

Positive Space

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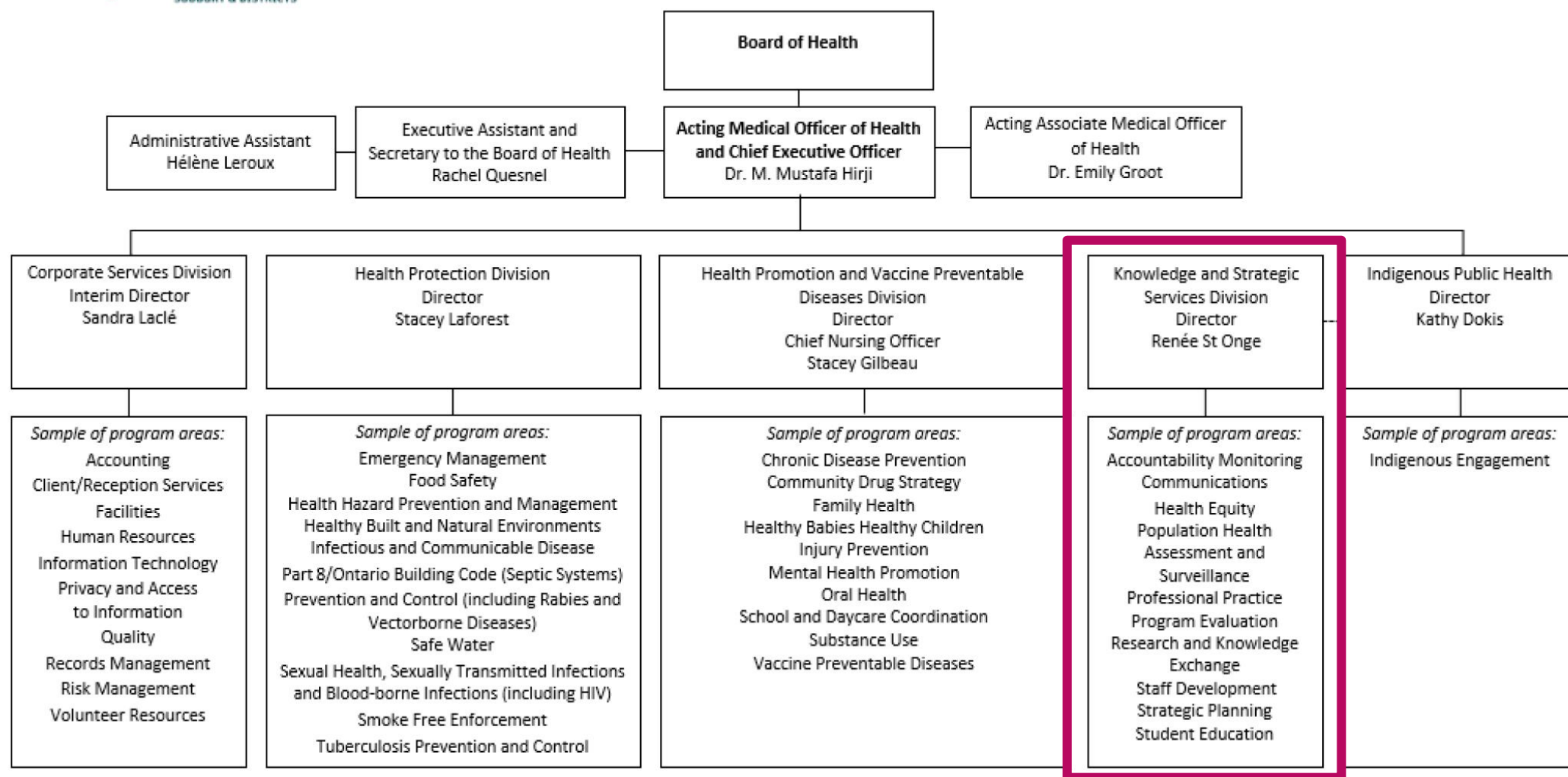
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Knowledge and Strategic Services Division

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Public Health
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SUDBURY & DISTRICTS



R: April 1, 2025

Welcome to Pride season!



What drives our work

Ontario Public Health Standards: Requirements for Programs, Services and Accountability

Protecting and Promoting the Health of Ontarians

Effective: June, 2021

Ontario 

Public Health Sudbury & Districts 2024–2028 Strategic Plan

Strategic Priorities

Equal opportunities for health

We strive for health equity by championing equal opportunities for health.

Excellence in public health practice

We strive for ongoing excellence in local public health practice, including demonstrating accountability and monitoring the effectiveness, impact, and quality of our programs and services.

Impactful relationships

We establish relationships that lead to impactful partnerships, collaborations, and engagement.

Healthy and resilient workforce

We will invest in our public health workforce and ensure that we are well positioned to meet the needs of the communities we serve.

2SLGBTQIA+ population is a priority population

- Gender identity and expression, sexual orientation and attraction are social determinants of health.
- 4.2% of the population in Ontario identifies as 2SLGBTQIA+ (2019-21, Statistics Canada*). *Estimated population for Sudbury and districts: ~8 500 people*
- In Northern Ontario, 2SLGBTQIA+ individuals report poorer mental health and social outcomes than the general population. **(38.2% vs. 63.7%)

* Statistics Canada. Socioeconomic characteristics of the 2SLGBTQ+ population, 2019 to 2021.

** Statistics Canada. Canadian Community Health Survey (2015-2021). Ontario Ministry of Health

Invisible No More: Voices from the Queer Community



www.phsd.ca/2slgbtq

Recommendations from the study

Amplify	Amplify the voices of 2SLGBTQIA+ community members.	Share	Share resources to increase inclusion and reduce the stigma of the 2SLGBTQIA+ population.
Review and modify	Review and modify agency policies, procedures, and practices.	Enhance	Enhance supports across the life course for 2SLGBTQIA+ community members.
Build	Build capacity for safer spaces for 2SLGBTQIA+ staff and community members.	Promote	Promote improved mental health supports and services.
Create	Create safe opportunities to promote social connections among the 2SLGBTQIA+ community.		

www.phsd.ca/2slgbtq

Our efforts to support the 2SLGBTQIA+ community

Staff development

- Mandatory staff training from Rainbow Health Ontario.
- Onboarding for new staff.

Reflection Circles

- Discussions with staff about:
 - incorporating their learnings into programs and services;
 - opportunities to modify their practices.

Positive Space

- Our commitment to becoming a more positive space for **EVERYONE** – clients, staff, partners, volunteers, students, contractors.

Positive Space at Public Health

- Accessible and inclusive washrooms
- Language modification in the *Workplace Violence Harassment Discrimination Policy*
- Updated client and staff intake forms
- Use of pronouns
- Positive Space website content
- Stickers and buttons for staff
- Feedback mechanisms from clients and staff

This is a Positive Space.



Ceci est un espace positif.

We are committed to creating an inclusive and respectful environment for everyone. Feeling safe is a fundamental human right. We welcome, respect, and support Two-Spirit, Lesbian, Gay, Bisexual, Trans, and Queer people as well as their friends and allies.

Nous nous engageons à créer un environnement inclusif et respectueux de tous. Se sentir en sécurité est un droit humain fondamental. Nous accueillons, respectons et soutenons les personnes bispirituelles, lesbiennes, gays, bissexuelles, transgenres et queers, ainsi que leurs amis et alliés.

Positive Space – *how are we doing?*

- Essential to monitor progress and outcomes
- Evaluation focuses on:
 - audit of intake forms
 - audit of staff training
 - client and staff surveys
 - staff focus groups
 - review of client and staff feedback

This is a Positive Space.



Ceci est un espace positif.

Positive Space evaluation: Early insights

- Most **staff** (97%) feel supported with implementing a Positive Space.
- Facilitators:
 - Dialogue on intersectionality and inclusion for all
 - Training and staff development
 - Actionable steps (beyond statement)
- Challenges:
 - Experiences of discrimination
- Many **clients** (88%) agree they were treated in a safe and respectful manner.
- Experiences included:
 - 👍 being respected and made to feel “normal” even if they are trans
 - 👎 being misgendered and not using pronouns



Early insights: Recommendations for improvement

- Partnerships and collaborations with 2SLGBTQIA+ people and service providers
- Working on enhancement of positive, inclusive, and safer spaces through Public Health services in the community
- Additional staff development and routine training opportunities to ensure Positive Space efforts are continuously actioned



Next steps

- Finalize evaluation + reporting + actioning recommendations
- Phase 2 evaluation
- Collection of socio-demographic data pertaining to gender identity and sexual orientation
- Ongoing staff development
- Monitor staff and client feedback
- Amplify 2SLGBTQIA+ voices to shape community engaged research and programming





**Thank you
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