

Creating Culturally Relevant & Gender-Affirming Services
for gender diverse Indigenous and Two-Spirit People



TRANS CARE BC

Provincial Health
Services Authority

The following can increase access for gender diverse Indigenous & Two-Spirit people.

<p>STRATEGY (select the relevant strategies)</p> <p>Select strategies that are relevant to your place of work, high impact, and achievable. When completed, consider more strategies.</p>	<p>Relevant?</p>	<p>WHERE (currently)</p> <p>None / Poor Some / Fair Half / Good Most / Great All / Excellent</p>	<p>WHAT (action items)</p>	<p>WHO (supports)</p>	<p>WHEN (target dates)</p> <p>Use the space below to list your action items, supports needed, and your target dates for achieving milestones and completion.</p>
<p>1 Our team has taken training on working with trans Indigenous & Two-Spirit people in the last 3 years</p>	<p>Y N</p>	<p>L E V E L 0 1 2 3 4</p>			
<p>2 Our website & brochures indicate that our services are welcoming of trans Indigenous & Two-Spirit people, and provide details about what to expect</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>3 We have pamphlets, handouts, & resources from other organizations that support trans Indigenous & Two-Spirit people</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>4 We have policies & procedures to support trans Indigenous & Two-Spirit clients accessing our services</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>5 We have policies & procedures to support staff maintain welcoming, accessible, and affirming services for trans Indigenous & Two-Spirit clients</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>6 Our organization has inclusive hiring & workplace practices which encourage applicants, and support staff who are trans Indigenous & Two-Spirit</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>7 Our services & programming for 2S & LGBTQ+ people are reflective of the cultural needs of our trans Indigenous & Two-Spirit clients</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>8 We seek feedback from trans Indigenous & Two-Spirit clients & staff, updating policies as needed</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>9 Our agency has access to a listing of resources & services that strive to meet the needs of trans Indigenous & Two-Spirit people</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>10 Our organization actively seeks partnership with programs that provide services to trans Indigenous & Two-Spirit people</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			

For more strategies, check out the **Organizational Assessment Tool** and the **Service Provider Reflection Tool** on the Trans Care BC education pages.



The following can increase access for gender diverse Indigenous & Two-Spirit people.

<p>STATEMENTS (select the relevant statements)</p> <p>Select statements that are relevant to your work, high impact, and achievable. When completed, consider more statements.</p>	<p>Relevant?</p>	<p>WHERE (currently)</p> <p>None / Poor Some / Fair Half / Good Most / Great All / Excellent</p>	<p>WHAT (action items)</p>	<p>WHO (supports)</p>	<p>WHEN (target dates)</p> <p>Use the space below to list your action items, supports needed, and your target dates for achieving milestones and completion.</p>
<p>1 I understand what Two-Spirit means, how it differs from being trans Indigenous, and I'm able to explain its importance as a culture specific identity</p>	<p>Y N</p>	<p>LEVEL 0 1 2 3 4</p>			
<p>2 I have reflected on my personal comfort working with trans Indigenous & Two-Spirit clients, and work to reduce any discomfort, assumptions, or bias</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>3 I understand that the needs of trans Indigenous & Two-Spirit clients may require care that is both culturally relevant & gender-affirming</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>4 I have practical skills that are culturally relevant & gender-affirming for working with trans Indigenous & Two-Spirit people</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>5 I understand that access to care can be even harder for people who are both gender diverse & Indigenous due to layers of bias & oppression</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>6 I invite feedback on my own approach to working with trans Indigenous & Two-Spirit people, and adapt my approach as needed</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>7 I advocate for trans Indigenous & Two-Spirit people in my workplace, and standup for them when they are not being treated or spoken about respectfully</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>8 I advocate for representation of trans Indigenous & Two-Spirit people in workplace policies or programming being developed</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>9 I have a mentor or colleague I can go to if I want to learn more about supporting trans Indigenous & Two-Spirit people</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			
<p>10 I have relationships with others who provide culturally relevant & gender-affirming care for trans Indigenous & Two-Spirit people</p>	<p>Y N</p>	<p>0 1 2 3 4</p>			

For more strategies, check out the full **Organizational Assessment Tool** and the **Service Provider Reflection Tool** on the Trans Care BC education pages.