

THN VOLUNTEER TRAINING PROGRAM

Introduction and Orientation to THN Core HIV Training
Program Participant Handout

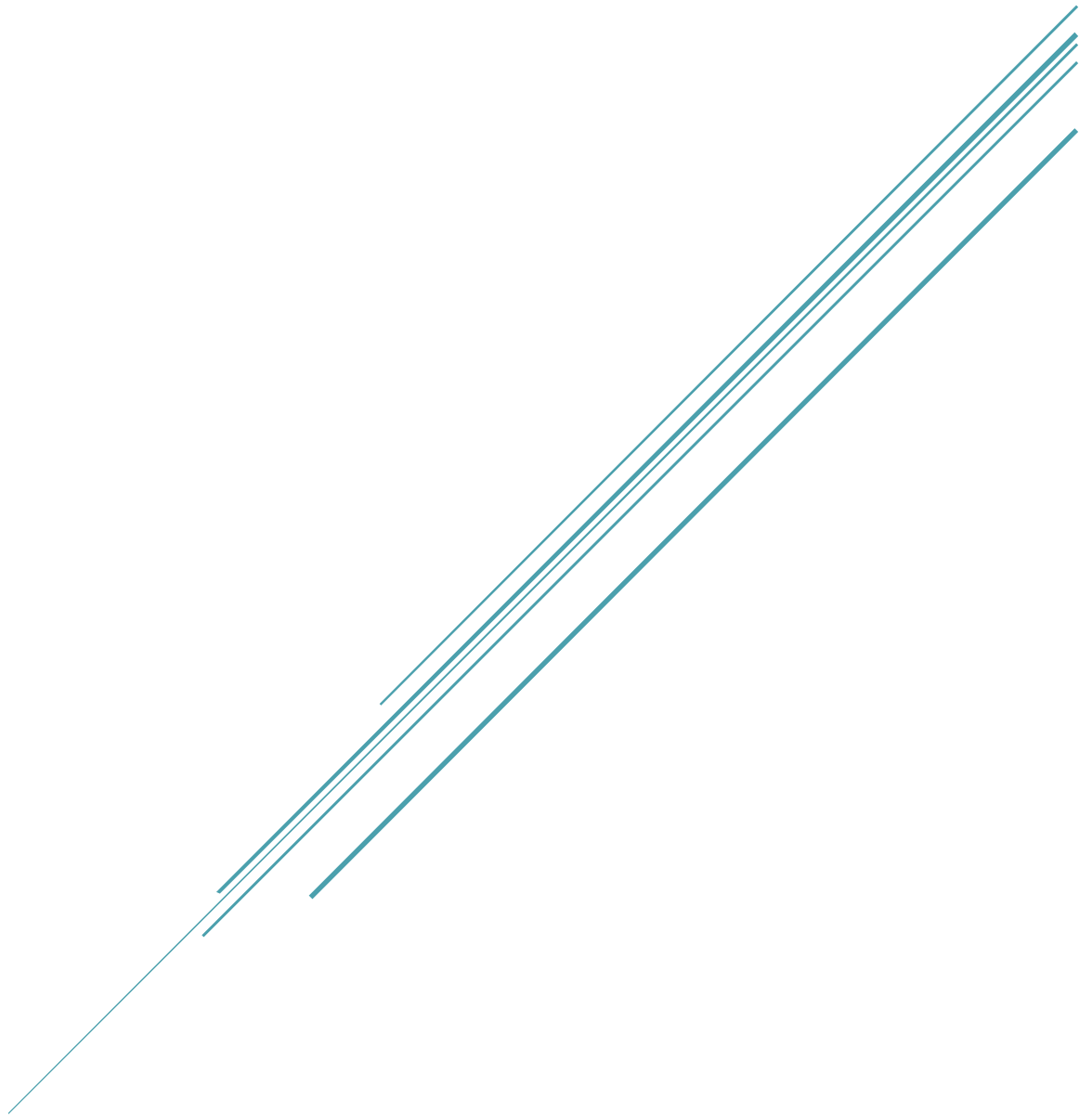


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GLOSSARY OF ACRONYMS

ABR/RIA – Anti-Black Racism, Reconciliation in Action

AFAB and AMAB Assigned Female at Birth, Assigned Male at Birth

AGI Additional Gender Identity

AGM annual general meeting

AIDS acquired immunodeficiency syndrome

AMAB and AFAB Assigned Male at Birth, Assigned Female at Birth

ANC antenatal care

APHA Aboriginal person living with HIV/AIDS

ART antiretroviral therapy is a combination of antiretroviral drugs (also called HIV medications) that effectively controls the virus, keeping blood viral load undetectable and allowing the immune system to regain or maintain its strength (also known as HIV treatment or HAART)

ARV antiretroviral drug (also called HIV medications)

ASO AIDS service organization

CAB community advisory board

CAM complementary and alternative medicine

CBO community-based organization

CBPR community-based participatory research

CBR community-based research

CD4 count CD4 cells are a type of white blood cell that fight infection. The CD4 count measures the number of CD4 cells in a sample of blood and reported as cells/cubic millimetre. Along with other tests, the CD4 count helps to determine how strong someone’s immune system is. If a person’s CD4 count has dropped, it usually rises again once HIV treatment has started

CEO chief executive officer* use of Chief is not cultural appropriation as the word origin is French & Latin However calling people of Inuit or Indigenous decent is derogatory

CLIA chemiluminescence immunoassay

CME continuing medical education

CMV cytomegalovirus disease

DAA direct-antiretroviral antivirals are medications used to treat hepatitis C. DAAs are far more effective and much easier to tolerate than earlier medications used to treat hepatitis C

DBS dried blood spot

DDI drug-drug interaction

DNA deoxyribonucleic acid

ECL electrochemiluminescence immunoassay

ED executive director

EIA enzyme immunoassay

ELISA enzyme-linked immunosorbent assay

eMTCT elimination of mother-to-child transmission

EQA external quality assessment

FI fusion inhibitor is a class of ARV drug

FPT federal, provincial, territorial

FTE full-time equivalent

GAS Gender-affirming surgery This term should be used in place of the older and often offensive term sex change. Also sometimes referred to as sexual reassignment surgery (or SRS)

GI gastroenterology

GIPA/MEPA the greater involvement of people living with HIV/the meaningful engagement of people living with HIV. A principle and practice that aims to realize the rights and responsibilities of people living with HIV, including their right to self-determination and participation in decision-making processes that affect their lives.

GRADE Grading of Recommendations, Assessment, Development and Evaluation

HAART highly active antiretroviral therapy is antiretroviral therapy (ART) that is more effective at controlling HIV and has fewer side effects than earlier HIV medications. Current ART is HAART, HAART was used to distinguish it from earlier, less effective treatments.

HBV hepatitis B virus

HCC hepatocellular carcinoma

HCV hepatitis C virus

HIV human immunodeficiency virus

HIVST HIV self-testing

HTS HIV testing services

ID Infectious disease

IDU injection drug user

IFN Interferon

INSTI integrase inhibitors (or more precisely integrase strand transfer inhibitors) is a class of ARV drug **IV drugs** intravenous drugs

IVD in vitro diagnostic medical device

KTE knowledge transfer and exchange, which broadly refers to an interactive process involving the interchange of knowledge between research users and researcher producers. CIHR defines **KTE** as a dynamic and iterative process that includes synthesis, dissemination, exchange, and ethically sound application of knowledge to improve the health of Canadians, provide more effective health services and products and strengthen the healthcare system. Also referred to as **KT** (knowledge translation) or **KM** (knowledge mobilization).

KU Knowledge user, an individual who is likely to be able to use the knowledge generated through research in order to make informed decisions about health policies, programs and/or practices (who can be, but is not limited to, a practitioner, policy maker, educator, decision maker, health care administrator, community leader, or an individual in a health charity, patient group, private sector organization or a media outlet)

LGBTQ2SIA+ lesbian, gay, bisexual, transgender, two spirit and queer communities

LTD long-term disability (disability benefits, usually offered by private employers)

MAC *Mycobacterium avium* complex (MAC)

MEPA the meaningful engagement of people living with HIV/AIDS usually seen as GIPA/MEPA

MIWA meaningful involvement of women living with HIV/AIDS

MSM or **gbMSM** gay, bisexual, and other men who have sex with men

MSM/IDU men who have had sex with men and have injected drugs

NASBA nucleic acid sequence-based amplification

NAT nucleic acid testing

NGO non-governmental organization

NNRTI nonnucleoside reverse transcriptase inhibitor (NNRTI) is a class of ARV drug (also called nonnukes)

NPT new HIV prevention technologies

NRTI nucleoside reverse transcriptase inhibitor, also called nucleoside and nucleotide analogues, is a class of ARV drug (also called nukes) **NSP** needle and syringe program

OBE outcome-based evaluation

OCAP® ownership, control, access, and possession—a principle used to highlight the right to self-determination of Aboriginal people in HIV research.

OST opioid substitution therapy

P₃ or **PPP** private-public partnership

PCP *Pneumocystis pneumonia*

PCR polymerase chain reaction

PEP post-exposure prophylaxis

PHA person living with HIV also PLHIV

PHAC Public Health Agency of Canada

PLHIV person living with HIV, commonly interchange with PHA

PHO provincial health officer

PI the principal investigator (sometimes referred to as primary investigator); or protease inhibitor (when referring to an ARV drug)

PIP PEP in Pocket

PLWHIV Person living with HIV less commonly used than **PHA** & **PLHIV**

PnP party and play

PoC point of care

POCT point-of-care testing

POP prison outreach program

PRA peer research assistant or associate

PrEP pre-exposure prophylaxis

PSA public service announcement

RBV ribavirin, a drug used to treat hepatitis C

RFP request for proposal

RN registered nurse

SDOH social determinants of health

SIF supervised injection facility

SIS/SCS supervised injection site or supervised consumption services

STBBI sexually transmitted and blood borne infections

STD sexually transmitted disease (moving away from this term; STI (preferred usage)

STI sexually transmitted infection

STR single tablet regimen

SVR sustained virologic response, an undetectable HCV viral load measured 12 weeks after the end of treatment; SVR12 considered a cure for hepatitis C

TasP treatment as prevention

U=U undetectable = untransmissible

uVL undetectable viral load, when the blood viral load of HIV is below the limit of detection of standard clinical tests; the lower limit of detection varies between 20 and 50 viral copies/mL

VL viral load, HIV viral load is the amount of HIV in the blood of a person living with HIV

ORGANIZATIONS & PROGRAMS

2-S 2 Spirited People of the First Nations

2-Spirits 2 Spirited People of the First Nations

519 The 519 Community Centre

ABRPO AIDS Bereavement Resiliency Program Ontario

ACAS Asian Community AIDS Services

ACCHO – African and Caribbean Council on HIV/AIDS in Ontario

ACPNET Afro-Canadian Positive Network of BC

ACT AIDS Committee of Toronto

AHA Centre Aboriginal HIV & AIDS Community-Based Research Collaborative Centre (CAAN)

AHC Action Hepatitis Canada

AHT Anishnawbe Health

APAA Africans in Partnership Against AIDS

ASAAP Alliance for South Asian AIDS Prevention

BCCDC BC Centre for Disease Control

BCCfE BC Centre for Excellence in HIV/AIDS

Black CAP Black Coalition for AIDS Prevention

CAAN Canadian Aboriginal AIDS Network

CAAT (Committee for Accessible AIDS Treatment) Committee for Accessible AIDS Treatment

CAHR Canadian Association of HIV Research

CANFAR Canadian Foundation for AIDS Research

CAS Canadian AIDS Society

CATIE Used to stand for Canadian AIDS Treatment Information Exchange

CCORA Canadian Coalition of AIDS Organizations Responding to AIDS

CDR Common Drug Review

CFG Centre Francophone du Grand Toronto

CHIWOS Canadian HIV Women's Sexual & Reproductive Health Cohort Study

CHRC Canadian Human Rights Coalition

CHRN Canadian Harm Reduction Network

CIHR The Canadian Institutes of Health Research, the Government of Canada's health research funding agency

COCQ-SIDA Coalition des organismes communautaires québécois de lutte contre le SIDA (Québec coalition of Community base HIV Organizations)



CPHA Canadian Public Health Association
CPP Canada Pension Plan
CRA Community Research Associates
CSHA Canadian Strategy on HIV/AIDS
CSSP Centre For Spanish Speaking People
CTAC used to stand for Canadian Treatment Action Council
CTN CIHR Canadian HIV Trials Network
CUPE Canadian Union of Public Employees
DKS David Kelly Services
DOP Deaf Outreach Program Ontario
EDRP Emergency Drug Release Program
FHT – Family Health Team – St Michaels
GNP+ Global Network of People Living with HIV
HFC Hassle Free Clinic
HIM Health Initiatives for Men
HOS Healing Our Spirit Aboriginal AIDS Society
HQ – Gay Men’s Health Hub
HRO HIV Resources Ontario
HRDC Human Resources Development Canada
IAS International AIDS Society
IAVI International AIDS Vaccine Initiative
ICAD Interagency Coalition on AIDS & Development
ICASO International Council of AIDS Service Organizations
ICW International Community of Women Living with HIV
IWD International Women’s Day
LOFT- LOFT Community Services
LP Latinos Positivos
NACASO North American Council of AIDS Service Organizations
NATAF North American Treatment Activists Forum
OAHAS Ontario Aboriginal HIV AIDS Strategy
OAN Ontario AIDS Network
OAS Ontario AIDS Society
OHRN Ontario Harm Reduction Network
OHTN Ontario HIV Treatment Network (OHTN)



OODP Ontario Organizational Development Program

PAC Philip Aziz Centre

PAN Pacific AIDS Network

PASAN Prisoners' HIV/AIDS Support Action Network

PHCN Pacific Hepatitis C Network

PHO Public Health Ontario

PLBC Positive Living BC

PPT Planned Parenthood Toronto

PQWCHC Parkdale Queen West CHC

PWA Toronto People with AIDS Foundation

RPCHC Regent Park CHC

SHC Sherbourne Health Centre/Rainbow Health

SRCHC South Riverdale CHC

SSH St Stephens House

SSHRC Social Sciences and Humanities Research Council of Canada, the federal granting agency for social science and humanities research in Canada

STOP Seek and Treat for Optimal Prevention of HIV

THN Toronto HIV/AIDS Network

TPH Toronto Public Health

TTG The Teresa Group

UHN University Health Network

UNAIDS Joint United Nations Programme on HIV/AIDS

UNGASS United Nations General Assembly Special Session on HIV/AIDS

Unity Health – St. Michael, St Josephs Hospitals

UWW Universities Without Walls, a hub for distance education, in-person, and blended educational activities for the HIV movement in Canada.

VANDU Vancouver Area Network of Drug Users

WAD World AIDS Day

WCH Women's College Hospital

WHIWH Women's Health in Women's Hands

WHO World Health Organization

WSW Women who have sex with women

LGBTQ+ TERMINOLOGY / VOCABULARY PRIMER

Disclaimer

“The power of language to shape our perceptions of other people is immense. Precise use of terms about gender and sexual orientation can have a significant impact on demystifying many of the misperceptions associated with these concepts. However, the vocabulary of both continues to evolve, and there is not universal agreement about the definitions of many terms. Here are some working definitions and examples of frequently used (and misused) terms as a starting point for dialogue and understanding.”

AFAB AND AMAB:

Acronyms meaning “assigned female/male at birth” (also designated female/male at birth or female/male assigned at birth). No one, whether cis or trans, gets to choose what sex they are assigned at birth. This term is preferred to “biological male/female,” “male/female bodied,” “natal male/female,” and “born male/female,” which are defamatory and inaccurate.

AFFIRMED GENDER:

The gender by which one wishes to be known. This term is often used to replace terms like new gender or chosen gender, which imply that an individual’s gender was not always their gender or that the gender was chosen rather than simply in existence.

AGENDER:

Refers to a person who does not identify with any gender.

ALLY:

A term used to describe someone who is supportive of LGBTQ individuals and the community, either personally or as an advocate. Whereas allies to the LGB community typically identify as straight, allies to the transgender community also come from the LGBTQ community. Transgender individuals who identify as straight can be allies to the LGB community as well.

ANDROGYNE:

An androgynous individual.

ANDROGYNOUS:

Typically used to describe a person’s appearances or clothing as having elements of both femininity and masculinity.

AROMANTIC:

The lack of romantic attraction, and one identifying with this orientation. This may be used as an umbrella term for other emotional attractions such as demiromantic.

ASEXUAL:

Refers to an individual who does not experience romantic or sexual attraction. There is considerable diversity among the asexual community, each asexual person experiences things like relationships, attraction, and arousal differently. Asexuality is distinct from celibacy or sexualabstinence, which are chosen behaviors, in that asexuality is a sexual orientation that does not necessarily entail either of those behaviors.

ASSIGNED SEX:

The sex that is assigned to an infant at birth based on the child's visible sex organs, including genitalia and other physical characteristics.

ASSIGNED GENDER:

The gender that is assigned to an infant at birth which is meant to correspond to the child's assigned sex.

ASSUMED GENDER:

The gender others assume an individual to be based on the sex they are assigned at birth, as well as apparent gender markers such as physical build, voice, clothes, and hair.

BIGENDER:

Refers to those who identify as two genders. Can also identify as multigender (identifying as two or more genders). Do not confuse this term with Two-Spirit, which is specifically associated with Native American and First Nations cultures.

BINARY:

Used as an adjective to describe the genders female/male or woman/man. Since the binary genders are the only ones recognized by general society as being legitimate, they enjoy an (unfairly) privileged status.

BIOLOGICAL SEX:

Refers to anatomical, physiological, genetic, or physical attributes that determine if a person is male, female, or intersex. These include genitalia, gonads, hormone levels, hormone receptors, chromosomes, genes, and secondary sex characteristics. Sex is often confused or interchanged with gender, which involves personal identity and social factors, and is not determined by biological sex.

BIPHOBIA:

Negative attitudes, feelings, or irrational aversion to, fear or hatred of bisexual people and their communities, or of behaviours stereotyped as bisexual, leading to discrimination, harassment, or violence against bisexual people.

BISEXUAL:

Refers to an individual who has the capacity for attraction—sexually, romantically, emotionally, or otherwise—to people with the same, and to people with a different, gender and/or gender identity as themselves. People who identify as bisexual need not have had equal experience- or equal levels of attraction- with people across genders, nor any experience at all: it is

merely attraction and self-identification that determine orientation. Bisexuality, as it is frequently used today, can act as an umbrella term that encapsulates many identities such as pansexual. Sometimes referred to as bi or bi+.

BOI:

A term used within the queer communities of color to refer to sexual orientation, gender, and/or aesthetic among people assigned female at birth. Boi often designates queer women who present with masculinity (although, this depends on location and usage). This term originated in women of color communities.

BOTTOM SURGERY:

Genital surgeries such as vaginoplasty, phalloplasty, or metoidioplasty.

BUTCH:

An identity or presentation that leans towards masculinity. Butch can be an adjective (she is a butch woman), a verb (he went home to “butch up”), or a noun (they identify as a butch). Although commonly associated with masculine queer/lesbian women, it is used by many to describe a distinct gender identity and/or expression and does not necessarily imply that one also identifies as a woman or not.

CISNORMATIVITY:

Cisnormativity refers to the commonplace assumption that all people are cisgender and that everyone accepts this as “the norm.” The term cisnormativity is used to describe systemic prejudice against trans people. This form of systemic prejudice may go unrecognized by the people or organizations responsible.

CISSEXISM:

Systemic prejudice in the favor of cisgender people. A system of oppression that considers cis people to be superior to trans people. It includes harmful beliefs that it is “normal” to be cis and “abnormal” to be trans. Examples include scrutinizing the genders of trans people more than those of cis people or defining beauty based on how cis people look.

CISSIMILATION:

The expectation for trans people, especially trans women, assimilating to cis (and often heteronormative) standards of appearance and performance.

CISGENDER:

Refers to an individual whose gender identity aligns with the one typically associated with the sex assigned to them at birth.

CLOSETED:

Describes a person who is not open about their sexual orientation or gender identity.

The process of focusing on and devaluing people’s differences to dominate and control them, including various economic, political, and social policies by which a powerful group maintains or extends control over other people or areas.

COMING OUT:

For most people who are lesbian, gay, bisexual, transgender, and queer, the process of self-acceptance that continues throughout one's life, and the sharing of the information with others.

Sometimes referred to as disclosing by the transgender community. Individuals often establish a lesbian, gay, bisexual, or transgender/gender-expansive identity within themselves first, and then might choose to reveal it to others. Coming out can also apply to the family and friends of lesbian, gay, bisexual, or transgender youth or adults when they reveal to others their connection to an LGBTQ person or the community. There are many different degrees of being out: Some may be out to friends only, some out publicly, and some may be out only to themselves. It is important to remember that coming out is an incredibly personal and transformative experience. Not everyone is in the same place when it comes to being out, and it is critical to respect where each person is in that process of self-identification. It is up to each person, individually, to decide when to come out or disclose.

CROSS-DRESSING (ALSO CROSSDRESSING):

The act of dressing and presenting as a different gender. One who considers this an integral part of their identity may identify as a cross-dresser. "Transvestite" is often considered a pejorative term with the same meaning. Drag performers are cross-dressing performers who take on stylized, exaggerated gender presentations (although not all drag performers identify as cross-dressers). Cross-dressing and drag are forms of gender expression and are not necessarily tied to erotic activity, nor are they indicative of one's sexual orientation or gender identity. Do NOT use these terms to describe someone who has transitioned or intends to do so in the future.

CULTURAL HUMILITY:

The ability to maintain an interpersonal stance that is oriented towards the perspective of another person. Involves conscious reflection on one's own perspective and biases as well as openness to another person's perspective to effectively communicate across difference.

DISABILITY:

Under the medical model, this term refers to a limitation or loss of physiological abilities, whether apparent or not. These can be physical, cognitive, learning, and visual disabilities. Under the social model, disability is identified as a disadvantage or restriction of activity caused by systemic barriers, negative attitudes, and exclusion by society.

DISCLOSURE:

A word that some people use to describe the act or process of revealing one's transgender or gender-expansive identity to another person in a specific instance. Some find the term offensive, implying the need to disclose something shameful, and prefer to use the term coming out, whereas others find coming out offensive, and prefer to use disclosure.

DISCRIMINATION:

Any form of unequal treatment based on a ground protected by human rights legislation, that results in disadvantage, whether imposing extra burdens or denying benefits. Discrimination can be intentional or unintentional; and it may occur at an individual or systemic level. It may include direct actions or more subtle aspects of rules, practices and procedures that limit or prevent access to opportunities, benefits, or advantages that are available to others.

DOMINANT GROUP:

A group that is considered more powerful and privileged in a particular society or context and that has power and influence over others.

DRAG KING/DRAG QUEEN:

Someone who uses extreme gender presentation and plays on stereotypes as a basis for performance pieces. Drag performers can be of any gender identity or sexual orientation.

DUTY TO ACCOMMODATE:

The legal obligation that employers, organizations, service providers and public institutions have under human rights legislation to ensure fair and equal access to services in a way that respects the dignity of every person, if to do so does not create undue hardship. The principle of dignity strives to maximize integration and promote full participation in society, in consideration of the importance of privacy, confidentiality, comfort, autonomy, individuality and self-esteem.

EQUALITY:

The practice of ensuring equal treatment to all people, without consideration of individual and group diversities.

EQUITY:

The practice of ensuring fair, inclusive, and respectful treatment of all people, with consideration of individual and group diversities. Access to services, supports and opportunities and attaining economic, political, and social fairness cannot be achieved by treating individuals in the same way. Equity honours and accommodates the specific needs of individuals/groups.

ETHNICITY:

A socially defined category or membership of people who may share a nationality, heritage, language, culture, and/or religion.

FEMME:

An identity or presentation that leans towards femininity. Femme can be an adjective (he is a femme boy), a verb (she feels better when she “femmes up”), or a noun (they are a femme). Although commonly associated with feminine lesbian/queer women, it is used by many to describe a distinct gender identity and/or expression and does not necessarily imply that one also identifies as a woman or not.

GAY:

The adjective used to describe people who are emotionally, romantically, and/or physically attracted to people of the same gender (e.g., gay man, gay people). In contemporary contexts, lesbian is often a preferred term for women, though many women use the term gay to describe themselves.

People who are gay need not have had any sexual experience; it is the attraction and self-identification that determine orientation.

GENDER:

A set of social, psychological, and/or emotional traits, often influenced by societal expectations, that classify an individual as man, woman, a mixture of both, and/or neither. Gender can refer to the individual and/or social experience of being a man, a woman, or neither. Social norms, expectations and roles related to gender vary across time, space, culture, and individuals.

GENDER-AFFIRMING SURGERY (GAS):

Surgical procedures that can help people adjust their bodies to match their innate or internal gender identity more closely. Not every transgender person will desire or have resources for surgery. This term should be used in place of the older and often offensive term sex change. Also sometimes referred to as sexual reassignment surgery (or SRS), genital reconstruction surgery, or medical transition.

GENDER AFFIRMING SURGERY; GENITAL REASSIGNMENT/RECONSTRUCTION SURGERY; VAGINOPLASTY; PHALLOPLASTY; METOIDIOPLASTY:

Refers to surgical alteration and is only one part of some trans people's transition (see "Transition"). Only the minority of transgender people choose to and can afford to have genital surgery. The following terms are inaccurate, offensive, or outdated: sex change operation, gender reassignment/realignment surgery (gender is not changed due to surgery), gender confirmation/confirming surgery (genitalia do not confirm gender), and sex reassignment/realignment surgery (as it insinuates a single surgery is required to transition along with sex being an ambiguous term).

GENDER BINARY:

The concept that there are only two genders, man, and woman, and that everyone must be one or the other. Also implies the assumption that gender is biologically determined. A social system whereby people are thought to have either one of two genders: "man" or "woman." These genders are expected to correspond to birth sex: male or female. In the gender binary system, there is no room for living between genders or for transcending the gender binary. The gender binary system is rigid and restrictive for many people whose sex assigned at birth does not match up with their gender, or whose gender is fluid and not fixed. Individuals who do not follow gender stereotypes based on the sex they were assigned at birth. They may identify and express themselves as "feminine men" or "masculine women" or as androgynous, outside of the categories "boy/man" and "girl/woman." People who are non-binary may or may not identify as trans.

GENDER DYSPHORIA:

Anxiety and/or discomfort regarding one's sex assigned at birth.

GENDER EXPRESSION:

How a person publicly expresses or presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language, and voice. A person's chosen name and pronoun are also common ways of expressing gender. All people, regardless of their gender identity, have a gender expression and they may express it in any number of ways.

GENDER FLUID:

A changing or "fluid" gender identity.

GENDER EXPANSIVE:

An umbrella term sometimes used to describe children and youth that expand notions of gender expression and identity beyond what is perceived as the expected gender norms for their society or context. Some gender-expansive individuals identify with being either a boy or a girl, some identify as neither, nor others identify as a mix of both. Gender-expansive people feel that they exist psychologically between genders, as on a spectrum, or beyond the notion of the man/woman binary paradigm, and sometimes prefer using gender-neutral pronouns (see Preferred Gender Pronouns). They may or may not be comfortable with their bodies as they are, regardless of how they express their gender.

GENDER EXPRESSION:

The way a person communicates about gender to others through external means such as clothing, appearance, or mannerisms. This communication may be conscious or subconscious and may or may not reflect their gender identity or sexual orientation. While most people's understandings of gender expressions relate to masculinity and femininity, there are countless combinations that may incorporate both masculine and feminine expressions—or neither—through androgynous expressions. The important thing to recognize is that an individual's gender expression does not automatically imply one's gender identity.

GENDER IDENTITY:

One's deeply held core sense of being a girl/woman, boy/man, some of both, and neither. One's gender identity does not always correspond to biological sex. Awareness of gender identity is usually experienced as early as 18 months old.

GENDER IDENTITY DISORDER / GID:

A controversial DSM-III and DSM-IV diagnosis given to transgender and other gender-nonconforming people. Because it labels people as "disordered," gender identity disorder is often considered offensive. The diagnosis is frequently given to children who do not conform to expected gender norms in terms of dress, play or behavior. Such children are often subjected to intense psychotherapy, behavior modification and/or institutionalization. This term was replaced by the term "gender dysphoria" in the DSM-5.

GENDER NEUTRAL:

Not gendered. Can refer to language (including pronouns), spaces (like bathrooms), or identities (being genderqueer, for example).

GENDER NONCONFORMING:

A term (considered by some to be outdated) used to describe those who view their gender identity as one of many genders beyond strictly man or woman. More current terms include gender expansive, differently gendered, gender creative, gender variant, genderqueer, nonbinary, agender, gender fluid, gender neutral, bigender, androgynous, or gender diverse. PFLAG National uses the term gender expansive.

GENDER NORMS:

The gender binary influences what society considers "normal" or acceptable behaviour, dress, appearance, and roles for women and men. Gender norms are a prevailing force in our everyday lives. Strength, action, and dominance are stereotypically seen as "masculine" traits, while vulnerability, passivity, and receptiveness are stereotypically seen as

“feminine” traits. A woman expressing masculine traits may be chastised as “overly aggressive,” while a man expressing “feminine” traits may be labelled as “weak.” Gender norms can contribute to power imbalances and gender inequality in the home, at work, and in communities.

GENDERQUEER:

Refers to individuals who identify as a combination of man and woman, neither man or woman, or both man and woman. Is sometimes used as an umbrella term in much the same way that the term ‘queer’ is used, but only referring to gender, and thus should only be used when self-identifying or quoting someone who self-identifies as genderqueer.

GENDER ROLE:

The culturally and historically specific expectations and restrictions that are placed on a person based on whether they are assigned female or male at birth. Can be empowering, oppressive, or neutral.

GENDER SOCIALIZATION:

The process by which individual is taught how they should behave as a boy or as a girl. Parents, teachers, peers, media, and books are some of the many agents of gender socialization.

GENDER SPECTRUM:

The concept that gender exists beyond a simple man/woman binary model, but instead exists on a continuum. Some people fall towards more masculine or more feminine aspects, some people move fluidly along the spectrum, and some identify off the spectrum entirely.

GENDER VARIANT:

A term, often used by the medical community, to describe children, youth, and some individuals who dress, behave, or express themselves in a way that does not conform to dominant gender norms. (See gender nonconforming.) People outside the medical community tend to avoid this term because they feel it suggests these identities are abnormal, preferring terms such as gender expansive and gender creative.

HARASSMENT

A course of comments or actions, such as unwelcome attention, jokes, threats, remarks, name-calling, touching or other behaviours that are known, or ought to be known, to be unwelcome, offensive, embarrassing, humiliating, or demeaning. Harassment under human rights legislation is based on the prohibited/protected grounds.

HATE CRIME:

Criminal acts which promote hatred against identifiable groups of people, motivated by bias, prejudice, or hate. Although individuals and groups that promote this destructive form of human rights-based discrimination often defend their right to “free speech,” it is a criminal offense to disseminate hate propaganda and/or to commit hate crimes.

HETERONORMATIVE / HETERONORMATIVITY:

These terms refer to the assumption that heterosexuality is the norm, which plays out in interpersonal interactions and society and furthers the marginalization of queer people. Refers to the commonplace assumption that all people are heterosexual and that everyone accepts this as “the norm.” The term heteronormativity is used to describe prejudice against people that are not heterosexual and is less overt or direct and more widespread or systemic in society, organizations, and institutions. This form of systemic prejudice may even be unintentional and unrecognized by the people or organizations responsible.

HETEROSEXISM:

The assumption that everyone is heterosexual, and that heterosexuality is superior and preferable. The result is discrimination against bisexual, lesbian and gay people that is less overt, and which may be unintentional and unrecognized by the person or organization responsible.

HOMOPHOBIA:

An aversion to lesbian or gay people that often manifests itself in the form of prejudice and bias. Similarly, biphobia is an aversion people who are bisexual, and transphobia is an aversion to people who are transgender. Homophobic, biphobic, and transphobic are the related adjectives. Negative attitudes, feelings, or irrational aversion to, fear or hatred of gay, lesbian, or bisexual people and communities, or of behaviours stereotyped as “homosexual.” It is used to signify a hostile psychological state leading to discrimination, harassment, or violence against gay, lesbian, or people.

Collectively, these attitudes are referred to as anti- LGBTQ bias.

HOMOSEXUAL:

An outdated clinical term often considered derogatory and offensive, as opposed to the preferred terms, gay, lesbian, or queer.

HUMAN RIGHTS:

The universal entitlement that all people should have access to freedom, justice and protection from discrimination and harassment, and that people should have equal access to a climate that preserves that dignity and worth of individuals and groups.

INCLUSION:

An approach that aims to reach out to and include all people, honouring the diversity and uniqueness, talent, beliefs, backgrounds, capabilities, and ways of living of individuals and groups.

INDIGENOUS PEOPLES:

An umbrella term for self-identified descendants of pre-colonial/pre-settler societies. In Canada these include the First Nations, Inuit, and Metis peoples as separate peoples with unique heritages, economic and political systems, languages, cultural practises, and spiritual beliefs. While the collective term has offered a sense of solidarity among some indigenous communities, the term should not serve to erase the distinct histories, languages, cultural practices, and sovereignty of the more than fifty nations that lived in Canada prior to European colonization.

INTERNALIZED OPPRESSION:

When members of a marginalized group accept negative aspects of stereotypes assigned to them by the dominant group and begin to believe that they are inferior. The incorporation by individuals within an oppressed group of the prejudices against them within the dominant society can result in self-hatred, self-concealment, fear of violence, feelings of inferiority, resignation, isolation, and powerlessness. It is a mechanism within an oppressive system for perpetuating power imbalance.

INTERSECTIONALITY:

A term coined by black feminist legal scholar Dr. Kimberlé Crenshaw to describe the ways in which our identities (such as race, gender, class, ability, etc.) intersect to create overlapping and interdependent systems of discrimination or disadvantage.

INTERSEX/DIFFERENCES OF SEXUAL DEVELOPMENT (DSD):

Refers to individuals born with ambiguous genitalia or bodies that appear neither typically male nor female, often arising from chromosomal anomalies or ambiguous genitalia. Medical professionals often assign a gender to the individual and proceeded to perform surgeries to 'align' their physical appearance with typical male or female sex characteristics beginning in infancy and often continuing into adolescence before a child can give informed consent. The Intersex Society of North America opposes this practice of genital mutilation on infants and children. Formerly the medical terms hermaphrodite and pseudo-hermaphrodite were used; these terms are now considered neither acceptable nor scientifically accurate. A person born with sex characteristics (chromosomes, gonads, sex hormones, or genitals) that do not fit the typical medical definitions of male or female bodies.

LATINX:

a gender-expansive term used to be more inclusive of all genders than the binary terms Latino or Latina permit, as these are terms of identity found in Spanish, a gendered language.

LESBIAN:

Refers to a woman who is emotionally, romantically, and/or physically attracted to other women. People who are lesbians need not have had any sexual experience; it is the attraction that helps determine orientation.

LGBTQ:

An acronym that collectively refers to individuals who are lesbian, gay, bisexual, transgender, or queer. It is sometimes stated as LGBT (lesbian, gay, bisexual, and transgender), GLBT (gay, lesbian, bi, and transgender). The addition of the Q is a more recently preferred version of the acronym as cultural opinions of the term queer focus increasingly on its positive, reclaimed definition, which recognizes more fluid identities, and as a move towards greater inclusivity for gender expansive people. The Q can also stand for questioning, referring to those who are still exploring their own sexuality and/or gender. Occasionally, the acronym is also stated as LGBTQ+ to include people who are asexual, LGBTQI, with the 'I' represent intersex, or LGBTQIA or LGBTQIA+ to represent all the above.

LGBTQQIAPP+:

A collection of identities short for lesbian, gay, bisexual, trans, queer, questioning, intersex, asexual, aromantic, pansexual, polysexual (sometimes abbreviated to LGBT or LGBTQ+). Sometimes this acronym is replaced with “queer.” Note that “ally” is not included in this acronym.

LIFESTYLE:

A negative term often incorrectly used to describe the lives of people who are LGBTQ. The term is disliked because it implies that being LGBTQ is a choice.

MISGENDER:

To refer to someone, especially a transgender or gender-expansive person, using a word, especially a pronoun or form of address, which does not correctly reflect the gender with which they identify.

Misogyny:

The hatred and denigration of women and characteristics deemed feminine.

MONOSEXUAL / MULTI-SEXUAL / NON-MONOSEXUAL:

Umbrella terms for orientations directed towards one gender (monosexual) or multiple genders (multi-sexual/non-monosexual).

MSM:

Men who have sex with men

NEO-PRONOUNS:

Alternative pronouns that are gender neutral and preferred by some non-binary and gender diverse persons. Some examples are “ze/hir” and “ey/em,” etc.

NONBINARY:

Refers to individuals who identify as neither man nor woman, both man and woman, or a combination of man or woman. It is an identity term which some use exclusively, while others may use interchangeably with terms like genderqueer, gender creative, gender nonconforming, gender diverse, or gender expansive. Individuals who identify as nonbinary may understand the identity as falling under the transgender umbrella and may thus identify as transgender. Sometimes abbreviated as NB.

OPPRESSION:

The obvious and subtle ways dominant groups unjustly maintain status, privilege, and power over others, using physical, psychological, social, or economic threats or force. Frequently, an explicit ideology is used to sanction the unfair subjugation of an individual or group by a more powerful individual or group, which causes injustices in everyday interactions between marginalized groups and the dominant group.

OUT:

Generally, describes people who openly self-identify as LGBTQ in their private, public, and/or professional lives. Sometimes, individuals are outed by others who they may have already come out to. Outing an LGBTQ person without their consent is disrespectful and potentially dangerous for the LGBTQ individual. Some people who are transgender prefer to use the term disclose (defined above).

PACKING:

Wearing a penile prosthesis.

PANSEXUAL:

Refers to a person whose emotional, romantic, and/or physical attraction is to people of all genders and biological sexes. Capable of being attracted to many/any gender(s). Sometimes the term omnisexual is used in the same manner. “Pansexual” is being used increasingly frequently as more people acknowledge that gender is not binary. Sometimes, the identity fails to recognize that one cannot know individuals with every existing gender identity. People who are pansexual need not have had any sexual experience; it is the attraction and self-identification that determines the orientation. Often included under the umbrella of bisexuality.

PASSING/BLENDING/ASSIMILATING:

Being perceived by others as a particular identity/gender or cisgender regardless how the individual in question identifies, e.g., passing as straight, passing as a cis woman, passing as a youth. This term has become controversial as “passing” can imply that one is not genuinely what they are passing as. The experience of being viewed as something by other people in each context. Meaning varies depending on the context in which it is used. Trans people use the word ‘passing’ to mean being perceived by others as the gender they identify and/or present as. A person with a disability who is not currently using a mobility device may experience ‘passing’ as able-bodied. A gay man who comes across as stereotypically masculine may experience ‘passing’ as straight despite not identifying that way.

POLYAMORY:

The practice, state, or ability of having more than one intimate, sexual and/or romantic relationship at the same time.

POLYSEXUAL:

Capable of being attracted to multiple gender(s).

PREFERRED GENDER PRONOUNS:

A preferred gender pronoun, or PGP—sometimes called proper gender pronoun—is the pronoun or set of pronouns that an individual personally uses and would like others to use when talking to or about that individual. In English, the singular pronouns that we use most frequently are gendered, so some individuals may prefer that you use gender neutral or gender-inclusive pronouns when talking to or about them. In English, individuals use they and their as gender-neutral singular pronouns. Others use ze (sometimes spelled zie) and hir or the pronouns xe and xer.

POWER:

Access to privileges such as information/knowledge, connections, experience and expertise, resources and decision making that enhance a person's chances of getting what they need to live a comfortable, safe, productive, and profitable life. Each person has various levels of power in different contexts depending on a personal combination of privileges and oppression.

POZ:

An abbreviation referring to an HIV positive person.

PRIVILEGE:

Unearned power, benefits, advantages, access and/or opportunities that provide unfair advantage for members of the dominant group(s) in society. People are not always aware of the privileges they have. Examples include cissexual privilege, straight privilege, male privilege, white privilege.

QUEER:

A term used by some people—particularly youth—to describe themselves and/or their community. Reclaimed from its earlier negative use, the term is valued by some for its defiance, by some because it can be inclusive of the entire community, and by others who find it to be an appropriate term to describe their more fluid identities. Traditionally a negative or pejorative term for people who are gay, queer is still sometimes disliked within the LGBTQ community. Due to its varying meanings, this word should only be used when self-identifying or quoting someone who self-identifies as queer (i.e., "My cousin identifies as queer").

QUESTIONING:

Describes those who are in a process of discovery and exploration about their sexual orientation, gender identity, gender expression, or a combination thereof.

RACE:

Culturally or socially constructed divisions of humankind, based on distinct characteristics that can be based on physicality, culture, history, beliefs and practices, language, origin, etc. Racial discrimination is prohibited within Canada as part of the Canadian Human Rights Act, and the United Nations has a committee devoted to the elimination of racial discrimination.

SAME-GENDER LOVING:

A term sometimes used by some members of the African American/Black community to express an alternative sexual orientation (gay/bisexual) without relying on terms and symbols of European descent.

SEX:

Refers to anatomical, physiological, genetic, or physical attributes that define if a person is male, female, or intersex. These include both primary and secondary sex characteristics, including genitalia, gonads, hormone levels, hormone receptors, chromosomes, and genes. Sex is often conflated or interchanged with gender, which is more social than biological, though

there is some overlap. The classification of people as either male, female, or intersex. Sex is usually assigned at birth and is based on an assessment of a person's reproductive systems, hormones, chromosomes, and other physical characteristics.

SEXUAL ORIENTATION:

Emotional, romantic, or sexual feelings toward other people. While sexual behavior involves the choices one makes in acting on one's sexual orientation, sexual orientation is part of the human condition, one's sexual activity does not define one's sexual orientation; typically, it is the attraction that helps determine orientation. The direction of one's attraction. Some people use the terms gay, straight, bi, pan, or lesbian to describe their experience.

SEX-POSITIVE:

An attitude that promotes and embraces the diversity of human sexuality, focusing on; advocating for a consent-oriented culture, safe sex awareness, and comprehensive sex education that incorporates unbiased methods in its approach.

SOCIAL DETERMINANTS OF HEALTH:

Things that are needed for people to avoid illness and to be physically, mentally, and socially healthy (e.g., income, employment, housing, access to services).

SOCIAL JUSTICE:

A concept based on a vision of society in which the distribution of resources is equitable, and individuals and groups are given equal opportunity, fairness, civil liberties, and participation in the rights, freedoms, and responsibilities valued by society.

STEALTH:

A term used to describe transgender or gender-expansive individuals who do not disclose their transgender or gender-expansive status in their public or private lives (or certain aspects of their public and private lives). The term is increasingly considered offensive by some as it implies an element of deception. The phrase maintaining privacy is often used instead, though some individuals use both terms interchangeably. When a trans person is not "out" about being trans in their social circles (with friends, employers, colleagues). There are many distinct levels of being stealth, but in some cases a trans person may need to end contact with those who once knew them as their assigned at birth sex, move to new locations, or get a new job. These changes are significant and may be due to personal reasons or based on physical, cognitive and/or emotional safety.

STRAIGHT:

A person who is attracted to people of the opposite gender.

T:

Short for testosterone.

TOP SURGERY:

Chest surgery such as double mastectomy, breast augmentation, or peri areolar (keyhole) surgeries.

TRANSGENDER:

Often shortened to trans. A term describing a person's gender identity that does not necessarily match their assigned sex at birth. Other terms commonly used are female to male (or FTM), male to female (or MTF), assigned male at birth (or AMAB), assigned female at birth (or AFAB), genderqueer, and gender expansive. Transgender people may or may not decide to alter their bodies hormonally and/or surgically to match their gender identity. This word is also used as a broad umbrella term to describe those who transcend conventional expectations of gender identity or expression. Like any umbrella term, many diverse groups of people with different histories and experiences are often included within the greater transgender community—such groups include, but are certainly not limited to, people who identify as transsexual, genderqueer, gender variant, gender diverse, and androgynous.

TRANSITION:

A term sometimes used to refer to the process—social, legal, and/or medical—one goes through to discover and/or affirm one's gender identity. This may, but does not always, include taking hormones; having surgeries; and changing names, pronouns, identification documents, and more. Many individuals choose not to or are unable to transition for a wide range of reasons both within and beyond their control. The validity of an individual's gender identity does not depend on any social, legal, and/or medical transition; the self-identification itself is what validates the gender identity.

TRANSMISOGYNY:

Originally coined by the author Julia Serano, this term designates the intersectionality of transphobia and misogyny and how they are often experienced as a form of oppression by trans women.

TRANSPHOBIA:

Systemic violence against trans people, associated with attitudes such as fear, discomfort, distrust, or disdain. This word is used similarly to homophobia, xenophobia, misogyny, etc.

TRANS WOMAN / TRANS MAN:

Trans woman describes someone assigned male at birth who identifies as a woman. This individual may or may not actively identify as trans. It is grammatically and definitionally correct to include a space between trans and woman. The same concept applies to transmen. Often it is good just to use woman or man. Sometimes trans women identify as male-to-female (also MTF, M2F, or trans feminine) and sometimes trans men identify as female-to-male (also FTM, F2M, or trans masculine). Please ask before identifying someone. Use the term and pronouns preferred by the individual.

TRANSSEXUAL:

A less frequently used—and sometimes misunderstood—term (considered by some to be outdated or possibly offensive, and others to be uniquely applicable to them) which refers to people who use (or consider using) medical interventions such as hormone therapy or gender-affirming surgeries (GAS), also called sex reassignment surgery (SRS) (or a combination of the

two) or pursue medical interventions as part of the process of expressing their gender. Some people who identify as transsexual do not identify as transgender and vice versa.

TWO SPIRIT:

An umbrella term encompassing gender and sexual diversity in Indigenous communities. Two Spirit people often serve integral and important roles in their communities, such as leaders and healers. There are many understandings the term Two Spirit – and this English term does not resonate for everyone. Two Spirit is a cultural term reserved for those who identify as Indigenous.

WSW:

Women who have sex with women.

Sources:

1. LGBTQ+ Definitions, <http://www.transstudent.org/definitions>.
2. PFLAG National Glossary of Terms, <https://www.pflag.org/glossary>.
3. The 519 Glossary of terms 2023

*This list was compiled from the sources listed here to deliver a comprehensive reference. Terms were listed twice or combined only when more expansive definitions included additional context and explanation.

THN HIV CORE VOLUNTEER TRAINING – GROUP AGREEMENT

1. Respect for diversity; welcome and respect people where they are.
2. Have factual, realistic understanding of the group and differences within the group.
3. Be open and non-judgmental.
4. Equitable and fair treatment towards all.
5. Recognize power and privilege.
6. Information and process must be accessible to all.
7. Group members' commitment to participation
8. Respectful attitude and behaviours towards all; this includes good listening.
9. Behaviours should reflect ethical conduct:
 - a. ☐ Acting with honesty.
 - b. ☐ Flexibility.
 - c. ☐ The willingness to be self-reflective.
 - d. ☐ The willingness to be self-critical.
 - e. ☐ To learn from others is a way of ensuring our own personal conduct is ethical.
10. Practice confidentiality:
 - a. Inside the trainings and after they are over.
 - b. Take care not to name others in your stories – individuals or agencies.
 - c. Share your own HIV status if you wish; do not share the HIV status of others.

- d. Do not assume people are out about their HIV status. People may share their HIV status in one setting and not in another, for example, inside a program or agency but not outside of that.

11. Commitment to learning.

12. Classism, Racism, Ableism, Heterosexism, and Ageism, Sexism or any other form of oppression will be named and processed by the group and/or individually. In addressing oppressive incidents, we will name, act, educate and sanction.

13. All people are accountable for their actions, gestures, mannerisms, and words. People who cannot follow this ground rule will be asked to leave the session.

14. Cell phones on vibrate, take calls/texts outside of the training space.

15. Actively Listen

- a. Listen in silence.
- b. Share the air - give others a chance to speak.
- c. Please avoid crosstalk or side conversations.

16. Use “I” statements – Let us each speak for ourselves, not others.

17. Take Care of Yourself

- a. Do what you need to do to feel comfortable and take part openly, with consideration for others.

18. Please help us to keep on time – for start time and returning from breaks.

SLIDE PRESENTATION WITH NOTES

MULTI AGENCY TRAINING - SLIDE 1



LAND ACKNOWLEDGEMENT - SLIDE 2

Land Acknowledgement

I acknowledge the land I am standing on today is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat People and is now the home to many diverse First Nations, Inuit and Métis peoples.

I also acknowledge that Toronto is covered by Treaty 13 signed with the Mississaugas of the Credit, and Williams Treaty signed with multiple Mississaugas and Chippewa bands.

T'karonto is built on sacred land that is part of an agreement between Indigenous peoples and then extended to allied nations to peacefully and respectfully care for it by personally making a land acknowledgement you are taking part in an act of reconciliation, honouring the land and Indigenous heritage, which dates back over 10,000 years.

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Agenda

Virtual platform review



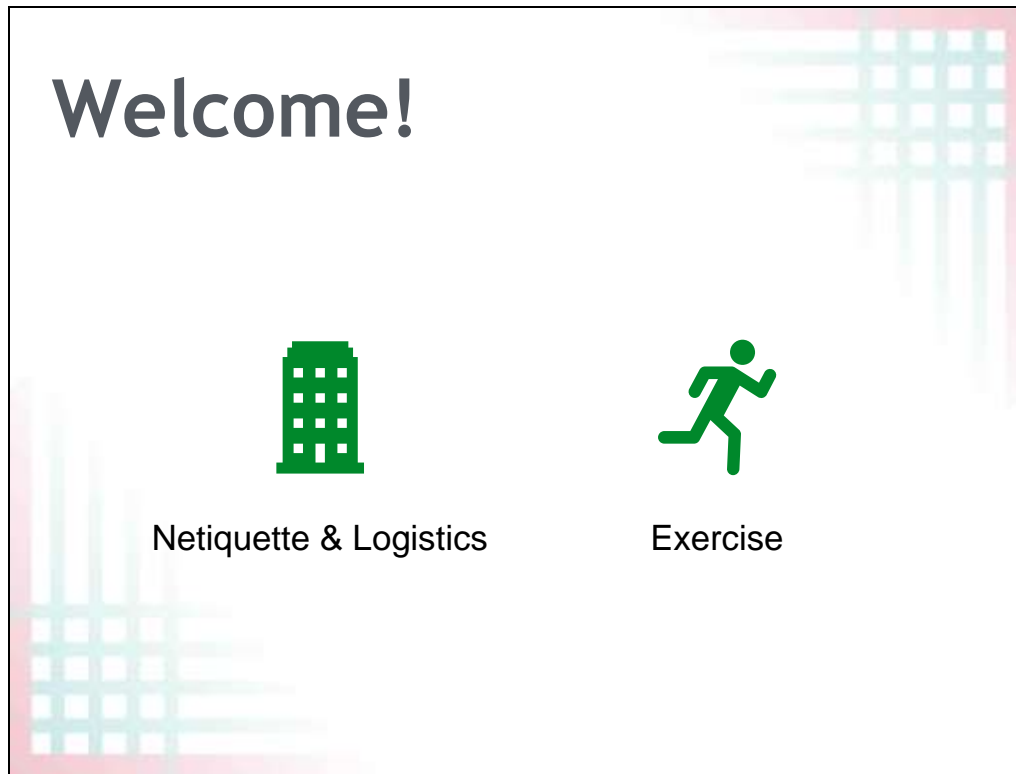
Group Agreements & Guidelines



Intro to VTP



Networking exercise



- Welcome & introduce self and Brian.
- Land acknowledgement & reflection
- Netiquette & logistics including ESSENTIAL info for the platform (more detailed review after exercise)
- Situating ourselves
- Why Multi-Agency training
- Get to know you exercise.

Netiquette & logistics

Mute

Proper name and pronouns

Engaged

Chat feature

Screen sharing

Interactions

Raising hand

Breaks

Mute – Mute your microphone by default. Sometimes, the host may mute individuals to reduce background noise.

Proper name and pronouns – You can hover over your name, click 'More' then 'Rename' if needed to ensure your picture has your proper name and pronouns (will have to be done in the set-up)

Engaged – be present and engaged by turning your camera on if possible and turning off other programs and apps (e.g., Outlook)

Chat feature – given the size of the group, the chat function is intended for questions and not for private side conversations.

Screen sharing – you can adjust the view when screen sharing to reduce the slide size and increase the number of participants you can see go to ‘view options’, ‘side by side mode’ then hover over the screen until you see the vertical bars and drag them to the left or right until you get to your preferred size.

Interactions – you may be invited to indicate a response using some of the mtg. reactions (e.g., thumbs up, clapping – you can change the skin colour of the clapping hands)

Raising hand – to raise your hand indicating you have a question, click on ‘participants’ then ‘raise hand.’

Breaks – during breaks, ensure you mute your microphone and turn off your camera.

GROUP AGREEMENTS - SLIDE 6

Group Agreement

| |
|-------------------------------|
| Respect |
| Non-judgmental |
| Equitable |
| Recognize power and privilege |
| Accessible |
| Commitment to participation |
| Ethical conduct |
| Confidentiality |
| Commitment to learning |
| Accountable |

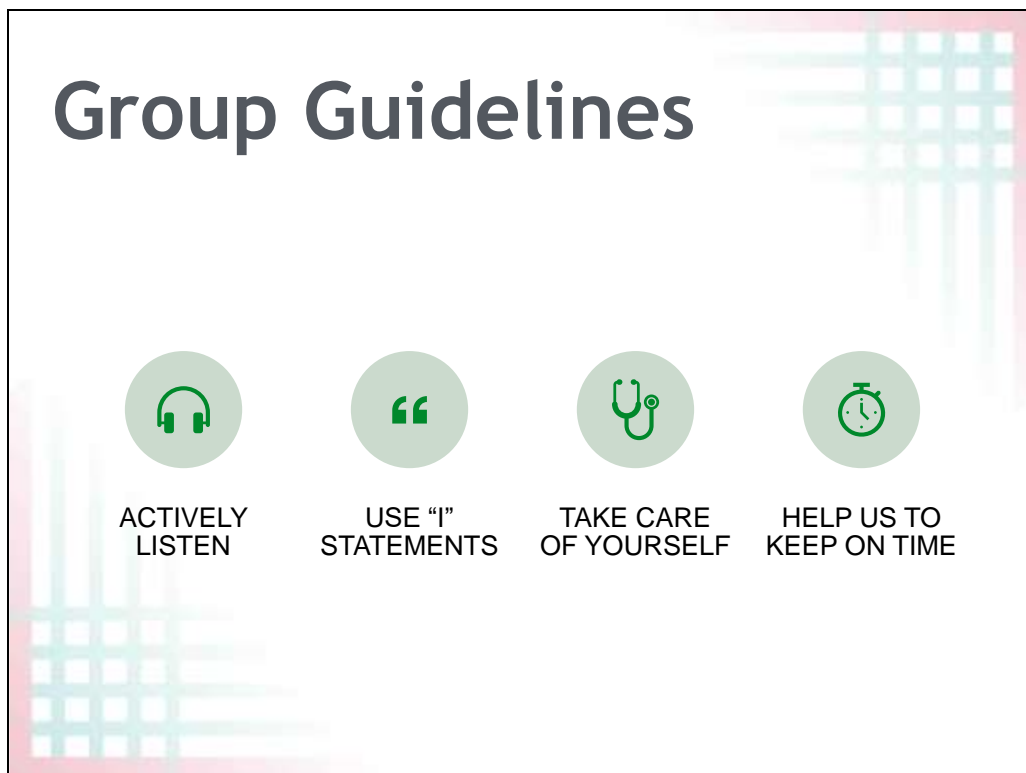
Refer to the handout for more details.

Ideally, the creation of the agreement and guidelines would be done as a group process with each new group, to ensure that everyone’s need for safety and buy-in is met. In the

interests of time, because there is so much material to fit in, we have opted to present these to the group and to talk through them to ensure understanding and buy-in.

Allow time for people to suggest additional agreements or guidelines for the group once this is done.

GROUP GUIDELINES - SLIDE 7



We are all adults, and each individual has the right and responsibility to take care of their own needs. Some of these topics may be triggering for people and they may need to walk away and take some space or to name language that is triggering or problematic for them. Naming and honouring this clearly from the beginning is helpful in creating a safe space for everyone.



THN Volunteer HIV Core Training (VTP)

Multi-Agency Training

Fall 2023

VTP Intro & Situating our Work

October 4, 2023

Presented by: Brian Dopson Ph.D.

About the VTP

Intro - About the THN Volunteer HIV Core
Training - Handout #1

Reference distributed handout and note that you'll be reviewing some highlights and encourage folks to further review the handout if they haven't done so and bring any questions to Session #2.

Program objectives

| | |
|------------|---|
| Support | Support capacity building for volunteers and AIDS Service organizations |
| Provide | Provide consistent core training across multiple agencies |
| Facilitate | Facilitate mobility of volunteers |

The Program is not intended to replace each Partner's volunteer screening, assessment, and placement requirements.

The Program is not intended to limit each Partner's right to require of their volunteers additional training over and above the Core Training Modules—either as each Partner's minimum requirements for becoming a volunteer, or for ongoing volunteer capacity building.

Modules

Concepts in Communications

HIV Basics and Health Promotion

Confidentiality and Boundaries

GIPA/MEPA

Anti-Racism & Anti-Oppression (AR AO)

Harm Reduction

Volunteering as a PHA or Someone Affected by HIV

Why Multi-Agency?

Participants can meet and learn from each other and the diverse expertise of participants and presenters.

Participants are introduced to diversity of agencies and will be learning from people from different communities.

Agencies can support one another and engage in capacity-building.

After the core training...



CERTIFICATE OF
PARTICIPATION



LETTER OF
COMPLETION



AGENCY SPECIFIC
ORIENTATION AND
TRAINING



VOLUNTEERING
WITH OTHER
AGENCIES

A Certificate of Participation will be provided for all participants who complete all the modules.

For those who are not able to complete the full set of modules, a Letter of Completion will be provided, identifying the modules completed and dates. Completion of the outstanding modules can be done in future training sessions and once completed, a Certificate of Participation issued.

A certificate does not guarantee placement as a volunteer within a participant's home agency. That decision is made by each agency and will depend upon volunteer needs and organizational processes.

Each agency provides training on its own history, culture, policies and program training. If, at some point, a participant wishes to volunteer at another one of the participating agencies the training will be recognized by these agencies.

Situating ourselves

Situating our sector work

Volunteers also play a vital role in the work we do. In 2018-19, organizations reported 5,714 volunteers providing \$4.7 million worth of their time!

Critical data

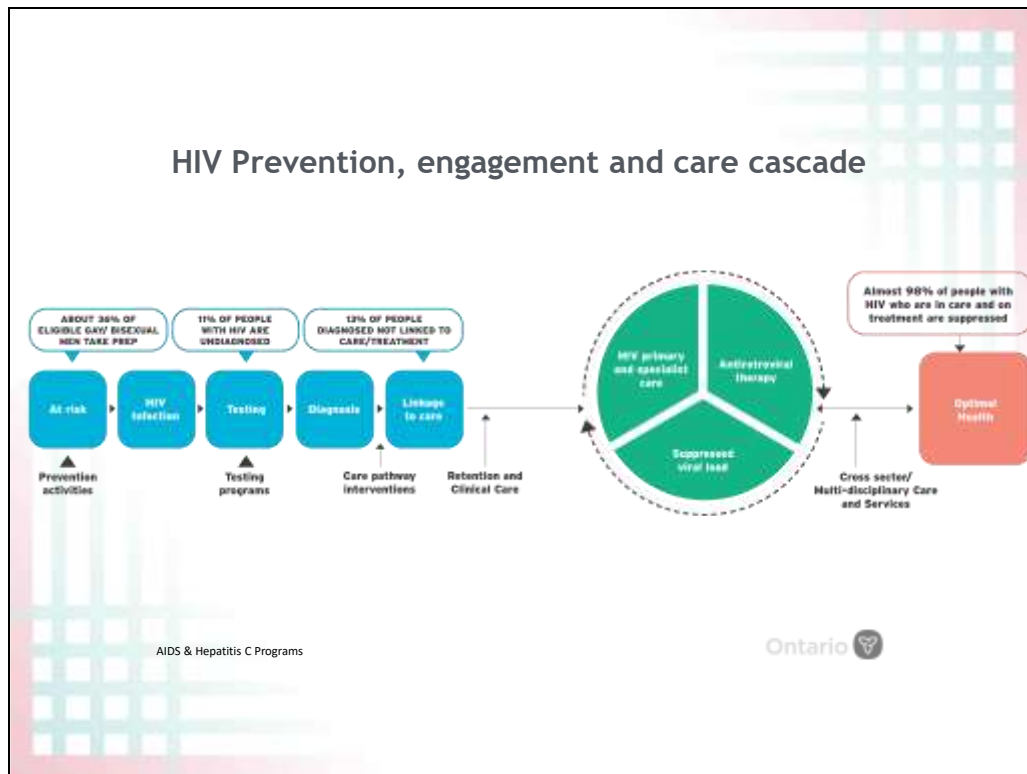
We have made great strides in producing critical data on HIV in Ontario to help us understand and respond strategically. Current highlights include:

- In 2021 more than half of new HIV diagnoses were in gay, bisexual, and other men who have sex with men followed by people who are African, Caribbean, and Black and women. This reflects how barriers and inequities disproportionately impact marginalized populations in our society and place individuals at greater risk for HIV.

Foundational values

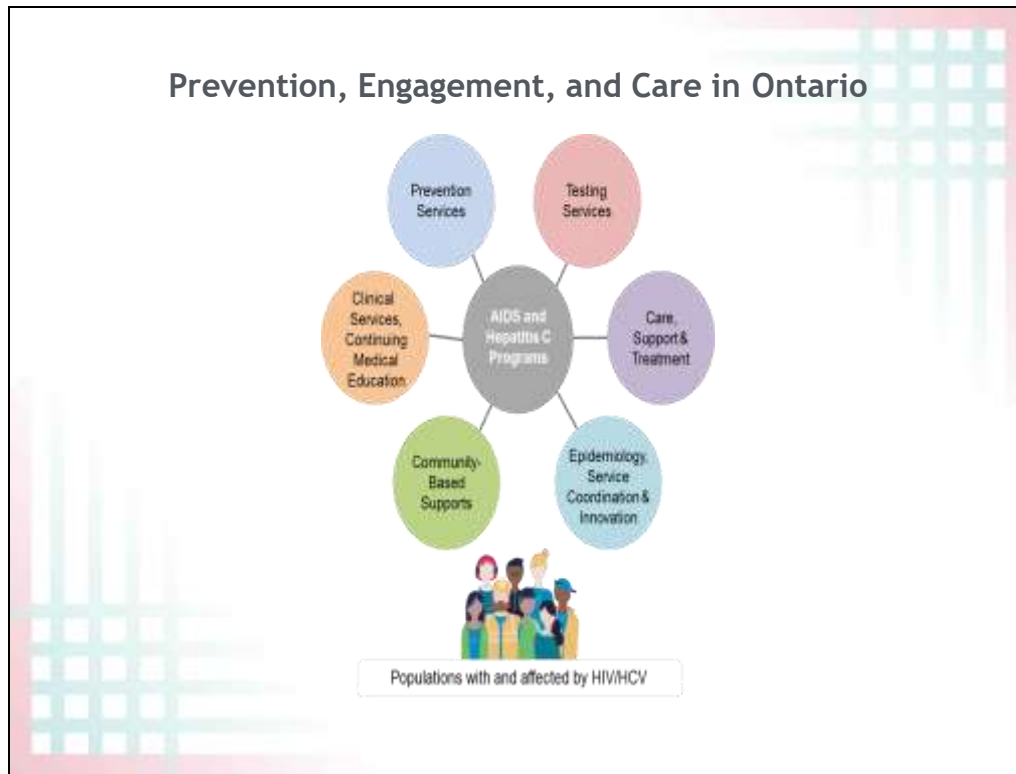
The response to HIV has been powerful and passionate! Principles and values that are foundational to our past, current, and ongoing response include:

- Resilience
- Greater Involvement and Meaningful Engagement of People Living with HIV/AIDS (GIPA/MEPA)
- Harm reduction
- Social justice/Human rights
- Integrated, person-centred prevention and engagement in care.
- Choice and self-determination
- Privacy and confidentiality
- Respect for diversity
- Evidence, excellence, and innovation.



The makeup of the sector

Individuals, AIDS Service Organizations, clinics, community partners, and capacity building organizations all have unique, complementary, and integrated roles in the *prevention, engagement and care cascade*, the theoretical framework that underpins the HIV response in Ontario.



In Ontario, Canada, the prevention, engagement, and care of HIV (Human Immunodeficiency Virus) are managed through a combination of public health initiatives, healthcare services, community organizations, and government programs. As of my last knowledge update in September 2021, here are some key aspects of HIV prevention, engagement, and care in Ontario:

- **HIV Prevention:**

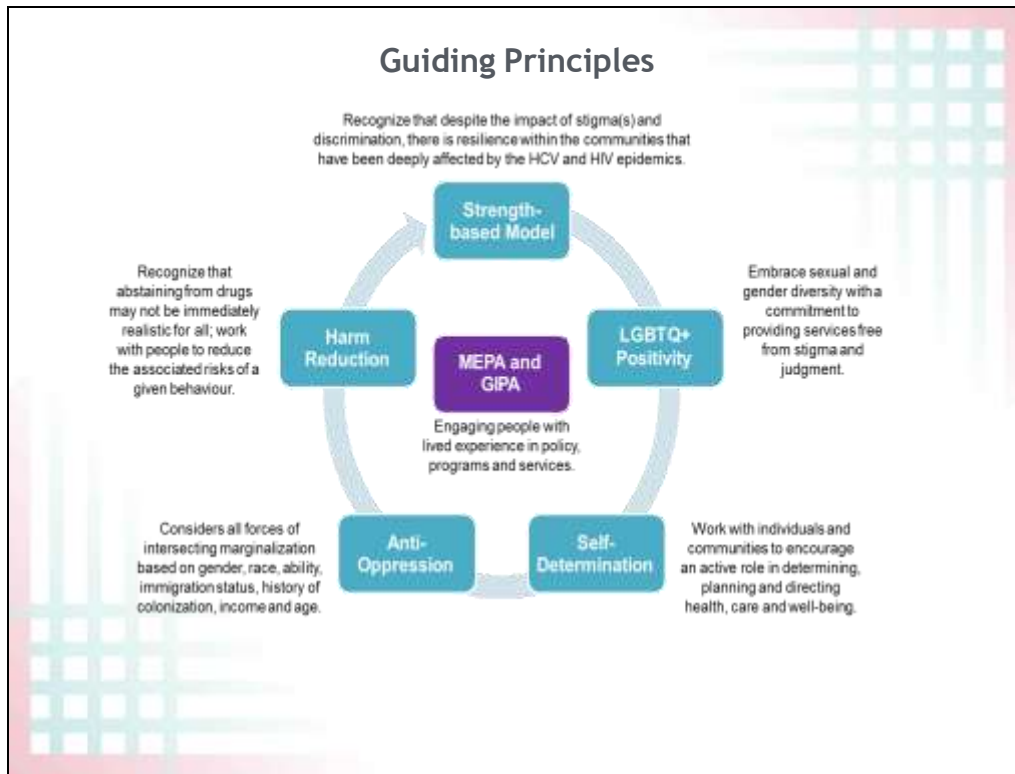
- **Education and Awareness:** Ontario has various educational campaigns aimed at raising awareness about HIV transmission, risk factors, and prevention strategies. These campaigns target both the general population and high-risk groups.

- **Condom Distribution:** Condom distribution programs are widely available, with free condoms often provided at healthcare centres, community organizations, and public health clinics.
 - **Needle Exchange Programs:** Needle exchange programs exist to reduce the transmission of HIV among people who inject drugs. They provide clean needles and syringes to users and facilitate safe disposal of used equipment.
 - **Pre-Exposure Prophylaxis (PrEP):** PrEP is available in Ontario and can be prescribed to individuals at high risk of HIV infection. It involves taking a daily medication to reduce the risk of contracting HIV.
 - **Post-Exposure Prophylaxis (PEP):** PEP is available for individuals who may have been exposed to HIV through unprotected sex or needle sharing. It involves taking antiretroviral medications within a specific time frame after potential exposure to prevent infection.
- **Engagement and Testing:**
- **HIV Testing:** Ontario encourages regular HIV testing, and testing services are available at healthcare facilities, community clinics, and through mobile testing units. Some testing services also offer rapid HIV testing, which provides results within minutes.
 - **Counselling and Support:** People who test positive for HIV receive counselling and support services to help them cope with the diagnosis and make informed decisions about their health.
 - **Engagement with Key Populations:** Outreach efforts target key populations at higher risk of HIV, such as men who have sex with men, people who inject drugs, and individuals from communities with a higher prevalence of HIV.
- **HIV Care:**
- **Antiretroviral Therapy (ART):** Individuals diagnosed with HIV are provided with antiretroviral therapy, which helps suppress the virus and manage the

progression of HIV to AIDS. ART is covered by the Ontario Drug Benefit Program.

- **Specialized Care Centres:** Ontario has specialized clinics and healthcare centres that focus on HIV care and treatment. These centres offer comprehensive services, including medical care, mental health support, and social services.
- **Peer Support and Community Organizations:** Community organizations and peer support groups play a crucial role in providing social and emotional support to people living with HIV. They also facilitate access to various resources and services.
- **Policy and Legislation:**
 - Ontario has legislation and policies in place to protect the rights and privacy of individuals living with HIV. Discrimination based on HIV status is prohibited, and confidentiality of HIV-related information is maintained.





Populations Most Impacted by HIV in Ontario

In Ontario, HIV is a concentrated epidemic - meaning that HIV has elevated rates among a number of defined populations.

The ministry's funded HIV programs focus on reaching those populations most affected.

These vulnerable populations experience inequities and stigma that impact access to the scientific advances in treatment and prevention.

Populations most impacted by HIV in Ontario include:

- People with HIV

- Gay, bisexual and other men who have sex with men, including trans men

- African, Caribbean, and Black communities (ACB)

- Indigenous Peoples

- People who use drugs (PWUD)

- Women*

(includes cis and trans women, including ACB, PWUD, Indigenous women, and other women who face systemic and social inequities, are more likely to be exposed to HIV through a sexual or drug use partner)

AIDS & Hep C Programs: Overview



Getting to know Each Other

Cultural Diversity Bingo

Language Diversity:

"Speaks more than one language fluently."

"Knows how to say 'hello' in a language other than English."

Travel and Geography:

"Has visited more than three continents."

"Lived in a different country for an extended period."

"Can name five different countries they've been to."

Cultural Traditions:

"Has a favorite cultural festival or celebration."

"Knows how to perform a traditional dance or song from their culture."

Getting to know Each Other - Cultural Diversity Bingo - Part 2

Cuisine and Food:

"Has cooked a traditional dish from their cultural background."

"Enjoys trying international cuisine and has a favorite dish from a different culture."

Family and Heritage:

"Has grandparents who were born in a different country."

"Has a unique family tradition or ritual related to their cultural heritage."

Identity and Background:

"Identifies as a first-generation immigrant."

"Belongs to an indigenous community or has indigenous heritage."

Religious and Spiritual Diversity:

"Celebrates a religious holiday other than the major ones (e.g., Christmas, Hanukkah, Eid)."

"Has visited a place of worship from a different religion out of curiosity or interest."

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Getting to know Each Other - Cultural Diversity Bingo - Part 2

Art and Creativity:

"Creates art, music, or literature inspired by their cultural background."

"Can name a famous artist or musician from their culture."

Social and Political Awareness:

"Has participated in a cultural or diversity awareness event or activity."

"Can name a prominent historical figure or leader from their culture."

Generational Perspectives:

"Has a family member from a different generation living in their household."

"Grew up with grandparents or elders who shared stories about their heritage."