12 Ways to Create Safer Spaces

For Two Spirited, Trans, Nonbinary and Gender Diverse People in Shelters and 24 Hour Emergency Programs

Organizational Services and Knowledge **Sector Wide** Policies and **Supports** and Awareness **Standards Processes** Revise the SMIS Hire more Conduct regular Entrench the practice gender diverse anti-racism and intake form to of providing pronouns ensure gender staff, including gender inclusion and asking for other inclusivity in management training for all people's pronouns; and leadership thereby avoid employees positions assumptions about gender or pronoun Develop a Review standardized or Increase the common definition and update of inclusion number of Improve human educational mental health materials/ resources policies professionals on resources and procedures staff teams who to protect gender Move the shelter diverse staff who incorporate a system towards gender inclusion experience workplace Have pronoun one that offers discrimination and lens in their more housing pins/stickers practice to harassment options and available for enhance the care clients and pathways to low that is available income/subsidized staff to wear to clients housing Incorporate conflict de-escalation and transformative justice Reduce reliance into organizational on the police policies, processes by introducing and practices - for



transformative

justice practices











both clients and staff

