



training
catalogue



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Who we are

Fondation Émergence is
a non-profit organization
that fights against
homophobia and
transphobia





mission

educate

inform

raise awareness

Fondation Émergence's mission is to educate, inform and raise awareness among the population about the realities of people who identify with sexual diversity and with the plurality of gender identities and expressions. This includes, among others, people who identify as lesbian, gay, bisexual, trans (binary and non-binary), queer, intersex, two-spirit (2S), asexual and all non-binary realities.

To this effect, Fondation Émergence aims to accomplish the following goals in Quebec, Canada and abroad

- Promoting their inclusion in society;
- Fighting homophobia, lesbophobia, biphobia, transphobia and all other forms of discrimination, prejudice or negativity toward sexual diversity, the plurality of gender identities and gender expression;
- Promoting their legal and social equality as well as the respect of their rights;
- Contributing to the well-being and success of these individuals as well as their loved ones throughout their lives;
- Identifying emerging issues and needs so as to respond to them.





**Fondation Émergence
is a key player in the promotion
of LGBTQ+ people's rights.**

We take part in several round tables and committees concerning issues related to sexual and gender diversity. We are regularly invited by elected representatives to offer our point of view in parliamentary committees as well as during the drafting of briefs, government policies and action plans.



Our values

Cooperation

Collaboration is essential for us to achieve our goals. That's why we work with the government, various organizations and several partners from different backgrounds.

Diversity

We encourage diversity at the level of our employees, governors and partners.

Education

Education is at the heart of our mission, as much as in the sharing as in the acquisition of knowledge.

Inclusiveness

By opening ourselves up to the world, to new things and to people, we seek to build an inclusive world where diversity is seen as a strength.

Leadership

We make a commitment to our community to innovate and be proactive and to keep track of new, emerging circumstances.

Respect

We promote self-respect and respect for others as the foundation of all relationships.

Our strengths

Expertise

We stand out thanks to our expertise in creating tools to raise awareness and share information. Each year, Fondation Émergence produces and distributes thousands of posters, flyers, stickers and information guides throughout Quebec and Canada with the goal of raising awareness and informing the general public about the realities LGBTQ+ people face.

Sustainable change

We wish to get involved in partnerships with communities who are looking to implement significant changes to include LGBTQ+ people. We don't pretend to have all the answers or one-size-fits-all solutions. Rather, our training team offers guidance to those looking to reflect on the issues and contribute to finding possible solutions to putting an end to homophobia and transphobia.

Tailored services

We offer a variety of conferences, workshops and training courses, each with its own goal, educational methodology, size and duration. The services we offer are adapted to the realities of different communities so that those participating feel comfortable asking questions.

Certified training organization

We are a training organization certified by the Commission des partenaires du marché du travail for the purpose of implementing the *Act to promote workforce skills development and recognition*.



Working
towards a world
more inclusive
of sexual
and gender
diversity

International reach

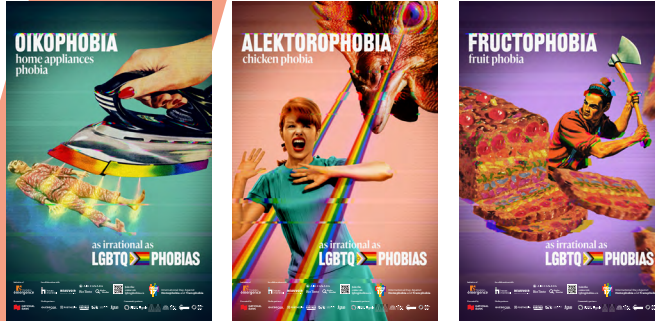
In 2003, for the very first time in the world, Fondation Émergence created the National Day Against Homophobia. This day, which is now recognized internationally, includes the fight against transphobia, lesbophobia and biphobia, as well as all other forms of discrimination that target the LGBTQ+ community. It takes place every year on May 17 and is recognized throughout Quebec, Canada, and a hundred other countries.

With the goal of constructing a society that is more inclusive of sexual diversity and gender identities and expressions, it is essential to fight all forms of discrimination, prejudice and negativity toward LGBTQ+ people. It's for this reason that, each year, in the context of the International Day Against Homophobia, Fondation Émergence deploys an awareness-raising campaign with a different theme to inform the general public of the issues that the LGBTQ+ community is facing.



International Day Against **Homophobia** and **Transphobia**

2023
campaign



The theme of the 2023 campaign aimed to expose how irrational LGBTQphobias are. Like other phobias, LGBTQphobias are often based on irrational fears and fixate on things that present no actual danger.

With great delicacy, a humorous touch and an ever-relevant purpose, the campaign tackled all of the negative attitudes, acts and speech used against sexual and gender diversity as well as their effects on the LGBTQ+ community in Quebec and elsewhere.

2022
campaign

The 2022 campaign's theme sought to condemn the violence suffered by LGBTQ+ people throughout the world. The theme was "Every second, intolerance cuts lives short." Homophobia and transphobia are forms of violence that are still present around the world. These different forms of violence affect LGBTQ+ people, who are watching as their life expectancy decreases.

To illustrate this shortened life expectancy, we created a symbolic object: a clock that only reaches 54 seconds. For each type of violence experienced by LGBTQ+ people, one second was removed from the clock.



To know more about our campaigns, visit our website fondationemergence.org

Our training team



Julien Rougerie (he/him)
Program Manager

Julien Rougerie holds a master's degree in project management from Sorbonne University and a short program for occupational trainers from the Université du Québec à Montréal.

He has worked as a management professional for non-profit projects and organizations in France, the United States and Quebec. Struck by the invisibility of LGBTQ+ seniors, he joined Fondation Émergence in April 2017.



Olivia Baker (she/her)
Program Manager

Olivia Baker holds a master's degree in communication from the Université de Montréal and a short program for occupational trainers from the Université du Québec à Montréal. She has been the program manager for ProAlly since 2018.

Olivia has been involved in the LGBTQ+ community for several years and was the President of the LGBTQ+ Association at the Université de Montréal.



Daniel Gosselin (il/lui)
Program Coordinator

Daniel Gosselin holds a certificate in community intervention, a bachelor's degree in sociology and a graduate level short program in regional studies from the Université du Québec à Chicoutimi. He has, among other work, served as the general manager of the Diversité 02 organization, which defends the rights of LGBTQ+ people in the greater region of Saguenay-Lac-Saint-Jean. Daniel also teaches sociology at the Cégep de Chicoutimi.

Our training



Inclusive writing

In person /
Video conference

Different formats
available
depending on the
number of people

Introductory
Training

1 hour

Exercises

There are a thousand questions that surround gender-neutral writing and inclusive writing. This training offers concrete techniques for writing in a way that recognizes LGBTQ+ realities. Part of this training is dedicated to practical exercises that aim to help you absorb the proposed methods.

Target audience

Anyone who wishes to learn to write inclusively.

Educational goals

- Learn how to use gender-neutral, inclusive and non-binary writing.
- Use the correct pronouns.
- Correct existing texts to make them more inclusive.

Cost

According to our applicable price list.



Everything you need to know about pronouns

**In person /
Video conference**

**Different formats
available
depending on the
number of people**

**Testimony
of an LGBTQ+
person**

**30 minutes
to 2 hours**

**Suitable
for all
audiences**

You've surely noticed certain people put pronouns like "he/him" or "they/them, she/her" in their email signatures. What do these pronouns mean? How can you ask? And how should you use them? These are some of the questions we'll address in this training course.

Target audience

- Post-secondary level students.
- Professionals, managers and employees.
- Various community organizations.

Educational goals

- Distinguish between the different components of sexual and gender identity.
- (Optional) Recognize the key vocabulary behind the LGBTQ+ acronym.
- Recognize and know how to use the different pronouns and agreements.
- Be able to give your pronouns and ask others for their pronouns.

Cost

According to our applicable price list.



This training course can be combined with the course The ABCs of LGBTQ+ or can be taken alone in a shorter format for people who are already familiar with LGBTQ+ identities.

The ABC's of LGBT

**In person /
Video conference**

**Different formats
available
depending on the
number of people**

**Testimony
of an LGBTQ+
person**

1 h 30

**Introductory
Training**

Over the last few years, the visibility of the acronym used to designate people who are not heterosexual and/or cisgender has grown dramatically. These identities, which each imply different realities, are often regrouped under one acronym: LGBT. But what do these letters stand for? This training course helps you better understand core concepts and learn how to use them correctly to speak about sexual and gender diversity.

Target audience

- Post-secondary level students.
- Health and social services professionals.
- Various community organizations.
- General public.

Educational goals

- Learn the different components of sexual and gender identity.
- Learn the meaning of the LGBTQ+ acronym.
- Better understand the impact of stereotypes and prejudice on LGBTQ+ people.

Cost

According to our applicable price list.



This training course can be combined with the course The ABCs of LGBTQ+ or can be taken alone in a shorter format for people who are already familiar with LGBTQ+ identities.

PROALLY

In person /
Video conference

Different formats
available
depending on the
number of people

Testimony
of an LGBTQ+
person

1 hour to
4 hour

Workplace

Several studies show that the more inclusive and open a workplace is regarding diversity, the happier and more productive its teams. At a time where more and more businesses are formally speaking about their commitment to including LGBTQ+ people, the ProALLY training course offers concrete tools for creating a workplace that is more inclusive regarding sexual and gender diversity.

Target audience

- Post-secondary level students.
- Professionals, managers and employees.
- Various community organizations.

Educational goals

- Distinguish between the different components of sexual and gender identity.
- Define the core vocabulary of the LGBTQ+ acronym.
- Recognize the obstacles that impede the inclusion of LGBTQ+ people in the workplace and their consequences.
- Develop solutions that can be used on a daily basis to better handle issues related to diversity.

Cost

According to our applicable price list.

Exhibition

The **Placard Dodo metro station** exhibition presents the careers of thirteen LGBTQ+ professionals in Quebec. In this exhibition, you can learn about their challenges with sharing their identity with colleagues, their fears about coming out of the closet as well as their positive stories that demonstrate how important it is to have good allies in the workplace.



Official presenter



Addressing harassment toward LGBTQ+ people in the workplace

**In person /
Video conference**

**Different formats
available
depending on the
number of people**

**Testimony
of an LGBTQ+
person**

**1 hour to
4 hour**

Workplace

A survey carried out by Fondation Émergence revealed that 65 % of LGBTQ+ people in Quebec have been the victim of at least one situation of sexual or psychological harassment in the workplace in the last five years. In collaboration with other key players in the fight against harassment, Fondation Émergence has established a program that seeks to ensure that the workplace is free of psychological and sexual harassment targeting LGBTQ+ people.

Target audience

- Post-secondary level students.
- Professionals, managers and employees.
- Various community organizations.

Educational goals

- Distinguish between the different components of sexual and gender identity.
- Define the key vocabulary behind the LGBTQ+ acronym.
- Recognize the types of harassment LGBTQ+ people may face in the workplace.
- Apply solutions to prevent and respond to harassment.

Cost

According to our applicable price list.



For more inclusive cities

**In person /
Video conference**

**Different formats
available
depending on the
number of people**

**Testimony
of an LGBTQ+
person**

**1 hour to
4 hour**

Cities

A survey conducted in Montreal in 2018 showed that 24 % of LGBTQ+ people (and 63 % of trans people) feel reluctant to use municipal services because they're afraid they'll be treated badly or differently as a result of their identity, gender expression or sexual orientation. Fondation Émergence has worked with the City of Montreal to create an adapted range of municipal services so as to help cities better serve people of sexual and gender diversity.

Target audience

- Professionals, managers and municipal employees
- Various community organizations

Educational goals

- Distinguish between the different components of sexual and gender identity.
- Recognize the key vocabulary behind the LGBTQ+ acronym.
- Become aware of the problems LGBTQ+ people are susceptible to experience in their interactions with the city.
- Learn best practices for inclusion in sports facilities (optional).
- Be better equipped to act with respect and openness to sexual and gender diversity.

Cost

According to our applicable price list.



Aging Gayfully Program

**In person /
Video conference**

**Different formats
available
depending on the
number of people**

**Story of an
LGBTQ+ senior**

2 hours

**Health
and social
services**

It is generally estimated that the LGBTQ+ population is around 10 % of the total population. Yet among the senior population, LGBTQ+ individuals remain invisible, mainly as a result of their fear to reveal that they're different. This phenomenon has important repercussions on their well-being and health. Several studies have shown that LGBTQ+ seniors are a particularly vulnerable population.

That's why Fondation Émergence started the **Aging Gayfully** program in 2009, which has sought to make the environments of senior citizens more inclusive of sexual and gender diversity.

Target audience

- Post-secondary level students.
- Health and social services professionals.
- Community organizations that work directly or indirectly with senior citizens.
- General public.

Educational goals

- Learn the different components of sexual and gender identity.
- Learn the meaning of the LGBTQ+ acronym.
- Know the realities of LGBTQ+ seniors and the obstacles that impede their inclusion.
- Develop solutions to adopt on a daily basis.

Cost

According to our applicable price list.





A Proposal by Fondation Émergence

Charter for the Well-being Of Lesbian, Gay, Bisexual and Trans people Seniors

Preamble

Whereas seniors who are sexual minorities can present a high level of vulnerability;
Whereas those who work with lesbian, gay, bisexual and transgender (LGBT) seniors or spend time with them must contribute to their positive treatment;
Whereas homophobia and transphobia are forms of discrimination within the meaning of the Quebec Charter of Human Rights and Freedoms and the Canadian Charter of Rights and Freedoms;
In light of this, the present charter suggests that people working with seniors or spending time with them adhere to the following principles:

1. Ensure that LGBT seniors receive equal treatment, free of any demonstration of homophobia or transphobia.
2. Ensure that LGBT seniors are provided a homophobia and transphobia free environment.
3. Take any necessary measures to ensure that people who work with or spend time with seniors adopt a positive attitude towards homosexuality and transphobia.
4. Respect seniors' choice to reveal or not their sexual orientation or their transphobia.
5. Ensure that information obtained about the sexual orientation or transphobia of a senior remains confidential, unless they have given their consent to reveal such information.
6. Take any necessary measures to decrease demonstrations of homophobia or transphobia, whether verbal, psychological or physical, including gestures, teasing or harassment.
7. Support the efforts undertaken by seniors who are victims of homophobia or transphobia on the part of workers or other beneficiaries.
8. Exhibit signs of openness toward seniors who are isolated due to their sexual orientation or transphobia.
9. Encourage respect and open-mindedness in beneficiaries with respect to LGBT seniors.
10. Include the fight against homophobia and transphobia in training programs intended for people working with seniors.
11. Refrain from making assumptions about a person's sexual orientation and respect their gender expression or identity.

www.fondationemergencequebec.org

Intended to be shown in places frequented by seniors, the **Charter for the Well-being of Lesbian, Gay, Bisexual and Trans Seniors** seeks to show that your organization adheres to the eleven principles of well-being and inclusion of sexual and gender diversity. To join our list of members, your organization must first take the training course, then adopt this charter by resolution.






LESBIAN, GAY, BISEXUAL AND 'TRANS GENDER' (LGBT) PEOPLE AND AGING

10% It is generally estimated that LGBT people represent approximately 10% of the population, which would add the number of LGBT individuals aged 65 and over in Quebec to ... But these people remain largely invisible.

LGBT older adults are afraid to reveal their sexual orientation or gender identity, mostly because of their past experience. In fact, most have had to live to avoid:

- abuse;
- sexual harassment (stalking);
- racism by their family, religious community, or institution;
- etc.

Estimates, reactions and prejudices have left their marks and several studies confirm that LGBT older adults constitute a particularly vulnerable population.

Despite recent legal advances, residential care, especially in the later stage when many LGBT people are afraid of getting old and feeling themselves isolated or abandoned, represents a barrier that must be completely to go back into the closet.

What's a transgender person? A transgender person is someone whose gender identity or expression is different from the gender assigned at birth. It is not a medical condition or a lifestyle choice.

In 2015 The first transgender person was elected to the Quebec Legislative Assembly. This was a historic moment for the LGBTQ+ community.

150 000 LGBT older people in Quebec




fondationemergence.org
homophobiasday.org

Exhibition

The Aging Gayfully exhibition traces the elements of the training course. It is specifically adapted for places frequented by seniors, including nursing homes, because it allows residents to consult it in their own time and to start discussions. This exhibition is illustrated by several real portraits of LGBTQ+ seniors who are associated with our program.

1969



Decriminalization of homosexuality in Canada

A few dates that will help you better understand their journey:


- 1969** Decriminalization of homosexuality in Canada. Before this date, homosexual acts between consenting adults were considered a criminal offense in Canada.
- 1977** Prohibition of discrimination based on sexual orientation in Quebec. The Quebec Charter of Human Rights and Freedoms prohibits discrimination based on sexual orientation.
- 1990** Recognition of the rights of transgender people. The Human Rights Commission of the Province of Quebec recognizes the rights of transgender people.
- 1999** Recognition of equal rights between heterosexual and homosexual partners. The Civil Code of Quebec recognizes the rights of homosexual partners.
- 2002** Recognition of civil unions in Quebec. This measure gives same-sex couples the same legal status as opposite-sex couples.
- 2005** Recognition of marriage between people of the same sex in Canada. The Civil Code of Quebec recognizes the rights of same-sex couples.
- 2015** Repeal of the laws regarding transgender people. The Civil Code of Quebec repeals the laws regarding transgender people.
- 2016** Recognition of transgender people as a distinct group. The Human Rights Commission of the Province of Quebec recognizes transgender people as a distinct group.
- 2017** The first transgender person was elected to the Quebec Legislative Assembly. This was a historic moment for the LGBTQ+ community.





The generations



PEOPLE BORN IN 1940 This generation has lived through a period of intense social and political change. Many of them were active in the civil rights movement and the fight for equality.

PEOPLE BORN IN 1960 This generation has lived through a period of intense social and political change. Many of them were active in the civil rights movement and the fight for equality.

PEOPLE BORN IN 1980 This generation has lived through a period of intense social and political change. Many of them were active in the civil rights movement and the fight for equality.

PEOPLE BORN IN 2000 This generation has lived through a period of intense social and political change. Many of them were active in the civil rights movement and the fight for equality.

A few statistics on LGBT seniors

53% state that they are living in isolation.

Isolation and loneliness among LGBT seniors is a real problem. In fact, they tend to be single and have had fewer support than heterosexual people. In fact, they tend to have fewer children and are less supported by their family.

30% have given serious thought to taking their life.


Older men are said to have more life to have mental problems. The heterosexual men and lesbian women and those more likely than heterosexual women. These problems can range from depression and anxiety to suicidal thoughts.

Acceptance of sexual and gender diversity



Get to know them!



Chosen Family

Program

For LGBTQ+ informal caregivers

**In person /
Video conference**

**Different formats
available
depending on the
number of people**

**Recorded
testimony
of an LGBTQ+
caregiver**

2 hours

**Health
and social
services**

In Quebec, one in four people acts as a caregiver to a loved one. Needless to say, this situation affects virtually everyone at some point in their life. However, LGBTQ+ caregivers remain largely invisible in the eyes of society. They are often confronted with situations where they don't feel comfortable being themselves. This sometimes makes them reluctant to use health and social services and support services for caregivers. This is why Fondation Émergence established the Chosen Family training course.

Target audience

- Post-secondary level students.
- Health and social services professionals.
- Community organizations whose work includes caregiving.
- General public.

Educational goals

- Learn the different components of sexual and gender identity.
- Learn the meaning of the LGBTQI2S+ acronym.
- Recognize the obstacles that impede the inclusion of LGBTQ+ caregivers.
- Develop solutions to adopt on a daily basis.

Cost

According to our applicable price list.



In partnership with

Québec 

Putting an end to conversion therapy

**In person /
Video conference**

**Different formats
available
depending on the
number of people**

**Recorded
testimony
of an LGBTQ+
caregiver**

2 hours

**Health
and social
services**

Conversion practices (or conversion therapy) include all methods of trying to change someone's sexual orientation, gender identity or gender expression, or that encourage them to deny or reject them. These practices can have very severe consequences for the person who is experiencing them and can make the person reticent to use certain services or to ask for help.

Fortunately, these practices are now illegal and many help and support resources now exist. For health and social service providers, Fondation Émergence has established the training course Putting an End to Conversion Therapy.

Target audience

- Post-secondary level students.
- Health and social services professionals.
- Various community organizations.
- General public.

Educational goals

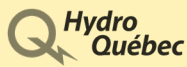
- Learn the different components of sexual and gender identity.
- Learn the meaning of the LGBTQI2S+ acronym.
- Recognize the obstacles that impede the inclusion of LGBTQ+ people.
- Identify conversion practices.
- Know the resources available for victims of conversion therapy.
- Develop solutions to adopt on a daily basis.

Cost

According to our applicable price list.

Our references

They followed our training session



And many more!



Lutte contre
l'homophobie
et la transphobie

C.P. 55510
Centre Maisonneuve
Montréal (Québec)
H1W 0A1

438 384-1058

formation@fondationemergence.org