

# Training for Change: An Integrated Anti-Oppression Workshop

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Improving Access & Equity in Health for LGBT People  
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# Agenda

- Introduction – 15 min.
- RHN Training for Change Overview – 15 min.
- Warm-up: What I Bring – 5 min.
- Pairs Exercise: The Lens – 15 min.
- Debrief & Discussion: Power & Privilege – 30 min.
- Wrap Up – 10 min.

# Introduction: Learning Objectives

- Explore methods for training service providers about barriers to LGBTQ access to healthcare.
- Work from an integrated anti-oppression framework.
- Provide a learning experience about intersections of oppression and issues of power and privilege.

# Introduction: Group Guidelines

- Listen / communicate respectfully
- Take risks
- Keep yourself safe
- Confidentiality

## Training for Change Overview: Rainbow Health Network (RHN)

- Grassroots network of LGBT-identified individuals and allies.
- Most work in health care and social services or are service users.
- Volunteer driven.
- Created in 2001 to follow up CLGRO's *Systems Failure* report (1997).

# Training for Change Overview: Rainbow Health Network (RHN)

Our vision is the optimal health and wellness of people and communities of all gender identities and sexual orientations, as well as intersex people. This includes – and is not limited to - Lesbian, Gay, Bisexual, Intersex, Two-Spirit, Transsexual, Transgender, Queer and Questioning people and our allies.

# Training for Change Overview: Rainbow Health Network (RHN)

- The Rainbow Health Network is a catalyst and a resource for activities promoting the health and wellness of people of diverse sexual orientations and gender identities, in Toronto and beyond\* .
- We are committed to equity-based, community-based, anti-racism and anti-oppression values. We strive for representation of the full diversity of our communities and commit to building partnerships to achieve this goal.
- \*As a volunteer network with limited resources, our activities are focused primarily in Toronto, and our advocacy and lobbying primarily in Ontario. However, since issues of sexual and gender diversity cross all boundaries, we are open to sharing information and support across provincial and national borders.

# Training for Change Overview: Rainbow Health Network (RHN)

- Networking: Listserv, Website  
[www.rainbowhealthnetwork.ca](http://www.rainbowhealthnetwork.ca)
- Advocacy: Rainbow Health Ontario  
Trans Health Lobby Group
- Education: Rainbow Health Educational Toolkit  
Training for Change
- Equity: Anti-Racism / Anti-Oppression Initiative  
Training for Change

# Why and how was “Training for Change” developed?

- RHN’s entry point is sexual and gender diversity.
- LGBT people’s identities are made up of intersections - sex, class, ability, race, etc.
- Organizations like RHN can tend to develop out of informal networks that do not adequately reflect this diversity.
- Need an integrated anti-oppression framework and approach to organizational development.

# Why and how was “Training for Change” developed?

- RHN’s Anti-Racism Report (2006, by Nuzhat Abbas) made recommendations:
  - Get more in touch with the ways various LGBTQ communities and individuals identify themselves.
  - Become more reflective of Toronto demographics.
  - Create more welcoming atmosphere.
  - Go to communities to do outreach, including youth.

# Why and how was “Training for Change” developed?

- RHN’s equity work and education work were merged to create the Anti-Racism / Anti-Oppression Initiative.
- “Training for Change” was a highlight.
  - Funding obtained from City of Toronto.
  - Outreach conducted, partnerships created.
- Anti-Racism, Access & Equity Policy created.
- RHN structure improved, for greater accountability.

# Training for Change: Phase 1

*Training for Change: An Integrated Anti-Oppression Framework.*

*A Tool for Trainers and Community Service Organizations.*

- Rainbow Health Network, copyright 2009.
- By Margaret Alexander and Fran Odette.
- Available in Large Print and Standard Print.
- See [www.RainbowHealthNetwork.ca](http://www.RainbowHealthNetwork.ca) to download or buy

# Training for Change

## Goals and Methods

- Outreach and relationship building to inform and produce educational materials about sexual and gender diversity for health care and social service workers and advocates.
- Focus on intersections of multiple identities.
- Promising practice: Grounded in discussions with LGBTIQ people from a variety of diverse communities.
- 3 community forums, 4 key informant interviews, email questionnaire, co-hosted workshop on Deaf Access to Healthcare.

# Training for Change

## Issues Identified by Participants

- Anti-oppression work can lack an intersectional analysis.
  - If a need for ramps to enter a building is not included among “LGBTQ issues” – implication - there are no LGBTQ people living with disabilities.
- Language and concepts can be interpreted differently and create additional barriers.
  - Who is included in “LGBTTTIQQ” and who defines these terms?
- Lived experience of the trainer is a factor.
  - Importance of ally work.
  - Responsibility to address oppression of groups that trainer does not personally represent.
  - Knowledge and understanding of integrated anti-oppression is necessary to do this.

# Training for Change Partners & Funding – Phase 1

- Springtide Resources – project coordination
- Rainbow Health Ontario – trustee
- City of Toronto Access & Equity - funding
- Ontario Rainbow Alliance of the Deaf
- Among Friends
- 2-Spirited People of the First Nations
- Black Coalition for AIDS Prevention
- Registered Nurses Association of Ontario
- Mt. Sinai Hospital

# Training for Change

## Phase 2: Fall 2009 – June 2010

- Goals: Expand outreach, assess needs, develop 2 workshops and facilitator's guide, pilot and publish the materials.
- Deidre Walton - Project Coordinator.
- Advisory Committee represents:
  - Registered Nurses Association of Ontario
  - Mt. Sinai Hospital
  - Planned Parenthood Toronto
  - Ontario Rainbow Alliance of the Deaf
- Other organizations & individuals consulted.
- Funded by City of Toronto Access & Equity
- Trustee – Rainbow Health Ontario / Sherbourne Health Centre

# Training for Change Exercise

- Following is a sample exercise from the workshops currently in development
- Demonstrates the Training for Change approach to talking about power and privilege

# Intro - Ontario Human Rights Code Prohibited Grounds

- Ancestry
- Place of Origin
- Race
- Ethnicity
- Colour
- Disability
- Citizenship
- Creed
- Age
- Sex
- Sexual Orientation
- Marital Status/ Same-Sex Partnership status
- Family Status

# Ontario Human Rights Code

- Gender Identity is not protected explicitly in the Code, only by OHRC policy. RHN is part of the Trans Human Rights Campaign, to add gender identity to legislation.

## OHRC CONTEXTS

- Goods/services/facilities
- Trade and professional organizations
- Housing accommodation
- Employment
- Contracts

# Warm-up: What I Bring

- 5 minutes
- Thinking about the list we've just discussed, write down everything that you think applies to you.
- You can include things like: do you have children, do you eat meat, do you have pets, education level, class, etc.

# Pairs Exercise: The Lens – Part 1

- 15 minutes for both parts of this exercise
- Pair up with someone you don't know.
- Turn over your sheet of paper from the warm-up and give it to your partner (they don't see what you wrote).
- Imagine you're a service provider, and your partner walks into your office. (Pretend you're not at an LGBT conference!)
- Draw a line to separate your paper in 2 sections.
- Jot down your impressions of your partner, as you did about yourself, in one section.

## Pairs Exercise: The Lens – Part 2

- Imagine that just before the person walked in, your co-worker took you aside and told you the client is LGBT / queer.
- Do any of your impressions change with this new information?
- If so, write them down on the other section of the paper.

# Debrief & Discussion: Power & Privilege

- 30 minutes
- The papers are given back to the original person.
- Take a few minutes to read them and compare your own description with that of someone else.
- Facilitators lead a discussion:
  - The difference between how we identify and how people see us
  - How impressions change when LGBT is added to the equation
  - How assumptions are related to power lines already present in our society e.g. patriarchy, class, etc.

# Wrap Up

- Any further questions?
- 10 minutes

# Contact Us

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- Rainbow Health Network website  
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