

Into The Rainbow

A **WORKBOOK** FOR LOVED ONES

CURATED BY: ELISA HOLLINGSWORTH

Table of Contents

Introspection

Education

Action

The background features a collage of abstract, colorful shapes and line drawings. On the left, there are wavy bands of purple, teal, and orange. On the right, there are green line drawings of people's heads and shoulders. At the bottom, there are large, overlapping shapes in red, pink, and purple. The word 'Introspection' is centered in a white rounded rectangle.

Introspection

in·tro·spec·tion

noun

The examination or observation of one's own mental and emotional processes

Why?

I'm glad you're here. You've made it through the first few pages and it's been painless! Before you get into it, I want to give you a chance to reflect.

What brought you to this workbook?

What are you bringing with you today?

What do you want to gain from this workbook?

Finding Your Core Values and Beliefs

Our core values and beliefs guide us, sometimes subconsciously. By knowing what our true values are, we are able to have more clarity in actions, decisions, and what makes us feel like ourselves. Below is a list of core values! Try to narrow it down to the five that are most important to you. While there may be many that resonate with you, try your hardest to get it to 5. If everything is important, nothing is a priority. Spend some time really reflecting on these, there are no wrong answers!

Family	Change	Professionalism
Freedom	Goodness	Knowledge
Security	Involvement	Patience
Loyalty	Faith	Change
Intelligence	Wisdom	Prosperity
Connection	Beauty	Wellness
Creativity	Caring	Finances
Humanity	Personal Development	Gratitude
Success	Honesty	Grace
Respect	Adventure	Endurance
Invention	Kindness	Facilitation
Diversity	Teamwork	Effectiveness
Generosity	Career	Fun
Integrity	Communication	Fame
Finesse	Learning	Justice
Love	Excellence	Appreciation
Openness	Innovation	Willingness
Religion	Quality	Trusting Your Gut
Order	Commonality	Giving People a Chance
Advancement	Contributing	Patience
Respect	Spiritualism	Forgiveness
Joy/Play	Strength	Self-Respect
Forgiveness	Entertain	Abundance
Work Smarter and Harder	Wealth	Reciprocity
Excitement	Speed	Enjoyment
Clarity	Power	Entrepreneurial
Fun-Loving	Affection	Happiness
Charisma	Cooperation	Harmony
Humor	Love of Career	Peace
Leadership	Friendship/Relationship	Be True
Renewal	Encouragement	Contentment
Home	Pride in Your Work	Balance
Courage	Compassion	

What Does it Mean to You?

Now that you've spent some time determining some of your core values and beliefs, lets look at how that translates into allyship

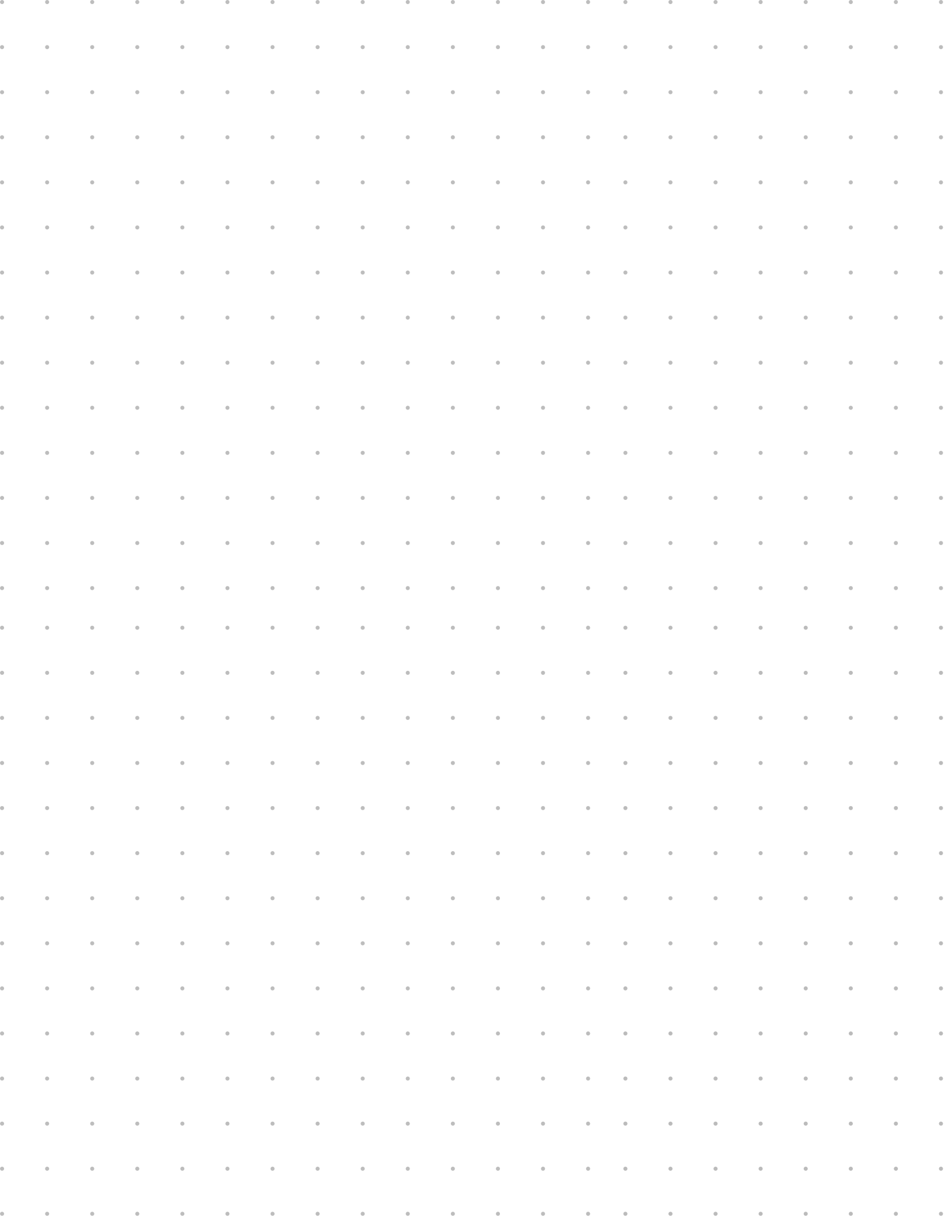
Whats your definition of allyship?

What do you think an ally looks like?

What do you think makes an ally?

Why is it important to you to be an ally?

How does being an ally fit into your core values?



Examining Inner Bias

What is Bias?

Biases come from making assumptions about another person/group of people based on your preconceived notions about them. These are developed depending on our geographical location, customs, traditions, depictions of stereotypes in the media, and values we are raised to believe. When you lead with only an understanding/acceptance for your own values and beliefs, biases can interrupt the ability to connect with an individual of a different identity. We must be aware that our own sexuality, gender, race, etc., is only one of many and there are other appropriate values and behaviours even if I don't believe the same things. We are not experts on those who belong to different sexual orientations, and despite research, we can not make assumptions without first giving the opportunity for them to answer questions themselves.

Cognitive Bias is the most common form and is portrayed when someone creates unreasonable assessments and assumptions on someone based on the community they belong to. They can be caused by mental shortcuts the brain uses to make judgements, flawed memory, or emotional input.

Types of Bias

Explicit Biases are those we are consciously aware of. This type of bias can be dangerous as it can be expressed through verbal and/or physical harassment, excluding the other group, and having discriminatory prejudices.

Implicit Bias is caused from the unconscious stereotypes we hold in relation to people of certain communities learned from the media, upbringing, and the culture you are raised in. These biases can be difficult to identify and usually come with no malicious intent, as the person is unaware of the effect their biases towards the other group.

How to Challenge Bias:

Be courageously self-reflective. Be honest and open with yourself, allowing the opportunity to be vulnerable and address sexism, homophobia, transphobia, and other oppressive dynamics. Turn guilt into holding responsibility for an action/belief.

When someone offers criticism, receive it as a teachable moment rather than a personal attack. This will be uncomfortable but it is a necessary part of positive change. Be gentle with yourself while also holding yourself accountable for hurting your loved one.

Take responsibility, apologize, and do your own research afterwards. Just because you were a part of the issue, doesn't mean you can't turn into an integral part of the solution. Every human has bias, it is how we acknowledge and work on them which determines the level of harm the bias holds.

Listen, listen, and listen more. Consume information, research, and news from multiple sources to refrain from only gathering one perspective. When you identify a bias, substitute it with new information.

Practice introspection by exploring your biases and taking implicit association tests. These tests reveal automatic preferences towards straight people versus gay, and many other marginalized populations. **LOCATED AT**
<https://implicit.harvard.edu/implicit/takeatest.html>

Learn to slow down when responding and making assumptions. Biases often occur when under pressure so take time to pause and reflect before reacting. When doing so, ensure you are evaluating the person before based on their individual characteristics rather than those you associate with the group they belong to.

How might exploring your own implicit bias help you personally and in your social life?

What do you currently know about areas where you hold bias? What groups do the people belong to? Are these biases explicit or implicit?

What feelings come up for you as you reflect on this?

How can you practice self-care following this exercise?

**"OWNING OUR STORY
AND LOVING
OURSELVES THROUGH
THAT PROCESS IS THE
BRAVEST THING WE'LL
EVER DO." -**

Brené Brown

Self Care Playlist

Music can be used to soothe, excite, and inspire.
Create a playlist you can put on when you're feeling low.

Song:
Artist:
This song makes me feel:
This song is important because:

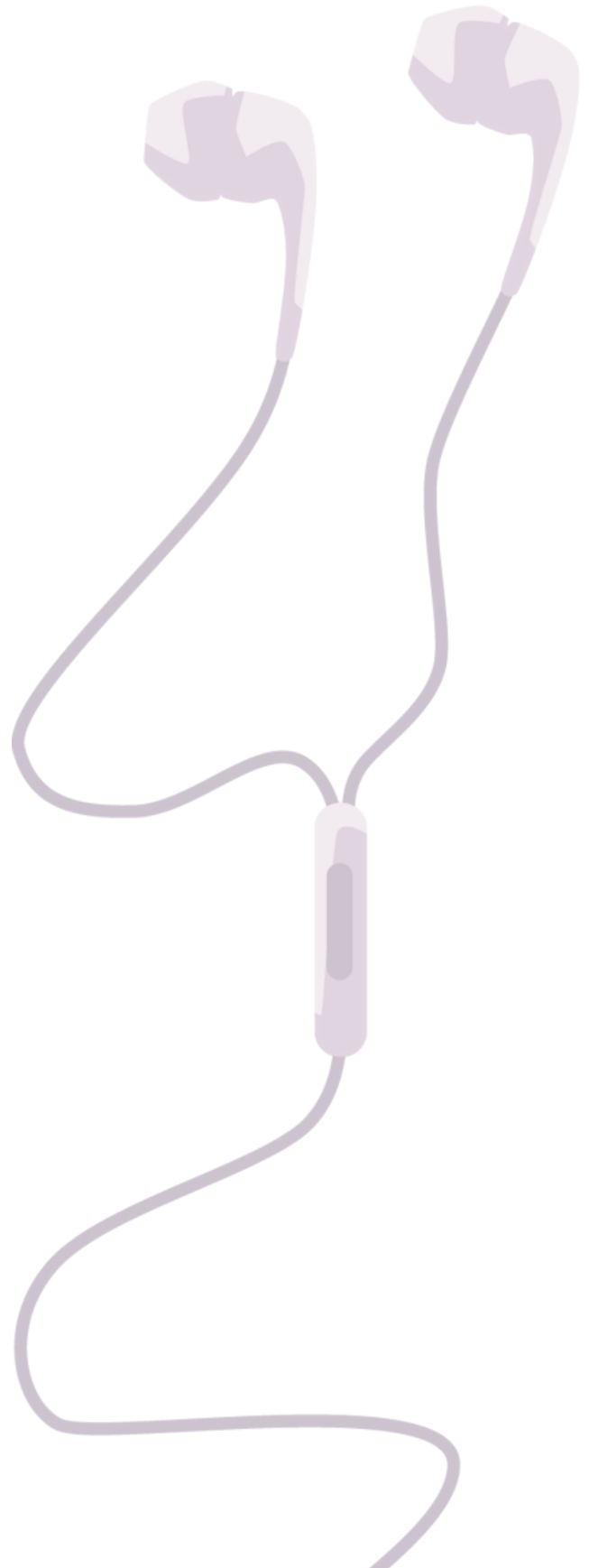
Song:
Artist:
This song makes me feel:
This song is important because:

Song:
Artist:
This song makes me feel:
This song is important because:

Song:
Artist:
This song makes me feel:
This song is important because:

Song:
Artist:
This song makes me feel:
This song is important because:

Song:
Artist:
This song makes me feel:
This song is important because:



Affirmation Awards

Welcome to the Affirmation Awards Ceremony and congratulations!

Affirmations are reminders of things we know to be true. Whether we say them when we're upset or anxious, when we wake up every morning, or when they're absolutely necessary. Fill out the ribbons after the prompts.

Congrats again, you deserve it!



What is Community Care?

Self Care and Community Care exist simultaneously. Self care is personal, it says that we need to be the ones to take care of ourselves. In a western society we are expected to be fully independent, and able to self soothe. But we know, that humans are social creatures! We don't exist in a vacuum, and neither do our problems.

Community care is a larger perspective of wellness. It looks like showing up for people, and people showing up for you. Its volunteering for a community based non-profit, It's watching your friends kids when they need a break, its a friend doing your dishes when you're overwhelmed.

Self care is important and necessary, but it isn't our only weapon against needing a break. It's okay to need other people.

Who in your life leans on you for support?

Who do you lean on for support?

What could Community Care look like in your life?

*"Shouting "self-care" at people who actually need
"community care" is how we fail people." - Nakita Valerio*

Self Care Calendar

What does self care look like in your schedule? It's time to make a commitment to yourself, because you're worth it!

How do you practice self care? Do you go for a walk, listen to music, spend time with friends, or read? Do you journal, talk to a therapist, pamper yourself, or game?

It doesn't have to be something big and time consuming every day, or even every week. We can show up for ourselves in small, easy, and free ways everyday.

S M T W T F S



What is Community?

F	L	O	R	G	R	I	E	F	E	B	N	I	P	H
A	E	D	P	B	R	I	T	T	M	E	U	C	S	O
M	L	R	I	H	H	H	J	P	C	L	O	L	J	M
I	I	D	K	W	E	S	I	D	T	O	Y	A	K	E
L	F	N	I	T	P	A	G	P	A	N	T	R	I	B
Y	E	L	N	P	A	F	L	S	T	G	A	I	L	L
B	S	Y	C	F	D	E	H	I	X	I	E	T	T	O
E	A	B	L	R	Y	T	S	R	N	N	F	Y	H	V
R	V	V	U	T	O	Y	F	G	A	G	E	F	G	E
K	I	R	S	A	C	R	E	D	P	A	W	L	I	T
Y	N	P	I	P	O	A	P	R	O	U	D	V	R	E
R	G	B	V	C	E	U	T	S	C	M	A	G	I	C
Y	H	R	E	G	U	T	Y	A	C	T	O	P	D	H
G	C	R	E	A	T	I	V	I	T	Y	H	E	R	E
O	W	B	G	R	O	W	I	N	G	E	J	O	Y	H

LIFE SAVING

MAGIC

LOVE

INCLUSIVE

CREATIVITY

BELONGING

GRIEF

PROUD

HEALING

SACRED

SAFETY

HOME

CLARITY

JOY

FAMILY

GROWING

Reflection

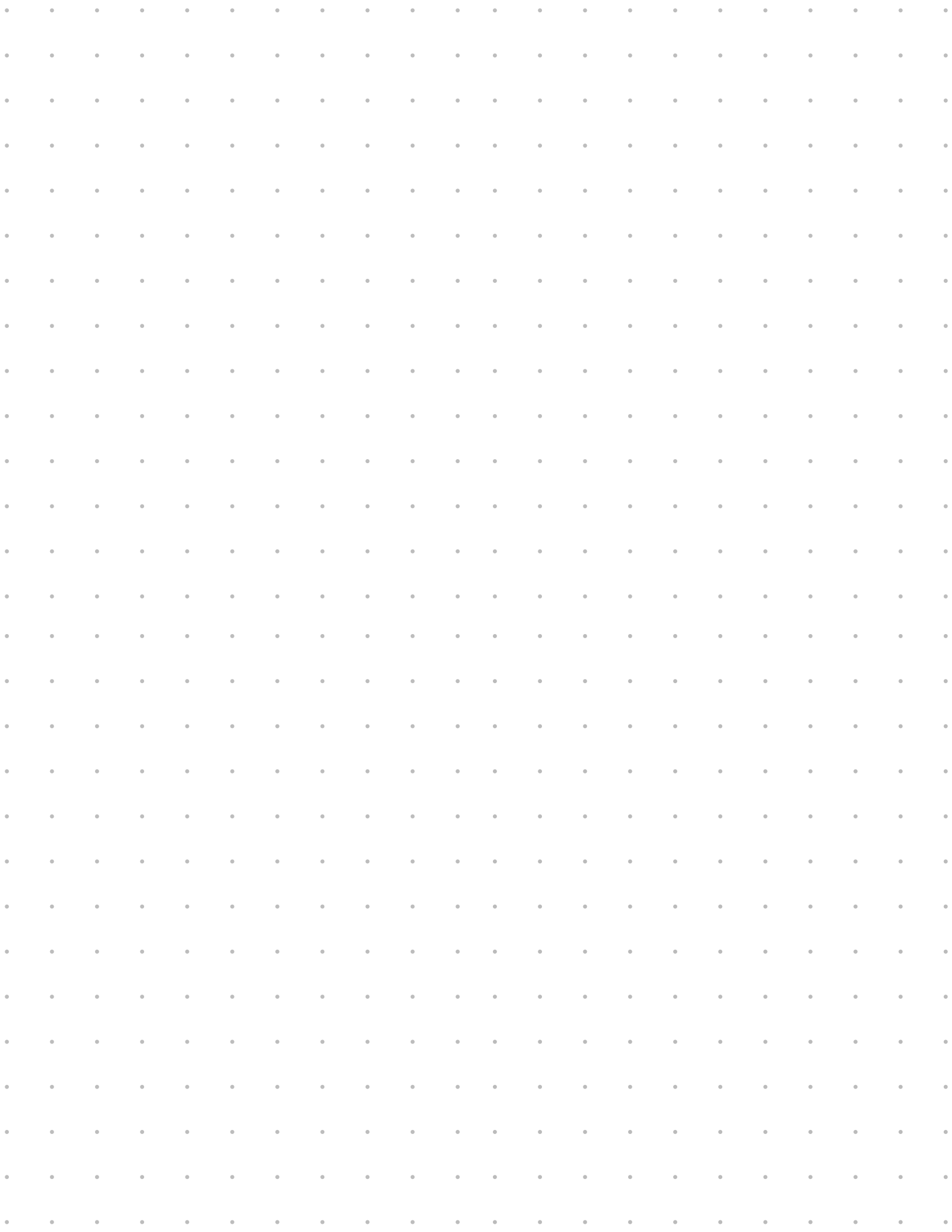
What have you learned this section?

What have you learned about yourself this section?

What parts of this section have been hard?

What parts have been easy?

What questions do you have going forward?



The background features a collage of abstract, colorful shapes and line drawings. On the left, there are large, flowing shapes in shades of purple, teal, and red. On the right, there are stylized line drawings of people in various poses, colored in shades of green and blue. The overall style is modern and artistic.

Education

ed·u·ca·tion

noun

An enlightening experience.

Match The Flag To The Meaning



Intersex Pride



Traditional Gay Pride



Pansexual Pride



Trans Pride



Bisexual Pride



Non-Binary Pride



Two Spirit Pride



Lesbian Pride



Progress Flag

Why is Pride Important?

Unlike many other groups and communities, being 2SLGBTQIA+ isn't passed down in families. Sometimes growing up we don't know any other queer people, or their stories. We might not have grown up seeing ourselves on TV, or reading our stories in books. Pride is an opportunity for us to share knowledge, histories, and joy.

Until 1973, *Homosexuality* was listed as a disorder in the *Diagnostics and Statistics Manual of Mental Disorders (DSM)*. In 1996 Bill C-33 was passed which included 2SLGBTQIA+ people in the Canadian Human Rights Act.

On July 20th, 2005 Canada became the fourth country worldwide to recognize same-sex marriage.

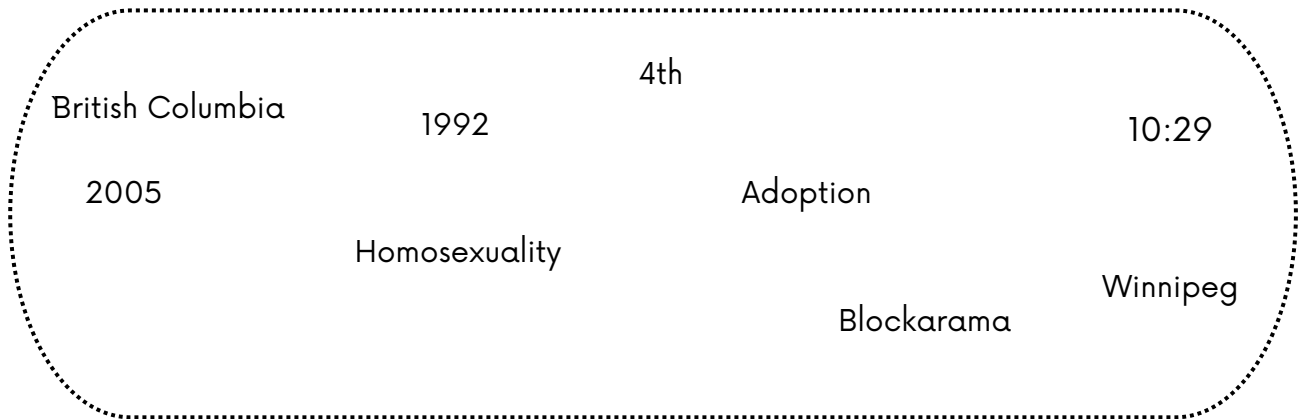
In December of 2021 conversion therapy was banned nationwide.

Pride is also important, as it serves as a remembrance of those we have lost. Through the HIV/AIDS crisis, the Holocaust, those who passed in silence and afraid. Pride is an opportunity to reflect. While we still have work to do, we are here. We can be loud and express ourselves, we can dance and sing and march.

Fill In The Blanks

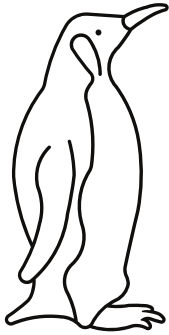
-

Queer History

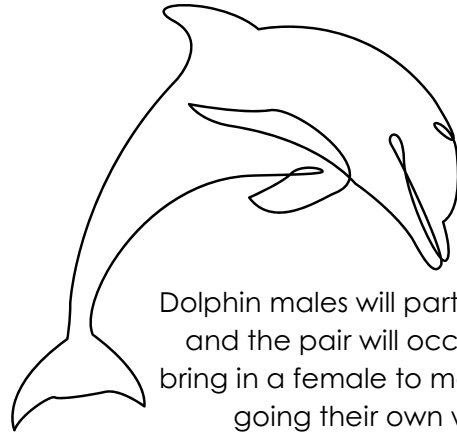


- On December 15, 1973 - _____ was removed as a disorder from the Diagnostics and Statistics Manual of Mental Disorders
- February 29, 1988 - _____ MP Svend Robinson came out as Canada's first openly gay Member of Parliament.
- July 27, 1990 the term Two-Spirit is coined at 3rd annual Native Americans/First Nations Gay and Lesbian Conference in - _____.
- October 27, _____ - federal courts lift ban against gay and lesbian people in the military
- May 24, 1995 - same sex couples gain legal _____ rights in Canada.
- June 1, 1999 - _____ is created, the first Black queer space in Toronto Pride.
- July 20, _____ - Bill C-38 becomes federal law, giving same-sex couples the right to marriage. Canada is the _____ country in the world to allow same-sex marriage.
- December 12, 2017 - November 20th officially becomes Trans Day of Remembrance and requires the Legislative Assembly to hold a moment of silence at _____ AM each year in honour of trans people who have died as a result of anti-trans violence.
- December 8, 2021 - _____ is amended to ban conversion therapy nationwide.

Mother Nature is Queer



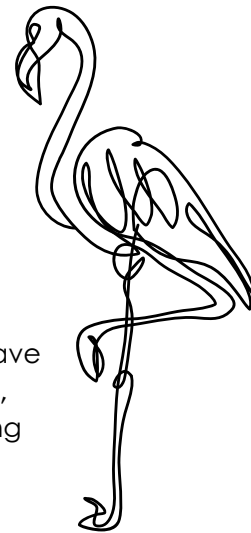
The first record of same-sex sex in penguins was in 1911.

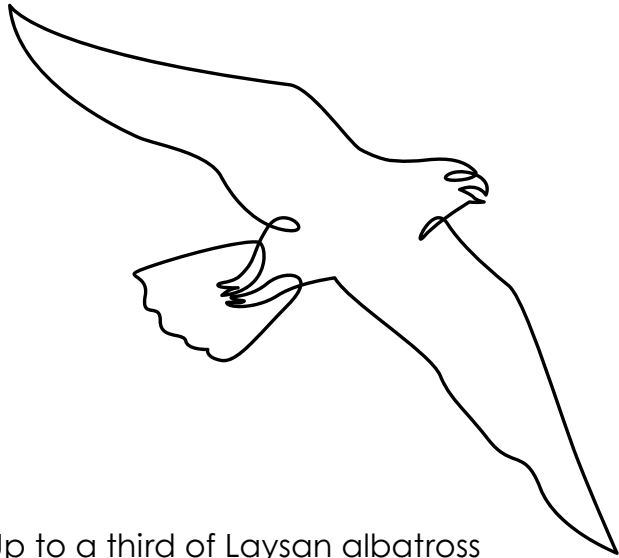


Dolphin males will partner for life, and the pair will occasionally bring in a female to mate before going their own ways.

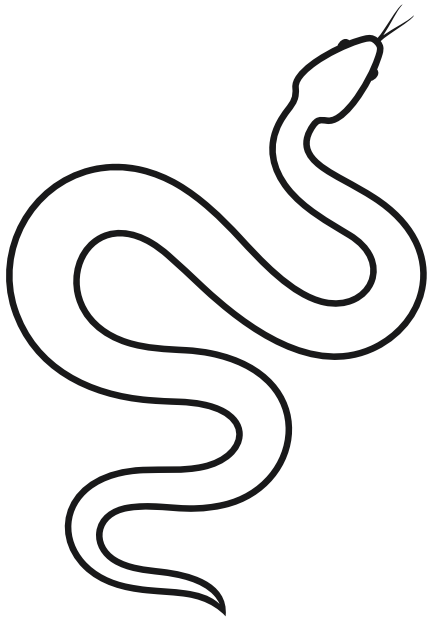


Pairs of male flamingos have been observed mating, building nests, and raising baby chicks together!

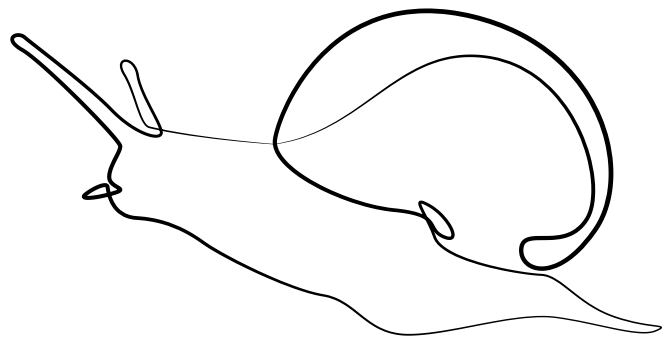




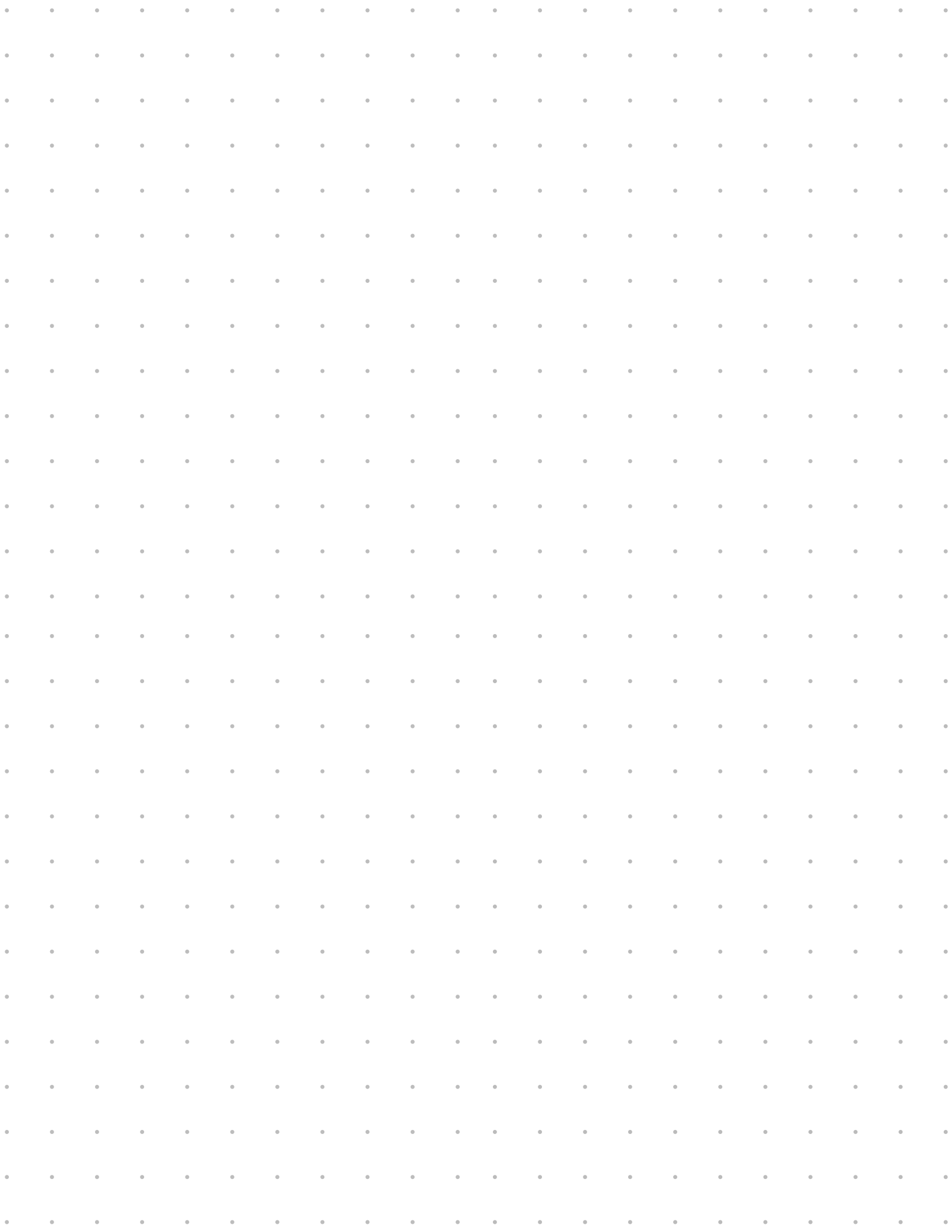
Up to a third of Laysan albatross nests are female-female.



Coldblooded male garter snakes use pheromones to encourage courtship from other males in the area, forming "mating balls".



In some marine snail species, all individuals are born male, and once two males choose each other, one of them simply changes sex.





True or False?

2SLGBTQIA+ People only ever have to come out once

T F

Trans people always want gender affirming surgery

T F

In 2021, a conservative estimate stated there's 1 million 2SLGBTQIA+ Canadians

T F

Bisexual people just cant make up their minds

T F

One theory of how the term "drag" originated is from theatre in the early 1600's

T F

Approximately 1 in every 500 Canadians is Trans or non-binary

T F

2SLGBTQIA+ People only ever have to come out once - FALSE. Even if our identities stay the same, we have to continually come out throughout our entire lives. When we meet new people, sometimes filling out forms, or hold hands in public. Sometimes it's casual and easy, other times it can be unsafe and put 2S;GBTQIA+ people in a vulnerable position.

Trans people always want gender affirming surgery - FALSE. Everyone is different! some people will be interested in gender affirming surgery, some will not, some will be on the fence. It is not up to us to decide or have an opinion on, all trans peoples forms of expression are valid.

In 2021, a conservative estimate stated there's 1 million 2SLGBTQIA+ Canadians - TRUE. According to the 2021 census, 1 000 000 Canadians are 2SLGBTQIA+. The real number is expected to be much higher.

Bisexual people just cant make up their minds - FALSE. Bisexual people's minds are made up, they're bisexual.

One theory of how the term "drag" originated is from theatre in the early 1600's - TRUE. Although it isn't exactly known how the term originated, one theory is that it came from Shakespeare plays when men would play women's parts and their costume dresses would drag on the ground!

Approximately 1 in every 500 Canadians is Trans or non-binary - FALSE. According to the 2021 Census (the first to ask about Trans identities!) 1 in every 300 Canadians identifies as Transgender or under the Trans Umbrella!

What have you learned this section?

What have you learned about yourself this section?

What parts of this section have been hard?

What parts have been easy?

What questions do you have going forward?



Action

ac·tion

noun

The fact or process of doing something, typically to achieve an aim

*"THE MOST IMPORTANT
THING TO REMEMBER IS
THAT ALLYSHIP IS A
VERB, NOT A NOUN. YOU
CAN'T SIMPLY 'BE' AN
ALLY. YOU NEED TO
PRACTICE IT. YOU NEED
TO USE YOUR IDENTITY
AND PRIVILEGE TO
MAKE CHANGE
HAPPEN."*

DR. EVELYN CARTER

Your Local Resources

Emergency Services _____

Non-Emergency Police Line _____

Crisis Line _____

Kids Help Phone _____

2SLGBTQIA+ Orgs In Your Community _____

Addiction Supports In Your Community

Mental Health Supports

Sexual Assault Supports In Your Community

24 Hour Supports:

Indigenous Services

2SLGBTQIA+ Resources

Below is a list of resources that are available in our community and online

HEALTH

Peterborough Public Health (Sexual Health Clinic)
PARN - Peterborough AIDS Resource Network
CMHA - Canadian Mental Health Association
KSAC - Kawartha Sexual Assault Centre
Rainbow Health Ontario

SOCIAL SUPPORT

PFLAG Peterborough
Pride Outside Ptbo
Peterborough Library
The Elizabeth Fry Society of Peterborough
Peterborough-Nogojiwanong Pride
Kawartha Lakes Pride
Lakefield Pride
Norwood Pride

YOUTH SUPPORTS

LGBT Youthline
Rainbow Youth Program (PARN)
Fleming Pride Alliance
Fleming Diversity & Inclusion Services
Trent Queer Collective
Out on Campus (Trent)
Peterborough Youth Services
Kawartha Pine Ridge District School Board EDI Support

2SLGBTQIA+ Resources

Below is a list of resources that are available in our community and online

TRANSGENDER, NON-BINARY, AND GENDER DIVERSE COMMUNITY

Trans Peer Outreach
Trent Centre for Women and Trans People
The Flamingo House

BLACK, INDIGENOUS, AND PEOPLE OF COLOUR SUPPORT

New Canadian Centre
Community and Race Relations Committee
Diverse Nature Collective
BLM Nogojiwanong
Nogojiwanong Friendship Centre Building Gender Diverse Communities Project
First Peoples House of Learning

ADVOCACY AND RESOURCES

Pride and Remembrance Foundation
RSO - Rainbow Service Organization
Egale Canada
International day against homophobia and transphobia
International Day of Pink
Rainbow Railroad
Sport a Rainbow
Amnesty International Canada

Practicing Responses to Bigotry

What do you do when you overhear someone being homophobic or transphobic? You could be put with friends, at work, or a family event. Sometimes when we hear people we care about say harmful things we may not know how to respond. Maybe we are afraid to speak up, worried about the repercussions, or just don't know what to say. This exercise gives you an opportunity to have responses prepared, so if a situation ever arises you already know what to say.

When someone says "Why do they need a parade?"

When someone says "When is straight pride month?"

When someone says "I just don't get why they have to hold hands in public."

When someone purposefully misgenders a transgender coworker?

When someone says "That's so gay"

Practising Pronouns

In terms of non-binary identities, pronouns are an important way for individuals to express their gender identity and for others to respect and affirm that identity. Non-binary people may use pronouns that are gender-neutral or different from the traditional binary pronouns (he/him, she/her).

COMMON NON-BINARY PRONOUNS

- **They/Them (singular):**
 - The most commonly used gender-neutral pronoun in English.
 - Example: Alex said they would join us later.
- **Ze/Zir or Xe/Xem:**
 - Less common but used by some non-binary individuals.
 - Example: Ze loves zir new book. / Xe told me to meet xem at the park.
- **She/They or He/They:**
 - Some non-binary people may use a mix of pronouns, like she/they or he/they.
 - Example: Jordan said she likes coffee, but they don't drink it every day.
- **Other Pronouns:**
 - Some individuals create or use less common pronouns, such as ey/em, fae/faer, or ve/ver, to better fit their identity.
 - Example: Fae is excited about faer new project.

WHY PRONOUNS MATTER

- **Respect:** Using someone's correct pronouns acknowledges and respects their identity.
- **Validation:** It helps non-binary people feel seen and included in social and professional spaces.
- **Avoiding Misgendering:** Misgendering (using incorrect pronouns) can cause discomfort, hurt, or dysphoria for non-binary people.

HOW TO SUPPORT NON-BINARY PRONOUN USE

- **Ask Respectfully:** If you're unsure about someone's pronouns, ask politely: "What pronouns do you use?"
- **Practice:** It might take time to get used to new pronouns, but practice helps.
- **Correct Mistakes:** If you accidentally use the wrong pronoun, apologize, correct yourself, and move on.
 - Example: I mean, they went to the store. Sorry about that!

Using non-binary pronouns is a simple way to show inclusivity and respect in communication.

Practice, Practice, Practice

Practice changing the following phrases into sentences using the non-binary pronouns (They/Then/Their/Theirs). Then, read the sentence out loud, adding more sentences after if you like.

Ex. Jamal / came with me to the movies but forgot wallet

Jamal came with me to the movies but **they** forgot **their** wallet.

(Spoken) *Jamal came with me to the movies but **they** forgot **their** wallet, so I bought **their** ticket for **them**. Otherwise **they** would have missed the movie!*

Anna/called mother

Angela/missed last appointment

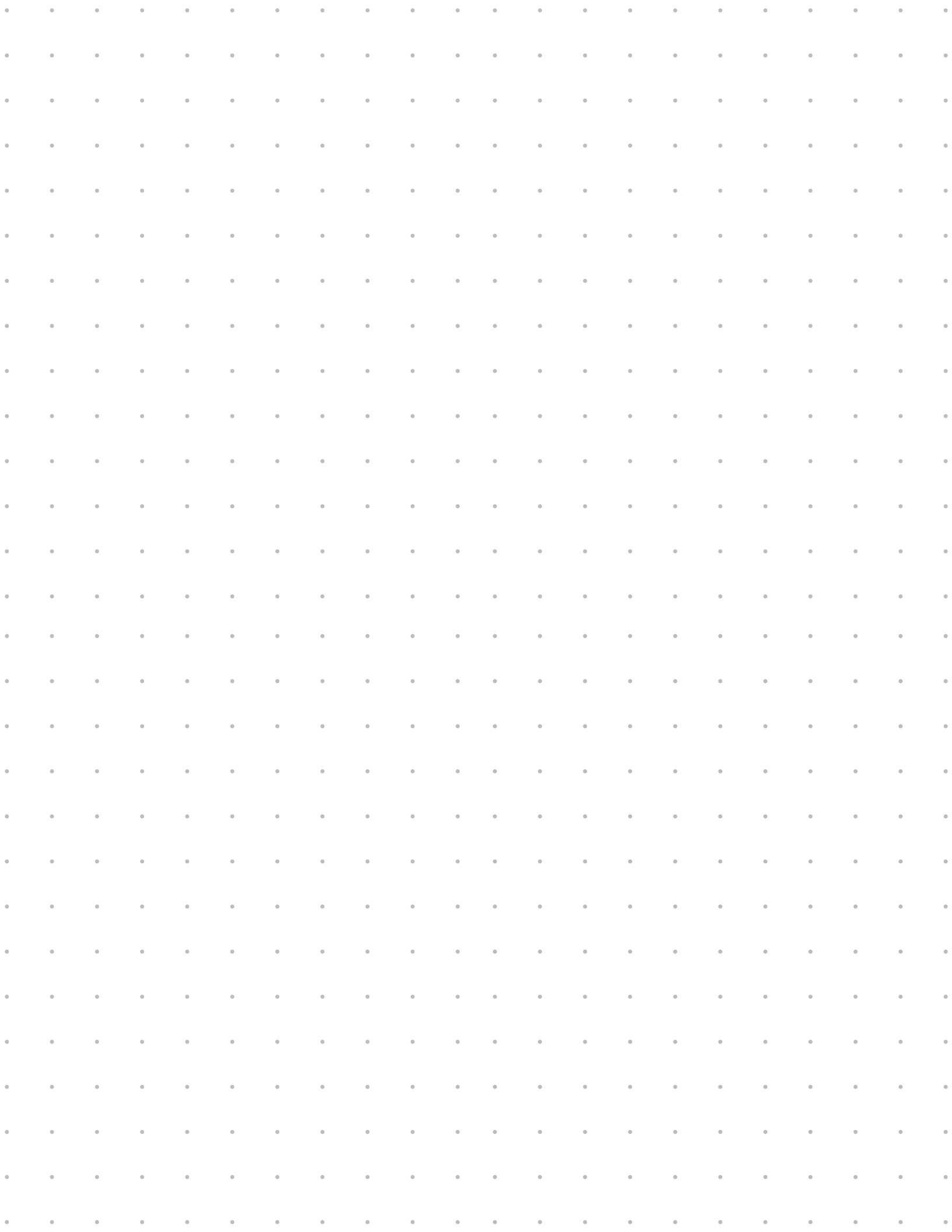
Jones/fell off bike

Miriam/couldn't find shoes to fit

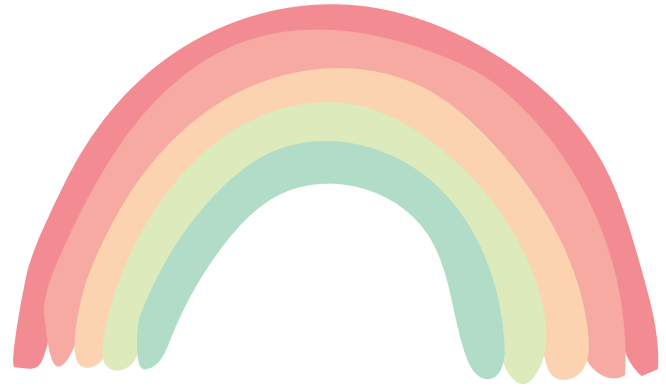
Kadisha/painted a portrait of self

Corey/watered plants and then went for a run

Geo/turned in homework a week later than should

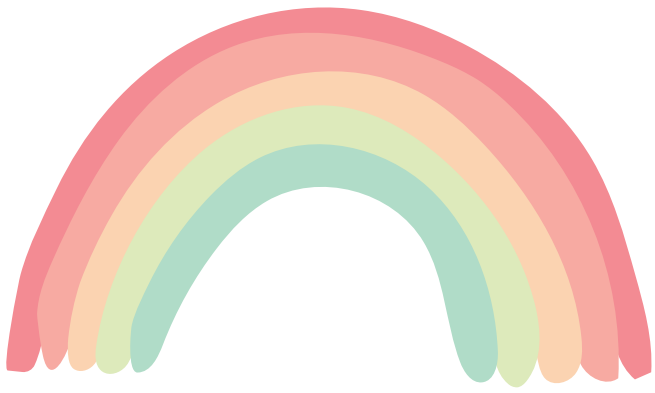


I was Today years old
The day I finally felt Queer enough
It may sound strange to say
But when you are surrounded by rainbows
And your a shadowed shade of gray
Even safe spaces
Don't feel all that safe



Look, Im not saying that I haven't been safe
Protected by the privilege of passing as straight
Holding hands with my man
No consequence at stake
No kiss is a risk of falling fatal to fate
But it doesn't feel good wearing a mask I never wanted to hang on my face
It doesn't feel good to witness the hate that commensurates
Out of cannon ball mouths because they think they are safe
Telling you, the one they assume that is straight
How they wish that the gays didn't feel quite so safe

I let the sound of my voice form a fist of words four letters long
Tell him why the fuck I am mad and why the fuck he is wrong
Tell him queer is right here
Plain as can be
Next to the heart
Smearred on my sleeve
Tell him to ball up his hate
And swallow it down
Along with his ideas of who should feel safe in my town



But his ears won't hear over what his eyes see
And all he sees is the man standing next to me

So my gay is ok
Because to him it is quiet
And unless he can see it

He just doesn't buy it

Bi it

Bi it

Bi it

Oh a bisexual bitch

Well, he says, that's sexy to me

If you kissed a girl and you liked it id sure like to see

And again this cannon ball man turns my identity into pornography

Because to him my queer is sexy

Honestly id prefer him to hate me

I was Today years old

The day I finally felt Queer enough

It may sound strange to say

But when you are surrounded by rainbows

And your a shadowed shade of gray

Even safe spaces

Don't feel all that safe

Write Your Own Poem

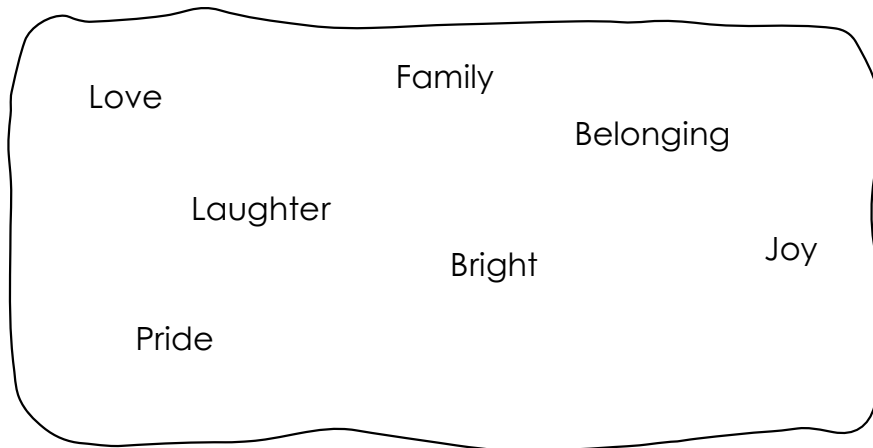
Now it's your turn! A Haiku is a traditional Japanese form of poetry that consists of three lines. The first line has 5 syllables, the second line has 7 syllables, then 5 syllables again for the last line.

Example:

“Over The Wintry” by Natsume Sōse

Over the wintry
forest, winds howl in rage
with no leaves to blow.

Below are some words you can use, either in your poem or for inspiration. When you're done, what's next is up to you. Maybe you want to write the poem on another piece of paper and give it to someone, post it online somewhere, or tack it to a community poster board. Maybe this haiku is just for you.



Words of Advice

When working on *Into The Rainbow: A Welcome Guide for Loved Ones*, a survey was given out at the Peterborough Pride in 2022. In this survey we asked queer people and loves ones what advice they have for someone who was struggling with someone they love coming out as 2SLGBTQIA+. Below are just a few of the responses.

"Try to let go of your ideas of gender & sexuality and just listen and validate them. Research how homophobia and transphobia originate on this land from colonialism". - Anonymous

"They're happier this way. Be happy with them"
-Terry

"Listen. Listen. Listen. It's not about you."
-Michelle

"Broaden your experiences. I say open the floor for communication with your loved one and the broader community"
-Debbie

"The only thing to fear are the people around your loved one who might be ignorant- be brave and revisit your emotions often and you'll find peace"
-Mama

What would your advice be?

What have you learned this section?

What have you learned about yourself this section?

What parts of this section have been hard?

What parts have been easy?

What questions do you have going forward?

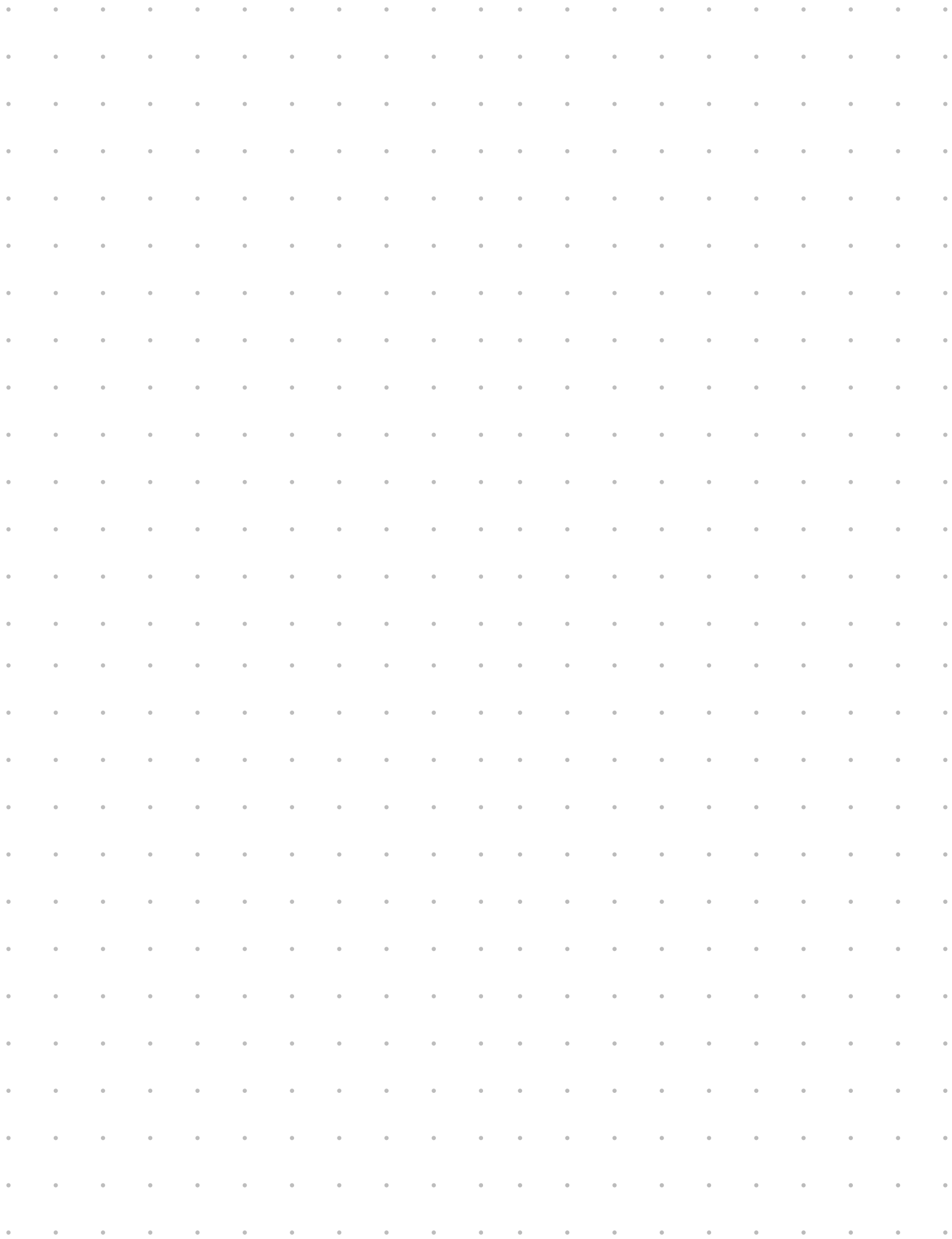
What Next?

You've almost made it through! I knew you could do it. You've been through Introspection, Education, and Action. Do you feel more prepared for whatever comes next?

What are three things you can do to put your new knowledge and skills of allyship to work?

Loved One Letter

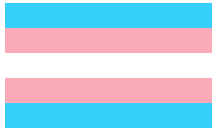
What do you wish you could tell your loved one?





Match The Flag To The Meaning

Answers



Trans Pride



Non-Binary Pride



Traditional Gay Pride



Pansexual Pride



Lesbian Pride



Progress Flag



Bisexual Pride



Two Spirit Pride



Intersex Pride

What is Community?

Answers

F	L	O	R	G	R	I	E	F	E	B	N	I	P	H
A	E	D	P	B	R	I	T	T	M	E	U	C	S	O
M	L	R	I	H	H	J	P	C	L	O	L	J	M	
I	I	D	K	W	E	S	I	D	T	O	Y	A	K	E
L	F	N	I	T	P	A	G	P	A	N	T	R	I	B
Y	E	L	N	P	A	F	L	S	T	G	A	I	L	L
B	S	Y	C	F	D	E	H	I	X	I	E	T	T	O
E	A	B	L	R	Y	T	S	R	N	N	F	Y	H	V
R	V	V	U	T	O	Y	F	G	A	G	E	F	G	E
K	I	R	S	A	C	R	E	D	P	A	W	L	I	T
Y	N	P	I	P	O	A	P	R	O	U	D	V	R	E
R	G	B	V	C	E	U	T	S	C	M	A	G	I	C
Y	H	R	E	G	U	T	Y	A	C	T	O	P	D	H
G	C	R	E	A	T	I	V	I	T	Y	H	E	R	E
O	W	B	G	R	O	W	I	N	G	E	J	O	Y	H

LIFE SAVING

MAGIC

LOVE

INCLUSIVE

CREATIVITY

BELONGING

GRIEF

PROUD

HEALING

SACRED

SAFETY

HOME

CLARITY

JOY

FAMILY

GROWING

Thank You

Thank you for taking the time to complete our
"Into the Rainbow: A Workbook for Loved Ones."

We would like to thank our funder

**pride and remembrance
foundation**



Without their support, our "Into the Rainbow" series would not have been possible. Thank you for supporting our agency and the 2SLGBTQIA+ community.



