



*Working
together for
your health*

Tips for Establishing a LGBTQ2S+ Site Champion

Purpose

This resource will help you understand the benefits of having a lesbian, gay, bisexual, transgender, queer and two-spirit (LGBTQ2S+) site champion, how to establish an LGBTQ2S+ site champion and the scope of their role.

This resource was developed in consultation with the Alberta Health Services (AHS) LGBTQ2S+ Task Group comprised of AHS sexual and gender identity and expression experts, AHS/non-AHS clinical professionals and community volunteers.

A LGBTQ2S+ site champion is a member of the healthcare team who demonstrates allyship by actively using the tips and strategies identified in the:

- Sexual Orientation, Gender Identity and Expression (SOGIE) Toolkit
- other LGBTQ2S+ resources that were developed specific to the care environment (e.g., Continuing Care LGBTQ2S+ awareness resources)

Benefits of having a LGBTQ2S+ site champion

- Support for a safer and more welcoming healthcare environment for LGBTQ2S+ clients, visitors and staff is actively demonstrated.
- LGBTQ2S+ clients will feel their partner, spouse, family and friends are welcome.
- LGBTQ2S+ clients will feel safer and more welcome to express themselves as they choose.
- LGBTQ2S+ clients will feel safer to share relevant medical information about themselves that will support the healthcare team to provide client-centered care.



How to establish a LGBTQ2S+ site champion

In collaboration with the healthcare team and manager, identify that a LGBTQ2S+ site champion is needed to support your site to be safer and more welcoming for LGBTQ2S+ clients, visitors and staff.

Resources such as this handout, or discussions at staff meetings and shift changeover can spread the word to recruit a LGBTQ2S+ site champion.

Your site may have one or more team members that would like to be a champion. For larger sites, a team of LGBTQ2S+ site champions may be an effective option. The manager will guide the process to ensure the selected LGBTQ2S+ site champion(s) can take on this role in addition to their other job duties.

Defining the scope of the role of a LGBTQ2S+ site champion(s)

In collaboration with the healthcare team and manager, the scope of the role will be defined depending on the needs of the site clients, visitors and staff and the site's staff capacity to support the role.

A champion could:

- Promote and encourage that all staff complete the SOGIE Toolkit, and review other developed materials specific to the care environment (i.e., Continuing Care LGBTQ2S+ awareness resources).
- Ensure staff and forms include inclusive language such as the client's preferred name, pronouns, spouse/partner and parents/guardians.
- Establish an inclusive and welcoming environment by ensuring posters, rainbow symbols and LGBTQ2S+ friendly resources are visible in entrances and waiting areas.
- Support activity programming to be inclusive of LGBTQ2S+ clients and offer specific LGBTQ2S+ activity programs depending on the care environment.

Education resources

AHS has developed a series of tip sheets to support your awareness, confidence, knowledge, and skills to create safer and more welcoming continuing care for LGBTQ2S+ clients.

Visit ahs.ca/lgbtq2s

Get in touch: continuingcare@ahs.ca