



Rainbow Health Ontario

Rainbow Health Ontario Training and Education

Rainbow Health Ontario provides training and education to improve the accessibility and quality of health care services for lesbian, gay, bisexual, trans and queer communities in Ontario. We offer a range of services to assist organizations and groups in developing cultural competency with regards to diverse LGBTQ communities, including:

- **Conferences and Seminars**

We participate in the delivery of conference workshops, keynote lectures or panel presentations that address LGBTQ health issues. We also participate as exhibitors at conferences, health fairs and community events where we provide informal education about our services and LGBTQ health issues.

- **Classroom Presentations**

We provide educational presentations on LGBTQ health issues to college and university students in health and social issue classes.

- **Training Resources**

The RHO Resource Database features a variety of LGBTQ health resources, including training manuals, curricula, clinical guidelines and other resources designed to educate health and social service providers.

- **CME Clinical Sessions**

RHO offers clinical sessions that meet the accreditation criteria of The College of Family Physicians of Canada.

Two clinical sessions are focused on LGBTQ health. Each session has been accredited by the Ontario Chapter for up to 3.0 Mainpro-M1 credits. For more details, please click <http://www.rainbowhealthontario.ca/cme-clinical-sessions/>

Trans Health Connections offers four clinical sessions on trans clinical care. Each module meets the accreditation criteria of The College of Family Physicians of Canada. Each session has been accredited by the Ontario Chapter for up to 5.0 Mainpro-M1 credits. For more information, please click <http://www.rainbowhealthontario.ca/trans-health-connection/>

- **LGBTQ Training Sessions**

RHO's training and education sessions are designed to assist health care and social service providers in providing equitable and comprehensive services to LGBTQ people. These training sessions can be tailored and custom designed to different audiences including front-line staff, mental health workers, counselors, management or board directors and volunteers. RHO requires a minimum of 10 attendees at any training session. All training sessions are a minimum of 2.5 hours. We currently offer the following workshops:

Rainbow Health Ontario encourages all participants to attend *Introduction to LGBTQ Health Needs* as a prerequisite to other RHO trainings. The introductory workshop will provide a sound foundation to understand and grasp the terminology, complexity of barriers and challenges for LGBTQ persons to access comprehensive health care.

The trainings are designed for staff and/or volunteers who work in community based organization, educational institutions, recreational, residential and health care facilities.

Fees: Most of the education and trainings session by RHO staff are offered on a cost recovery basis. Please refer to <http://www.rainbowhealthontario.ca/training/> Independent trainers are paid as per training session.

1. Introduction to LGBTQ and Health Needs

The interactive workshop provides an overview of LGBTQ in North America and a global perspective. The session addresses the myths and stereotypes, history of LGBT, assumptions, exploring the differences between sexual behavior versus sexual orientation and health disparities affecting LGBTQ communities. The participants will explore various LGBTQ terms and definitions, case scenarios and the impact of homo/bi/trans phobia on health. Participants will learn of culturally competent practices and how to provide good care. The session uses a blended learning style utilizing didactic, videos, quiz/ exercises and case scenarios. Presented by Rainbow Health Ontario staff

2. Introduction to LGBTQ Emotional and Mental Health

Canadian studies show that LGBTQ people report higher rates of mood and anxiety disorders, poorer self-perceived mental health status, and higher rates of lifetime suicidality relative to heterosexuals. Furthermore, there is evidence to show that substance use may be higher in LGBTQ communities, and that patterns of use are different. This workshop explores how social stigma and discrimination can affect LGBTQ people's mental and emotional health, including how external negative situations become internalized and how unhealthy coping strategies can develop. Participants will also learn about practical and psychological supports that can protect the individual and promote resilience. Presentation, interactive exercises and case studies will provide participants with evidence-based learning, new strategies and skills. This workshop is for health and social service professionals; it is not focused on psychotherapy practice. Presented by Rainbow Health Ontario staff.

3. The Joy of Gender

The Joy of Gender is a lively and thought-provoking workshop that prepares service providers to understand and embrace work with trans people. Transgender experience is presented as an ordinary, if unusual, aspect of human diversity. Participants will gain an appreciation of the historical and cross-cultural contexts of trans people's lives as well as current international efforts by trans communities as they reach for visibility, human rights, and access to health care on their own terms. Presented by independent trainer

4. LGBT Seniors and Health Needs

The workshop explores the impact of aging and LGBT. The session addresses their challenges growing up in an era when it was criminal to be LGBT, the experiences of LGBT seniors navigating the health care system and the lack of sensitive services for senior LGBT. Participants will learn of the societal factors that impact LGBT seniors and

how to improve services, provide sensitive and competent health care to the invisible population. Explore the steps to create an LGBT-positive environment in long-term care homes for seniors. Presented by Rainbow Health Ontario staff and independent trainers.

5. Bisexuality and Bisexual Health Issues

This interactive workshop provides an overview of the unique issues, needs and experiences of bisexual people, including myths and stereotypes, the impact of biphobia, relationship dynamics, and health disparities. The session aims to build the knowledge and capacity of health care and social service providers to offer inclusive and appropriate services for bisexual clients. There is also a full day training option available in which participants receive detailed instruction and materials on Sherbourne Health Centre's "The B Side: Exploring Bisexuality" group model to enable them to offer this type of support and educational group in their community. Presented by an independent trainer.

6. Removing the Barriers: Making your Organization LGBTQ-Positive

The workshop uses an anti-oppression/anti-racism framework to examine the process of developing organizational sensitivity and responsiveness to diverse LGBTQ communities. The session addresses creating a positive and welcoming work environment for both LGBTQ staff and clients. The interactive workshop will explore various strategies such as specific programs, HR policies, community consultation and LGBTQ representation in organizations. The workshop will address steps at board level, management, front-line to volunteer to provide and deliver equitable services and access for LGBT communities. Presented by Rainbow Health Ontario staff.

7. Providing Services for LGBTQ Youth

The interactive workshop examines healthy sexuality and creating a safe spaces for queer and trans youth. The session addresses sexual identity, sexual development, identities and attractions, the coming out process and issues experienced by LGBTQ youth. The session further explores the numerous challenges of LGBTQ youth such as intersections of oppression; exploitation, homelessness, harassment, school bullying, violence, peer-pressure and vulnerability. Participants will learn of various tools for providing services for youth and community links to resources developed for youth by youth. Presented by Supporting Our Youth staff. <http://www.soytoronto.org/>

8. The Relationship Game (for Service Providers) is a tool that facilitates communication with young people of any and all sexual and gender identities to identify and explore power imbalances in relationships. It strengthens the capacity of service providers in assisting youth in making more informed relationship choices for improved sexual and emotional health. Using various scenarios in both individual reflection and large group discussion format, it enables young people to identify areas of concern, build self-awareness, increase negotiation skills, explore options, and strengthen their emotional vocabulary. Presented by Supporting Our Youth staff. <http://www.soytoronto.org/>

9. The Relationship Game (for youth groups) is a tool that facilitates communication with young people of any and all sexual and gender identities to identify and explore power imbalances in relationships. Participation in the Game strengthens the capacity of young people to make more informed relationship choices for improved sexual and emotional health. Using various scenarios in both individual reflection and large group discussion format, it enables young people to identify areas of concern, build self-

awareness, increase negotiation skills, explore options, and strengthen their emotional vocabulary. Presented by Supporting Our Youth staff. <http://www.soytoronto.org/>

10. LGBTQ newcomers

LGBTQ newcomers, immigrants and refugees face many barriers to access services. Community programs and service providers often are not aware of the complexities that come with multiple levels of social oppression associated with the various identities carried by LGBTQ newcomers. Through our work with young newcomers - who are often facing homophobia, transphobia and racism while living in poverty - we are able to help build a more elaborate understanding of the barriers to health, wellbeing and social inclusion that this population faces on daily basis.

Presented by Supporting Our Youth staff. <http://www.soytoronto.org/>

11. Queering the Family Tree: Welcoming LGBTQ Families

This workshop explores the question: What does it mean to be an LGBTQ-positive service provider to LGBTQ families? The interactive presentation addresses some of the commonly-held negative ideas about LGBTQ people raising children; offers some interesting findings from recent research on LGBTQ parenting; and some practical suggestions for service providers interested in making their programs and services more accessible and welcoming to LGBTQ families. Key to this workshop's success is a comfortable and open environment where participants are free to ask lots of questions. Workshops can be custom-designed, and have been offered to practitioners and students in health care, social work, education, supervised visitation, family resource programs, and midwifery. Presented by LGBTQ Parenting Network staff. <http://www.lgbtqparentingconnection.ca>.

12. Workshops for Adoption/Foster Care Workers and/or Foster Parents

Workshop content is similar to "Queering the Family Tree" workshop (see above), with special emphasis on the results of a research project conducted in partnership with the Centre for Addiction and Mental Health. The study, "LGBT Adoption in Ontario: Policy, Practice & Personal Narratives," surveyed adoption agencies in Ontario about their policies and procedures related to LGBTQ adoption and interviewed 43 LGBTQ adoptive parents. The workshop addresses both positive and negative experiences with the adoption system, and emphasizes practical strategies for adoption/foster care workers and foster parents who are interested in creating a more welcoming environment for LGBTQ families. Presented by LGBTQ Parenting Network staff. <http://www.lgbtqparentingconnection.ca>.

13. LGBTQ (Lesbian, Gay, Bisexual, Trans, Queer) Training for Fertility Clinics and Sperm Banks

Specifically designed for fertility clinics and sperm banks and informed by years of experience working with LGBTQ people accessing assisted human reproduction (AHR) services, trainings include definitions and language; history and social context of LGBTQ family creation; commonly-held negative ideas about LGBTQ parenting; recent research on children growing up in LGBTQ families; examples of how homophobia, transphobia and heterosexism play out in AHR services; issues for LGBTQ people in relation to the Assisted Human Reproduction Act; practical suggestions for making AHR services more accessible and welcoming to LGBTQ families, including trans clients; information about local services and programs for LGBTQ families. Presented by LGBTQ Parenting Network staff. <http://www.lgbtqparentingconnection.ca>.

14. Workshops for LGBTQ Parents and Prospective Parents

Workshops can be custom-designed depending on needs and interests of participants. All workshops explore practical, emotional, social and legal issues related to LGBTQ parenting. Workshop for prospective parents can include issues of entitlement to parent, how to “talk back” to commonly-held negative ideas about LGBTQ parenting; fertility awareness, insemination options and procedures, parenting arrangements, co-parenting, adoption and fostering, surrogacy, birth options, legal issues and more. Workshops for LGBTQ parents who had children within heterosexual contexts can include coming out to children, parenting arrangements, negotiating with ex-partners, step and/or co-parenting, blended families, and more. Presented by LGBTQ Parenting Network staff. <http://www.lgbtqparentingconnection.ca>

15. Reading, Writing & Resilience: Queer Spawn Speak Out About Schools

Based on the results of a research study that asked queer spawn (children with LGBTQ parents) about their experiences at school, this presentation explores how homophobia/heterosexism/transphobia manifest in schools and discusses ideas and strategies for achieving more inclusive and welcoming school environments. Workshop is of interest to parents, teachers, prospective parents and teachers, early childhood educators, family resource program workers, education administrators and, of course, queer spawn! Presented by LGBTQ Parenting Network staff. <http://www.lgbtqparentingconnection.ca>

16. Classroom Presentations

The LGBTQ Parenting Network provides workshops, lectures, keynote addresses and panel presentations on LGBTQ parenting issues to high school, college and university students. We have spoken in programs including gender and sexuality studies, sociology/anthropology, history, political science, criminology, law, midwifery, medicine, nursing and family studies. Presented by LGBTQ Parenting Network staff. <http://www.lgbtqparentingconnection.ca>

17. Responding to Violence in Intimate Relationships in LGBTQ Communities

This interactive workshop examines the issue of violence in intimate relationships for LGBTQ people and how those in the helping professions can offer culturally competent support services to LGBTQ victims of violence. Although violence in intimate relationships occurs in the lesbian, gay, bisexual, transgender and queer communities with the same amount of frequency and severity as in the heterosexual community, it is vastly underreported and unacknowledged due to societal anti-LGBTQ bias (homophobia, heterosexism, biphobia and transphobia). Participants will learn how to strengthen culturally specific responses to members of the LGBTQ communities by creating a welcoming environment, providing an inclusive intake process and case management, developing policies and procedures and building community outreach and partnerships. Presented by an independent trainer.

For more information on training sessions or to request a training:

<http://www.rainbowhealthontario.ca/training/>

For questions and training enquiries contact Education Coordinator, Devan Nambiar at, dnambiar@rainbowhealthontario.ca or 416-321-4100 ext. 5262