training, but I am thankful for the awareness I now have when I do have the opportunity to utilize it.



Extra Resource:

Human Rights in Ontario- Gender Identity and Gender Expression

the Ontario Human Rights Commission
2014

http://www.ohrc.on.ca/en/code_grounds/gender_identity

Gender identity and gender expression

Under the Ontario *Human Rights Code*, discrimination and harassment because of gender identity or gender expression is against the law. Everyone should be able to have the same opportunities and benefits, and be treated with equal dignity and respect including transgender, transsexual and intersex persons, cross-dressers, and other people whose gender identity or expression is, or is seen to be, different from their birth sex.

In 2012 “gender identity” and “gender expression” were added as grounds of discrimination in the Ontario *Human Rights Code*. To fully address the new *Code* grounds, as well as the significant legal decisions, policy changes and other developments since its first policy, the OHRC released a new [Policy on preventing discrimination based on gender identity and gender expression](#) in April 2014. To learn more about the OHRC’s work on gender identity and expression, and the public consultation it undertook to develop the new policy, see [Talking about gender identity and gender expression](#).

Relevant Policies:

- [Policy on preventing discrimination based on gender identity and gender expression](#)
- [Policy on preventing sexual and gender-based harassment](#)

Gender identity and gender expression (brochure)

2014 - People who are transgender, or gender non-conforming, come from all walks of life. Yet they are one of the most disadvantaged groups in society. Trans people routinely experience discrimination, harassment and even violence because their gender identity or gender expression is different from their birth-assigned sex. Under the Ontario Human Rights Code (the Code) people are protected from discrimination and harassment because of gender identity and gender expression in employment, housing, facilities and services, contracts, and membership in unions, trade or professional associations.

* copies of the *Human Rights in Ontario- Gender Identity and Gender Expression Pamphlet* can be found on the DVD (French and English version)

TG InnerSelves Fee Schedule

Contact via: info@tginnerseives.com

ORGANIZATION POLICY TRAINING (IN TOWN/OUT OF TOWN)

2 DAY TRAINING

- *Transgender 101 (Terminology)*
- *Social Determinants of Health/Statistics*
- *Ontario Human Rights Code*
- *Group Work- to assist with changes to organization policy*

Rate: \$3,000 (Plus Expenses: Transportation, Per Diem and Accommodations)

1 DAY TRAINING

- *Transgender 101 (Terminology)*
- *Social Determinants of Health/Statistics*
- *Ontario Human Rights Code*

Rate: \$2000 (Plus Expenses: Transportation, Per Diem and Accommodations)

KEY NOTE SPEAKING ENGAGEMENT (SINGLE PRESENTER)

OUTSIDE OF CATCHMENT AREA (1FULL DAY TRAINING)

- *Youth Specific*
- *Ontario Human Rights Code*
- *Psychological/Medical Transition Process*
- *Transgender 101 (Terminology)*

Rate: \$1000 (Plus Expenses: Transportation, Per Diem and Accommodations)

CITY OF GREATER SUDBURY & AREA (1 FULL DAY TRAINING)

- *Youth Specific*
- *Ontario Human Rights Code*
- *Psychological/Medical Transition Process*
- *Transgender 101 (Terminology)*

Rate: \$1000

CITY OF GREATER SUDBURY & AREA (½ DAY TRAINING) - ON SPECIFIC TOPIC FROM LIST.

- *Youth Specific*
- *Ontario Human Rights Code*
- *Psychological/Medical Transition Process*
- *Transgender 101 (Terminology)*

Rate: \$500

GENERAL PRESENTATIONS (1HR)

CITY OF GREATER SUDBURY & AREA

- *Specific component relating to the Transgender Community*

Rate: \$100