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

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

<table>
<thead>
<tr>
<th>STRATEGY</th>
<th>WHERE (currently)</th>
<th>WHAT (action items)</th>
<th>WHO (supports)</th>
<th>WHEN (target dates)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Select strategies that are relevant to your place of work, high impact, and achievable. When completed, consider more strategies.</td>
<td>Relevant?</td>
<td>Use the space below to list your action items, supports needed, and your target dates for achieving milestones and completion.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1. Our team has taken training on working with trans Indigenous & Two-Spirit people in the last 3 years
   - Relevant: Y
   - Level: 1
   - Action Items: 01234

2. Our website & brochures indicate that our services are welcoming of trans Indigenous & Two-Spirit people, and provide details about what to expect
   - Relevant: Y
   - Level: 1
   - Action Items: 01234

3. We have pamphlets, handouts, & resources from other organizations that support trans Indigenous & Two-Spirit people
   - Relevant: Y
   - Level: 1
   - Action Items: 01234

4. We have policies & procedures to support trans Indigenous & Two-Spirit clients accessing our services
   - Relevant: Y
   - Level: 1
   - Action Items: 01234

5. We have policies & procedures to support staff maintain welcoming, accessible, and affirming services for trans Indigenous & Two-Spirit clients
   - Relevant: Y
   - Level: 1
   - Action Items: 01234

6. Our organization has inclusive hiring & workplace practices which encourage applicants, and support staff who are trans Indigenous & Two-Spirit
   - Relevant: Y
   - Level: 1
   - Action Items: 01234

7. Our services & programming for 2S & LGBTQ+ people are reflective of the cultural needs of our trans Indigenous & Two-Spirit clients
   - Relevant: Y
   - Level: 1
   - Action Items: 01234

8. We seek feedback from trans Indigenous & Two-Spirit clients & staff, updating policies as needed
   - Relevant: Y
   - Level: 1
   - Action Items: 01234

9. Our agency has access to a listing of resources & services that strive to meet the needs of trans Indigenous & Two-Spirit people
   - Relevant: Y
   - Level: 1
   - Action Items: 01234

10. Our organization actively seeks partnership with programs that provide services to trans Indigenous & Two-Spirit people
    - Relevant: Y
    - Level: 1
    - Action Items: 01234

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

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

<table>
<thead>
<tr>
<th>STATEMENTS</th>
<th>WHERE</th>
<th>WHAT</th>
<th>WHO</th>
<th>WHEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Select statements that are relevant to your work, high impact, and achievable. When completed, consider more statements.</td>
<td>Relevant?</td>
<td>(currently)</td>
<td>(action items)</td>
<td>(supports)</td>
</tr>
<tr>
<td>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</td>
<td>Y</td>
<td>LEVEL</td>
<td>01234</td>
<td></td>
</tr>
<tr>
<td>I have reflected on my personal comfort working with trans Indigenous &amp; Two-Spirit clients, and work to reduce any discomfort, assumptions, or bias</td>
<td>Y</td>
<td>01234</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I understand that the needs of trans Indigenous &amp; Two-Spirit clients may require care that is both culturally relevant &amp; gender-affirming</td>
<td>Y</td>
<td>01234</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have practical skills that are culturally relevant &amp; gender-affirming for working with trans Indigenous &amp; Two-Spirit people</td>
<td>Y</td>
<td>01234</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I understand that access to care can be even harder for people who are both gender diverse &amp; Indigenous due to layers of bias &amp; oppression</td>
<td>Y</td>
<td>01234</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I invite feedback on my own approach to working with trans Indigenous &amp; Two-Spirit people, and adapt my approach as needed</td>
<td>Y</td>
<td>01234</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I advocate for trans Indigenous &amp; Two-Spirit people in my workplace, and standup for them when they are not being treated or spoken about respectfully</td>
<td>Y</td>
<td>01234</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I advocate for representation of trans Indigenous &amp; Two-Spirit people in workplace policies or programming being developed</td>
<td>Y</td>
<td>01234</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have a mentor or colleague I can go to if I want to learn more about supporting trans Indigenous &amp; Two-Spirit people</td>
<td>Y</td>
<td>01234</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have relationships with others who provide culturally relevant &amp; gender-affirming care for trans Indigenous &amp; Two-Spirit people</td>
<td>Y</td>
<td>01234</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

www.transcarebc.ca