



## **Sexual Orientation Gender Identity & Expression (SOGIE) Provincial Advisory Council (PAC) Commitments and Priorities 2021 – 2023**

The SOGIE Provincial Advisory Council seeks to represent the spectrum of Sexual Orientation, Gender Identity and Expression when advising AHS on planning, delivery, and evaluation of health care services. The Council strives to represent a broad range of communities including but not limited to lesbian, gay, bisexual, transgender, queer, two-spirit, non-binary, intersex Albertans.

Goals		
<b>Advisory Council Goals</b>	<p>Council will receive regular updates and overview of progress from AHS Executive Leadership and Council Permanent Resource People. It will provide a provincial lens on health service delivery as it pertains to LGBTQ2S+ communities to ensure broad, meaningful representation.</p> <p>Council commits to:</p> <ul style="list-style-type: none"> <li>• Build awareness of the Council’s roles and responsibilities to the public.</li> <li>• Gather input, validate it, and provide challenges and opportunities to AHS.</li> <li>• Where opportunities arise, work with AHS to share information about its healthcare programs and services with communities.</li> <li>• Provide input to healthcare programs, services or emerging initiatives.</li> </ul>	
Topic	Priorities and Commitments	Tracking
<b>Best Practice</b>	<p>Members of the SOGIE PAC are committed to supporting best practice that champions equality and equity in all healthcare service delivery that addresses the unique needs of the communities they represent, including geographic. As such, they seek to have a voice in and contribute to best practice guidelines that influence programs and service delivery for all SOGIE communities, recognizing the unique needs and barriers experienced by lesbian, gay, transgender, queer, questioning, non-binary, two-spirit individuals, and other sexual and gender minorities.</p> <p>The membership commits to:</p> <ul style="list-style-type: none"> <li>• Support AHS by bringing the patient, family, client, caregiver, and community lived experience voice to the discussion and development of best practice guides.</li> </ul>	<p><i>Ongoing through 2021, 2022, 2023</i></p>



- Identify what is working/not working and identify opportunities for improvement based on the experience of those accessing services offered through AHS.
- Be available to engage with clinicians and operational leaders in the development of best practice and new programs or service delivery designed for SOGIE communities.

Topic	Priorities and Commitments	Tracking
<b>Training/Education</b>	<p>The SOGIE PAC will support AHS in exploring multiple and diverse modes for delivering education and training to AHS employees to ensure they are inclusive and accessible. We commit to seek understanding of the current breadth and depth of SOGIE-related training available within the organization to better identify areas of opportunity and changes needed, and to advise on how best to close the gap between the practices/policies and procedures of AHS and the experiences of SOGIE people in Alberta.</p> <p>The PAC will provide input to AHS, wherever possible, about the disparities marginalized communities face when seeking healthcare. This is intended to provide understanding of the reasons many oppressed people avoid care due to fear of discrimination and mistreatment.</p> <p>We seek the opportunity to advise and inform on the following:</p> <ul style="list-style-type: none"> <li>• Encouraging AHS to adopt an inclusive lens to all new and existing training documents as they are regularly reviewed across all areas of the organization that considers the intersections of race, gender, ethnicity, sexual orientation, gender identity and expression, religion, age, ability, disability, mental health and other identity factors.             <ul style="list-style-type: none"> <li>○ Guiding thoughts:                 <ul style="list-style-type: none"> <li>▪ SOGIE people are integral to our current communities, not 'outsiders'</li> <li>▪ SOGIE people seek care and arrive at interfaces of healthcare for reasons related to and NOT related to sex and gender</li> <li>▪ Names and pronouns matter</li> </ul> </li> </ul> </li> </ul>	<i>Ongoing through 2021, 2022, 2023</i>



	<ul style="list-style-type: none"> <li>• Creation of guidelines and principles that empower leaders and managers to examine SOGIE inclusive behaviors of employees and front-line workers through recruitment practices, training, performance management, and holding employees accountable where they do not follow AHS values.</li> <li>• Review of Human Resource policy and procedures that guide hiring and onboarding processes to ensure language and approach creates a safe environment for future employees who identify with a SOGIE community (i.e., job postings, experiential/formal diversity training requirements, interviewing, onboarding/orientation, values (CARE)/expectations, annual education, policy, forms, etc.).</li> </ul>	
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<b>Engagement</b>	<p>Seek to engage with SOGIE communities and their intersectionality outside of Council by creating a safe place for others to bring their voices to the conversation; intentionally seek voices of those who don't typically have opportunity or have their perspective respected.</p> <p>Council will:</p> <ul style="list-style-type: none"> <li>• Partner with organizations in the community serving the SOGIE community to raise awareness of the PAC and find out what they are doing, where they see needs/gaps.</li> <li>• Seek opportunities to share lived experience with staff through education/awareness sessions remaining mindful of impact on SOGIE Council members and toll it may take on members to share personal stories.</li> <li>• Engage with public to better understand the health care experience of Albertans on gender and sexually diverse topics and bring those learnings back to AHS for consideration. Where appropriate, use these engagement opportunities to build awareness and educate.</li> </ul>	<i>Ongoing through 2021, 2022, 2023</i>



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<p><b>Trans and non-binary health</b></p>	<p>Many in Alberta who want to access trans and non-binary health services find it difficult to find an entry point or gain assistance. The SOGIE PAC believes a guide to navigating the system within and outside of AHS programs and services is needed. As such, Council commits to partnering with AHS on the creation of resources that incorporate community-based services, identified through the experience of members and through their connections with community.</p> <p>SOGIE PAC members will advise on potential online resources that identify services offered through AHS and link back to community agencies/organizations that contribute to the trans health and non-binary health journey and experience.</p>	<p><i>Ongoing through 2021, 2022, 2023</i></p>

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<p><b>Culture</b></p>	<p>A culture that embraces and celebrates differences is one the SOGIE PAC members want for AHS and for their communities. The Council supports and will advise, as appropriate, on local, site-specific diversity, equity, and inclusion committees and/or communities of practice.</p> <p>SOGIE members also encourage AHS to undertake a campaign to educate and inform the public and staff about LGBTQ2S+ issues by including members of those communities in images and celebrate them as equal members of society. SOGIE members commit to participating and advising on this campaign.</p> <p>In addition to celebrating PRIDE, SOGIE PAC members will encourage AHS to honour and celebrate days that are meaningful to the SOGIE community such as Trans Day of Visibility, Trans Day of Remembrance, and International Day against Homophobia and Transphobia (IDAHOT).</p>	<p><i>Ongoing through 2021, 2022, 2023</i></p>