

ESPACE | POSITIVE  
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# **The CFB Halifax POSITIVE SPACE INITIATIVE**



## **(PSI)**

Established July 8th, 2016

# Agenda

- What is a Positive Space & How the Initiative Works
- Positive Space Champions
- Key Concepts
- Canadian Context & History
- Positive Space in CFB Halifax

# What is a Positive Space?

*"A welcoming and inclusive environment for everyone including members of the lesbian, gay, bisexual, trans, intersex, and queer (LGBTQ+) community."*

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# Why is Positive Space needed?

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# **The Positive Space Initiative**

In 2013 The Treasury Board Secretariat piloted Positive Space training by inviting the leadership of the Ontario Public Service Pride Network to deliver sessions to interested representatives of federal departments and agencies.

## **How does it Work?**

Volunteers are trained to become Champions of the workplace who promote inclusion with a focus on LGBTQ+ related issues.

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# Being a Positive Space Champion

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"What does a champion do?"

# The Responsibilities of a Champion

Strive	<ul style="list-style-type: none"> <li>toward developing a greater understanding of discrimination, privilege, and needs of the LGBTQ+ community.</li> </ul>
Promote	<ul style="list-style-type: none"> <li>a community that appreciates, embraces and celebrates differences.</li> </ul>
Challenge	<ul style="list-style-type: none"> <li>negative anti-LGBTQ+ comments, statements, or jokes.</li> </ul>
Interact Respectfully	<ul style="list-style-type: none"> <li>and maintain the confidentiality of others.</li> </ul>
Committed	<ul style="list-style-type: none"> <li>to making positive changes.</li> </ul>
Provide Support	<ul style="list-style-type: none"> <li>and link employees to resources.</li> </ul>

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# Key Concepts

## Sex

- Categorizes people in terms of their reproductive or secondary sex characteristics.

## Gender Identity

- Is a deep sense of being male, female, both or neither.

## Gender Expression

- Is how a person expresses their gender to others.

## Sexual Orientation

- Is a person's sexual or romantic attraction for others of a particular sex or sexes.

# The Genderbread Person

by [www.ItsPronouncedMetrosexual.com](http://www.ItsPronouncedMetrosexual.com)



## Gender Identity

Woman

Genderqueer

Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



## Gender Expression

Feminine

Androgynous

Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



## Biological Sex

Female

Intersex

Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



## Sexual Orientation

Heterosexual

Bisexual

Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.



read more

# Heteronormativity & Binarism

## “Heteronormativity”

- ...is the belief or assumption that people fall into distinct and complementary genders (male and female) with natural roles in life. It assumes that heterosexuality is the norm, and sexual relations are most (or only) fitting between people of opposite sexes.

## “Binarism”

- ...is the belief that sex and gender exist as distinct, opposite and disconnected forms of masculine and feminine.

# LGBTQ+ in Canada

- Canada is seen as one of the most LGBTQ+ friendly countries in the world.
- Same sex marriage and adoption by same sex couples are legal.
- LGBTQ+ people are mostly protected from discrimination by provincial and federal laws.



# LGBTQ+ in Canada

- LGBTQ+ youth experience high rates of homelessness, addiction and abuse.
- LGBTQ+ people continue to face harassment and bullying at school and work.
- Transgender people face barriers to accessing health and other essential services
- Trans persons are routinely discriminated against by employers.

# History in Canada

1965

- Everett George Klippert is sentenced to life in prison for being gay.

1967

- Justice Minister Pierre Trudeau proposes amendments to the Criminal Code which would relax the laws against homosexuality.

1969

- Bill C-150 is passed which decriminalizes homosexuality in Canada.

1978

- Canada gets a new Immigration Act whereby homosexuals are removed from the list of inadmissible classes.

1979

- The Canadian Human Rights Commission recommends in its annual report that "sexual orientation" be added to the Canadian Human Rights Act.

# History in Canada

1980

- Bill C-242, an act to prohibit discrimination on grounds of sexual orientation doesn't pass parliament.

1988

- An interim CF policy is introduced whereby the CF does not knowingly recruit lesbian and gay members.

1992

- The federal court lifts the country's ban on homosexuals in the military, allowing gays and lesbians to serve in the armed forces.

1996

- Bill C-33 passes which adds "sexual orientation" to the Canadian Human Rights Act

Today

- To this day "gender identity" is still not included in the Canadian Human Rights Act as a protected status.

# CFB Halifax Positive Space Initiative Working Group (PSIWG)

In July of 2016, Base Commander Captain(RCN) Chris Sutherland approved the establishment of a Positive Space Initiative Working Group for CFB Halifax to administer the initiative.

- Executive Champion: Commander Wayne DiPersio, CD
  - Base Chief of Staff
- Military Co-Chair: MWO Hélène Trudel
  - BAdm, Information Holding Office
- Civilian Co-Chair: Tracy Mitchell
  - Base Information Systems

# In Closing

We are proud to announce that, as far as we know, CFB Halifax is the first base to formally adopt the Positive Space Initiative.

We expect to begin recruiting and training Champions in the new year.

If anyone is interested in becoming a Champion or joining the working group we can be contacted by sending email to:

To...

+

HFX Positive Space Working Group;

# Operation HONOUR

"The Canadian Armed Forces is an institution in which we should all take great pride. We have a legacy of achievement, principles, and values that dates back to the earliest days of our country. We have great people who do great things. And in keeping with that legacy, every member must treat their comrades with the respect and dignity that is their due."

General Jonathan Vance

Chief of the Defence Staff

