



GET REAL 2021 IMPACT REPORT

*the get
Real
move-
ment*

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WELCOMING NEW MEMBERS!**

A NOTE FROM EXECUTIVE DIRECTORS MARLEY BOWEN AND CHRIS STUDER

Dear supporters, donors, and our Get REAL community,

First and foremost, we wish to say a huge thank you. If you are reading this, whether you have been part of our journey since 2011, or whether you heard about us last week, we appreciate you.

For us, 2021 was a year of challenges, learning, and adapting in order to best serve the students, teachers, parents, businesses, and general public through our programming, all against a backdrop of difficult social and political strife, violence, and oppression against marginalized communities.

But it has also been a year for hope, and for resilience. We saw more high schools and middle schools prioritize Safe & Caring Schools policies to combat 2SLGBTQ+ discrimination, racism, and bullying, and create allies, and we worked to support more schools to do so with our Inclusivity, Anti-Racism, and Trans 101 Workshops, than ever before, directly impacting over 200,000 students, parents, teachers, and staff.

We increased the output of all of our year-long mentorship programs - our University Chapter, After-School, and Virtual Counselling Programs - as well as our Summits - our Black Creative, Born This Way, Facilitator, and Get REAL Summits - to provide more opportunities for leadership, community connection, creative advocacy, giving back, and peer-to-peer support for over 400 Black, 2SLGBTQ+, and Indigenous youth, and their allies, during an isolating and difficult pandemic.

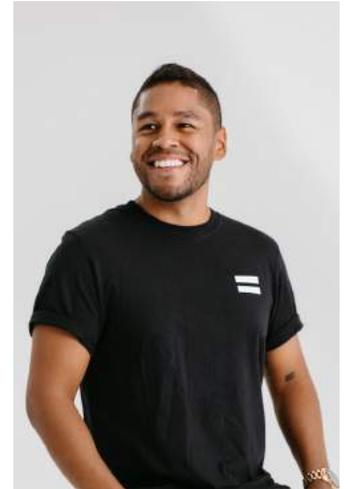
And lastly, we focused on creating lasting, engaging, and accessible online resources - Bind Safe, Black HistoryMatters, Small Acts Every Day, Pride In Our History, Unconditional Love, Steps of Pride, and The Clinic - to increase the education and support available to people from around the world who might need it, with over 22 million online impressions from over 60 original videos, 3 webpages, and appearances on CBC, CTV, and Global News.

While it has not been an easy year, it has been a rewarding one, to do our small part in the world to combat hate with education, visibility, and vulnerability, and provide support to as many marginalized youth, and their allies, as we can. We are proud of the impact that we have made thus far, together with our incredible team of dedicated speakers, program managers, volunteers, and board members, and we know there is still so much more to be done, as we look towards the future.

But this impact would not be possible without donors and supporters like you. So thank you, from all of us at Get REAL, for providing not only crucial funding, but crucial encouragement and support, during these challenging times. Thank you for believing in us. We hope that we have made you proud to support our programming in 2021.

Sincerely,

Chris Studer & Marley Bowen
Executive Directors, The Get REAL Movement



GET REAL PROGRAM OVERVIEW

Our mission is to combat 2SLGBTQ+ discrimination, racism & bullying in schools, summer camps, and workplaces.

We accomplish this through our two core areas of focus:

EDUCATION

offering Inclusivity, Anti-Racism, and Trans 101 Workshops for students, teachers, parents, and workplaces, and by producing online and in-person resources, including curriculum pieces, posters, videos, and merchandise, and through:

LEADERSHIP DEVELOPMENT AND YOUTH SUPPORT

through our University Chapter, High School After-School, and 2SLGBTQ+ Virtual Counselling Programs.



WORKSHOPS

WORKSHOPS - 2021 SUMMARY

Workshops make up the biggest part of our programming, with 2SLGBTQ+ and Black speakers facilitating modules focused on combatting discrimination and fostering support for marginalized youth and adults through education.

Enacting change through education is what inspired us to found Get REAL 10 years ago, and remains at the heart of what we do as an organization today, with 2021 marking our busiest year of workshop delivery to date, facilitating workshops to over 200,000 individuals across Canada.

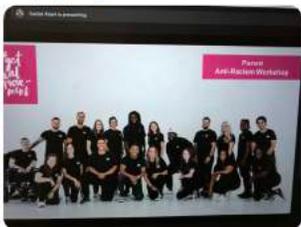
This can be attributed to a number of factors, including the amount of schools we are now able to reach virtually, in different geographic locations throughout the year (include two new provinces this year: New Brunswick and PEI); an increased demand for our Inclusivity (2SLGBTQ+ focus), Anti-Racism Workshop, Parent Council Workshops, and Corporate Workshops; a crucial increase in corporate partners, such as Shaw and Kiehl's, as well as an increase of individual donors supporting our programming; and the overall growth of our reputation as an organization of integrity, known for honoring our promises, and delivering high calibre, responsible, and effective work.

2021 also saw the development of four new workshops: a 2SLGBTQ+ History, and a Black History Workshop, inspired by ideas during our Black Creative Summit and our Born This Way Summit in 2021, respectfully; and an Inclusivity and an Anti-Racism Youth Workshop.

Lastly, we updated our Inclusivity Curriculum Pieces, and developed our Anti-Racism Curriculum Pieces, which all schools - who have us in to work with their students - receive as a means of continuing our messages all year round.



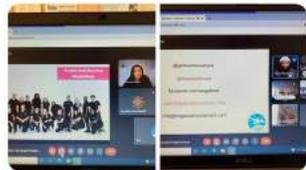
Maple Grove P.S. @MapleGrove... · 4d ...
Griffin community learning from @getrealmovement. Students worked hard today during their workshops and we are seeing the same engagement from home!
#maplegrovegriffinsmakeadifference



Sir William Stephenson PS @S... · 3d ...
Thanks to everyone who took part in our Parent session addressing Anti-Black Racism with the @getrealmovement tonight. Appreciated the learning.
@DDSBschools @georgettedsb



Tecumseh PS @TecumsehHDSB · 5d ...
Thank you @getrealmovement for providing @TecumsehHDSB with powerful presentations on Anti-Racism. Students were engaged and asked thought provoking questions. Thank you Courtney, Saidat and Clem for reminding us to be proud of who we are and how to be an ally! @HDSBEquity



Bowmanville HS @Bow... · 2021-10-27 ...
@BowmanvilleHS we are learning together about how we can be a more inclusive school community. Thanks to @getrealmovement for joining us today

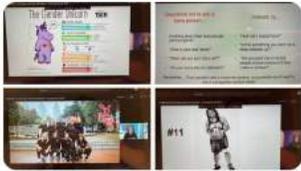


Sir William Stephenson PS · 2021-10-02 ...
We are excited to be working with @getrealmovement to bring some education in regards to Anti-Black Racism with our school community. Ensuring all our students and staff are supported.
@DDSBschools @georgettedsb



SINDY VERSUS VICT... · 2021-09-30 ...
The words on my shirt might be fading but the message will never fade!

DDSB@Home - Gr. 7 & 8 · 2021-06-14 ...
Our campus centres itself in Human Rights & inclusivity for all. Thank you to Monica & D'Andrew from @getrealmovement for working with our students this afternoon with important messages of acceptance, support, and being true to yourself. @equity_DDSB @DDSBschools



Madonna CSS Stude... · 2021-06-04 ...
MCSS celebrates Pride 2021!
BIG thanks to Monica and Austin with Get Real (@getrealmovement) for sharing your stories and wisdom with our community.
Happy Pride! 🇺🇸



Collège français @Col... · 2021-05-06 ...
Ateliers aU #CF @getrealmovement #inclusion #respect #identité



Sue Lawton @SueLaw... · 2021-05-05 ...
Very strong and impactful presentation with @getrealmovement @GlenhavenSr

It's about "building trust and taking action." Just one of the many key learnings shared by our students as we listened to the incredible presentation by @getrealmovement. We are committed to 2SLGBTQI+ Inclusiveness and how we can become better allies.



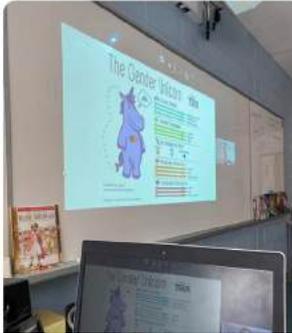
Centreville Academy @CAcougars179 ...
Excellent virtual presentation today for Gr. 6-9 with @getrealmovement about inclusivity and gender expression. Our Chromebooks came in handy when interacting with Max and Monica through Google Forms. We are allies! #fistpump #support #YouDoYou @NLESDCA @SISNLESD



Amanda Fowler @FowlerAmanda ...
Huge shoutout to the @getrealmovement for leading our grade 8/9 group @MealyMountain through an amazing inclusivity workshop today! Check them out! thegetrealmovement.com



Kristi Rose @KristiGB... · 2021-04-01 ...
Thank you @getrealmovement for the honest, open conversation today about LGBTQI inclusivity. #YouAreNotAlone



gbdvisualarts @gbdvis... · 2021-04-01 ...
Important and moving discussion on LGBTQI inclusivity today in visual arts @gdbears. Thank you @getrealmovement #bekind



Ecole River Heights @ERHS1947 ...
Thanks to Max and MacKenzie from the @getrealmovement for a great presentation this morning! Thank you for your openness and knowledge!



Kim Limoges @MTVproud ...
Thanks to @getrealmovement for great messages and stories helping us to combat 2SLGBTQI+ discrimination, racism, and bullying! @SCDSB_Wellness @MountainviewES



STUDENT SURVEY TESTIMONIALS

Well, I'm part of the lgbtq community but I learned alot for myself and this has definitely helped me understand myself better❤️❤️

I learned to be an ally by helping people out by just supporting them! "Kind is cool!"
A quote by Max!

1. There is no right way to identify. 2. You are Unique & Beautiful just the way you are. I can be an ally by standing up for members of 2SLGBTQ+ community.

I've learned about different questions and terms to not ask a transgender person. To be an ally I can stand up for others, ask people their pronouns before addressing them, and being supportive and there for them.

I learned to love myself for who I am and what I look like. I will respect others for who they are despite their sexuality/ gender

I've learned that I don't need to know everything about me right now and I can continue to explore my sexuality and gender

I don't need to be scared to tell people who I am

I didn't know how much decisions people have to make to come out or become apart of LGBTQ+. I will be an ally by spreading a bunch of love to the LGBTQ+ community because I know that people hate on the LGBTQ+ community.

I learnt that there can be more people that can have the same experience as you.

I learned to be an ally with different type of groups. I will be an ally by willing to act with and for others in pursuit of ending oppression and creating equality.

That if someone comes out to you make sure to make them feel as comfortable as possible so thy are not scared to talk to theirs

I will make sure no one is bullied for what gender they are and always be supportive.

I learned that it is important to work everyday to be an ally to others by speaking out against racism and bias and being a support for those being hurt by it.

Great presentation, I really liked how you cared for every race.

I feel that that was really brave of you guys to do share all of that!

I LOVE your story's and the ways you explain many things.

You have moved me. And I think that you are both very good speakers. Also you two have very interesting story's that I will take to heart.

I really enjoyed this presentation, and it enlightened me and taught me about racism in Canada

Thank you for sharing your stories with us and for reminding us that the light begins with us :)

I appreciated your personal stories and honesty. You humanized this learning so beautifully. thank you.

I gained knowledge about the experiences of people who have experienced racism first-hand; nobody had ever told me about their own experiences with racism before this presentation.

I learned that it is important to work everyday to be an ally to others by speaking out against racism and bias and being a support for those being hurt by it.

this was truly eye-opening and I learned that racism is still a problem, but now I know how I can help stop it

STUDENT SURVEY TESTIMONIALS

This is feedback received from a teacher in the school: On behalf of myself and my class, I wanted to thank you for today's presentation from the Get Real Movement. While there are many struggles and challenges in the world, we will never overcome them without understanding, acknowledging, and praising the diversity of humanity. Together, all of us, we are stronger and tackle all of the issues of the world and make this world a kinder and more loving place. Today was a great reminder of this, and we thank you for it.

Get REAL did an amazing job facilitating the conversation around racism with our students. The facilitators were very informative and their personal stories were inspiring. Thank you for sharing your wisdom with us!

Our presenters connected with 200 grade 8's who were engaged, inspired and felt heard. They were fantastic in not only including the students in the talk but creating a relatable and inspiring message.

The presenters: Courtney, Clem, Saidat & Garrison were EXTRAORDINARY.

Lots of positive feedback from staff who attended and from students who participated. They liked the balance of personal stories and the short history lesson on racism in Canada.

Courtney and Clem were fantastic! They connected with our students, even virtually, by providing personal experiences. We loved that they provided some history and stats during their presentation and had students participate anonymously.

After one presentation with Clem, one of our staff was impressed with the entire workshop and asked for his contact information to refer your program to his children's francophone elementary school. Garrison went to our high school so that was a great personal connection! He also shared the mini documentary about his grandfather that our students enjoyed learning about. Saidat was incredibly welcoming and easy to work with. The tone of the presentations were personal, professional and had a great balance of information as well as interaction. We are very pleased with how this went!

As a teacher at Blossom Park, I just want to extend a big thank you to Saidat and Garrison. It's a hard task for anyone to keep students' attention on Monday morning, and you both did a fine job of it! I appreciate your passion for the continued work we need to do to unlearn racism. Thank you for sharing your stories, connecting with our kids, and helping me to further my teaching in this area.

I thought our two presenters did an excellent job. We thought their personal stories brought real experiences to help students develop their understanding and empathy. The topics can be difficult to discuss and I appreciated the diverse perspectives but at a level that was comfortable for grade 5.

The workshop was informative, interactive, and meaningful to both the staff and the students who attended. We have nothing but positive feedback for our presenters. They were open and honest and really connected with the students - even over zoom with no mics or cameras, many students felt a real connection. We will 100% have getREAL back every year, and recommend it to all.

This presentation was incredible! We loved the activity around what are you grateful for and what are you challenged with. What an eye opener!

The presenters were excellent. They shared their stories in an engaging way. The impact was significant as it built off the work that we are doing already in our school - it was nice to add an additional voice.

Monica & Austin were incredible with the kids. The fact that the kids were so engaged and were able to connect with them via a screen shows what a great impact they had on them. This was more than I had hoped for. We will definitely be looking to have you present again next year. Thank you for being so awesome and sharing your message of compassion and kindness with the kids!

The staff at our school expressed that this presentation was very heartfelt and impactful. The personal stories made such a difference. We were also able to hear some of the struggles that the students are experiencing (thanks to the anonymous form). Teachers were very surprised to see how many students felt ready to share and were able to connect personally to the topic of inclusion and LGBTQ issues. This presentation definitely was the gateway to many more discussions on anti oppression and anti homophobia.

Amazing!! Loved the stories and really reached our students in a time of difficulty in mental health. Thank you so much! Look forward to in person assembly at our school every year moving forward. Thank you!

I thought it was exceptionally professional and respectful. My students really appreciated it and it is so wonderful for us teachers to bring another voice into our classroom- such a knowledgeable and positive voice. One of my students stayed on the google meet a few minutes after the presentation and told me (and the small group of his peers left behind) that he liked boys. I am not sure how challenging that was for him or how long he had been wanting to do that but I am so very grateful that Kyle and francesca provided the safe environment for this and empowered him to find his voice. Amazing! Thanks so much!

I was unable to be here for the day of the presentation, however the positive feedback I received was overwhelming. Thank you!

I have a trans student in my class who opened right up about pronouns following the meeting.

The presentation was amazing and very relevant to our school. We are facing a lot of queer phobia and we are trying to change the tides - this presentation is a step in the right direction.

WORKSHOPS - STATS

98% OF TEACHERS SAID PRESENTERS WERE PROFESSIONAL

100% OF TEACHERS WOULD RECOMMEND GET REAL TO A COLLEAGUE

99.59% OF TEACHERS SAID THE WORKSHOP HAD A POSITIVE IMPACT ON THEIR STUDENTS

4.7 OUT OF 5, OR A 94% TEACHER RATING OVERALL

2 NEW PROVINCES VISITED (NB AND PEI)

5 NEW SPEAKERS TRAINED, 3 SPEAKERS TRAINED UP TO TEAM LEAD

508 WORKSHOPS DELIVERED LAST YEAR TOTAL

183,200 STUDENTS DIRECTLY IMPACTED

203,200 PARTICIPANTS IMPACTED TOTAL (STUDENTS, TEACHERS, PARENTS, AND CORPORATE EMPLOYEES)

i learned the amazing stories about 2 trans men and i found it really nice because i get to see someones life and how they live and that im not alone. i will be an ally by supporting people why are having trouble coming out too

Thank you both! Hearing your stories is inspirational - I so admire your courage and bravery in this. As a teacher, I am a fierce ally for all my students, especially the most vulnerable, but as a cisgender person, I also feel ignorant to how to support and be a good ally. Your presentation today was so informative and I know I can be a better, more effective ally from this. Thank you!!

In my religion, God tells us to respect everyone as if they are our brothers and sisters. I will never let a human being insult someone for who they want to be.

I used to say the F-Slur, I never knew the meaning of the word. I think schools should teach the meaning of these words as I learned the definition the hard way as i accidentally called someone the f slur. This is my biggest regret and I since have called out people who said it.

One thing this presentation reminded me was that I was never alone, and there are always people who can relate to me

I learned that this has been around for a longer amount of time. I thought that gender inequality was something recent. I will be an ally by supporting every gender and their decisions.

4.7★
average rating
★★★★★

WORKSHOPS MODULES 2021

We now offer the following workshop modules

GRADES 3-5

Inclusivity Youth
Anti-Racism Youth

GRADES 5-8

Inclusivity
Anti-Racism
Trans 101

GRADES 9-12 + UNIVERSITY

Inclusivity
Anti-Racism
Trans 101
2SLGBTQ+ History
Black History
Non-Profit Building (9-12 only)
Mental Health & Statistics (9-12 only)

TEACHER/STAFF, PARENT COUNCIL, CORPORATE

Inclusivity
Anti-Racism
Trans 101
2SLGBTQ+ History
Black History

Today at 11:32 AM

I just wanted you let you guys know how wonderful the presentation that you did at my school was. It was a month or two ago but I didn't really think of how much I could relate to some of the things the presenters said until now. When people at my school actually listened to you guys I felt just a little safer knowing that it's ok to be part of the LGBTQ+ community (even though I'm out to very few people). I just wanted to say thanks for being such an amazing organization! ❤️❤️❤️

12:11 PM

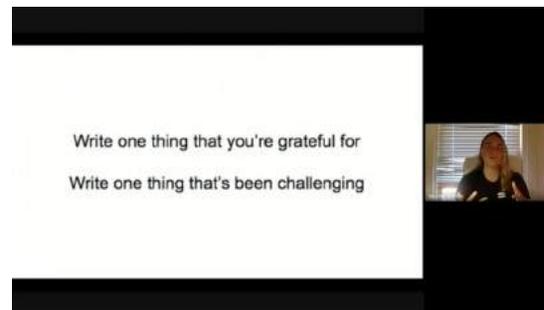
hey, you guys did an assembly for our school, [redacted] I just wanna say that both ur stories have inspired me sm and touched my heart. I've been struggling with my sexuality and mental health, not to mention some family and friendship problems, and that entire presentation rly helped in a way.

4:09 PM

I just wanted to thank you for doing the presentation at my school it was really inspirational. It made me feel like I wasn't alone being lesbian and it inspired me to come out to my friends. Thank you! 🌈😊

Yesterday, 11:03 PM

hey, my name is [redacted] and I am in grade 6. you guys recently did a presentation on zoom with my school a couple days ago. I thought that was really really cool and I know it takes a lot of courage and strength to go up in front of schools and talk about your experiences and stories. I think it's really inspiring and amazing what you guys do. I am currently questioning my sexuality and I really don't know what I am right now. you guys helped me remember that no one is alone, including me, and it's normal and ok to question your sexual orientation. thank you guys so so much. you're all amazing people and I want you to know that you are helping so many people. you guys are awesome. keep doing you. :) <3



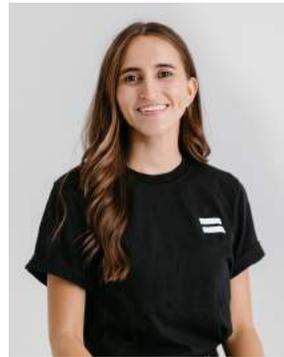
SPEAKERS



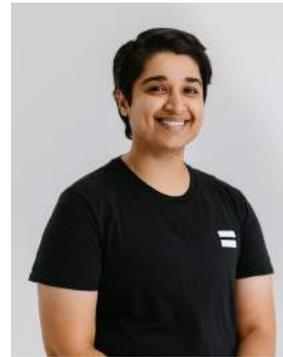
KYLE



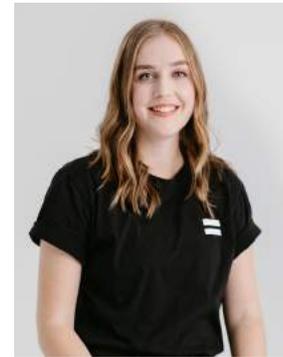
SAIDAT



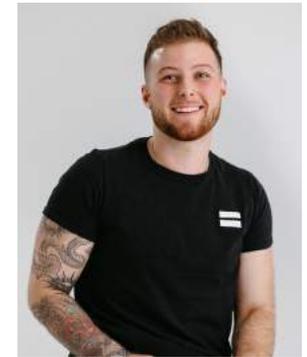
MONICA



MAX F.



MACKENZIE



JONAS



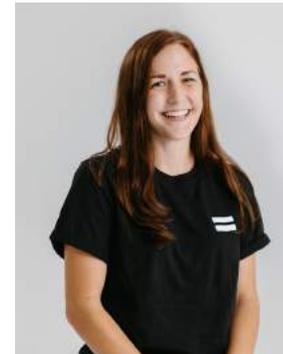
COURTNEY



D'ANDREW



AUSTIN



ALYSSA



CHRIS



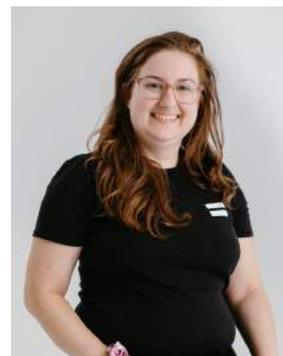
CLEM



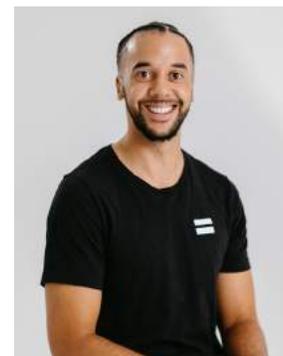
MAX D.



JUDAH



FRANCESCA



GARRISON



RACHAEL

“I got involved with Get REAL after attending an event hosted at Lush. I was reminded about the impact of outreach like workshops and after school programs for students and I reached out to find out how I could help!

Being a speaker with Get REAL has given me a chance to share my story with students across the country to help them feel less alone on their journeys. When I was in school, I remember attending an assembly about mental health and how that made me feel less alone in my struggles. Now I get to do the same for students sharing messages of inclusivity and kindness with 2SLGBTQ+ youth.

It was so rewarding to hear from a student that they could identify with my story and that it made them feel seen. Knowing that sharing my story made this student feel more comfortable with their experiences reminded me how important being authentic is. I’m so happy any time I can make someone else feel less alone.”

FRANCESCA
GET REAL SPEAKER



“The training process with Get REAL was a really enjoyable experience. Sometimes I find training for new positions can be a bit hectic and nerve-racking but I found the training here to be very clear and digestible. Coming on board as a Speaker with Get REAL was scary for sure but thanks to the training, support, and guidance from my coworkers I felt really prepared and excited going into my first few workshops. Facilitating the workshops is honestly such a fun experience, I love getting to interact with the students and hear from them about what sorts of challenges they might be dealing with and what they felt they learnt from our workshops.”

AUSTIN MCNEIL
GET REAL SPEAKER

“When the opportunity arose to speak with the Get REAL Movement this past January, 2021, I knew that - despite having anxiety around public speaking - this was a golden opportunity I couldn’t miss, and I have no regrets!

As a speaker at The Get REAL Movement I’ve learned more about myself and my community than I ever knew, for example that being transgender is not dependent on transitioning medically and after knowing this fact, I’ve become more confident in my own identity than I ever was! Also, the love and kindness I’ve received from students, teachers and of course, the Get REAL team has been life-changing. These people inspired me to spread the “kind is cool” message in every workshop.

I recently took on an opportunity at my other workplace to sit on a 2SLGBTQ+ panel, discussing DEI with my colleagues; I never, ever would have taken on that, were it not for speaking with Get REAL Movement. Thank you for changing my life for the better!”

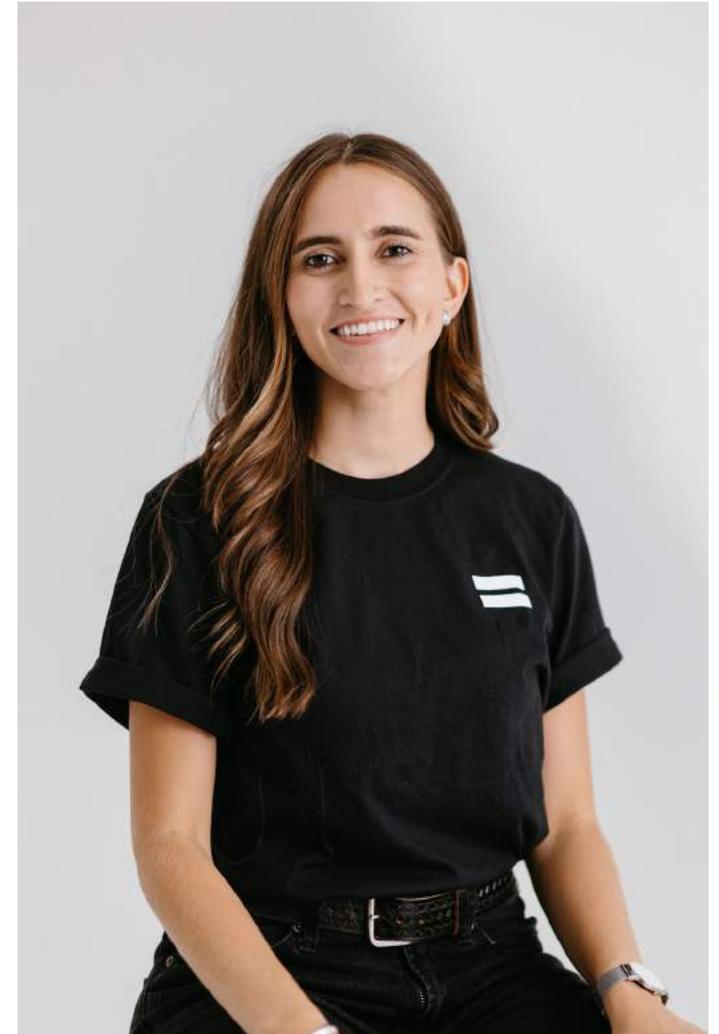
MAX
GET REAL SPEAKER



“My experience with Get REAL has been life changing. It came into my life right after being laid off from my previous employer due to covid - showing me that blessings do truly come in mysterious ways. I graduated University with a Media Communications degree, which definitely geared me up for this moment in my life - but the difference was that I had never spoken in public about my story. It was very impactful to have mentors that guided me to be a better speaker, who gave me more confidence, and opened my mind through education.

In a short amount of time, I was able to challenge myself with Get REAL’s guidance, their team work, and motivation to now become a Lead Speaker. Having the chance to be that mentor for other individuals, as I was just in that position one year ago, is quite beautiful to witness - from welcoming them to the team, listening to their stories, seeing their growth, to seeing their own personal development from the connections that are built with the Get REAL experience. I am thankful for this opportunity - not only professionally but also personally where we can make our voices heard, uplift other voices, and create a more welcoming, understanding and supportive world.”

MONICA HENAO
GET REAL TEAM LEAD SPEAKER



CHAPTERS

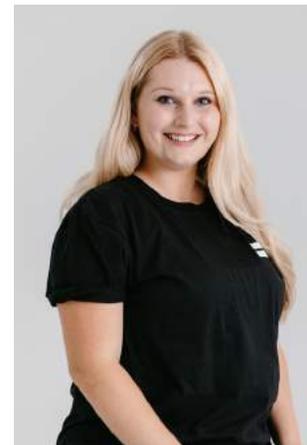
CHAPTERS SUMMARY

Our University Chapters and student volunteers work year-round to make their local communities safer and more inclusive, building new skills by producing creative advocacy campaigns, giving back through our 50/50 fundraising campaign, and accessing networking opportunities and reference-support for post graduate studies and employment (86% of students said Get REAL on their CV + as a reference helped them secure a job after graduation).

Our University Chapters had an extremely impactful 2021, raising funds for the Rainbow Railroad through their new virtual 5K fundraiser, working on important projects, such as our short film and educational resource “The Clinic.”

Fall 2021 was dedicated to putting together an amazing 2021 virtual University Chapter Conference, with keynotes and panelists including Schuyler Bailar, Samanta Krishnapillai of @oncanadaproject, Rosalynne Montoya, and Annie Wu of @feminist, and planning for the 2021 creative advocacy project is already underway!

Get REAL U Windsor alumni Victoria Pedri came on as Chapter Manager, bringing with her extensive experience in fundraising and team management, and will be a key team member as our program continues to grow!



VICTORIA
CHAPTER MANAGER



CHAPTERS - STATS

50 ACTIVE YOUTH VOLUNTEERS

**\$2,644.47 RAISED FOR RAINBOW RAILROAD THROUGH OUR FIRST VIRTUAL 5K
50/50 FUNDRAISER AND FIRST VIRTUAL UNIVERSITY CONFERENCE**

**100% OF STUDENTS FOUND THE PANELS AND KEYNOTE HELPFUL IN THEIR OWN
GRASSROOTS ADVOCACY**

100% OF STUDENTS WOULD PARTICIPATE IN OUR UNIVERSITY STUDENT CONFERENCE AGAIN



This was a really great night! Fantastic guests - very authentic and real :)

This was fantastic. Sooo many really impactful messages. Thank you for sharing and creating this platform.

Thanks for hosting. I enjoyed how well put together this conference was.

Thank you for inviting me. I enjoyed it!

I really love the first panel discussion the best and really impressed on how far you come.

When Rose said 'you don't need to understand to be respectful- that hit me.

It was really informative and a great experience over all. I was glad I was able to attend!

AFTER-SCHOOL

AFTER-SCHOOL PROGRAM SUMMARY

Our After-School Program focuses on providing year-long mentorship for 2SLGBTQ+ youth and allies aged 13-17, providing a safe space to learn new skills, have access to new experiences completely free of financial barriers, and - overall - providing programming that has a positive effect on mental health, self-confidence, and sense of community.

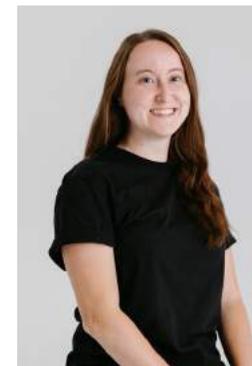
Our After-School Program in Manitoba was both virtual (2020-2021), and in-person (2021-2022), with Coordinator Mackenzie Kolton continuing to lead the program through another successful year.

Highlights from 2021 include the Manitoba After-School Program's sold out virtual event featuring 2SLGBTQ+ activist and educator Shannon Beveridge; the design of the new "Bloom" merchandise by alumni of the program Alyric; the production of a short film about the program and its impact; and features on Global and CTV News!

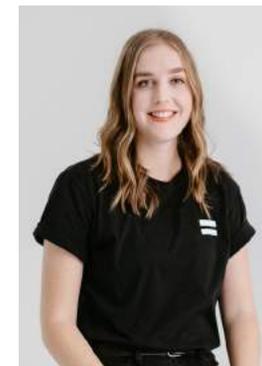
With added funding we were also able to re-launch our After-School Program in Ontario, completely virtual this fall 2021, bringing on Max Denley and Tiff Kriter, as coordinator who together bring a wealth of experience working with and mentoring 2SLGBTQ+ youth!



MAX



TIFF



MACKENZIE

AFTER-SCHOOL PROGRAM - STATS

45 2SLGBTQ+ STUDENTS AGED 13-17, ACROSS BOTH PROGRAMS, WITH OVER 75% OF THE GET REAL MANITOBA AFTER-SCHOOL PROGRAM'S STUDENTS ARE INDIGENOUS

86 ATTENDEES TO GET REAL MANITOBA'S VIRTUAL EVENT IN MARCH 2021 (PROJECTED WAS 50)

100% OF STUDENTS SURVEYED AT THE END OF THE SCHOOL YEAR SAID THEY WOULD RECOMMEND GET REAL MB TO A FRIEND

90% OF STUDENTS SAID THAT THEY VALUED VIRTUAL PROGRAMMING EQUAL TO IN-PERSON PROGRAMMING

90% OF STUDENTS SAID THAT THE PROGRAM HAD A POSITIVE IMPACT ON THEIR MENTAL HEALTH (10% OF OTHERS SAID IT DID NOT AFFECT MENTAL HEALTH IN EITHER A POSITIVE OR NEGATIVE WAY)

100% OF STUDENTS SAID THAT THE AFTER-SCHOOL PROGRAM HELPED THEM FEEL MORE CONNECTED TO THE 2SLGBTQ+ COMMUNITY

86% OF STUDENTS SAID THAT GET REAL MB HELPED THEM BECOME MORE CONFIDENT IN THEIR 2SLGBTQ+ IDENTITY.

100% OF STUDENTS SAID THAT THEY WOULD LIKE TO RETURN NEXT YEAR AND PARTICIPATE AGAIN



STUDENT FEEDBACK

“I expected virtual programming to be less engaging and not as fun but I was really surprised by how amazing it was. Everyone was still so engaged and we were able to do some really fun things together. I can’t imagine the last year without Get REAL MB and our awesome crew. Can’t wait for next year!”

**DAVID, STUDENT
GET REAL MANITOBA
AFTER-SCHOOL PROGRAM**



“I’ve been a part of After-School for the last four years and I feel that the group had an energy that made me feel like I belonged and like I was accepted. I was able to grow and sort of “bloom” into who I am today.”

**ALYRIC, ALUMNI
GET REAL MANITOBA
AFTER-SCHOOL PROGRAM
DESIGNER OF THE
“BLOOM” CREWNECK**



**ΩSLGBTQ+ VIRTUAL
COUNSELLING
PROGRAM**

VIRTUAL COUNSELLING - BACKGROUND & SUMMARY

Studies show that 2SLGBTQ+ youth are already at a high risk for mental health challenges, and are often unable to access affirming support services.

Mid way through 2020, and with funding from the Red Cross and the United Way, we set out to develop a new program to connect 2SLGBTQ+ youth with affirming counselling services, free of cost.

Our pilot program saw 24 2SLGBTQ+ youth receive six free virtual counselling sessions each, delivered by two trans-identified registered social workers (MSW, RSW). The program lasted until March 2021.

The results were extremely heartening, especially in such a difficult year, and we are happy to say that we have been able to provide virtual counselling services to 6 additional youth in our second cohort, which began in November 2021, working with the same RSWs, based on the excellent feedback from both parents and youth following the pilot.



MAX DENLEY



JAY JONAH

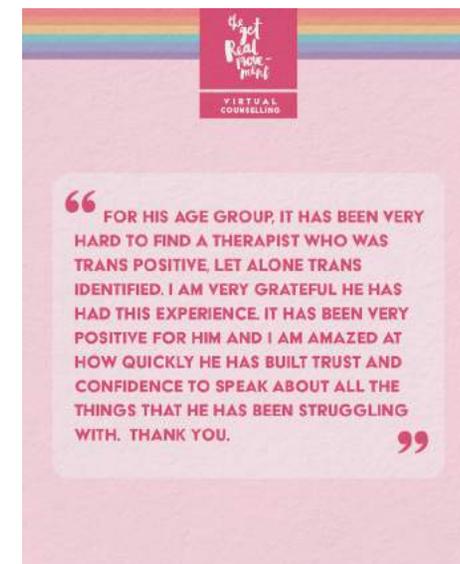
VIRTUAL COUNSELLING - STATS

100% OF PARTICIPANTS REPORTED PROGRESS TOWARDS THEIR THERAPEUTIC GOALS, WITH 60% REPORTING SIGNIFICANT PROGRESS

100% OF PARENTS / CAREGIVERS REPORTED THAT THEY BELIEVE THEIR CHILD MADE PROGRESS TOWARDS THEIR THERAPEUTIC GOALS

100% OF PARENTS / CAREGIVERS SAID THEY WOULD RECOMMEND THE PROGRAM TO ANOTHER FAMILY

100% OF PARTICIPANTS SAID THAT THEY WOULD PARTICIPATE AGAIN IN THE PROGRAM IF THEY COULD



TESTIMONIALS - PARENTS

“Feeling a bit more in control of emotions, perhaps more comfortable with not being certain how to identify.”

“It takes time, but my son feels so comfortable talking to Max and opening up to him, and it takes a great deal of weight off his shoulders when he’s able to do that. I’m hoping in time, we’ll see some improvements in his self esteem, handling of his emotions, self confidence, that kind of thing.”

“Covid 19 has many programs shut down, and I am not full time at work and so do not have benefits yet, so much psychotherapy services or programs are not affordable for me, which is so hard for my son.”

“Max has been very helpful and kind and I’m very grateful for the generosity of the free sessions offered or I don’t think we’d have been able to take advantage. Quarantine/Isolation is hard for so many, but especially for kids who already feel isolated from their peers and society because of their mental health struggles, gender identity, sexuality, etc. Having someone to confide in who understands at least some of what it is to be in his shoes has been so so good for him. Thank you so much!!”

TESTIMONIALS - YOUTH

“Super helpful, made me feel safer than usual in therapeutic settings.”

“It was really really comforting having a therapist who has had similar experience and who can relate on LGBT struggles.”

“Yes, it was certainly helpful because my therapist could really understand some of the key experiences that a cisgender therapist would only understand in theory. It was nice to be able to get straight to my problems without having to pre-explain my being transgender.”

TESTIMONIALS - YOUTH

“I enjoyed the virtual program because I didn’t have to worry about getting to and from appointments.”

“As much as I prefer in-person therapy, I found that the online format was actually helpful in this case because it allowed me to access therapy in private, without having to get my parents to drive me and thus know anything about it. That was a huge barrier lifted off my shoulders.”

“I built a gender-euphoria toolkit and feel a bit better equipped to deal with bad days.”

“Thinking about what we discussed in our session and implementing that in my everyday life.”

“It was nice to check in with a therapist on a regular basis to keep me from completely losing my mind. I am going through a tough and overwhelming time and I need all the resources I can get. I wouldn’t say I have concrete therapeutic goals, as I do need a psychiatrist in addition to a therapist, but we were able to establish some further coping strategies to keep me functioning.”

“I can calm down easier and have fun and not cry that much!”

“It was really positive and I’m so glad I was able to access this program!”

“I liked that it was very individualistic and that I was able to fully express myself without judgement, because I often feel like I don’t really fit in with the LGBT community and I was very glad that it was a one-on-one setting. It was very personalized and humane, and that’s what I liked most about the program.”

SUMMITS

BLACK CREATIVE SUMMIT 2021

This February, we successfully ran our first Black Creative Summit.

Over the course of two evenings, we surpassed our goal of 50 participants, and brought together 78 individuals for an inspiring panel “Equality Through Sport: Breaking The Colour Barrier & Inspiring Social Change” and for an amazing “Education & Advocacy” brainstorming session with our lead anti-racism speakers, alongside Black community members and allies.

To watch the summary video, click [here!](#)

Our Equality Through Sport panel was a huge success, moderated by two of our team members Véronique Russell and Garrison Thomas, we hosted an inspiring combination of Black Canadian individuals, including NFL football player Julien Laurent, and Team Canada Olympic rugby player Charity Williams.

Our panelists had important conversations about anti-Black racism that exists within sport, what athletes can be doing from within sports itself, and what allies can do to be anti-racist, especially within a sports context.

Our Advocacy & Education Session was also incredibly impactful.

Our Anti-Racism Speakers, Get REAL team members, Black community members and allies came together for a stimulating brainstorming discussion around our new Black History Workshop and our Anti-Racism Curriculum Pieces, which have subsequently both been developed!



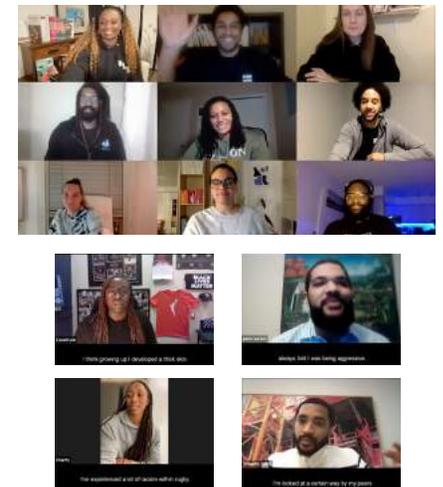
It was nothing short of invigorating to be at the summit. I felt genuinely heard and I knew in my heart that all of my ideas and suggestions were taken seriously by the get REAL team which was definitely a paradigm shift for me!

Great way to brainstorm and meet others within the community. It's great to receive constructive and positive feedback to improve programming

Opportunities to interact with the panel guests would be awesome if time allows it in the future. I wouldn't even mind a two panel discussion :) It was a really excellent event! Thanks for organizing it.

What exciting things are happening with Get Real! So happy to be part of it!

What an incredible experience! Getting to hear the creative process for some of the most inspirational campaigns I've seen in the last few years was awe-inspiring. Plus I was pretty starstruck by recognizing previous speakers! Would love to attend it again if given the opportunity.



BLACK CREATIVE SUMMIT - STATS

100% OF PARTICIPANTS FOUND THE BLACK CREATIVE SUMMIT A HELPFUL AND SUPPORTIVE ENVIRONMENT IN TERMS OF SHARING THEIR OWN IDEAS RELATING TO ANTI-RACISM PROGRAMMING

86% SAID THE SUMMIT MADE THEM FEEL MORE CONNECTED TO THE GET REAL TEAM AND COMMUNITY

100% SAID THEY WOULD WANT TO TAKE PART IN THE BLACK CREATIVE SUMMIT AGAIN, IF THEY WERE ABLE

Day 1

“Hosting Get Real’s first black creative summit challenged and enlightened me in so many ways. Our amazing panelists shared their experiences and humanized many situations or scenarios that we hear about all the time, but are unaffected by.

This was an excellent hour long conversation where there was plenty of discussion and provided deep introspective reflection from all who attended. Cannot wait for our next talk!”

Day 2

“Our Black Creative summit the following evening left me with a feeling of inspiration. This was brought on by the innovative and socially cognizant minds that had nothing but good intentions on their mind. Being able to discuss workshops, partnerships, ideals and ideas gave everyone who attended the meeting a sense of camaraderie and a hope that the problems we discussed could be fixed if we all do our part. I’m proud to say Get Real is the catalyst to promote a more inclusive and healthy social dynamic.”



GARRISON THOMAS
GET REAL SPEAKER,
ANTI-RACISM WORKSHOPS

“On the Eve of Feb 23, 2021, I felt tired from a long day of work and easing into the workweek. Although I was very excited for the Black creative summit, fatigue was sinking in. After everyone’s introduction, I felt a wave of energy come over me; I was dialled in and very engaged. Being a part of a remote online team can sometimes feel disconnected, but on this night, I felt part of a big family. Being a part of the Get Real speaker team has been healing in many ways. To sit and speak amongst brilliant and creative minds as we continue to fight racism felt powerful. It was amazing to see such a deep sense of empathy and willingness to educate and instill effective positive change. I left the summit feeling incredibly grateful for the opportunity to be a part of something so special and meaningful.”

JUDAH CUNNINGHAM
GET REAL SPEAKER,
ANTI-RACISM WORKSHOPS

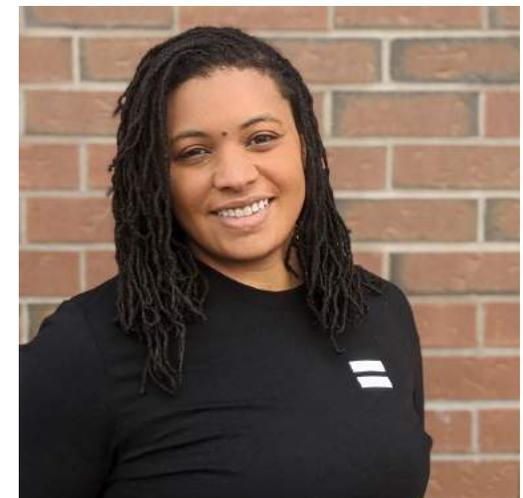


“As the co-host of the Equality through Sport panel, I found it amazing to have such a great showing of Black Canadian athletes discussing the ups and downs of being Black in the world of sports. It was great for others to join and listen and become allies to the Black community. We wanted this to be an educational moment and a learning experience for everyone, as we have all lived through different racial experiences.”

VERONIQUE RUSSELL
GET REAL TEAM MEMBER
AND PANEL CO-HOST

“Thank you for holding such an amazing Black Creative Summit. Creating spaces for black communities and their allies to share their stories, create new resources and empower each other is SO IMPORTANT! As a lover of sports, I found the discussion panel of black leaders in the sports community to be very impactful. Hearing their stories and experiences through sport really resonated with me personally and professionally. Getting to collaborate with other Get Real family and community members on the second night was extremely rewarding and fun as well. I am so excited to see the end product and the curriculum resources that come out of that session! Thanks for having me!!”

COURTNEY ALLAIN
GET REAL TEAM LEAD SPEAKER,
ANTI-RACISM WORKSHOPS



To see some of the panelists highlights, please click on these links:

- **Hope**, speaking about ways in which folks can be better allies, both to 2SLGBTQ+ individuals, and to grassroots organizations - click [here](#)
- **Ace**, speaking about the importance of inclusive language in the classroom - click [here](#)
- **Allie** and **Sam**, speaking about their experiences and learnings travelling abroad as a lesbian couple - click [here](#)
- **Dr. Jon**, speaking about the meaningful impact that online advocacy and visibility can have on others offline - click [here](#)
- **Teacher Robi**, speaking about their approach to negative comments, and building resiliency through community and through self-love - click [here](#)

Our subsequent three evening sessions were fantastic.

Led by 2SLGBTQ+ identifying mentors in their respective fields Kat (Graphic Designer - Merchandise), Stacey (Videographer - Film), Mackenzie, Max, Victoria, and Tiff (Get REAL Ontario After-School, Manitoba After-School, and University Chapter Managers), we discussed and brainstormed countless innovative advocacy project ideas that we cannot wait to make into a reality.



Meet Dr. Jon!

Dr. Jon, commonly known as @hotgaydoctor on social media, grew up in Hamilton, Ontario, Canada. He got his Bachelor's Degree in Medical Science from the University of Western Ontario, and went on to medical school in St Kitts and Nevis. After completion of his Family Medicine Residency at Michigan State University, he joined a practice in Chicago which aims to address health disparities and provide quality care to patients in their communities on the southwest side of Chicago. He has been using his social media platform to advocate for the health of LGBTQ+ and other underserved populations, and to reduce stigma and bias in medical settings.



Meet Ace!

Ace Schwarz (they/them) is a trans/non-binary educator living in Pennsylvania. They teach middle school science, and love incorporating social justice into the science classroom. Ace uses social media to educate caregivers, teachers, administrators, etc. about how to create LGBTQ+ inclusive environments. They were awarded GLESEN's Educator of the Year award in 2019 for this work. When not teaching, Ace can be found playing Starz's Valley or curled up with their cat, Parthen, reading a great book or watching the latest Marvel movie/TV show.



Meet Allie & Sam!

Allie & Sam are a married couple who love to travel the world and share their adventures! When they're not traveling, they can usually be found hanging out with their 4 pets, taking strolls by the ocean, and spending time with family and friends. They absolutely love sharing out adventures online and connecting with others!



Meet Hope!

Meet **Hope Okello** got her start in activism, facilitation, and inclusion while in College at Alabama State University. Helping to found and govern the co-occurring schools RBST LGBT organization, Okello ultimately graduated with a masters in Fine Arts as the first openly trans woman to do so at the institution after acquiring certifications from both Harvard and EBW Okello hit the ground running with her modern social take on trans and black bodies in both public and private spaces. Okello made a name for herself as through a nearly 10 year career as an activist, master facilitator and author has now founded her own non-profit organization (AltoMe) while serving as a master inclusion specialist and HR consultant by contract. Hope now serves as the Director of Our Mind and Chest Community Outreach Consortium at Plum Health, while still working with organizations like HRC, Inclusion for All Americans, LGBT University (UQuality) and TransTech based to help ensure that the voices of the communities that sport of are heard.



Meet Robi!

TikTok influencer **Natasha Colon**, more recently known as "Teacher Robi," is shattering the ceiling of modern teaching as a non-binary teacher. Their roots begin in Brooklyn, New York, and stretch out to Camden, NJ, where they are an elementary art school teacher. When asked Teacher Robi how being a non-binary teacher has affected their classroom, their response is, "...the one that stands out the most is having an inclusive classroom where we embrace our differences." Their goal is to be the change they want to see in the LGBTQ+ community and education.



"Thank you so much again for having me on the BTW panel! It was so epic to be in community with everyone and hear from so many wonderful people. I really appreciated the opportunity, and I'm very thankful for all the work you do!"

ACE SCHWARZ PANEL GUEST



"My name is Kat and I'm a middle school teacher in Ontario. The Get REAL Movement is one of the most inspirational and important organizations that I have ever come across.

Through attending their Born This Way Summit, I was able to learn more about what they do to support queer youth... from their QR code t-shirts that are walking history lessons, to their in-school events where they are teaching empathy through storytelling, [which] help queer youth accept themselves, and also help teach straight and cisgender peers what acceptance looks like, and how to be an advocate for the community.

In the summit, I was able to grow more, and learn more, and collaborate more with other teachers and leaders within the Get REAL movement, so that we can build a better future for our youth today."



KATHERINE GUTT PARTICIPANT IN BTW SUMMIT FUNDRAISER & EVENTS SESSION

BTW SUMMIT - STATS

94% OF PARTICIPANTS FOUND THE BTW SUMMIT VERY HELPFUL IN TERMS OF SHARING THEIR OWN IDEAS

100% OF PARTICIPANTS FOUND THE BTW SUMMIT MENTORS HELPFUL IN PROVIDING KNOWLEDGE AND INSIGHTS ON EFFECTIVE ADVOCACY

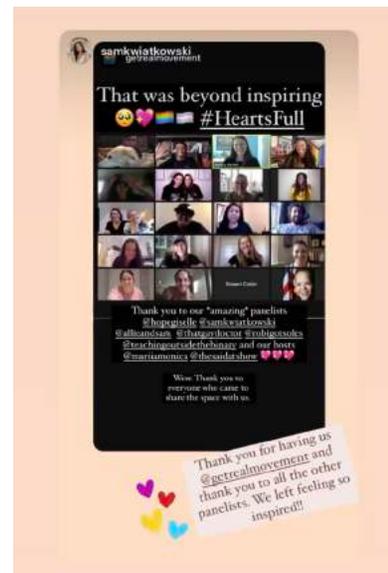
100% OF PARTICIPANTS FELT MORE SUPPORTED BY THE GET REAL TEAM HEADING INTO THE 2020-2021 SCHOOL YEAR

100% OF PARTICIPANTS FELT LIKE THE BTW HELPED YOU FEEL MORE CONNECTED TO THE GET REAL TEAM AND COMMUNITY

100% OF PARTICIPANTS WOULD TAKE PART IN THE BTW SUMMIT AGAIN, IF THEY COULD

“I learned so much at the summit and it was great to connect with so many like minded individuals! I really enjoyed it, I’m honestly jumping at the fact I was able to participate. Let me know what future ideas you guys have and I would definitely love to be involved! Looking forward to working with you more in the future!”

**KAITLYN COSGROVE
PARTICIPANT BTW SUMMIT
MERCHANDISE SESSION**

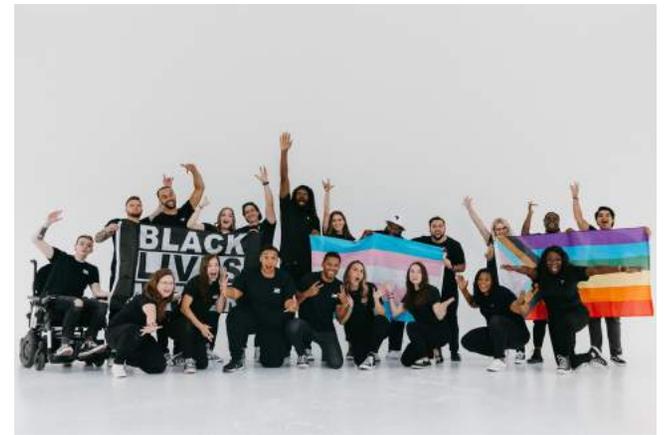
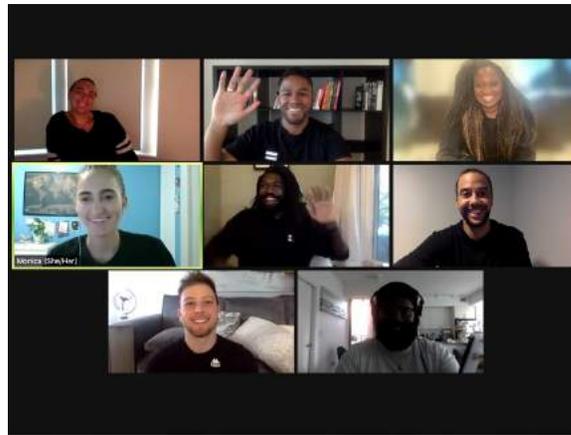


GET REAL SUMMIT 2021

This September, we successfully ran our first Get REAL Summit, which was a combination of a facilitator evening dedicated to workshop updates, as well as in-person team-building and photos in Toronto, following Ontario's COVID-19 restrictions on indoor gatherings, which allowed for 20 of our team members to attend!

Especially in such a challenging pandemic year, to be able to get together both virtually and in-real-life, to share learnings, brainstorm best practices, and support one another, was an experience that meant so much to all who were involved!

Over the course of two days, we were able to share teacher feedback from the 2020-2021 school year, go over new workshops such as Black History, 2SLGBTQ+ History, and our new Anti-Racism and Inclusivity for Youth workshops for younger audiences, share learnings and best practices moving forwards (especially with online platforms, such as Zoom), and provide space for many of our teams of speakers to meet each other in person for the first time since working together virtually through the pandemic!



GET REAL SUMMIT - STATS

88% OF PARTICIPANTS FELT MORE SUPPORTED IN THEIR ROLE AT GET REAL, AND MORE CONNECTED TO THE GET REAL TEAM, HEADING INTO THE 2020-2021 SCHOOL YEAR

100% OF PARTICIPANTS FOUND THE FACILITATOR EVENING SESSION, SPECIFICALLY, HELPFUL IN TERMS OF HEARING UPDATES TO THE WORKSHOP PROGRAM

100% OF PARTICIPANTS FELT LIKE THE BTW HELPED YOU FEEL MORE CONNECTED TO THE GET REAL TEAM AND COMMUNITY

100% OF PARTICIPANTS WOULD TAKE PART IN THE GET REAL SUMMIT AGAIN, IF THEY COULD



Seeing everyone in person was game-changing. What an experience to be in the same room and feel that amazing energy!

Thank you so much for the most wonderful weekend! I can honestly say that I felt so connected to the team and it motivated me to continue this amazing work. Such great energy in the room!

Meeting team for the first time in person was surreal. Each one of them reminded me of how special and meaningful our community and message truly is!

“The Get REAL Summit was such an amazing weekend to be a part of after two years of a challenging pandemic and continuous pivoting as a team. To be in the same room with the whole team was so energetic and incredible. Being able to connect, form new friendships, and come together was such a special experience and something I will never forget. I am really hoping these team bonding events can happen more often as it leaves me feeling that much more inspired and ready to tackle the months of work ahead. A huge thank you to everyone who made it possible!”

MACKENZIE KOLTON
GET REAL SPEAKER



“Getting to be with the whole team this weekend was honestly such a heartwarming experience! I’d only met two people from our team in person before so I was a bit nervous going into the weekend but it genuinely felt like a family gathering. I think we all clicked so well that there was no awkward introduction phase, it felt like we were all just old friends reconnecting. I truly couldn’t have asked for a better weekend and it really made me excited for the coming year.”

AUSTIN MCNEILL
GET REAL SPEAKER

“This year’s Get REAL Summit has been nothing short of amazing; from getting to meet the Get REAL team in real life to shooting my Speaker Spotlight Series video, it truly solidified my position within the team. The team was as amazing as I had pictured in my mind (confirmed by our many virtual interactions as well!). They were all so jovial, inspiring, and showed true unity by the way they spoke about their work and their involvement in their various communities. Chris and Marley have this knack of gathering such strong, golden, and unique characters to bring the mission of combatting racism and injustices to life. I am ever so grateful to have been given this opportunity, and couldn’t feel more ready to tackle on the next set of presentations!”

CLEM MOUDIONGUI



RESOURCES

BIND SAFE

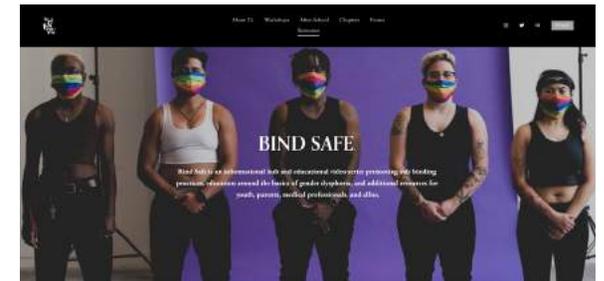
[Bind Safe](#) is an informational hub and educational video series promoting safe binding practices, education around the basics of gender dysphoria, and additional resources for youth, parents, medical professionals, and allies.

One of our Get REAL community members Kyra Shenker, approached us about the lack of resources or information about binding, which so often leads to individuals both practicing unsafe binding and also feeling stigma about the practice itself.

Kyra, who is non-binary, also recounted their own experience with medical professionals who were not themselves sufficiently informed or equipped to provide proper guidance around binding, at a time when they could have used that type of support.

Through conducting additional research and interviews, we found there was a clear gap with respect to the amount of individuals who will attempt to bind in their lives, and the accessible education that exists with respect to safe binding practices. Our research also confirmed our concerns that this lack of knowledge can have serious implications for both the mental and physical health of those individuals who are not getting the proper information and are therefore not practicing safe binding.

We applied for a grant from the Community One foundation, and got to work!





Kyra Bunker, Dr. Tahera Ahmad, and Dr. Tina Winkler share a mix of personal stories and medical perspectives about the need for a better understanding of binding – and LGBTQ+ healthcare in general – within the medical community.



The project was a huge success, resulting in 10 unique videos featuring a diverse cast of trans and non-binary individuals, sharing their lived experiences and learnings from binding themselves, a tutorial video about how to bind safely, and four videos from members of the medical community about the importance of inclusive healthcare.

The website also contains a downloadable PDF with clear, and easy-to-read instructions on how to bind safely, as well as a list of additional resources for folks to access.

The resource has been viewed over 150,000 times and counting, and was such a meaningful project to launch in February 2021.

Bind safe.

GENERAL TIPS ON BINDING

CHEST BINDING & TYPES OF BINDERS

Definition: Chest binding encompasses the broad range of gear that appears to give the appearance of a flatter chest to various extent, people who do not expect their chest to look feminine binders are the most easy to do as it is used properly.

- Binders can come in full or half length styles.
- Binders are often also referred with zippers, straps, and clips, which can be helpful for folks with different body structures.

FULL LENGTH BINDERS

- Full length binders are considered compression tank tops that can help compress your chest as well as your stomach. They offer more support from your shoulders, which can be beneficial if you have larger chests.

HALF LENGTH BINDERS

- Half length binders often referred to as a "tummy binder" are often more breathable/comfortable in warm weather.

BINDER BRANDS

- Binder brands such as **Underworks** and **NSB** offer prices that range between \$20 to \$6000, and offer various styles, colors, and compression options.
- Like all the best binders are available as well, from organizations such as **HotLipsLips**.
- For a more complete list of binder brands, companies and organizations, visit the **Trans Health Binding Resource Guide**.

HOW TO MEASURE YOURSELF FOR A BINDER

- Take a snug measurement of the fullest part of your chest.
- Measure underneath your chest, where the crease is.
- Add these two measurements together and divide the sum by two and that's your binder size.
- Make sure to double check and follow instructions provided by the brand of your binder as some brands may require a different method of measurement for sizing.

GENERAL SAFE BINDING TIPS

- Pay attention to your body. You should always be able to breathe comfortably while wearing your binder. If it starts to hurt when you take a deep breath, or if it feels too tight, take the binder off immediately.
- Only bind for 8-10 hours at a time maximum and never sleep in your binder.
- Take regular breaks from your binder every couple of days. Wearing a sports bra or leaving your chest unbound can be a good alternative.
- Wear a support bra instead of a bralette when doing physical activity. A binder isn't built to move with your body, so it could cause harm when worn during extensive physical activity.
- Fun tip, you can swim in your binder!
- Wash your binder regularly and follow the cleaning care instructions provided by the manufacturer.
- Do not wear a binder that is too small for you, as this can cause injury, and won't function as well as a binder that is snug, but not too tight. Refer to the recommended size guides provided by binder companies, which generally is going to be a little different, so make sure that you read them carefully.
- After removing your binder, make sure to stretch and your arms, shoulders, chest, and back to loosen any tightness, and be sure to take a few deep breaths and cough to clear out any possible fluid build up in your lungs.

SIGNS YOU MAY NEED TO TAKE A BREAK FROM BINDING

- Chest pain, difficulty breathing
- Skin rash, irritation, sores
- Dizziness, lightheadedness
- Back pain, weakness
- Overheating, dehydration

We created **Bind Safe** to be a hub of high-quality information and resources with the goal of both promoting the right around binding, and increasing the accessibility of binding-related information and tips to bind safely.

In that end, the material included on this PDF does not constitute medical or other professional advice, or represent all information, including text, graphics, images, videos and any other material, including any links to such materials, and provided for informational and educational purposes only and are not intended to substitute for professional medical advice, diagnosis or treatment. Always seek the advice of a physician or other qualified healthcare provider with any questions regarding a medical condition, health diagnosis or delay seeking professional medical advice or treatment because of something you have seen or read on this PDF.

REFERENCES

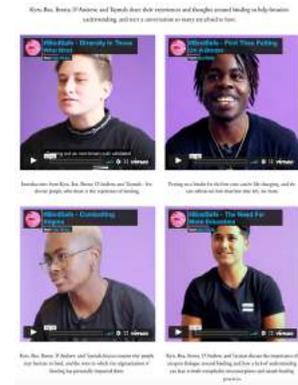
- "Binding Resource Guide" from **Trans Health**: https://transhealth.org/wp-content/uploads/Binding_Resource_Guide.pdf
- "How to Bind Your Chest Safely" from **PRIDE.CC**: <https://pride.cc/health/2019/06/04/how-to-bind-your-chest-safely/>
- "Chest-binding" from **TransAdvocates**: <https://transadvocates.com/2016/05/05/chest-binding/>

Thank you to the **Community One Foundation** for their support of this project. For more binding resources, and our **Bind Safe** video series visit www.bindsafe.ca



In this binding tutorial, Kyra walks us through some crucial binding information, including:

- Different kinds of binders
- How to measure yourself for a binder
- How to put on a binder
- Additional tips on how to bind safely



Kyra, Ben, Boon, J'Andre, and Brandon share their experiences and thoughts around binding to help trans and non-binary folks, and as a conversation to more established trans.

BLACK HISTORY MATTERS

BACKGROUND

In 2019, we built the award-winning campaign LGBTQ_r Codes in partnership with advertising agency Doner North to be an innovative resource accessible through QR code technology on colourful T-Shirts, a scan of which from an iPhone camera will bring the viewer to a microsite filled with 2SLGBTQ+ definitions, terminology, and quotes from students about coming out, and what helped them through that process. We sourced real answers written out by our facilitators, to the questions they get most frequently from students when they're in schools, and there's have a list of additional resources, as well a comment box for students to write comments and ask us questions.

Working once again with Doner North, our goal was to build a similar resource but to highlight Black History, and ways that white people can show up as an ally 365 days per year.

We worked on the site alongside a number of our POC speakers who we contracted for research, including Garrison Thomas, whose grandfather Fred Thomas' story plays a prominent role in his personal story sharing during workshops and has resonated deeply with youth audiences.



Interactive student-led LGBTQ awareness campaign starts today

Safa Hachi talks about how the Get Real Movement is raising awareness of LGBTQ issues in schools



AGENCIES

This Organization Is Giving Toronto Students the LGBTQ Sex Education That Conservative Policies Took Away

The 'LGBTQ_r' code is scannable with an iPhone or Android device

By Lindsay Ritzenhouse | 1 min ago



THE RESULT

The results were better than we ever could have hoped for - beautiful QR Code depictions of Fred Thomas, Viola Desmond, Oscar Peterson, and Rosemary Brown, leading to a microsite of their bios and links to learn more about them, as well as answers to FAQs written by our Anti-Racism Speakers, tips on allyship, and additional resources for continued learning.

The response has been amazing and we are already working on developing buttons, magnets, and stickers for schools who are asking for them, like we have with LGBTQr Codes.

The short video link is [here](#), and the microsite can be found [here](#).



Black History Feature Viola Desmond



Viola Desmond played a seminal role in Canada's civil rights movement. On Nov. 8, 1946, Desmond was dragged out of the Roseland Movie Theatre in New Glasgow, N.S. and jailed by police for sitting in the "Whites only" section. At the time, black people could only sit in the balcony. She was subsequently convicted of a "tax violation" for "failing" to pay the 1 cent difference between the whites only section, and the balcony section.

Learn more about Black allyship and access Black-centred resources

Do you still experience racism today? And if so, how do you deal with it?

"I have many wonderful moments in life and having allies that support me are really encouraging - to do experience racism at times but I am thankful that there are people that want to see unity and harmony in the world" - Sadee

What should I do when I see racism happening?

"Being a person who wants to make a difference is the first step. Speak up - let someone know that you are not ok with what is happening. Report - if it happens at school, your principal and teachers are people you can connect with to find a resolution and make sure that action is taken. Live by example: You can be a role model in your community and demonstrate acceptance and compassion in your own language and actions" - Sadee

Resources

Need help? These organizations are here for you.



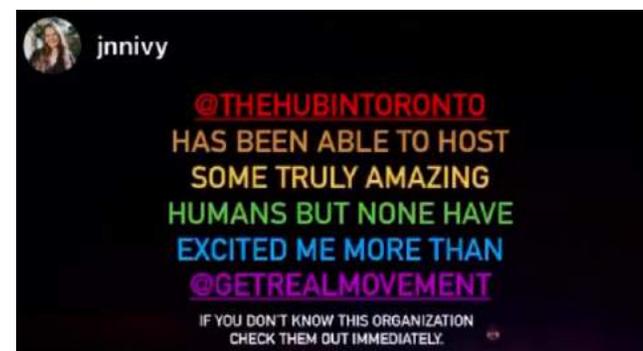
Black Lives Matter Canada



STEPS OF PRIDE VIRTUAL SPEAKER SERIES

In June 2021, we successfully ran our first Steps of Pride Virtual Speaker Series.

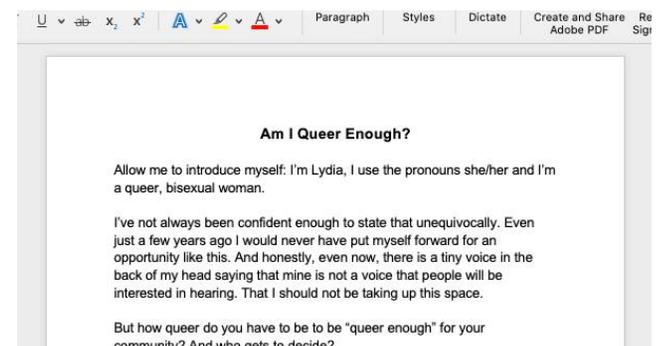
We began by developing the parameters and logistics, which were especially given Toronto was still in COVID lockdown, but found an amazing production company, Lemmon Entertainment, who had been safely doing video productions throughout the pandemic at the Opera House theatre, in Toronto.



The response to the speaker series was immediate, and we were quickly able to select 5 individuals to work with for this year:

- **Lydia**, whose keynote “Am I Queer Enough?” focused on themes of self-acceptance as a bisexual woman, Queer representation in the media, and believing in the validity and worth of your own story
- **Spencer**, whose keynote “I Didn’t Want To Disappoint My Dad” focused on themes of growing up and coming out as gay in a rural town, parental acceptance, and the importance of allyship
- **D’Andrew**, whose keynote “Finding Your Voice, Finding Your Strength” focused on the challenges of coming out as trans, especially in Black, Caribbean communities, and the importance of support for trans youth, especially through avenues such as sports
- **Saidat**, whose keynote “Who Needs To Change?” focused on themes of religion and internalized homophobia, coming out and reflection, and positive growth through change
- and **Joseph**, whose keynote “Being Queer In A Pandemic” focused on themes of navigating coming out in a Latin American family, and the challenge, but importance of maintaining a sense of community during a pandemic

We worked with each speaker one-on-one, following the same story-crafting training module that we use for our speaking team. Of all five of our speakers, only Spencer had previously done a keynote - and only once - that touched on similar themes; D’Andrew, Saidat, and Joseph had never done a keynote with this same focus before, and for Lydia, this was a first-time public speaking altogether.



STEPS OF PRIDE - STATS

We released the videos during what would have been the lead up to Pride weekend in Toronto, the week of June 23rd

The reception to the videos has been incredible.

180 COMMENTS

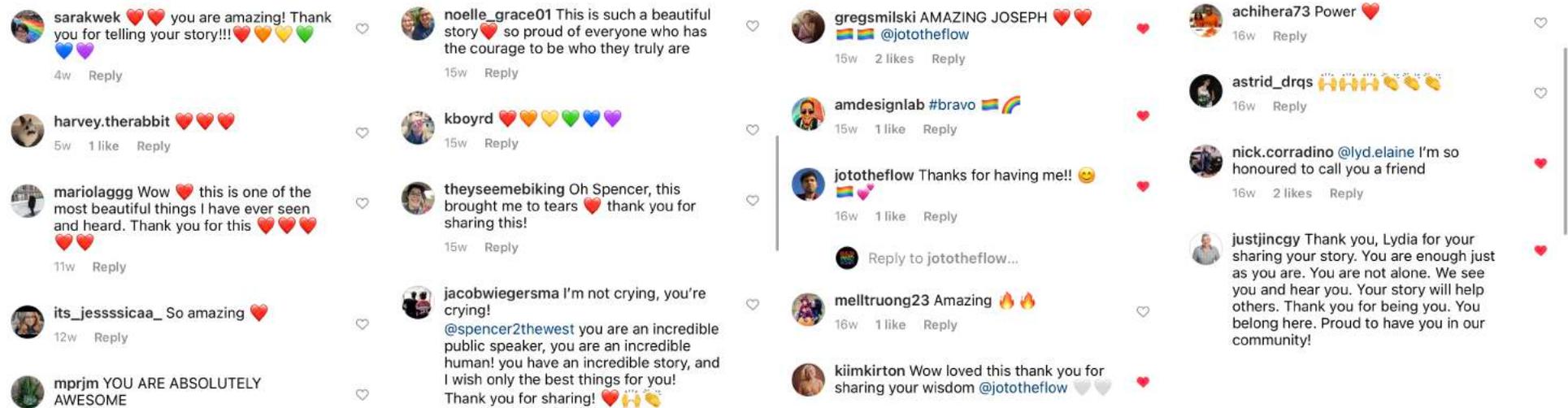
5,737 LIKES

42,619 VIEWS

103,484 IMPRESSIONS AND COUNTING!

Our Facebook roll out and boost campaign launches first week of November!

The comments and feedback from our supporters and followers has been overwhelmingly positive, and one of our corporate partners, Shaw, was so impressed that they asked to share all of the YouTube videos in a company-wide email as part of their 2SLGBTQ+ education mandate!



Equally important, was the impact that it had on the speakers we selected, as we saw through post-keynote surveys, as well as testimonials we received!

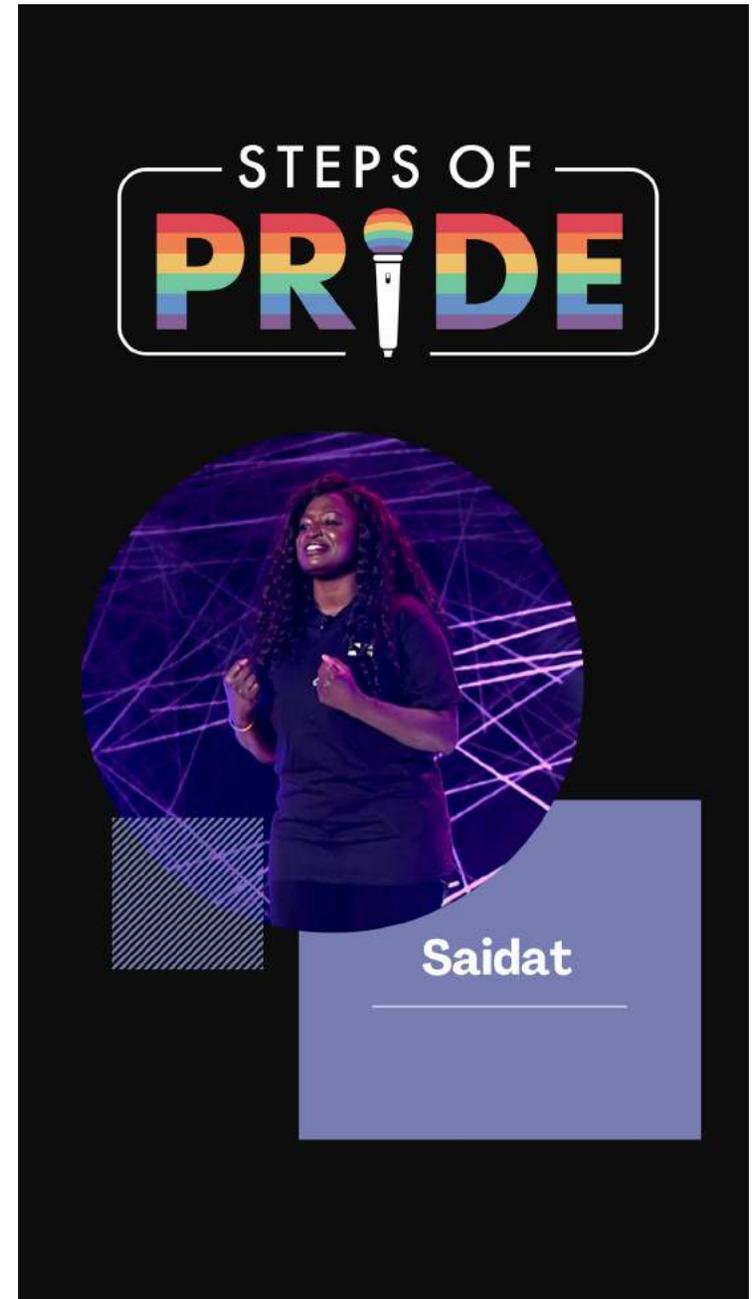
100% OF SPEAKERS FOUND THAT PARTICIPATING IN STEPS OF PRIDE WAS HELPFUL IN TERMS OF STORY-CRAFTING THEIR KEYNOTE

100% OF SPEAKERS FOUND PARTICIPATING IN STEPS OF PRIDE HELPFUL IN TERMS OF THEIR PUBLIC SPEAKING EXPERIENCE

100% SAID THAT THEY WOULD TAKE PART IN STEPS OF PRIDE AGAIN, IF THEY WERE ABLE

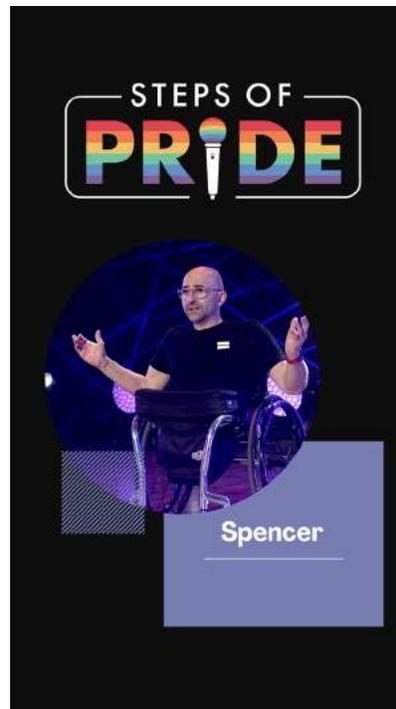
“Being a keynote speaker for the “Steps of Pride” series has impacted me and significantly contributed to my coming out and healing journey. I loved being able to share my experience of finding my truth and living authentically. I will always cherish this experience!”

SAIDAT
KEYNOTE SPEAKER, STEPS OF PRIDE 2021



“Working with the Get REAL team was a truly fantastic experience! Right from the get-go they were so receptive to my idea for my keynote & made me feel comfortable and confident to deliver it despite my nerves. The team was so helpful with drafts of my speech, they made useful comments & it felt collaborative. They also helped me practice it virtually! On the day things were well managed, efficient and I felt comfortable throughout, the whole team were amazing. The whole experience also felt very safe (despite Covid!) I’d be thrilled to work with Get REAL again and would recommend it to anyone.”

LYDIA
KEYNOTE SPEAKER, STEPS OF PRIDE
2021



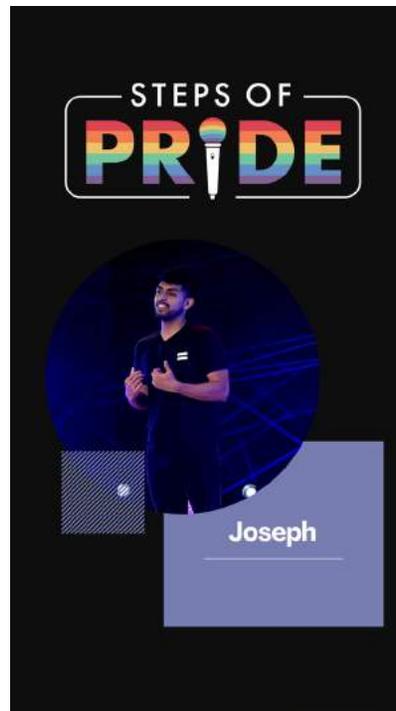
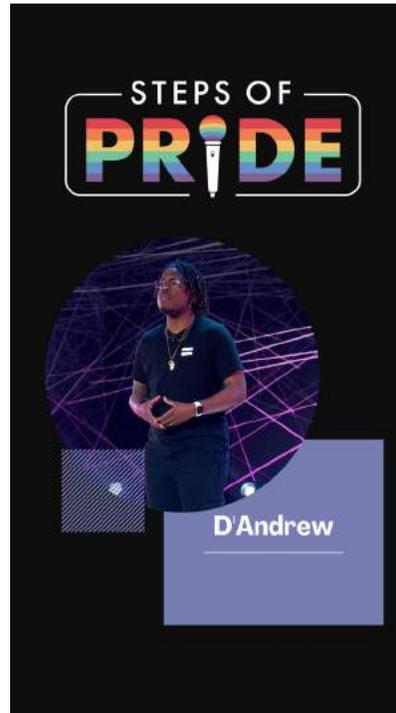
“It was an absolute pleasure working with the Get REAL team and I found their feedback incredibly helpful and it definitely helped elevate my story to the next level!

I was also beautifully overwhelmed by all of the care that went into the pre and post production around the filming of our stories. Overall it was an incredible experience!”

SPENCER
KEYNOTE SPEAKER, STEPS OF PRIDE
2021

“Get REAL gave me a platform to be authentically and unapologetically ME! Being able to work one on one with Chris to finally be able to tell my story without judgement was a phenomenal experience. I was very nervous, thinking I wasn’t doing things “right”, but to see the finished project and the impact it had on many people made it evident that my voice had significance and my story was one to be heard. I felt empowered and seen with the Get REAL Team every step of the way. I would do it all over again in a heartbeat!”

D’ANDREW
KEYNOTE SPEAKER, STEPS OF PRIDE 2021



“Working on the Steps of Pride campaign was an incredible experience. I’ve never had a platform to be so candid and vulnerable about my own coming out experience, so working with the Get REAL team was very empowering for me. Also, having the chance to connect with the queer community when we were all stuck at home in isolation was so special. Once the videos were released, it was very humbling to see how many people connected with my story and were going through something similar. I’d love to be a part of any upcoming projects to share the Get REAL Movement with as many people as possible!”

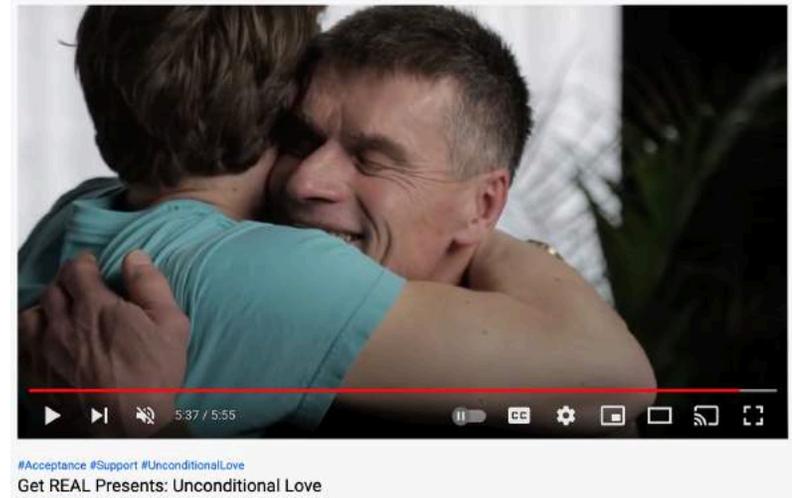
JOSEPH
KEYNOTE SPEAKER, STEPS OF PRIDE 2021

UNCONDITIONAL LOVE

In 2017, we released a [video](#) featuring parents and their children talking about going through the coming out process, as a family.

We made the video in response to the amount of questions we would get from both parents and students, and the amount of feedback that there weren't a lot of resources out there for parents and siblings, to learn how to better support family members through the coming out process.

In 2020, we were able to expand this project to a full online educational resource, thanks to funding from the Pride Run foundation, the Kiwanis Foundation, and Birks.



We worked with 5 diverse families to release 20 different videos and a downloadable PDF touching on our five key tips: prepare, listen, affirm, educate, and support, as well as real personal stories from their lives and a list of trusted resources for families to access for further learning.

The reception so far has been incredible, with 285,045 impressions to date, including media coverage from CTV News.

Unconditional Love can be viewed at www.unconditionallove.ca



stories



Austin and his parents, Diana and Michael, share their story. They touch on coming out, the importance of research, education and advocacy for your child, and the value of supporting, even if you do not fully understand.



D'Andrew and his mom Maurice share the struggle of coming out twice in a religious and Caribbean household, and a parent's journey of choosing learning and acceptance over hating their child go through his transition alone.



Sylvia and her mom, Kerrie, share their journey living in a single parent household and how their openness to talk about mental health since a young age made Sylvia's coming out process a little bit easier. Their story touches on coming out to conservative grandparents, the impact religion had on their journey, and the power of genuinely supporting and accepting your child.



James and his brother Jesse share their family's journey of self-acceptance, grief, the importance of authenticity and balancing multiple family struggles while transitioning. Also growing up in a single parent household, they discuss how education and love helped solidify a foundation of family support during James' transition.



Courtney, her sister Zahraah, and their mom Cheryl share their coming out journey while living in a large single parent household. Their unconditional love touches on their experience being Black and being a part of the LGBTQ12+ community, the power of growing up in an accepting household from a young age, and the value of being the chosen one. From the support parent-child give each other.

prepare



support



educate



prepare

It's more the language you use around them. Even before your child comes out - watch the things you say, and the context that is shown to them." -D'Andre's Mom

Preparing for someone coming out doesn't mean that you're guessing your child's identity before they've told you. Preparing simply means building an inclusive and safer environment for everyone, whether or not your child has, or will come out. Not only will this make your child feel safer if they do come out, but it will teach them amazing habits and language to help them be an ally to 2SLGBTQ+ folks, regardless.

unconditional love

Some ways that you can foster an inclusive household are:

- Try to use inclusive, gender neutral language
- Being mindful to not use, and to speak out against derogatory slurs, stereotypes, and misinformation about the 2SLGBTQ+ community.
- Read books, and watch movies and television shows with inclusive themes, and diverse characters and subjects

prepare

"You don't know what your kid is going to be when they grow up so that's the whole thing - making sure they're comfortable with the parts of their life with you, knowing that you will be supportive." - Courtney

- Inform yourself & your kids about 2SLGBTQ+ history & present-day figures.
- Go to places where you and your child will be exposed to diverse people.
- Have open communication with your child about supporting them no matter what.
- Make your acceptance visible and heard: children learn a lot from their parents so teaching your children to be respectful of people in the community will also teach them to see that your home is a safe place for them or their friends!

prepare

Unconditional Love is an online educational resource to help families navigate the coming out process through education, tips, and additional resources.

The webpage is a hub of videos featuring real stories and advice from five diverse families, including a downloadable PDF with our 5 key tips and additional resources for both families and youth.

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prepare

listen

The best thing you can do, as a parent is listen to your children, have meaningful conversations with your children - you would be very surprised at the kind of human beings that they will become when they grow up. If you give them that love and support." -Maurice, D'Andre's Mom

Learning how to listen without thinking of what to say next or necessarily giving advice is a skill we can all practice. It's especially important when your child is figuring out or telling you about their identity - you can't tell them how they should identify; they have to discover it on their own!

unconditional love

To let your child know they can talk to you, try:

- Telling them from a young age they can come to you about anything.
- Allowing them to come to you on their own time. For example, instead of persistently asking questions like "Are you gay?", give them time to figure it out. They might not know yet themselves!
- Instead, you can say something like, "You know I love you and you can talk to me about whatever you need" and leave it there.
- Being honest when you don't know or need time to process information and asking for their

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prepare

affirm

There is no guidebook on the perfect thing to say because it is relative to you and what each kid needs. For me, my biggest point of advice would just be to pinpoint what their nerves are - whether it's fear of acceptance, fear of being judged or fear of a change - there's all these things that people are scared of. So if they're dealing with shame, for example, it could be just saying something like, "I love you, just the same." -Syria

Here are a few tips on ways you can validate your child during the coming out process:

- Tell them you love them.
- Ask them how you can support them and try to follow their suggestions.
- Avoid asking questions like "Do you think this is just a phase?" Instead, respect what your child is saying, and their concerns.
- Ask respectful questions.
- Don't be afraid to talk with your child about their 2SLGBTQ+ identity. Casual conversations can help normalize things, and avoid feelings of discomfort.
- Look for resources to educate yourself and follow up with your child to check you're on the right track.

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educate

There are so many things you can learn about, but try not to get overwhelmed. You don't need to be perfect - we learn from our mistakes just as much as we can learn from a book, movie or podcast.

If you're looking for some places to start, consider educating yourself on:

- The difference between sex, gender and attraction: Gender Studies, LGBTQ+ Learning
- Phobias (and they are why they matter): Understanding Sexism Magazine - "How Students Engage With Gender Programs for Phobias"
- Jones' Small Acts Every Day.

Look for resources and resources in your area.

educate

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prepare

support

The intent matters so much. I think intentionally misgendering someone or intentionally not using someone's pronoun is a lot more damaging than someone who loves you and is trying their best." -Jesse, Austin's brother

Studies conclude that "early acceptance of LGBT adolescents" is associated with positive mental and physical health. Interventions that educate parents and caregivers of LGBT adolescents are needed to reduce health disparities.

For someone coming out, support might look like:

- Going to support groups and/or therapy together
- Using their chosen name and helping others do the same so long as you've been given permission to do so
- Reaching their pronouns down if they change is important and validating.
- Helping them find resources in their area.
- Advocating for your loved one especially when they are unsure, is very important in their journey. This could mean making sure their rights and needs are being respected, i.e. at school, in the healthcare system, legal.
- Not sure when to start or how to do it? Try saying "Hi, my name is _____" or "Hey! I just wanted to check in how are I doing? What could I be doing better?"

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prepare

PRIDE IN OUR HISTORY

In June 2021 we released “Pride In Our History”, which was a campaign to uplift 2SLGBTQ+ history, as well as raise funds for the work of the ArQuives.

Working again with Doner North, and a number of our team members, we created a collage of 2SLGBTQ+ historical figures from Canadian history that, like Black History Matters, would actually lead to a microsite with a scan of a QR Code; we then revamped our microsite www.lgbtqr.com to include bios on the historical figures, and links to the ArQuives where people could learn more.



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Pride In Our History
Rupert Raj



Rupert Raj is a pansexual trans man of East Indian and Polish descent who has made a lasting impact in Canada. Rupert founded

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Pride In Our History
Chris Bearchell



Chris Bearchell is known as an incredibly influential and notable person in the fight for queer rights in Canada.

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Pride In Our History
Bernard Courte



Raised in Quebec, Bernard Courte was a writer, educator, and strong advocate for both the French language

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Pride In Our History
Douglas Stewart



Douglas Stewart created a much needed space when he helped form the organization Zami for Black queer

The campaign also included a video series that provided short descriptions of various 2SLGBTQ+ historical figures and events, which is currently ongoing!

Pride In Our History has garnered over 64,000 impressions (and is still ongoing), and through sales of our Pride In Our History T-Shirts, we were able to donate \$1,160.00 to the ArQuives for their important work preserving and amplifying 2SLGBTQ+ history.

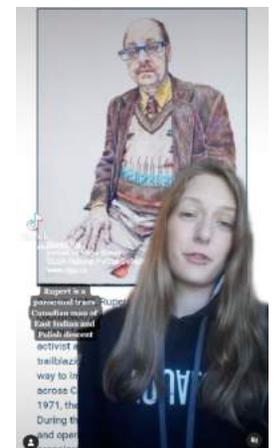
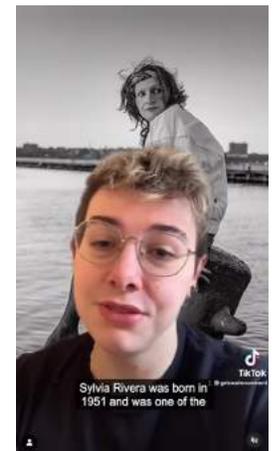
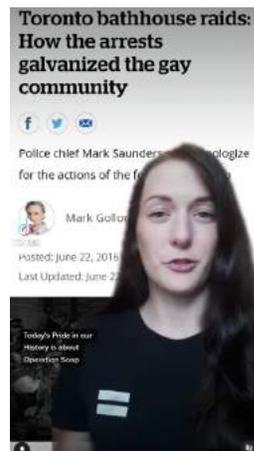


History is made up of inspiring stories that need to be shared by artists, writers, educators, activists, and storytellers today.

For me, taking Pride in our History means learning and sharing the stories of those who paved the way for future generations. It means appreciating the hardships and triumphs of everyday people who became trailblazers and activists through their resistance and resilience. It means understanding the courageous actions of two-spirit, lesbian, gay, bisexual, transgender, and queer individuals who faced hate, fear, and adversity, and who fought against it all in order to create positive change. Being storytellers today means fulfilling a duty to honour our past and to ensure the memories of those who come before us are preserved and cherished. We tell these stories to inspire new generations to pick up where others left off. We take Pride in our History to keep our stories alive. And because the lessons those stories teach us can propel us forward as we continue to work towards a stronger, more accepting, and more equitable future.

We take Pride in our History because it gives us hope and strength for the future.

Alyssa Jeffrey
The Get Real Movement





Pride in History

History made up of histories that
is loved by ornate historians,
clubs, and storylines.
Not in our history-making and
they lead those who push for future
to be, appreciating the histories made
only people become trailblazers and
for historical resilience. It means understanding
and celebrating the two-spirit, lesbian, bisexual,
trans, and queer individuals who faced racism and
discrimination against it all in order to reach
the American today means future's fully
celebrate the memories of those who
were "indistinguishable" the best there
is. Remember up where others left
and the world starts alive. And
the world's 1998 parade as
has strong roots, more

A. J. K. K.

SMALL ACTS EVERY DAY

One of the campaigns we were most excited to launch in 2021 was Small Acts Every Day, our short video series featuring allyship tips from our speakers, Get REAL community members, and broader networks!

We worked with 2SLGBTQ+ identifying graphic designer Kat Tapp to develop the logo, and have worked with our speakers to produce 20 Small Acts Every Day videos, which we are currently in the process of rolling out on our Instagram and TikTok accounts!

It's been a beautiful experience to see all of the different topics that our speakers have touched on, from cisgender allies using their own pronouns in day to day life, to increasing visibility in the classroom, to the power of sharing your own story as an agent of change, and the response has been equally positive from our Get REAL community.

STATS, FROM FIRST 10 VIDEOS

1,426 likes
26,576 views
33,509 impressions

We still have 10 videos to go, which we are very excited to continue to release into 2022!



THE CLINIC

“The Clinic” is a short film and digital resource to highlight the need for more inclusive healthcare in Canada, and provide resources and tips for medical professionals seeking to make their offices and clinics more inclusive for 2SLGBTQ+ patients.

In the Trans Pulse Canada survey from 2020, 45% of Transgender and Non-Binary people had a past year of unmet health care needs, compared to 4% of the general population.

Dr. Tehmina Ahmad attended our 2020 BTW summit with the idea to address this healthcare gap in a creative way, and the idea for “The Clinic” was born. With the funding support of our Get REAL Dalhousie and Queen's University Chapters, and the production support of Doner North, we were able to bring this project to life.

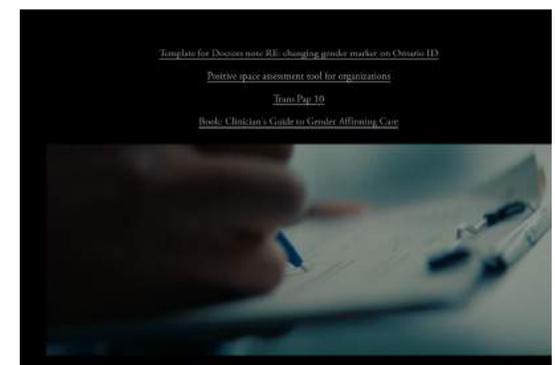
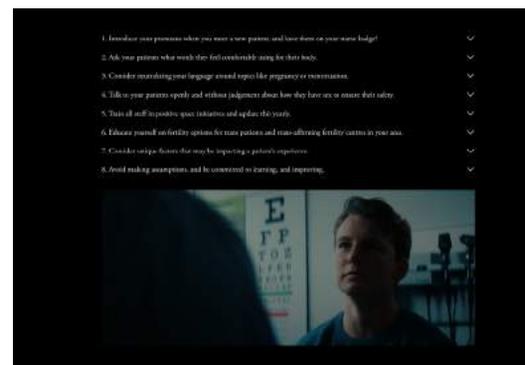
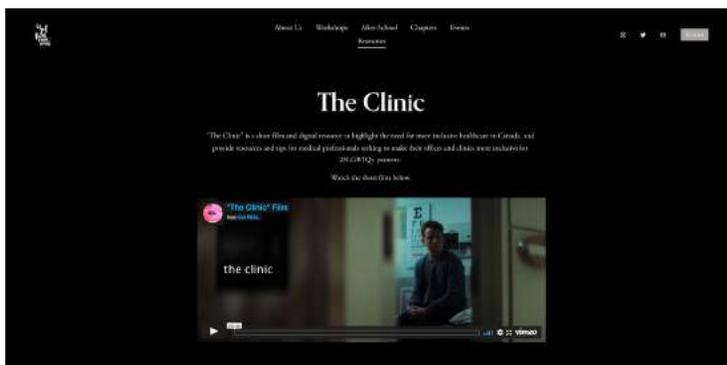
The response to campaign has already been outstanding, with 21,747,204 impressions to date, including a news feature on CBC.



This short film wants to show medical professionals how to provide LGBTQ-inclusive care

Nationwide non-profit Get Real Movement launches film The Clinic during Transgender Awareness Week

Vanessa Balintec · CBC News ·



THE CLINIC

The following tips are just the starting points of developing a trans-affirming practice.

They come from real trans, non binary, and gender non-conforming people who have shared their experiences and hopes for their future medical interactions.

When in doubt of how to best support your patient, do your own research and then ask them as respectfully as possible.

GET REAL MOVEMENT

1. INTRODUCE YOUR PRONOUNS WHEN YOU MEET A NEW PATIENT, AND HAVE THEM ON YOUR NAME BADGE!

Introducing your own pronouns before asking your patient's not only shows you're aware people's pronouns might differ from their gender expression and you respect that, but shifts the power imbalance just slightly because you're offering information about yourself before asking about them.

When in doubt? Use neutral pronouns (they/them)!

GET REAL MOVEMENT

2. ASK YOUR PATIENTS WHAT WORDS THEY FEEL COMFORTABLE USING FOR THEIR BODY.

Especially when you're talking about genitals or other areas that may bring dysphoria to a trans person, ask them what language they want/like to use to describe those areas. Or mirror the language they're already using.

If you need to use biological terms, do so without gendering them. You can discuss a uterus without describing it as "female anatomy" or a penis without calling it "male genitals".

GET REAL MOVEMENT

3. CONSIDER NEUTRALIZING YOUR LANGUAGE AROUND TOPICS LIKE PREGNANCY OR MENSTRUATION.

Remember: transmasculine, intersex, and non-binary folks can get pregnant, and might menstruate, and it can feel incredibly dysphoric to have their bodies doing something so commonly associated with women.

Considering shifting language to neutral terms like "pregnant people", "chest feeding" and "tampons and pads" (as opposed to "feminine hygiene products"). You can talk about "people who menstruate", when relevant, as well.

GET REAL MOVEMENT

4. TALK TO YOUR PATIENTS OPENLY AND WITHOUT JUDGEMENT ABOUT HOW THEY HAVE SEX TO ENSURE THEIR SAFETY.

Rather than guessing or making assumptions, try openly asking a client who they might be having sex with and how they're doing it. Trans, nonbinary, and gender non-conforming people can be sexually active with people of any gender. Of course, you want to ensure you've already created as safe a space as possible so they know they can share this information with you.

But it's important to ask these questions, as they help your patient know they can discuss sex with you and ask you questions, too. After all, your patient might think testosterone can stop them from getting pregnant or want to engage in penetrative sex but doesn't know how to ask for phosphodiesterase inhibitors... You can help them navigate these things!

GET REAL MOVEMENT

5. TRAIN ALL STAFF IN POSITIVE SPACE INITIATIVES AND UPDATE THIS YEARLY.

Your patient's first line of contact is through reception and that first impression is extremely important in creating a safer space.

Ensuring all staff receive positive space training (ideally one created and delivered by 2SLGBTQ+ people) can make a big difference. They should learn not to assume someone's gender and pronouns based on their expression, and have a method to list people's names in a visible spot, if they differ from their legal names.

It's also great when a question about pronouns is on the intake form and then can be somewhere visible on the patient charts so reception is aware and can avoid misgendering patients.

GET REAL MOVEMENT

6. EDUCATE YOURSELF ON FERTILITY OPTIONS FOR TRANS PATIENTS AND TRANS-AFFIRMING FERTILITY CENTRES IN YOUR AREA.

Have trans-friendly referrals handy, for a variety of specialists your patients may need to see. For example, fertility clinics, endocrinologists, psychiatrists, etc.

To tell if they are trans affirming, you can check out their advertising and patient recommendations, or even call and speak to them yourself.

True, you can't guarantee your patient will have an affirming experience there, but you can do your best to advocate for them and smooth the process.

Consider asking your patient if you can call ahead on their behalf and let them know the situation - at the very least, that might avoid some very uncomfortable confusion or misgendering when your patient arrives!

GET REAL MOVEMENT

7. CONSIDER UNIQUE FACTORS THAT MAY BE IMPACTING A PATIENT'S EXPERIENCE.

Social determinants of health including racism, transphobia, and invalidation at both personal and systemic levels can be detrimental to both mental and physical health.

There may be non-medical ways you can support, advocate for, or refer your patient based on their situation. A conversation with their parents encouraging them to support their child's identity, a referral to a social or therapeutic program or letter of support could go a long way in improving your patient's overall health.

Also, remember that while there are of course risks with providing medical transition medication, there are also risks associated with a person being denied these things.

GET REAL MOVEMENT

8. AVOID MAKING ASSUMPTIONS, AND BE COMMITTED TO LEARNING, AND IMPROVING.

At the end of the day, if you are reading this in the hopes of making your practice more inclusive for trans, nonbinary, and gender non-conforming patients, that motivation to improve is a huge component, and one that will continue to evolve.

And even when equipped with additional knowledge, be careful not to make assumptions about a patient's journey; not all trans people want hormones, or surgeries.

Everyone's path is different, so as we mentioned above: when in doubt of how to best support your patient, do your own research and then ask them as respectfully as possible.

If you do make a mistake, apologize, correct yourself, and move forward committed to improving your practice to support all of your patients with welcoming, informed, and inclusive care.

GET REAL MOVEMENT

BOARD OF DIRECTORS

WELCOME TO THE BOARD STEPH & JAY!

This year we were pleased to welcome two new additions to our Board of Directors: Jay Brewster and Stephanie Rebello!

Jay and Steph both bring with them a wealth of experience and years supporting our programming.

They are proud to join fellow board members Lauren Vandervoort, Matthew LeBlond, Chelsey Roy, and Andrew McGuire, to provide guidance and mentorship as our organization continues to grow.

“I proudly support the work that the Get REAL Movement does to reduce 2SLGBTQ+ discrimination, racism, and bullying in schools, summer camps, and workplaces. I did not come out until later in life and have dealt with years of self-hate, rejection, and loneliness. Something I would never wish on anyone. These workshops create safe spaces where youth are encouraged to be proud of who they are and to live their life as authentic selves. It creates opportunities for growth by learning from others’ lived experiences. It focuses on building empathy, dispelling stereotypes, and showing that we all face challenges. I hope that we can all learn to be a little kinder, after all, we are more alike as humans than we are different.”

JAY BREWSTER GET REAL BOARD MEMBER



“I’ve been lucky to witness the rocket ship that is Get REAL for the past 3 years. They lead with kindness, and are unafraid to speak boldly about the need for justice, equity and a community that holds space for all identities. Working with and alongside Marley, Chris and the rest of the board, I am constantly floored at the level of humility, humor and compassion. The entire Get REAL community of facilitators, staff and partners are committed to dismantling exclusive and disempowering spaces, and educating folks on how they can and should embrace differences. I am so proud to support the growth of this organization in any possible way.”

STEPHANIE REBELLO GET REAL BOARD MEMBER

THANK YOU SO MUCH FOR THE SUPPORT IN 2021!

We are so grateful to all of you who have supported our programming this past year. On behalf of all of our team: *thank you*. We couldn't do it without you. We can't wait to share everything we have planned for 2022, to continue our work combatting discrimination, fostering acceptance, and supporting marginalized youth across Canada, and beyond.

Sincerely,

Chris Studer & Marley Bowen
Executive Directors
The Get REAL Movement

