

## **Colours Care Serving Trans People with Respect**

Trans people are a part of our society yet their issues are the most misunderstood. The term “Trans” is an umbrella term that includes Transgender, Transsexual, Cross dressers, Trans-identified etc. The equivalent legal term “Gender Identity” has been added as an enumerated ground for discrimination in the Ontario Human Rights Act (Bill33, Toby’s Law passed on June, 18, 2012) and the Canadian Human Rights Act (Bill C-279 passed Parliament on March 20, 2013, currently before the Senate).

Our duty as service providers is to better understand how best to treat Trans people. If you are unsure if a person is a male or female don’t panic. We are not here to “out” or judge a Trans person. Don’t do things to call attention to a Trans person. Being Trans is one part of that person’s human persona. Make them feel comfortable.

A few tips:

- Best to use gender neutral language like, “welcome”, “thank you for supporting us”, “enjoy the concert”.
- If you are unsure of which pronoun to use, and you really need to know, just ask, “I need your help, how would you like to be addressed?” Most Trans people won’t be offended and see this as a sign of respect.
- Use common sense and respect and you will be fine

Reference: City of Ottawa, A City for Everyone, Equity and Inclusion Lens, Community Snapshot GLBT (gay, lesbian, bi-sexual, trans) 2010