

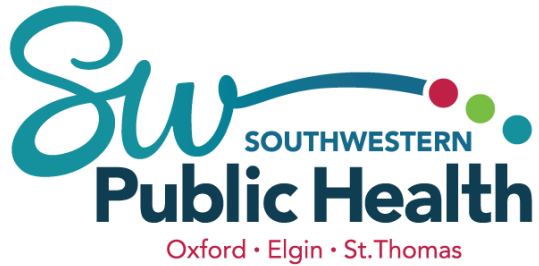
COMMON GROUND

A health promotion approach to increasing LGBT+ health outcomes in

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BACKGROUND

Southwestern Public Health – Elgin County Eastern Region

- Consists of four predominant faith based groups that are opposed to LGBT+ populations
- Pride events and flag raising trigger
- Lack of research for rural LGBT+ populations (Situational assessment completed)
- Internal work required to establish a foundation (communication matrix developed)

COMMUNICATION MATRIX

- **A tool created in response to both internal and external feedback that was received**
 - Need identified for a tailored approach to situations both internally and in the wider community
- **Can be used to guide individuals to different productive responses when put in difficult situations where homophobic/biphobic/transphobic comments or assumptions are made**
 - looks at what do when different individuals (e.g. client, community members, coworkers, community partners) made problematic comments/assumptions
- **Preliminary version created - continuing work in progress as the project continues to evolve**

Responding to a situation where homophobic/biphobic/transphobic comments/assumptions are made

Who made the comment?

Client/Community Member

Co-worker/Community Partner

What type of comment was made?

Core Value-Based

Lack of Education/Understanding

Some things to consider:
Possible actions:

What type of comment was made?

Core Value-Based

Lack of Education/Understanding

Some things to consider:
Possible actions:



EXAMPLE 1:

Situation:

You are at work in the lunchroom and people are making jokes about how out of hand people are asking to be called different pronouns. One individual brings up the pronoun “ze” and laughs saying that “it sounds like a robot and it is going to be really confusing to keep straight all of the different things that people want to be called”. How do you respond?



EXAMPLE 2:

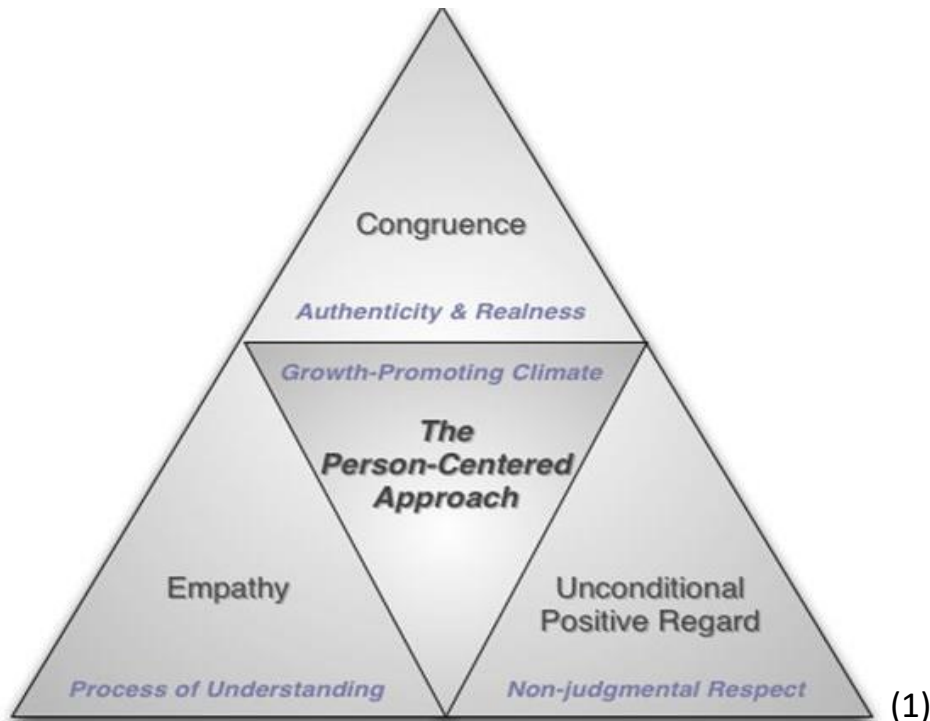
Situation:

You are working on an LGBT+ priority population program within the school and a complaint comes in from a parent that you're infringing on their religious beliefs with this program. How do you respond to the school administration to support the program continuing.

NEXT STEPS - COMMUNITY

Dialogue – HEART

(Hearing, Engaging, Affirming, Respecting, Trusting)





QUESTIONS?

RESOURCES

- 1. Person centered. Blog Post. [cited 2018 November 20]. Available from: http://pamyount.blogspot.com/2012_05_01_archive.html