

# JUST BE YOURSELF

*A Health & Wellness Guide for  
Trans, Two-Spirit, & Nonbinary  
Youth*

Part 4:

# RIGHTS, ADVOCACY, & ALLIES



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# Land Acknowledgment

*We begin by acknowledging our research team works on the traditional, ancestral, and unceded territory of the Musqueam people. The land it is situated on has always been a place of learning for the Musqueam, who for millennia have passed on their culture, history, and traditions from one generation to the next on this site.<sup>1</sup>*

We offer our acknowledgement, gratitude, and respect to all Indigenous communities on whose traditional territories this guide is shared. We encourage you to take the time to reflect on the lands you are on while accessing this guide.<sup>2</sup>

We celebrate and honour Indigenous transgender, nonbinary, and Two-Spirit people and communities. We recognize the harms of colonization and the ongoing role colonialism plays in disrupting Indigenous Ways of Knowing, including through imposing binary concepts of gender and sex.

This guide addresses wellness-related questions from Indigenous and non-Indigenous youth from across the country colonially known as Canada. We recognize that Indigenous transgender, nonbinary, and Two-Spirit youth have unique experiences with healthcare services and our work to improve health information and health services must be intersectional.

We encourage everyone seeking to improve gender-affirming care and wellness services to strive to do this in a good way, engaging with cultural humility<sup>3</sup> as we collectively work toward cultural safety,<sup>4</sup> truth and reconciliation, and the eradication of Indigenous-specific racism.

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<sup>1</sup> UBC v

<sup>2</sup> Visit <https://native-land.ca/> to learn more about Indigenous lands.

<sup>3</sup> “Cultural humility is a process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another’s experience.”

(<https://www.fnha.ca/what-we-do/cultural-safety-and-humility>)

<sup>4</sup> “Cultural safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the health care system. It results in an environment free of racism and discrimination, where people feel safe when receiving health care.” (<https://www.fnha.ca/what-we-do/cultural-safety-and-humility>)

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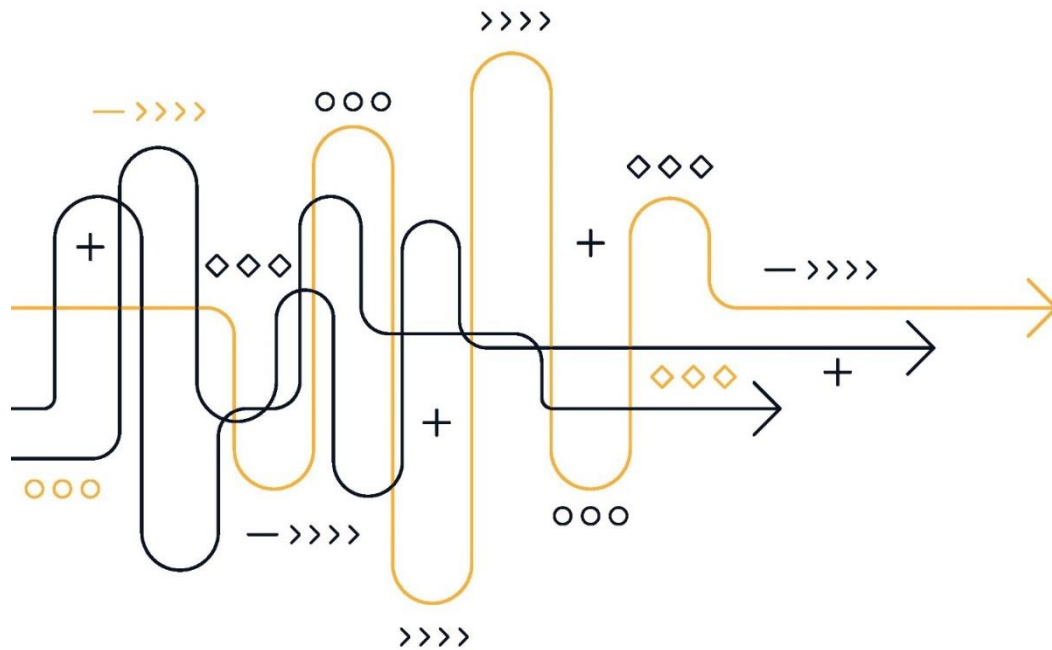
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# Introduction

## *Overview*

Welcome to *Just Be Yourself: A Wellness Guide for Transgender, Two-Spirit, and Nonbinary Youth* in Canada! We're glad you're here. You are not alone. Wherever you are on your journey, we hope that this guide will help you to find answers to some of your questions.

We know Transgender, Two-Spirit, and Nonbinary (TTNB) youth across Canada have questions about ways to support their gender journeys. We received a grant from the Canadian Institutes of Health Research to support this project, which addresses the health information needs of TTNB youth up to age 25.

A TTNB Youth Advisory Team guided this project, working collaboratively with researchers at The University of British Columbia from May 2023 through April 2024. To learn about health-related questions TTNB youth had, we held 6 online focus groups. Based on the information we learned in the focus groups, we created an anonymous online survey, to which 132 youth responded. Our research team reviewed participants' responses and developed this guide to address as many questions as possible.

We also asked youth what research questions are of importance to them. These will be shared with researchers to encourage future research on the questions asked by TTNB youth.

## *How to use this guide*

The information in this guide focuses on social transition and affirmation, navigating social spaces, gender-affirming healthcare, and rights, advocacy, and allies. We encourage you to read about the topics of interest to you. There is no single pathway to gender health. We hope some of the information in this guide will help you on your gender journey.

## *Terms*

There are many different terms people use when talking about TTNB youth and gender-affirming care. We have chosen to use the following terms in this guide:

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## **TTNB**

*TTNB* stands for transgender, Two-Spirit, and nonbinary. TTNB is an umbrella term intended to include all youth, up to age 25, whose gender does not align with social and cultural expectations based on the sex/gender assigned at birth.

### **Gender health**

*Gender health* describes the experience of living in genders that feel most real or comfortable and being able to freely express those genders.

### **Gender-affirming care**

*Gender-affirming care* describes any healthcare or social support provided in ways that affirm a person's gender and support their gender embodiment.

### **Gender-affirming medical interventions**

*Gender-affirming medical interventions* describe specific medical interventions like puberty blockers or hormone therapy provided to support a person's gender health goals and gender embodiment.

### **Disclaimers**

We published this guide in 2024. We know that laws, policies, and options for healthcare change over time and vary across provinces, territories, and Nations. To find specific information for your region and to keep up to date on changes that may affect you, look for trustworthy resources near you. This guide is not intended to provide medical or legal advice. If you have questions about accessing gender-affirming healthcare for yourself or a loved one, we encourage you to reach out to a trusted healthcare provider or organization.

### **Citation**

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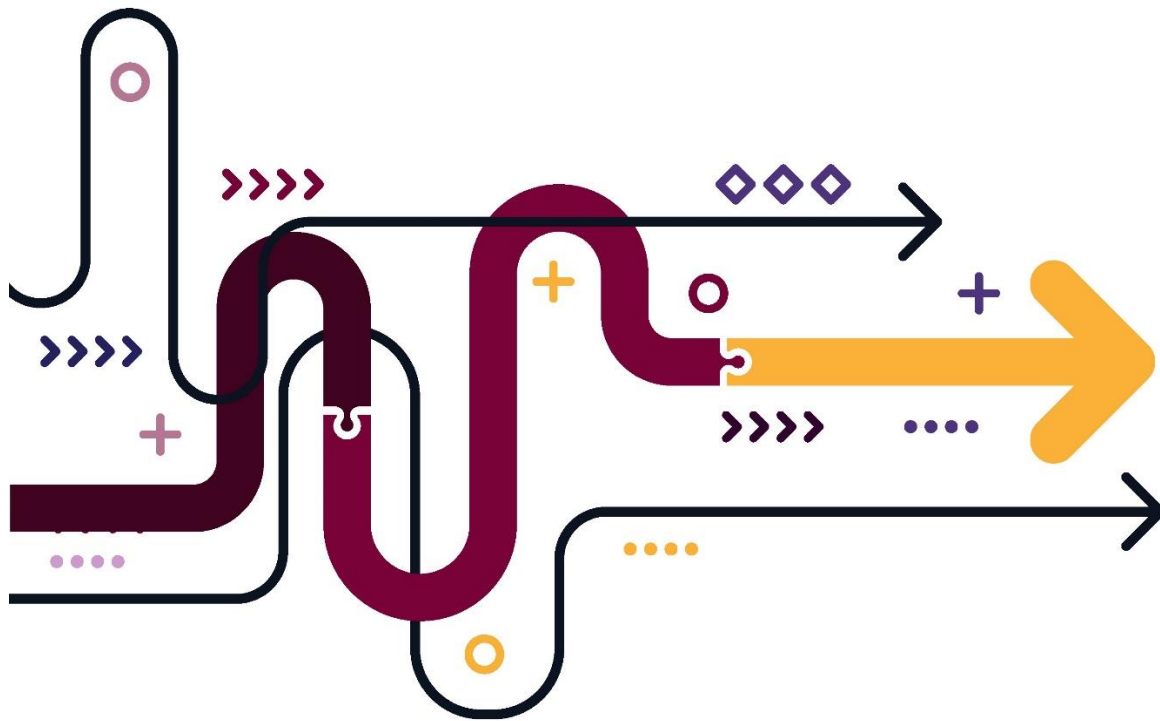
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## Rights, Advocacy & Allies

*Trans, Two-Spirit and Nonbinary (TTNB) youth have rights in Canada when accessing healthcare, workplaces, schools, and other places. This section includes information about rights, ideas for self-advocacy and ways to be an ally to TTNB youth.*



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# Rights

## Human Rights in Canada

Trans, Two-Spirit and Nonbinary (TTNB) youth, like all other Canadians, have the right to live their lives free from discrimination, harassment, and violence. Human Rights legislation in every Canadian jurisdiction covers discrimination on the basis of gender identity or expression.

Provincial and territorial human rights laws cover things like education, healthcare, and access to stores or community services:

- Alberta: [Human Rights Act](#)
- British Columbia: [Human Rights Code](#)
- Manitoba: [Human Rights Code](#)
- Newfoundland and Labrador: [Human Rights Act](#)
- New Brunswick: [Human Rights Act](#)
- Northwest Territories: [Human Rights Act](#)
- Nova Scotia: [Human Rights Act](#)
- Nunavut: [Human Rights Act](#)
- Ontario: [Human Rights Code](#)
- Prince Edward Island: [Human Rights Act](#)
- Quebec: [Charter of Human Rights and Freedoms](#)
- Saskatchewan: [Human Rights Code](#)
- Yukon: [Human Rights Act](#)

The [Canadian Human Rights Act](#) covers federally regulated enterprises, like the military, the post office, and airports.

Human rights agencies have resources that explain discrimination and what you can do if someone discriminates against you. Becoming familiar with human rights laws and resources can help you uphold the rights of others and know when you can file a complaint with the human rights agency in your province or territory.

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## Healthcare Rights

TTNB youth have the right to be treated with dignity and respect when accessing healthcare. This right is enshrined in provincial and territorial human rights legislation.

All people accessing healthcare are entitled to have their rights respected. This means a healthcare provider should not refuse to care for someone because they are TTNB or based on any other part of their identity protected under the human rights code, such as:

- citizenship
- race
- national or ethnic origin
- disability
- age
- sex
- marital status
- sexual orientation
- gender identity or expression

Healthcare providers may decline to provide care if it is outside their expertise. This means that refusing to provide a specific form of care for someone who is disabled, TTNB, or pregnant may be allowed.

Since healthcare is regulated by the provinces and territories, rights vary slightly depending on where a person lives or is accessing care.

In this section, general information about healthcare rights is provided. To find out more about your specific rights, search for information on healthcare rights in your province or territory from reputable organizations.



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## ***Privacy and Confidentiality***

Privacy is the right of an individual to choose whether to share their personal information. For example, you may be uncomfortable answering some questions asked by a healthcare provider and can choose to keep that information private.

Healthcare providers should only ask for information they need to know to provide care. You can ask a healthcare provider to explain why the information is necessary and how it will be used. You can decide what information to share and what to keep private.

Confidentiality refers to a responsibility of professionals, like healthcare providers, not to share information, including personal health information, without your permission. There are some exceptions to confidentiality, including:

- If someone's safety is at risk
- If someone discloses information that providers are required to report (like child or elder abuse)
- If records are requested through a court order

A healthcare provider should not share confidential information without a patient's consent. There is no way to take information back once it has been shared.

If you are concerned about confidentiality, especially about information being shared with your parents/guardians, it is a good idea to clarify confidentiality policies in advance with your healthcare provider.

If your information has been shared without your consent, you can address this in two ways. You may decide to approach your clinician directly with your concern and/or file a formal complaint with the healthcare provider's employer, regulatory body and/or the Privacy Commissioner in the province or territory where it happened. In some circumstances, it may be possible to sue the person who disclosed personal information, if the patient can prove damages.

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## ***Medical Records***

Medical records must be stored securely so that only the people who need them to provide or bill for care can access them. Patients need to give permission for their medical records to be shared. Healthcare providers are generally required to store patients' medical records for between five and sixteen years (depending on the province or territory) after they stop providing care to that patients, or two to ten years after the patient becomes an adult.

Your healthcare records belong to you. Patients have the right to request a copy of their medical records, either to review themselves or to be transferred to another provider. Healthcare providers can only legally refuse to share information from a medical record with a patient if they believe that it will cause significant harm to the patient or another person.

The costs of accessing or transferring medical records are not covered by provincial health insurance, and healthcare providers may charge a “reasonable” fee for this service.

In some places, there is a policy stating how long physicians can take to provide access to or transfer a medical record. For example, in Ontario, the limit is 30 days. Patient requests for medical records should be responded to in a timely manner, and a healthcare provider’s college (like the College of Physicians and Surgeons of their province or territory) can be contacted if there is a delay.

Personal information that could identify you, but which is not necessarily about your health, is also protected by privacy laws. Generally, you have a right to know why your information is collected, what it will be used for, what information an organization has about you, and who to contact to answer your questions about your information.

Organizations that hold your information have a legal obligation to keep accurate records. This includes the obligation to update changes to your name and gender marker. Complaints about how your personal information is collected, used, or shared go to the Privacy Commissioner in the province or territory where an issue occurred. In some circumstances, it may be possible to sue the person who disclosed personal information, if the patient can prove damages.

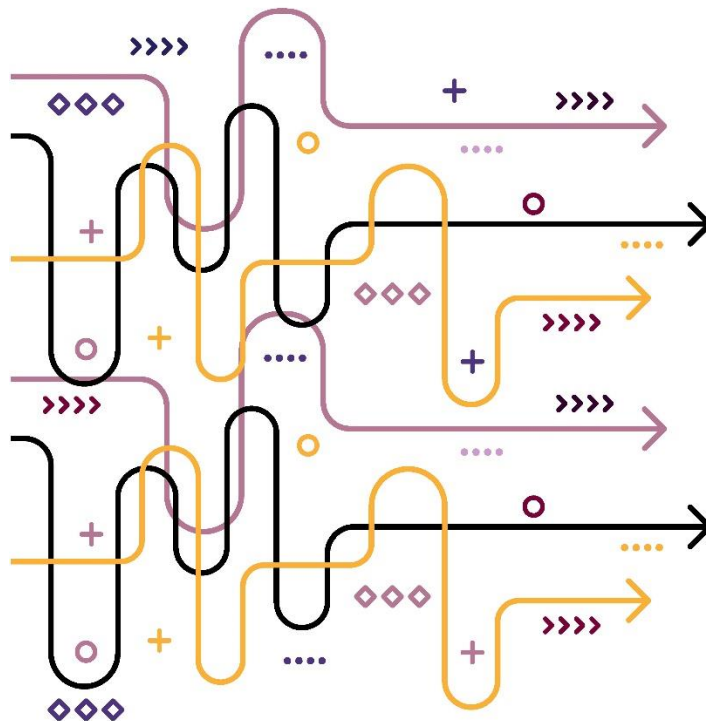
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## ***Names, Pronouns and Gender Markers***

All people have the right to be referred to by the correct name and pronouns when accessing healthcare resources, services, and spaces. These rights are protected for people of all ages, including youth. Youth who use a name that does not match their legal name can request that providers include this information in their file, for example, in an electronic medical record. Legal names and sex/gender markers may be required for billing health insurance plans.

Sometimes mistakes may happen. If the wrong name or pronouns are being used, you can advocate for yourself by:

- Reminding clinicians or staff of your correct name and pronouns
- Expressing why it is important for staff and clinicians to use the correct name and pronouns (like avoiding outing clients in waiting rooms)
- Reminding staff or clinicians of their human rights obligations, including treating TTNB clients respectfully and appropriately



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## ***Consent, Capacity and Assent***

Healthcare providers are required to obtain consent (permission) before providing medical treatment. There are some exceptions, for example, when someone is unconscious and requires emergency treatment.

Consent for any kind of non-emergency healthcare, including gender-affirming care, must be given by someone who is:

- Has capacity, meaning they are capable of making a decision about a specific medical intervention (for example, hormone therapy, blood test, surgery)
- Informed about the risks, benefits, and alternatives to the medical intervention
- Making the decision voluntarily (without coercion)

Capacity is evaluated based on a person's ability to:

- Understand the treatment, including risks, benefits, and alternatives
- Apply this information to their own life
- Reason about the treatment options
- Clearly communicate their choice

Adults are generally assumed to have capacity to make their own healthcare decisions. A court could decide that a person has lost capacity, for example, because of a medical or mental health condition.

Young people develop the capacity to make decisions about healthcare over time. Some people have the capacity to make decisions about some medical interventions but not others. For example, a person may be able to consent to some health care decisions (like getting a vaccine), but not others (like having surgery). It is up to the healthcare provider treating the patient to determine whether a person has capacity to make a specific decision about their own healthcare.

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Laws about when minors can make their own healthcare decisions and keep health information confidential from their parents/guardians vary by province and territory. If the legal requirements regarding age and capacity to consent are met, the youth is the person who legally consents to treatment.

Some specific provincial and territorial requirements include:

- A healthcare provider may need to determine if a youth under certain age has the capacity to consent to the healthcare decision (in BC, AB, SK, MB, NB, and NL, as of 2018)
- The treating healthcare professional needs to ensure that the healthcare is in the best interest of the youth in BC (as of 2024)
- In Quebec, parental consent must be given for all health care decisions for youth under the age of 14. Youth who are 14 and older can make their own decisions about care that is necessary for their health. Parental consent is required if the treatment involves a serious risk to health (QC, as of 2018)

If a minor youth does not have capacity to consent, consent must be given by a proxy decision maker, such as a parent or legal guardian. In these situations, the youth must give their assent (permission) for the treatment.

Support from parents/guardians may be helpful when accessing gender-affirming medical interventions. The WPATH Standards of Care, Version 8, recommend “parent(s)/guardian(s) [are involved] in the assessment and treatment process, unless their involvement is determined to be harmful to the adolescent or not feasible.” Many clinicians in Canada follow this recommendation, which means they generally involve parents or guardians in the care they provide.

If you are concerned about having your parents/guardians involved in your care, discuss this with your healthcare provider. You may wish to discuss your concerns before disclosing your gender to your provider. For example, you could say “I have something that I’d like to discuss with you that I am not comfortable having shared with my parent(s). What is your policy about this?”

Youth can have capacity to make a healthcare decision and to decide who gets to know about the care they receive. Parents do not have an automatic right to know everything about a youth’s health. Youth do not have to share their health

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information with a parent or guardian if they can consent to the healthcare and want to keep it private. This is true for all healthcare, including record-keeping about gender-affirming care.

### ***Refusal (Denial) of Care***

Sometimes a healthcare provider will not have the necessary education or training to provide certain services, including gender-affirming medical interventions. There are many healthcare providers who are open to learning more about gender-affirming care. However, healthcare providers can decline to provide interventions they do not feel knowledgeable enough about to provide adequately or safely. Healthcare providers should offer a referral to another clinician if they cannot provide the care you need.

Sometimes TTNB people are discriminated against on the basis of their gender identity or expression when trying to access healthcare. If you are refused any kind of healthcare because you are TTNB, you may want to get advice about your human rights or file a complaint with the healthcare facility or the college that regulates the healthcare provider.

Some healthcare providers may offer gender-affirming care but not follow established clinical guidelines. For example, they may have more requirements people need to complete to access care than guidelines recommend. This is not illegal, but patients can advocate for themselves by asking that their healthcare provider follow the WPATH Standards of Care (Version 8) or requesting a referral to another healthcare provider who follows these guidelines.

It is important to note that conscientious objection policies may allow healthcare providers to refuse to provide medical treatment if it goes against their religious or moral beliefs. For example, some healthcare providers refuse to offer abortion services or medical assistance in dying. Youth who encounter healthcare providers who use these policies to refuse gender-affirming medical interventions may need to seek out a new healthcare provider. In these circumstances the healthcare provider should be able to refer you to another person who can provide that care.

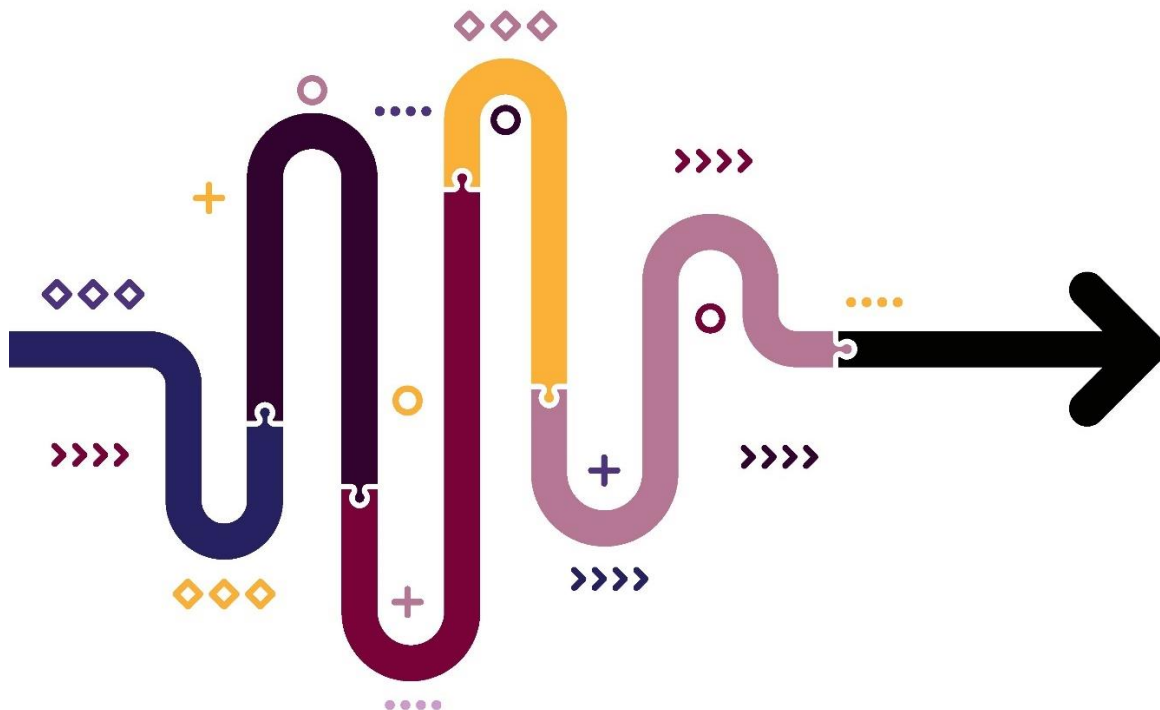
*Please see the Part 4 for information on filing formal complaints.*

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## ***Bringing a Support Person***

You are generally allowed to bring a support person to appointments. This person may be able to remain with you throughout an appointment and provide support by taking notes, asking questions, and or/advocating for your needs. There may be times when a support person is not allowed, such as if that person is sick. Accessibility laws, such as the [AODA in Ontario](#), may provide additional protection for people with disabilities who require a support person for accessibility reasons.

Bringing a support person can make accessing healthcare safer, easier, and more comfortable for many people. If you are interested in bringing a support person with you to an appointment, you can contact the health care provider's office before the appointment to say you would like to bring a support person with you, and to find out if there are any parts of your appointment when your support person will not be allowed to stay with you.



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## Workplace Rights

TTNB youth have the right to be treated with dignity and respect at work. This right is enshrined in provincial and territorial human rights legislation.

Every workplace in Canada is covered by human rights legislation which should protect you from discrimination on the basis of sex, gender identity or gender expression, sexual orientation, and many other grounds. Human rights protection is for everyone, not just permanent residents of Canada or Canadian citizens.

For TTNB workers in Canada, this means you have a right to wear clothes and to use the bathroom or changeroom that fits with your gender. You have a legal right to use your chosen name and pronouns at work. Nobody should be allowed to call you names or treat you differently because you are TTNB.

You can put the name you use on a job application and your resume (regardless of whether it is your legal name), and you have a right to decide what name to use at work. However, your legal name is usually required for payroll once you are hired. If your legal name is different from the name you use, an employer may learn that you are TTNB. This information is personal and should remain confidential.

There are many TTNB-inclusive employers across Canada. Finding the right employer might mean being proactive by learning about policies and practices before applying for jobs. You can choose what details you disclose about your gender during the application or interview process depending on your comfort level.

People at work should not out you or reveal anything personal about you unless it is required for a valid reason (for example, to pay you).



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## ***Fair treatment***

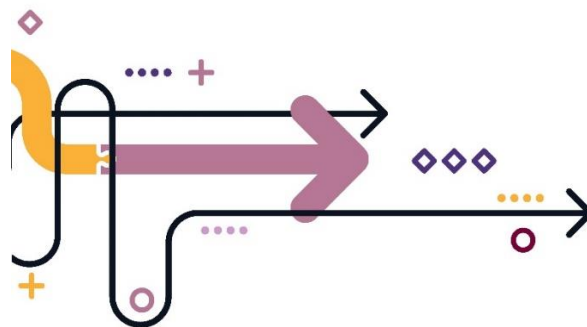
In addition to legal rights, employers often have policies about harassment and discrimination. These policies generally define harassment and discrimination, outline roles and responsibilities of staff, and provide information about steps to take if discrimination occurs in the workplace. Workplaces may share information about their policies during the onboarding process for a new position. You may also be able to request these policies from your supervisor, manager, or human resources department.

Some workers in Canada are protected by a union contract called a collective agreement. This sets out additional protections that might apply to you. It is important to know if you are in a union. You are entitled to have a copy of the collective agreement that covers you and to know how to contact your union. It is illegal to prevent workers from talking about or joining a union. For information about union rights, contact the federation of labour in your province or territory.

If you experience unfair or discriminatory treatment in the workplace, there are various steps you can take:

- If it feels safe, you can speak to the person causing the problem and try to advocate for yourself
- You can bring up the issue with your supervisor or human resources manager
- If the position is unionized, you should contact your union steward for help
- You can reach out to a community service organization that stands up for worker rights

Keep careful records of any incident immediately after it happens, including the facts, the date and place, and the names of people who were present. You might need this information later.



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## Rights in School

TTNB youth have the right to be treated with dignity and respect at school. This right is enshrined in provincial and territorial human rights legislation.

Students have the right to be addressed by the name and pronouns they choose, to use washrooms and change rooms in which they feel most comfortable (boys, girls, gender neutral), and to play on sports teams which align with their gender. Youth cannot be required to use a separate room away from other students but may choose to do so if that is where they feel most comfortable.

Specific laws and policies about privacy in primary and secondary school vary by province, territory, and school board. For example, some provinces, territories and school boards may have policies that prevent school staff from disclosing information about students' sexual orientation and/or gender identity without their consent, including to parents and guardians. Some do not. In some provinces, new laws have been proposed that restrict TTNB youth rights in schools. Some school boards or individual schools may have rules against having certain books in school libraries or student groups, such as gender-sexuality alliances (GSAs). These are probably illegal because they conflict with human rights and rights under the Canadian Charter of Rights and Freedoms. Advocacy groups are working to challenge laws that discriminate against TTNB students, but until they do, it is important to be aware of the current laws where you live and know what your rights are.

Guidance counsellors and other support people in schools should be able to tell you what confidentiality policies are in place. You can ask for information about what things are confidential, and what might be shared with parents or guardians. You may be able to find more information about the laws and policies that affect your school by researching laws in your province/territory or the policies of your specific school board. A trusted adult at school or a local organization that supports 2SLGBTQ+ youth may be able to provide information.

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## ***Standing up for your rights***

TTNB youth can advocate for their rights in school. This may include standing up against discrimination, bullying, harassment, and violence. It may be helpful to find allies within or outside of the school to help you advocate for your rights. For example, some schools or school districts may have a person designated to support TTNB students. Trusted teachers, counsellors, or other supportive staff may be able to support TTNB youth who have been mistreated. Tell an adult that you trust about what is happening to you.

For elementary and secondary students, some issues may be dealt with within the school. For example, if you are being bullied, or a teacher is not respecting your names or pronouns, there are a variety of options to address this issue. Depending on your comfort level, you may choose to speak to the teacher, a guidance counsellor, or principal directly or reach out to a trusted ally within the school for support to discuss the problem with administration. If the principal and school do not address the issue and you wish to pursue a complaint against the school, often the next steps are to speak with the school Superintendent and elected School Board Trustee.

If you are a post-secondary student, you may be able to get support from an instructor, TTNB student group, student union, school ombudsperson, and equity and inclusion offices. If you continue to experience discrimination, you should get advice about filing a Human Rights Complaint.

## ***Resources***

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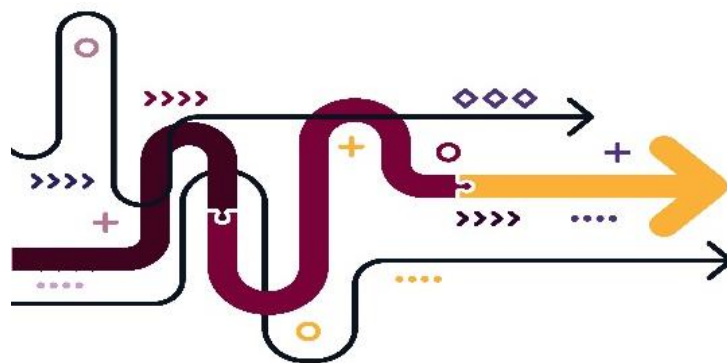
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The Canadian Bar Association. (n.d.). *Sexual orientation, gender identity and gender expression*. <https://www.cba.org/Publications-Resources/Practice-Tools/Child-Rights-Toolkit/theChild/Sexual-Orientation-Gender-Identity-and-Gender-Expr>

Trans Rights BC: <https://www.transrightsbc.ca/>



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# Advocacy and Allies

## Healthcare Advocacy

Healthcare advocacy involves helping people access services. Self-advocacy is about speaking up for ourselves. This involves figuring out what supports we need and communicating this to others. Self-advocacy can be challenging but it is an important and useful skill.

### *Self-advocacy*

The following are self-advocacy ideas for youth accessing healthcare services.

#### **Communication**

- An effective advocate communicates calmly and clearly. You may feel more confident in your communication if you develop a plan in advance.

#### **Planning for an appointment**

- Outline your goals for the appointment and write a list of questions you want to ask
- Call the office in advance to make sure they have your correct name and pronouns
- Think about how to respond if someone treats you in ways that are not gender-affirming, for example, using the wrong name or not taking your requests seriously

#### **At an appointment**

- Take notes
- If you are referred to another provider, ask how soon you should expect to be contacted

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## Managing barriers

- If someone is unable to provide the care you need, you can:
  - Ask for clarification about why they cannot provide the care themselves
  - Ask for a referral to a provider who can provide the care
  - Request that this be documented in your medical record.
  - Seek out another clinician who can provide the care you need
- If the healthcare provider is open to learning more about gender-affirming care, suggest credible resources like:
  - Trans Care BC
  - Rainbow Health Ontario
  - Endocrine Society
  - World Professional Association for Transgender Health
- If you are waiting longer than expected for a referral or a follow-up appointment, you can call the office to follow-up
- You can ask a supportive person, such as a parent, guardian, friend, or mentor to help advocate at appointments
- You can also ask another supportive professional, such as a youth worker, for support in talking with a provider or to give you a letter of support

## TTNB-friendly spaces

Some youth advocate for changes in the healthcare settings they visit to make them more TTNB friendly. As a youth advocate, you can speak with your healthcare provider or their staff to:

- Provide suggestions about how to make the space more welcoming, such as adding posters or having all-gender washrooms available
- Encourage staff to greet people without gendered language
- Suggest online or printed resources with tips for healthcare providers and staff

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## Unfair treatment

If you are treated unfairly when accessing healthcare services, you can file a complaint. Some options are:

- **Patient advocate or quality care office:** Hospitals or large health organizations may have a patient ombudsperson or advocate whose role is to help patients advocate for themselves. Some provinces and territories have someone that patients can contact about care received. For example, in Ontario, this is the Patient Ombudsman.
- **College Complaint:** Regulated professions, like physicians, surgeons, nurses, and social workers, have a college that oversees their work in each province and most territories. You can make a complaint to the provider's college.
- **Human Rights complaint:** If you are being discriminated against based on a protected ground, like gender identity, gender expression, disability, or race, you can file a human rights complaint with a provincial or territorial Human Rights Commission or Tribunal in the province or territory where it happened.

When considering your options and deciding whether or how to raise your concern or to file a complaint, consider what outcome you are seeking from the process. For example, you may wish to get support, to keep it from happening again, or to hold a healthcare provider accountable for what they did.

Understanding what you want out of the process can help you figure out what steps to take. It may be helpful to talk to someone from legal aid to better understand your options.

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## ***Healthcare Allies***

This section is for people assisting TTNB youth in accessing healthcare. Having support from an adult, particularly a parent or caregiver, can improve the health and wellbeing of TTNB youth. Support from caring adults may also help TTNB youth access gender-affirming medical interventions more quickly and easily.

Allies and advocates can provide support in many ways. If a youth needs an advocate to help them access healthcare, start by asking how they would like you to help. For example, you could ask about:

- Assisting with scheduling appointments
- Helping to fill out forms
- Setting goals for appointments and practicing what to say
- Assisting with transportation to appointments
- Offering emotional support before, during, and/or after appointments
- Taking notes and witnessing what happens in appointments
- Supporting healthcare decision making

The following are tips for allies who provide healthcare advocacy:

- **Know the role:** As an advocate, you should see both the big picture and the details of a situation. You should understand what you are advocating for and what your role is. You should know a system's rules and who makes decisions. You should understand a person's rights and who to call when help is needed.
- **Be organized:** You can provide organizational support through notetaking during appointments, keeping track of paperwork and correspondence, storing information safely, and staying on top of deadlines and timelines.
- **Strategize:** You should realize that a 'one-size-fits-all' approach may not work. Effective advocates are patient and good listeners. You should be ready to adapt as needed when a plan is not working and offer ideas to solve problems.
- **Communicate:** You should communicate in a clear, calm, and professional manner and recognize that confrontation may not be effective.



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## Work and School Advocacy

Everyone can play a role in creating more inclusive and accepting environments for TTNB youth in workplaces and schools.

Here are some tips for creating more TTNB-inclusive workplaces and schools:

- Respect the language and pronouns used by TTNB employees and students
- Be someone TTNB youth feel safe approaching when they need help
- Be careful about confidentiality, for example, do not disclose information a person's gender or their private life without permission
- Challenge anti-TTNB remarks or jokes in public spaces
- Speak out in support of TTNB rights and inclusion
- Start a school club to promote understanding of gender diversity
- Develop trans-inclusive nondiscrimination policies
- Adopt inclusive school curricula which includes topics related to gender and sexual diversity
- Require routine and ongoing training for staff on topics such as TTNB-inclusive policies, gender neutral language, implicit bias, human rights obligations, and allyship

Advocating can be challenging. You can find resources that can provide more information about advocacy through TTNB organizations, such as the Catherine White Holman Wellness Centre, Egale Canada, Qmunity, Trans Care BC, Trans Rights BC, Rainbow Health Ontario, and Justice Trans, as well as organizations at colleges and universities.

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## Resources

Trans Care BC, Speaking with your provider: <https://www.transcarebc.ca/how-to-get-care/speaking-with-provider?term=advocate>

Trans Care BC, Support for you (for parents): <https://www.transcarebc.ca/parents-families/parents-trans-kids/support-for-you?term=advocate>

Trans Care BC, Understanding referrals: <https://www.transcarebc.ca/how-to-get-care/understanding-referrals?term=advocate>

Trans Care BC, Working with schools: <https://www.transcarebc.ca/parents-families/parents-trans-kids/working-with-schools?term=advocate>

Trans Rights BC Self-Advocacy Guide: <https://www.transrightsbc.ca/take-action/self-advocacy-guide/>

Transgender Law Center. Peeing in Peace: A Resource Guide for Transgender Activists and Allies. <https://transgenderlawcenter.org/wp-content/uploads/2012/05/94930982-PIP-Resource-Guide.pdf>



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## Thank you

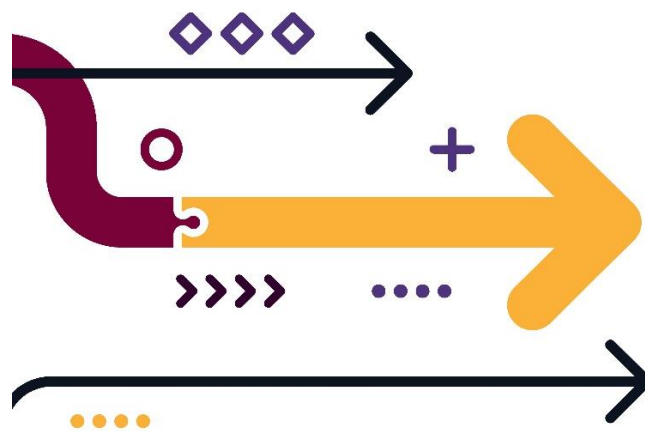
First, we offer our sincere gratitude to all youth who generously shared their time and expertise by serving on the Youth Advisory Team, participating in a focus group, and taking time to complete the online survey. This project was developed for youth, by youth. We are so proud of all you have accomplished.

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Thank you to all the members of our research team who contributed to creating this guide and to Hannah Sullivan Facknitz for graphic design.

Finally, thank YOU for taking time to explore this guide. We hope you have found answers to some of your questions. We invite you to share this guide with others who have questions about health and wellness for trans, Two-Spirit, and nonbinary (TTNB) youth. We want all youth to be able to just be themselves as they move through their gender journeys.



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## More Resources

### *Just Be Yourself:*

### *A Wellness Guide for Transgender, Two-Spirit and Nonbinary Youth*

Part 2: Navigating Social Spaces

Part 3: Gender-Affirming Healthcare

Part 4: Rights, Advocacy & Allies

### *Info Sheets*

Finding Healthcare Providers

Healthcare Coverage & Costs

Self-Advocacy

Tips for Allies

### *Report*

Just Be Yourself: The Community Report



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