



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

GENDER IDENTITY, SEXUAL DIVERSITY AND HEALTH EQUITY: A CURATED LIST

The acronym 2SLGBTQI+ refers to a community of people with diverse gender and sexual identities. The elements of the acronym include the following gender and sexual identities: Two-Spirit (**2S**), Lesbian, **G**ay, **B**isexual, **T**ransgender, **Q**ueer and/or Questioning, **I**ntersex and the other ways people may choose to identify (**+**).¹ But 2SLGBTQI+ is much more than an acronym. It represents a community who experiences an increased amount of stigmatization, discrimination, harassment and violence; decreased mental and physical health; and other health inequities compared to cisgender, heterosexual people.² These experiences are amplified when intersections of additional social and structural inequities (age, race, income, access to health care, etc.) are present.³

Public health has a critical role to play in stopping hate, violence and harm against the 2SLGBTQI+ community. Public health action can challenge the Eurocentric gender binary system that perpetuates systems of power and oppression that are the root causes of unjust health inequities experienced by the 2SLGBTQI+ community.² Public health can act on health equity for this population through incorporating inclusive language and care into practice, research and policy.

This 2023 curated resource list from the National Collaborating Centre for Determinants of Health (NCCDH) provides a foundational set of resources and tools to support public health practitioners, decision-makers, policy-makers, organizations, educators and researchers to understand and act on improving health inequities for the 2SLGBTQI+ population. It describes 12 resources in a variety of formats including editorials, glossaries, podcasts, reports, journal articles, practice guidelines, toolkits, tip sheets, discussion papers and federal reports. The resources have been grouped into four categories: practice tools, government documents, peer-reviewed articles and products from the National Collaborating Centres. This document represents a curated selection of resources to support public health action in this area. It is not intended to be an exhaustive list of resources or organizations. Readers are encouraged to visit the websites of the resources included for further information, references and links to organizations working in this area.

PRACTICE TOOLS

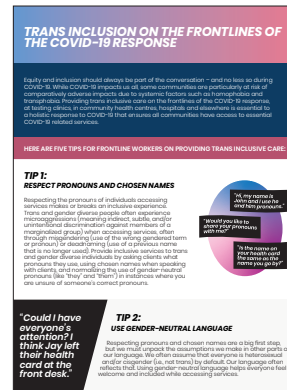


[Queer care kit](#)

Marcus N, Ghabrial M. [n.d.].

This online toolkit⁴ is an ongoing project funded by the Canadian Institute of Health Research's Institute

of Gender and Health. The toolkit provides information and resources relating to LGBTQ2S+ stress, health and resilience. Highlighting the higher risk of the LGBTQ2S+ community experiencing physical and mental health stress, this resource simplifies and distills academic information to achieve two goals: (1) build capacity and support those within the community by equipping them with knowledge and tools for their own health, and (2) increase health care professionals' knowledge of LGBTQ2S+ physical and mental health. This toolkit is an important resource for public health as it displays practical ways to provide and implement individual and organizational LGBTQ2S+ inclusion. This is a vital step in building a more equitable public health field at an individual, community and structural level.

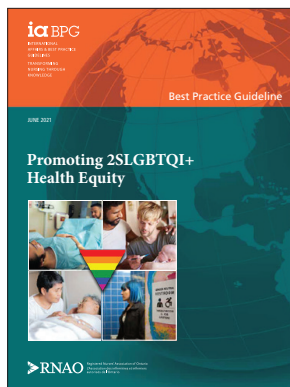


[Trans inclusion in practice](#)

Wisdom2Action. [2021].

This 2021 resource⁵ includes several informative tip sheets for integrating trans inclusion in health services. Trans-inclusive language is positioned as essential to address health inequities

faced by trans people from poverty, homelessness, violence and mental health concerns, largely because of transphobia. The information provided in this resource covers avoiding harmful phrasing, building organizational capacity, communication commitment, gender-neutral language, guide to pronouns, intake forms, key terms, privacy and confidentiality, social media and communications, trans inclusion, and welcoming environments. Public health leaders and change-makers can use these resources to explore implementation-based and community engagement approaches to enhance organizational capacity and trans inclusion.

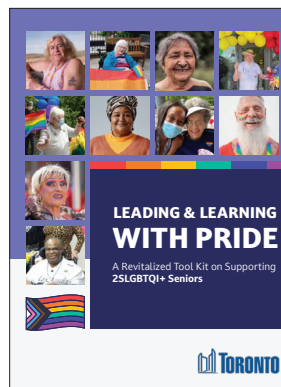


[Promoting 2SLGBTQI+ health equity](#)

Registered Nurses' Association of Ontario. [2021].

This 2021 best practice guideline⁶ was developed in collaboration with an expert panel inclusive

of persons who have lived expertise of inequities and professionals working in different areas of health. It provides decision-making guidance and resources for promoting health equity among the 2SLGBTQI+ community. Evidence-informed recommendations in key areas involve inclusive communication, safer spaces, risk assessment, group-based interventions, values and preferences. Evidence gaps and future implications for action are also explored. This document links to the [Leading change toolkit](#)^{TM7} and other resources to support implementation of recommendations. Public health practitioners, decision-makers, policy-makers and organizations can use the evidence, resources and recommendations to develop policies, approaches and strategies to achieve health equity within this community.

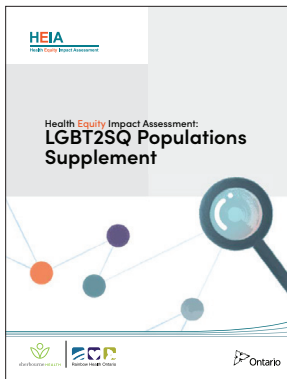


[Leading and learning with pride: A revitalized tool kit on supporting 2SLGBTQI+ seniors](#)

City of Toronto, Seniors Services and Long-Term Care. [2021].

This 2022 toolkit⁸ includes guidance, insights from folks

with lived expertise, and real-world examples and resources to support practitioners in providing respectful, inclusive and affirming care to 2SLGBTQI+ older adults. The document, grounded in the theory of intersectionality, aims to prevent stigma and discrimination at all points of care, including community and public health, social services, home care, long-term care and other support settings. The toolkit is divided into two sections: (1) Building Individual Knowledge and Skills and (2) Building Organizational Capacity. The toolkit also includes a Respectful, Inclusive, and Affirming Care Evaluation Framework for assessing an organization's progress in supporting 2SLGBTQI+ older adults. A video to accompany the toolkit, as well as a project history and document overview, are also available on the [City of Toronto's website](#).



Health equity impact assessment: LGBT2SQ populations supplement

Rainbow Health Ontario. [2020].

This 2020 tool⁹ was developed to assist with assessing the status of and identifying actions to

improve health equity among sexually and gender-diverse population groups. This document includes context for how social determinants of health affect these populations, and discusses belonging, culture, minority stress and health disparity outcomes for racialized and Indigenous LGBT2SQ populations, including youth and seniors. This tool offers strategies for equitable policy and program development, and considerations for health care that can support public health in advancing equity and reducing disparities within the LGBT2SQ populations.

2SLGBTQI glossary of terms

Egale. [n.d.].

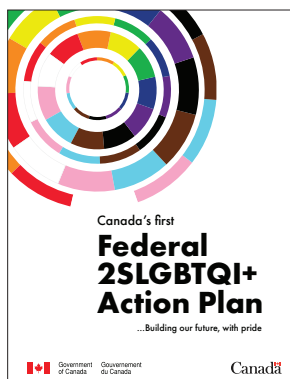
2SLGBTQI Glossary of Terms

<p>AGENDER A person who identifies as either having no gender or a neutral gender identity.</p> <p>ASEXUAL A person who does not experience sexual attraction, or who has little to no interest in sexual activity.</p> <p>ANDROGYNOUS A word to describe a behaviour, trait, or style of expression that either blends both masculine and feminine forms of expression, or is culturally read as gender-neutral.</p> <p>BISEXUAL A person who experiences attraction to both people of their own gender and people of gender different from their own.</p> <p>CISGENDER A person whose gender identity corresponds with what is socially expected based on their sex assigned at birth (e.g. a person who was assigned male at birth and identifies as a man).</p> <p>DEMISEXUAL A person who experiences sexual attraction to someone only after having an emotional attraction to them.</p> <p>DYADIC A person whose chromosomal, hormonal, or anatomical sex characteristics fall within the conventional classifications of male or female.</p> <p>FEMININE A word to describe a behaviour, trait, or style of expression that has cultural associations with "being a woman". These associations change over time, between cultures, and from person to person.</p>	<p>GAY A person who experiences attraction to people of the same gender as themselves. Gay may be used by individuals of a diversity of genders, or may refer specifically to men who are attracted to other men.</p> <p>HETEROSEXUAL A person who experiences attraction to people of a different gender. Also referred to as "straight".</p> <p>INTERSEX A person whose chromosomal, hormonal, or anatomical sex characteristics fall outside of the conventional classifications of male or female.</p> <p>LESBIAN A person who identifies as a woman and experiences attraction to people of the same gender.</p> <p>MASCULINE A word to describe a behaviour, trait, or style of expression that has cultural associations with "being a man". These associations change over time, between cultures, and from person to person.</p> <p>NONBINARY An umbrella term to reflect a variety of gender identities that are not exclusively man or woman. Identity terms which may fall within this category include: genderqueer, agender, bigender, genderfluid, or pangender.</p> <p>PANSEXUAL A person who experiences attraction regardless of gender.</p>	<p>QUEER This term has been reclaimed by some 2SLGBTQI communities as a term of pride and affirmation of diversity. It can be used to encompass a broad spectrum of identities related to sex, gender, and attraction or by an individual to reflect the interrelatedness of these aspects of their identity.</p> <p>QUESTIONING An umbrella term for the process of reconciling: 1) All the feelings you have within yourself about how you experience your attraction and/or gender, 2) The language you have available to you to describe those feelings, and 3) Your sense of how this will impact your interactions with others in your social context.</p> <p>TWO SPIRIT (2S) An English umbrella term to reflect and restore Indigenous traditions forcefully suppressed by colonization, honouring the fluid and diverse nature of gender and attraction and its connection to community and spirituality. It is used by some Indigenous People rather than, or in addition to identifying as LGBTQI.</p> <p>TRANS A person whose gender identity does not correspond with what is socially expected based on their sex assigned at birth. It can be used as an umbrella term to refer to a range of gender identities and experiences.</p>
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Egale

This glossary¹⁰ offers definitions for common terminology that's used when discussing 2SLGBTQI people and issues. Available in both English and French, the glossary reinforces that appropriate language is necessary to show respect and build trust with all people of diverse gender and sexual identities. The glossary is part of the organization's broader work on [affirming and inclusive language](#)¹¹ and can be used by public health to understand and use respectful and non-stigmatizing terminology when building relationships and working with communities, as well as in all organizational communications.

GOVERNMENT DOCUMENTS



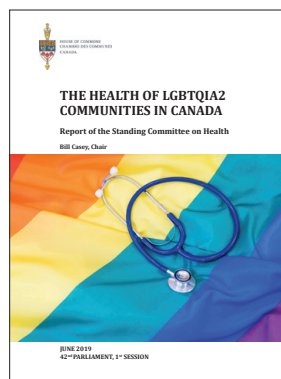
[Canada's first federal 2SLGBTQI+ action plan ... building our future, with pride](#)

Women and Gender Equality Canada. (2022).

This 2022 report¹ calls on all organizations and levels of government to take action to

ensure 2SLGBTQI+ rights and equity in Canada. This action plan was developed with the input of members and allies of the 2SLGBTQI+ community, including 25,636 individual survey respondents, 102 written submissions and over 100 participants in seven roundtable discussions, all from the 2SLGBTQI+ community in Canada.

Six priority areas for action are identified and described, as well as Government of Canada commitments for funding, coordination and capacity building. These action areas are: (1) Prioritize and sustain 2SLGBTQI+ community action, (2) Continue to advance and strengthen 2SLGBTQI+ rights at home and abroad, (3) Support Indigenous 2SLGBTQI+ resilience and resurgence, (4) Engage everyone in Canada in fostering a 2SLGBTQI+ inclusive future, (5) Strengthen 2SLGBTQI+ data and evidence-informed policy-making, and (6) Embed 2SLGBTQI+ issues in the work of the Government of Canada. This document provides actionable strategies for public health and other organizations to address inequities for 2SLGBTQI+ communities.



[The health of LGBTQIA2 communities in Canada](#)

Canada, House of Commons, Standing Committee on Health. [2019].

This 2019 report³ highlights results of a study revealing numerous health inequities experienced by LGBTQIA2

people in Canada. This large study included 33 witnesses, 44 briefs and meetings with community organizations in four large Canadian cities. The results show that the inequities experienced were unique to individuals but more likely to occur in the LGBTQIA2 population when compared to heterosexual Canadians. This report highlights that, when an intersectionality lens is applied, health inequities increase due to overlapping injustices associated with sexual orientation and gender identity with social determinants of health (age, race, income, access to health care, etc.). The report provides 23 recommendations to promote health equity for LGBTQIA2 communities, including intentional focus on such areas as awareness and education; consultation; data collection; research and program funding; conversion therapy; sexually transmitted and blood-borne infections; and blood, organ and tissue donation.

PEER-REVIEWED ARTICLES



Pronouns are a public health issue

Ross LE, Kinitz DJ, Kia H. [2022].

This 2022 editorial¹² describes how using appropriate gender-inclusive language, such as correct pronouns, honorifics



Programs and interventions promoting health equity in LGBTQ2+ populations in Canada through action on social determinants of health

Higgins R, Hansen B, Jackson BE, Shaw A, Lachowsky NJ. [2021].

The authors of this 2021 journal article¹³ conducted an environmental review in Canada to determine the types of programs focused on sexual and gender minorities. They categorized the programs as "individual/interpersonal, institutional, and structural."^(p431) The authors found that there were fewer programs available for populations who are already disadvantaged, few programs focused on upstream determinants of health, and few were on a systemic level. This article proposes three opportune areas for public health to work on to improve health equity for sexual and gender minorities: (1) focus interventions on populations already facing other forms of oppression and health disparities, (2) focus interventions on more upstream interventions, and (3) examine and modify current programs focused on a structural level and/or create new structural interventions.



Whose public health?
An intersectional approach
to sexual orientation,
gender identity, and the
development of public
health goals for Canada

*Jackson B, Daley A, Moore
 D, Mule N, Ross L, Travers A.
 [2006].*

In this 2006 resource,¹⁴ the authors apply an intersectional approach to the creation of public health goals, to demonstrate ways to better address the social determinants of health for lesbian, gay, bisexual, transgender, transsexual, Two-Spirit, intersex, and queer (LGBTTTIQ) people. Despite the many influential contributions made by Canada to public health and the social determinants of health, this discussion paper notes the failure of Canadian health policy to employ a population-level determinants of health approach to promoting health, instead focusing on interventions that target individual-level behaviour change. Public health practitioners and others can use this resource to support them in their work to use an intersectional analysis to advance the health of LGBTTTIQ people.

PRODUCTS FROM THE NATIONAL COLLABORATING CENTRES

National Collaborating Centre for Indigenous Health



[An introduction to the health of Two-Spirit people: Historical, contemporary, and emergent issues](#)

Hunt S. [2016].

This 2016 resource¹⁵ is a foundational introduction for all public health practitioners engaged

in health equity work. It summarizes available research and community considerations on the health outcomes and social determinants of health of Two-Spirit people, described as individuals with diverse sexualities and genders who are Indigenous to North America. This document describes how colonialism, homophobia and transphobia are the root causes of the unjust health inequities Two-Spirit people experience. It also emphasizes that the understanding of Two-Spirit health must be rooted in a respect for the vibrant resiliency, resurgence and reclaiming of Two-Spirit peoples' roles, identities and community. This resource supports intentional public health action to address the well-being and health outcomes of Two-Spirit people as essential to building community capacity and achieving health equity for all.

[ADDITIONAL RESOURCES FROM NCCDH](#)

Podcast:

[Mind the disruption: Disrupting colonialism for Two-Spirit health](#)

Yanful B, Pruden H. [2023].¹⁶

Blog post:

[Promoting LGBTQ2 mental health through an end to conversion therapy: The role of public health](#)

Salway T. [2020].¹⁷

Blog post:

[Beginning from within: Promoting the health of trans, Two-Spirit and/or gender-diverse youth](#)

James J. [2020].¹⁸

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