



November 2011

2012 RNAO Annual General Meeting and RNIG AGM

Mark your calendars now! The 2012 **RNAO AGM** is scheduled for Thursday April 26 to Saturday April 28.

The **RNIG AGM** will take place on Saturday, April 28 from 9 to 11 a.m. More information will be available in the new year. Please plan on attending!

RNIG's Activities

We are working on some very exciting projects! We encourage you to participate in or to provide input on our activities.

Development of a Member List-serve

The executive has been piloting a member list-serve, and will be making it available to all members in the near future.

Promotion of LGBT Competence in Nursing

We are continuing to explore the process for the development of a Nursing Best Practice Guideline (BPG) to promote LGBT positive health care environments. We envision a BPG that would be relevant to *all* nurses in *all* health care settings and would:

- Support health care organizations to create and sustain LGBT positive environments for nurses and clients
- Contribute to reducing cultural barriers to health care
- Support the development of agency guidelines and policies for inclusive clinical interactions and healthy workplace practices
- Help to reduce the disproportionate burden of poor health experienced by LGBT people.

We are networking with partners and working closely with RNAO to advocate for, support and facilitate the development of this BPG. This is likely to be a lengthy process that will be time and energy intensive, and may require fundraising to move it forward in a timely fashion.

Digital Storytelling

This project is temporarily on hold and will resume after the BPG project has been completed.

Support for Gay – Straight Alliances (GSA's)

This year, several publicly funded Catholic school boards banned or restricted the formation of these groups in their schools, and require that when issues of sexual orientation and gender identity are raised, same sex sexual relationships are not condoned. We have offered our support to Queer Ontario in advocating for GSA's and inclusive school environments.

Toronto Pride Parade

RNIG members carrying the RNIG banner marched with the ONA contingent in the 2011 Toronto Pride Parade. There were about 20 people marching in this combined group.



Student Representative(s) Needed on RNIG Executive

If you are a student member, please consider joining the fun-loving, dynamic, passionate RNIG executive as a student representative!

French Name Needed for RNIG

We would like to have a French name for our group. If you speak French, please feel free to submit a translation of "Rainbow Nursing Interest Group" to Karla Stewart, at karla.stewart@smdhu.org.

A Personal Message and Invitation from One of Our Members

My name is Elaine Hampson. I am one of the founding members of RNIG and until the next annual meeting, I am the financial officer.

As members of the Public Health Alliance for LGBTTTTIQQ Equity a workgroup of the Ontario Public Health Association, many of us we were concerned that positive spaces exist for our clients, but also for all nurses wherever they practice. I have been involved with LGBTTIQQ equity work as a public health nurse since 1994 as an ally. This work has enriched my life and I have met so many wonderful passionate people. RNIG involves LGBTQ nurses and also allies, so it is wonderful to see us all work together. It is a hard working group and I hope and think everyone that joins us feels welcome. and able to be themselves. It is great to see nurses come from all sectors to work to create positive work environments for all. If all nurses feel welcome and appreciated for their uniqueness, our clients will feel that attitude towards them as well. Please join us, not only for the hard work which has much meaning, but the laughs, comradeship and congeniality that we share. We look forward to welcoming you!

News

Changes in Assessment Criteria at CAMH's Adult Gender Identity Clinic

This spring, CAMH's Adult "Gender Identity Clinic" announced significant changes to their assessment criteria, bringing them in line with Provincial and International Standards of Care as follows:

"The eligibility criteria will be set at 18 years of age (changed from 21), and the length of the Real Life Experience (RLE) minimum requirement will be 3 months for hormones (changed from 12), and 12 months for Sex Reassignment Surgery (changed from 24). The parameters of the RLE itself (i.e., documented full-time work, school and/or volunteer work) remain the same. As always, clients must meet the diagnostic criteria, as well as the readiness criteria. We will work with all our clients to achieve an individually tailored care plan.

In striving for an equitable process during these policy changes, we will be undergoing a systematic review of clients currently in our care. Clients who meet the above criteria in our review will be contacted by us and prioritized for hormone or surgery approval appointments. This will mean some delay in seeing new clients for initial assessments. We ask for your patience during this time as we work towards implementing these service changes. If you are someone who would like an initial assessment, please have your doctor's office contact the program secretary. We also invite you to visit the Gender Identity Clinic pages of camh.net for additional information. Clinic Head and psychiatrist Dr. Christopher McIntosh, staff psychologist Dr. Nicola Brown and the rest of the clinic staff welcome you to the clinic and look forward to meeting you."

Angus-Reid Survey: "Most LGBT Working Canadians Experience Tolerance But Some Discrimination Persists"

www.angus-reid.com/wp-content/uploads/2011/11/2011.11.15_LGBT.pdf

"The online survey of 983 gay, lesbian and bisexual Canadian adults who are employed—conducted in partnership with the Toronto Gay and Lesbian Chamber of Commerce—sought to review specific workplace issues that may arise because of a person's sexual identity or orientation."

Proposed Revisions to DSM-5

On May 5, the American Psychiatric Association released a second round of proposed diagnostic criteria for the 5th Edition of The Diagnostic and Statistical Manual of Mental Disorders (DSM-5). These include two categories that impact the trans community: Gender Dysphoria (formerly Gender Identity Disorder) and Transvestic Disorder (formerly Transvestic Fetishism).

A diagnosis of Transvestic Disorder is designed to punish social and sexual gender nonconformity and to enforce binary stereotypes of assigned birth sex.

The current period for public comment to the APA ended in June. A number of RNIG members provided input prior to this time. The following article provides further information on the impact of proposed changes on trans people.

www.gidreform.wordpress.com/2010/10/16/ten-reasons-why-the-transvestic-fetishism-diagnosis-in-the-dsm-5-has-got-to-go

Trans Bill

Bill C-389, a bill that would amend the Canadian Human Rights Act and the Criminal Code by adding protections for gender identity and gender expression, passed Third Reading during the last session of Parliament, but didn't make it through the Senate before the election was called. Two Private Member's Bills on trans rights were recently submitted by Liberal MP Hedy Fry and NDP MP Randall Garrison.

Events

INSPIRE AWARDS - Lifetime Achievement Award - December 14, 2011

www.inspireawards.ca

In 2010, 8 partners came together to search for inspiring people and businesses within the LGBTQ community. The INSPIRE AWARDS were born to honour them. On Wednesday, December 14 from 6-10 pm, a cocktail reception and awards ceremony will be held at the Courtyard by Marriot in Downtown Toronto to celebrate the life and work of inspiring individuals. There will be fabulous entertainment, a silent art auction, great food and a cash bar.

Tickets are \$30 and can be purchased online through their website.

The 2011 honourees are Michelle DuBarry and Boyd Kodak. There will be a special honorary award for the Honourable late Jack Layton.

Rainbow Health Ontario's 2012 Conference – March 20-23, 2012

<http://www.rainbowhealthontario.ca/conference/welcome.cfm>

Our own co-chair, Judy MacDonnell will be a presenter at RHO's 2012 Conference to be held March 20-23 in Ottawa. The theme is "Supporting LGBT Health Through Every Stage of Life".

The biennial RHO is the only conference in Canada focused on the health and wellness of LGBT communities. It provides a dynamic forum for influential health and social service

providers, community members, researchers and policy makers to meet, learn, share and plan for action. Registration will be available online in December.

Exhibit booth and advertising opportunities are available. For more information, visit:

<http://www.rainbowhealthontario.ca/conference/sponsorship/exhibitadvertiserspace.cfm>

Resources / Websites

“Not Round Here - Affirming Diversity, Challenging Homophobia” Rural Service Providers Training Manual

http://www.hreoc.gov.au/pdf/human_rights/not_round_here.pdf

This is an Australian publication designed specifically with rural populations in mind.

RR Consulting - New Website

www.RRconsulting.ca

The following information was submitted by Rupert Raj of RR Consulting:

“My tri-part service offers **Counselling/Psychotherapy** for both LGBT and straight clients (individual, couple and family), **Gender Consulting**, and **Professional Development Training** on Trans & Queer issues.

Please check out my website and let me know what you think. And please let your clients, colleagues and friends know too because the more hits I get, the more visibility I get on the world wide web, which, in turn, makes it more accessible to more people.

There are 19 downloadable Word PDF files on the “Resources” page focusing on Trans and LGBT resources, as well as selected Trans & LGBT Canadian web links and upcoming events on the Home page.”

Trans Health Connection, and Mentorship for Health Care Professionals Working with Trans People

Rainbow Health Ontario – a program of Sherbourne Health Centre – has launched a program called **Trans Health Connection**. The goal of the program is to increase the capacity of Ontario’s health care system to better meet the needs of trans people across the province.

Trans Health Connection recently started a mentorship program: a weekly teleconference opportunity for providers (physicians, nurses, social workers, therapists, etc) across the province to call in and connect with members of the LGBT (lesbian, gay, bisexual, trans) primary health team at Sherbourne, to get ongoing clinical advice and support in working with trans clients. If you are trans-identified, please tell your health or social service provider about this great opportunity!

To register for the mentorship sessions, providers can email jzaitzow@rainbowhealthontario.ca, or call 416 324-4011 x5325 for more information.

Rainbow Health Ontario’s Store (online ordering)

<http://www.rainbowhealthontario.ca/rhostore/welcome.cfm>

The RHO Store offers a range of unique and colourful publications that can be purchased online. These materials are designed to fill gaps in health promotion and clinical practice information regarding the health and well-being of LGBT communities in Ontario.

Trans PULSE Project

http://transpulseproject.ca/public_downloads.html

“The Trans PULSE Project is an exciting community-based research (CBR) project that responds to problems identified within Ontario trans communities regarding access to health and social services.”

The website offers numerous publications and downloads related to trans issues, including conference presentations, project reports, e-bulletins and journal articles.

LGBTQ Parenting Connection

<http://www.lgbtqparentingconnection.ca/home.cfm>

LGBTQ Parenting Connection “is a network of organizations supporting LGBTQ parents, their children and their communities”. Based in Toronto, they offer a number of courses, events, family resource programs and groups. There is an extensive resource list on their website.

International Lesbian, Gay, Bisexual, Trans and Intersex Association

www.ilga.org

This website provides information on the status of LGBT rights around the world, and advocates for LGBT human rights worldwide.

Queer Ontario

www.queerontario.org

Queer Ontario “is a provincial network of gender and sexually diverse individuals — and their allies — who are committed to questioning, challenging, and reforming the laws, institutional practices, and social norms that regulate queer people. Operating under liberationist and sex-positive principles, we fight for accessibility, recognition, and pluralism, using social media and other tactics to engage in political action, public education, and coalition-building.”

Opportunities

Rainbow Health Ontario is hiring...

RHO is hiring a new Community Outreach Worker in LHIN 5 Central West. This outreach worker must live for the majority of the year in LHIN 5 Central West (includes all of Dufferin County, the northern portion of Peel Region, parts of north-western Toronto, and south-west York Region.) This is a 10 hour a month paid position. For more information and an application package, please visit: <http://www.rainbowhealthontario.ca/about/whatsnew.cfm?startRow=1#ab37dcee0-3048-8bc6-e85f-926a0e7d5949>

Participate in Research

<http://www.rainbowhealthontario.ca/research/currentProjects.cfm>

Rainbow Health Ontario encourages more research on LGBT health in Ontario and invites LGBT people to consider participating in research that may be of benefit to the health of our communities. A number of studies seeking participants are listed on this page. They have been reviewed by RHO, and RHO supports the broad goals and objectives of these projects.

About the Rainbow Nursing Interest Group (RNIG)

Mission: To foster and advocate for nursing practice and environments that support people of all sexual orientations and gender identities.

Vision: "Every space a POSITIVE SPACE."

Values: *We value:* Evidence-informed, inclusive, reflective, respectful, safe and supportive care and environments for people of all sexual orientations and gender identities.

Goals:

- Challenging invisibility and silencing faced by LGBTTTTIQQAA people.
- Facilitate evidence-informed nursing care that reflects the needs of LGBTTTTIQQAA clients.
- To provide resources, support and knowledge for registered nurses, their communities, and each other.

Changes in the Executive

The following changes in the executive have occurred in 2011:

- André Boisvert completed his second term as membership ENO
- Mitzi Mitchell was acclaimed as membership ENO.
- Laura Hanson resigned as co-communications ENO as she has accepted a position as a policy analyst with RNAO
- Karla Stewart completed her first term as co-communications ENO and was acclaimed for a second term
- Lisa Connolly completed her first term as policy/political action ENO and was acclaimed for a second term
- Patrick Dator was acclaimed as co-communications ENO, replacing Laura Hanson

Your RNIG Executive

Co-Chairs:	Judith MacDonnell Dianne Roedding	jmacdonn@yorku.ca DRoedding@regionofwaterloo.ca
Treasurer:	Elaine Hampson	Elaine.Hampson@yorku.ca
Membership:	Mitzi Mitchell	mitzim@yorku.ca
Co-Communication:	Karla Stewart Patrick Dator	Karla.Stewart@smdhu.org pndator28@msn.com
Co-Policy/Political Action:	Robin Fern	rfern@mac.com

Lisa Connolly connollyandluke@execulink.com

Student Liaison:

Position currently vacant