

Trans Inclusion  
Online Resource

June 2018

Trans-Inclusion Online Resource

Discrimination and harassment because of [gender identity or gender expression](http://www.ohrc.on.ca/en/gender-identity-and-gender-expression-brochure) are violations of the *Ontario Human Rights Code* and *McMaster University's Policy on Discrimination and Harassment: Prevention and Response*. People who identify as transgender, Two-Spirit and/or gender non-binary have a legal right to be treated with dignity and respect in the classroom, in the workplace, on University property and during University-sanctioned events or activities. This document aims to provide information about issues and concerns related to gender identity and gender expression in order to assure an environment that is inclusive of all University members and visitors to campus.

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# All-Genders Washrooms

More than 50 single-user All-Genders Washrooms can be found in various buildings across the McMaster University campus. For more information on All-Genders Washrooms, visit: <https://equity.mcmaster.ca/our-services/trans-inclusion-project-1/washrooms>.

## History of the All-Genders Washrooms Project

In July, 2015, CUPE 3906’s Equity Action Committee presented a proposal to the President’s Advisory Committee on Building an Inclusive Community (PACBIC) recommending that McMaster University implement All-Genders Washrooms across campus (<https://cupe3906.org/2015/06/23/update-on-gender-neutral-washrooms/>).

Shortly thereafter, the McMaster Student Union (MSU) began auditing all washrooms on the main campus to assess the feasibility of future conversion of gender-specific washrooms to All-Genders Washrooms. The Department of English and Cultural Studies was the first academic unit to convert two washrooms in Chester New Hall (CNH) into All-Genders Washrooms. The School of Social Work embarked to do the same and was successful in converting a washroom in the basement of Kenneth Taylor Hall (KTH), Room 125A.

The Equity and Inclusion Office (EIO) commenced the All-Genders Washroom Project in the Spring of 2017. EIO worked in partnership with the MSU Queer Students Community Centre (QSCC), MSU Women & Gender Equity Network (WGEN) and the McMaster Accessibility Council (MAC) in order to establish at least one All-Genders Washroom per building on the main campus by the start of the 2017 academic year.

EIO engaged in broad-based community consultations with members of the LGBTQ+, Indigenous, faith-based and accessibility communities. As a result of these various consultations, EIO received feedback from persons who use mobility devices advising that not all single-user accessible washrooms should be converted into All-Genders Washrooms. There are a limited number of accessible washrooms on campus and there was concern that by converting all accessible washrooms into All-Genders Washrooms, persons who use mobility devices would encounter increased wait times. This feedback informed the decision to convert only one (1) accessible washroom into an All-Genders Washroom in buildings where there were multiple accessible washrooms with a specific focus on newer buildings.

In moving forward, the goal is to audit all accessible washrooms to ensure that they meet current accessibility requirements (turn radius, push button, grab bar, height of sink, etc.) and to map out washroom locations. The audit will also include other considerations such as facilities for Muslim ablution (ritual washing), change tables (for children and for adults with disabilities who may require them) and multi-language signage; for example, Mohawk on washrooms located near the Indigenous Studies Program/Indigenous Student Services in the L.R. Wilson Building.

The Project also aspires to implement multi-user All-Genders Washrooms in buildings where it was not feasible to convert single-user washrooms. While steps have been taken to ensure accessible and safe washroom facilities that better meet the needs of the diverse campus population, there is still much more work to be done to ensure washrooms are all-inclusive.

# Athletics & Recreation

## Gender on Forms

The Department of Athletics & Recreation does not require that you disclose your gender on their membership or registration forms. However, when requesting a locker rental, you are required to identify where you would like your locker to be located. The change room options are: Men’s Change Room, Women’s Change Room or All-Genders Change Room.

## Washrooms & Change Rooms

There are 3 All-Genders Washrooms and 1 All-Genders Change Room located in the David Braley Athletic Centre (DBAC):

* W211 (Washroom is on the 2nd floor by the indoor track)
* B109AA (Washroom is in the hallway by the pool)
* B128/A (Change Room is located at B128/A and an accessible washroom is located within the All-Genders Change Room)

## Sports Programs

Athletics & Recreation offers various types of leagues including:

**Intramural Sports**. Intramural teams are currently divided into:

* Women’s (inclusive of transgender and cisgender women)
* Men’s (inclusive of transgender and cisgender men)
* Corec (open and accessible to all genders)

Athletics & Recreation recognizes the shortcomings of a gender-based roster that perpetuates notions of the gender-binary (male/female; man/woman) (see: <https://rec.mcmaster.ca/programs/intramural-sports-0/frequently-asked-questions#gender>).

Open and Accessible Intramural Sports Leagues are open to persons of all genders. There is a move to make most Intramural Sports Leagues open to all genders in order to ensure that everyone feels welcomed to participate regardless of gender identity or gender expression.

Registration for Intramural Sports Teams is processed by *IMLeagues*, a third party external to McMaster University. *IMLeagues* provides a limited selection of gender identities options.

**Varsity Teams**. Varsity teams are currently divided into:

* Men’s teams
* Women’s teams

The Ontario University Athletics (OUA) is currently reviewing their policies in relation to gender identity.

## Swims, Weights and Classes

Athletics & Recreation currently offers **Women's Only Swims** (trans and cisgender women) twice a week during the academic year. **Men's Only Swims** (trans and cisgender men) are offered once a week.

**Weights Programs**. There is a **Women's Only Area** for weights in the East Auxiliary Wing. This space is temporary until completion of a permanent **Women's Only Area** in the Pulse Fitness Centre expansion, which has an anticipated completion date of 2020. Trans women may choose to participate in the **Women's Only Area**; however, Athletics & Recreation is also open to creating a dedicated time should interest be expressed.

For more information, please contact: Debbie Marinoff Shupe, Manager, Recreation Services, [marinof@mcmaster.ca](mailto:marinof@mcmaster.ca).

# Policy on Discrimination and Harassment: Prevention and Response

McMaster University's Policy on Discrimination and Harassment: Prevention and Response (PODH) lists gender identity and gender expression as prohibited grounds of discrimination. This is in accordance with the Ontario Human Rights Code (OHRC). In 2012, the OHRC added gender identity and gender expression to the list of prohibited grounds of discrimination as a direct result of the efforts of trans activist across the Province of Ontario. For more information, please contact: Equity and Inclusion Office, [equity@mcmaster.ca](mailto:equity@mcmaster.ca) or 905-525-9140 ext. 27581.

## Gender on Forms

Forms should request information about gender only if relevant. If gender-related questions are relevant, forms should provide options that are inclusive of trans, Two-Spirit or gender non-binary identities or provide a blank field so that people can self-identify. The last option is most frequently recommended to administrators as a 'best practice'.

Sex and gender-related questions may be relevant in the collection of medical data. When these questions are asked, it is best practice to note that medical information is governed by privacy legislation and must be collected and stored appropriately. It is also important to explain why information is being requested. In the collection of private medical information, it is important to acknowledge that sex/gender assigned at birth may not be the same as gender identity; additionally, gender pronouns should not be assumed based on the information documented in medical files.

Recognizing and respecting gender non-binary and trans identities is necessary under human rights legislation. If you encounter a form that does not recognize your gender identity, you can approach the Equity and Inclusion Office for information: 905.525.9140 ext. 27581 or [equity@mcmaster.ca](mailto:equity@mcmaster.ca). EIO maintains the confidentiality of all parties who approach them for information and advice.

# Employees who are Trans or Transitioning at McMaster

# Human Resources

If you are a McMaster University employee (staff, instructor or faculty member) who is transitioning, contact your Human Resources Advisor for assistance. Information about the Human Resources Advisor for your area can be found at: <http://www.workingatmcmaster.ca/link.php?link=hrservices:hrservcent>.

Your HR Advisor can assist you to change the name and/or sex noted in your MOSAIC employee record.

You are not required to provide legal documentation in order to change the name or sex recorded in MOSAIC; however, your T4 slip will automatically reflect the name that is on your employee record. This may create complications when filing your income taxes; therefore, if you require a T4 slip that reflects your legal name, please contact the HR Service Centre for assistance (<http://www.workingatmcmaster.ca/contacts/>).

Human Resources is currently reviewing and updating their documentation, including forms and letter templates, to ensure gender inclusive language. If you encounter any communications or processes that do not accurately reflect your gender identity, please share this concern with your HR Advisor or contact the Equity and Inclusion Office ([equity@mcmaster.ca](mailto:equity@mcmaster.ca)) for assistance.

Please note that Human Resources must collect data on sex because there are implications related to health insurance coverage (see below).

# Health Benefits Coverage for Trans-Specific Healthcare

The following information is provided for information purposes only. **Please contact your benefits provider directly for the most accurate and up-to-date coverage information.**

## McMaster Students Union (Full-Time Undergraduate Students)



**Hormones** are covered by the MSU benefits plan; however, you must contact the MSU first and let them know that you are claiming hormones so that they can ensure that you will be reimbursed by the benefits plan.  For inquiries, contact [asc@msu.mcmaster.ca](https://mail.google.com/mail/u/0/h/1gjc93up516qm/?&cs=wh&v=b&to=asc@msu.mcmaster.ca) or [905-525-9140 ext. 23251](about:blank). Your inquiry will be dealt with discretely and confidentially.

**Gender-affirming surgeries** are not covered under *Claim Secure* - MSU’s health coverage provider.

For more information, please visit [www.msumcmaster.ca/insurance](http://www.msumcmaster.ca/insurance).

## McMaster Association of Part Time Students (Part-Time Undergraduate Students)

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MAPS has an arrangement whereby part-time students may opt into the MSU's Health and Dental Plan. This arrangement only applies to part-time undergraduate students. It does not apply to graduate students.

For additional questions relating to MAPS health coverage details, please visit <https://maps.mcmaster.ca/health-and-dental-plan/>.

## McMaster Graduate Students Association (GSA)

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The GSA benefits plan provider, ASEQ Studentcare, covers **hormones** as long as they are prescribed and listed in the National Formulary. A drug formulary is a list of prescription drugs, both generic and brand name, used by healthcare practitioners to identify drugs that offer the greatest overall values. For inquiries, contact Alex Rotondo, ASEQ Studentcare, [aroton@aseq.com](mailto:aroton@aseq.com)

**Gender-affirming surgeries** are not covered under the GSA’s health coverage.

## CUPE Local 3906 (Teaching Assistants, Research Assistants, Sessionals & Post-Doctoral Fellows)



### TAs & RAs (Unit 1)

**Claims:** TAs & RAs have a health spending account that is limited to claims totalling $250 per 24-month period.

**Hormones** are covered by the benefits plan as long as they are prescribed.

**Gender-affirming surgeries** are not covered.

### Sessionals (Unit 2)

**Claims:** Sessional instructors have a health spending account and can claim up to $500 per academic year.

**Hormones** are covered by the benefits plan as long as they are prescribed.

**Gender-affirming surgeries** are not covered.

### Post-Doctoral Fellows (Unit 3)

Post Docs are covered under the Post-Doctoral Fellows Support Fund ($500 for emergencies only) and, in some cases, by benefits plans provided through Sun Life Financial. Please see *Working @ McMaster* below for coverage details.

**Hormones** are covered by the benefits plan, as long as they are prescribed.

**Gender-affirming** **surgeries** are not covered.

## Working@McMaster (Employees: Staff, Faculty & Post-Doctoral Fellows)



**Hormones** are covered by Sun Life Financial, which is the Working@McMasterhealth coverage provider.

**Gender-affirming surgeries** are not covered.

## UNIFOR Local 5555



UNIFOR Local 5555 members are covered by Sun Life Financial. Please see Working@McMaster, above, for coverage details.

Ontario Drug Benefit Coverage

The Ontario Drug Benefit (ODB) Coverage is provided for information only. You will qualify for the ODB program when you turn **65 years old**. You will also qualify before you reach that age if you are:

* Living in a long-term care home or a home for special care
* Enrolled in one of these programs:
  + [Home care](https://www.ontario.ca/page/homecare-seniors)
  + [Ontario Works](https://www.mcss.gov.on.ca/en/mcss/programs/social/ow/)
  + [Ontario Disability Support Program](https://www.mcss.gov.on.ca/en/mcss/programs/social/odsp/index.aspx)
  + [Trillium Drug Program](https://www.ontario.ca/page/get-help-high-prescription-drug-costs)
  + [OHIP+: Children and Youth Pharmacare](https://www.ontario.ca/page/learn-about-ohip-plus)

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# Name and/or Gender Marker Change on Student Records and Transcripts

## Office of the Registrar

Students may request a name change without legal documentation. Students are welcome to contact Michelle Zheng, Assistant Registrar, at 905-525-9140 ext. 24553 or by email at [zhengm2@mcmaster.ca](mailto:zhengm2@mcmaster.ca).

When calling the Office of the Registrar, inform them that you are a trans-identified student and that you would like to make a name and/or gender marker change on your records. The Assistant Registrar will book an appointment with you in order to assist you to change your name and/or gender marker across the McMaster system (MOSAIC), including getting a new student card (if needed). The options for gender marker are Male (M), Female (F), Another Gender (X) or Unknown (U). Changes will occur on course lists, email, Avenue2Learn, Student Accessibility Services, accommodated test & exam envelopes, unofficial transcripts, Residence and Athletics & Recreation.

Trans-identified students do not require legal documentation to change the name shown on their transcript or diploma. However, this may lead to some unanticipated complications. For this reason, it is important to meet with the Assistant Registrar in order to talk about any possible issues that may arise from a name change.

## Alternative Name Change Procedure

MOSAIC: You can change your name in MOSAIC through Student Centre > Names. This doesn’t change your legal name across the McMaster system. It does inform instructors for the class list and changes your name in Avenue2Learn.

Mac Email: You can change the name that shows up when you send emails. Login to your McMaster email account, click onto the cog/gear symbol in the upper right corner > Settings > Accounts > Edit Info. This does not change the name to which the email account is assigned; however, it will change the name that other people see when you send an email.

## Ontario Student Assistance Program (OSAP)

The Ontario Student Assistance Program (OSAP) application requests your legal name and gender. If you change your name in your MOSAIC student record and it differs from your legal name, you will need to complete your OSAP application using the name and gender on your Social Insurance Card (SIN). If the Office of the Registrar notices that a student’s name on government and University ID does not match, they will follow up with the Assistant Registrar to confirm your identity.

# Research Ethics and the Collection of Data

The McMaster Research Ethics Board encourages a best practice for researchers to collect data on sex/gender and to provide research participants an option to state a sex other than male or female:

* Male (M)
* Female (F)
* Other (option to specify: \_\_\_\_\_\_\_\_)
* Prefer not to Disclose.

Another suggested option is to simply provide an open field so that participants can self-identify:

* Gender (please specify): \_\_\_\_\_\_.

For international research, the local context must be taken into account when collecting data on sex or gender. Social dynamics and legislation are uneven across the globe and any potential risks to trans and gender non-binary research participants must be considered when asking questions related to gender identity. Free tutorials on the collection of sex and gender data are available through the Canadian Institutes of Health Research (CIHR) and National Institutes of Health (NIH) and can be accessed through the MREB website: <https://reo.mcmaster.ca/cihr-sex-and-gender-tutorial>.

If you have any questions or concerns about survey design and collection of data regarding gender, contact Nick Caric, Senior Ethics Advisor at [caricnt@mcmaster.ca](mailto:caricnt@mcmaster.ca).

# Residence

Residences that currently have All-Genders Washrooms or single-user washrooms and shower facilities include:

* **Bates Residence (Apartment Style)**: Each ‘apartment’ has its own single-user washroom.
* **Brandon Hall**: A single-user washroom with shower & sink is available on the first floor.
* **Hedden Hall:** Single-user All-Genders Washrooms (‘unisex’) with shower and sink are available on each floor.
* **Les Prince Hall** **(Apartment Style):** Each room has its own single-user washroom and shower.
* **Dr. Mary E. Keyes Residence (Suite Style):** Each suite has 2 single-user washrooms with a shower in each.
* **McKay Hall**: Single-user washrooms are available in hallways.

If you have a preference for residences with All-Genders or Single User Washrooms and shower facilities, themost accommodating residences are **Hedden Hall**, **Les Prince Hall** and **Dr. Mary E. Keyes Residence.**

If you have identified as a transgender or non-binary student through the Ontario University Application Centre (OUAC), Residence will be informed. They will reach out to you to ask if you need any gender-related accommodations. If you did not self-identify on OUAC and want to request accommodation based on gender identity, please email [rezlife@mcmaster.ca](mailto:rezlife@mcmaster.ca).

# Student Financial Aid & Scholarships (SFAS)

If your gender marker in the McMaster system is listed as *Another Gender (X*) or *Unknown (Y)*, it may affect eligibility for some scholarships and awards that may be designated for either Male (M) or Female (F) students. The Student Financial Aid & Scholarships Office encourages students who may have questions or concerns about scholarship eligibility to visit:

<https://sfas.mcmaster.ca/contacts/>.

# Student Wellness Centre

Transgender, gender non-binary and Two-Spirit undergraduate and graduate students who wish to access medical and counselling services can visit the Student Wellness Centre website:

<https://wellness.mcmaster.ca/>.

All reception staff, nurses, physicians and counsellors have participated in training sessions on trans-inclusion provided by Rainbow Health Ontario and other service providers.

The Student Wellness Centre has 3 "uni-sex" single-user washrooms in their area.

Please note the following when accessing Student Wellness Services in order to ensure that you are receiving the best care possible:

* When booking your appointment, or checking in for your first appointment, remember to inform the receptionist if your name and gender marker are different from the name and sex on your health card. This difference will be noted on your medical file. The receptionist will create an alert in your file in order to ensure that the correct name and gender pronouns are respected during your visits to the Student Wellness Centre.  Staff members have been instructed to ask all service users to specify their pronouns.
* The name and sex that appear on your OHIP card will be used in your medical file and for anything that is external to McMaster University including reporting and billing to the Ministry of Health and requisitions for lab work. This information is necessary, for example, when requesting blood work or samples from a lab or hospital.
* You may sign your gender-affirming name on any documents that are internal to McMaster University (e.g. consent forms) but you must sign with your legal name on any documents that are external to the University; for instance, Ministry of Health, lab or hospital-related paperwork, as noted above.
* When a doctor makes a referral to an off-campus resource, they typically include an introductory letter with the referral that they are making. This letter will generally include your gender-affirming name and pronouns.
* If you are a student who has been prescribed hormone therapy (HRT), Student Wellness Centre staff will continue to support your care.  You will have an initial meeting with a physician, followed by a nurse who will fully explain HRT. For students who are medically transitioning to male and have been prescribed Testosterone, a nurse can either administer HRT or show you how to administer HRT yourself.  You will need to bring your filled prescription to the appointment; they can provide IM needles for the injection.
* If you are a student who is considering medically transitioning or wants to learn more about transitioning, the counselling and medical staff members are available to meet with you to discuss possible transition options.  Alternatively, they are able to refer you to an off-campus medical team that specializes in trans community health; for example, QUEST CHC in St. Catherines (<http://questchc.ca/>) or Hamilton's Stone Church Family Practice: (<http://stonechurchclinic.ca/>)

* For students seeking information with regard to gender-affirming surgeries, please visit the following sites:
  + <http://www.health.gov.on.ca/en/pro/programs/srs/>
  + <http://sherbourne.on.ca/wp-content/uploads/2014/02/Guidelines-and-Protocols-for-Comprehensive-Primary-Care-for-Trans-Clients-2015.pdf>
* Student Wellness Centre appointments are booked on a first come, first served basis except for students who are in need of urgent care.  A block of appointments is held each afternoon for same-day medical requests. A block of urgent assessment appointments is also held each day for counselling requests.

Appointments for counselling may take up to 3 to 4 weeks following an initial consultation. The initial consultation generally happens on the same day or within 3 days of a consultation request.

The frequency of follow-up counselling appointments will be mutually determined by the student and their counsellor and may be anywhere from 2 to 4 weeks wait time.

The wait period for appointments with Student Wellness Centre is shorter than counselling services in the Hamilton area.  The Student Wellness Centre assures each student has a unique *Pathway to Care*; i.e., the frequency of appointments for one student may be different than the frequency of appointments for another student based on their unique needs.

For more information, please contact: 905-525-9140 ext. 27000 or [wellness@mcmaster.ca](mailto:wellness@mcmaster.ca).

# On Campus Offices, Groups and Clubs

## Equity and Inclusion Office



The Equity and Inclusion Office has a broad and proactive mandate to work with campus and community partners to promote equity-related initiatives, which contribute to the development of a culture of collegiality, respect, safety and openness on campus. EIO is one of four intake offices for campus members who wish to discuss dispute resolution under the Policy on Discrimination and Harassment: Prevention and Response and the Sexual Violence Policy. EIO also offers a range of human rights and equity-related workshops.

For more information, please contact: 905-525-9140 ext. 27581 or [equity@mcmaster.ca](mailto:equity@mcmaster.ca).

## Grad Queers at MAC

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Grad Queers at Mac aims to create an inclusive queer community for graduate students at McMaster University. The organization provides community-building events & activities for LGBTQ+ identified graduate students.

For more information, please contact: [queersatmac@gmail.com](mailto:queersatmac@gmail.com) or visit their [Facebook page](https://www.facebook.com/gradqueersatmac/).

## McMaster EngiQueers



EngiQueers is a McMaster Engineering Society club that promotes the inclusion of LGBTQ+ students through events, services and ally support. Services and resources include:

* Presentations & Workshops on LGBTQ+ topics
* Campus Events (Pride Marches & Social Events)
* LGBTQ+ Related Professional Development Events

For more information, please contact: [mcmasterengiqueers@gmail.com](mailto:mcmasterengiqueers@gmail.com), or visit McMaster EngiQueers on [Facebook,](https://www.facebook.com/mcmasterengiqueers/) [Twitter](https://twitter.com/macengiqueers?lang=en) & [Instagram](https://www.instagram.com/mcmasterengiqueers/) or [their website.](http://mcmasterengiqueers.wixsite.com/home)

McMaster Indigenous Student Community Alliance (MISCA)

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The McMaster Indigenous Student Community Alliance (MISCA) is an OPIRG McMaster Working Group that raises awareness of Indigenous social justice issues. MISCA meets weekly throughout the year in order to plan events and provide opportunities for socializing. This includes planning for the Annual Cultural Gathering held on the last Thursday of September. This event features First Nations, Métis and Inuit performances and dance demonstrations, free traditional food tasting and a silent auction. Various self-care workshops are held throughout the year including beading and making stress pillows and Dream Catchers. MISCA also organizes educational events and social justice activities that focus on the effects of ongoing colonization on Indigenous peoples.

LGBTQ+ Indigenous and Two-Spirit students, and their allies, are invited to join.

For more information, please contact [misca@mcmaster.ca](mailto:misca@mcmaster.ca) or visit their [Facebook page](https://www.facebook.com/mcmastermisca/).

## McMaster Womanists



McMaster Womanists strive to provide a safe, positive and inclusive space for Black and Racialized Women and non-binary people on campus and in the community. The group holds community-building events, engages in advocacy at McMaster and in Hamilton, and sponsors a Black and Gendered weekly drop-in peer support group called in the Women & Gender Equity Network (WGEN), MUSC 204.

For more information, please contact: [mcmasterwomanists@gmail.com](mailto:mcmasterwomanists@gmail.com) or visit their [Facebook page](https://www.facebook.com/MacWomanists/) or [Twitter](https://twitter.com/macwomanists?lang=en).

President’s Advisory Committee on Building an Inclusive Community (PACBIC) LGBTQ+ Working Group



This PACBIC working group addresses systemic issues that impact LGBTQ+ students, staff and faculty on campus. The LGBTQ+ working group meets regularly to plan events and communicate issues to the broader campus community.

For more information, please contact: [lgbtq@mcmaster.ca](mailto:lgbtq@mcmaster.ca) or visit their [website](https://pacbic.mcmaster.ca/working-groups/LGBTQ.).

MSU Pride Community Centre (PCC) (formerly Queer Student Community Centre)



The Pride Community Centre is a service of the McMaster Students Union. The PCC provides a contact point for McMaster students that may identify as gay, lesbian, bisexual, transgender, queer, and/or any of the other diverse identities that make up the McMaster community. PCC offers educational programming and access to resources of interest, as well as peer support and a physical space for students to meet and socialize with each other.

As advocates for gender & sexual diversity, the PCC’s mandate upholds that LGBTQ+ students are entitled to a safe and supportive campus, absent of homophobia and transphobia, where the expression of one’s gender & sexual identity is welcomed and respected.

The Centre is a student-run service provided by the MSU that aims to challenge oppressive social attitudes and norms, patriarchy, homo/trans/bi/lesbophobia, and the like, at the systemic level.

For more information, please contact the PCC Coordinator at pride@msu.mcmaster.ca or ext.   
[pride@msu.mcmaster.ca](mailto:pride@msu.mcmaster.ca) or visit their [website](https://www.msumcmaster.ca/services-directory/9-pride-community-centre-pcc) or their [Facebook Page](https://www.facebook.com/msupridecommunitycentre/).

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## Social Work Queer & Trans (SWQT) Committee

The SWQT (Social Work Queer and Trans) Committee provides a safe(r) space for LGBTQQ

(Lesbian, Gay, Transgender, Queer & Questioning) social work students, field instructors and faculty to brainstorm, problem-solve and receive and give support. SWQT is specific to the School of Social Work but you don’t have to be a social work student to get involved. SWQT holds social events and meetings to connect with LGBTQ+ students and faculty.

For more information, please contact: [wilsob13@mcmaster.ca](mailto:wilsob13@mcmaster.ca).

## United in Colour (UIC) - McMaster Social Work Students

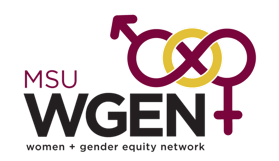
UIC is a peer-led group for racialized students at McMaster. The group hosts peer support meetings, fun events and advocates for Black, Indigenous and Students of Colour within the School of Social Work and McMaster as a whole. Some of the supports provided include:

* Group meetings to discuss racialized problem-solving on campus
* One-on-one peer support (in person or private message) for students to air any concerns they may have
* Events to share opinions and problems and to engage in general discourse.

All are welcome including advocates for the causes for which UIC advocates. UIC has a Facebook page and they are working to bridge with other campus groups to make change at Mac.

For more information, please contact: [unitedincolour@gmail.com](mailto:unitedincolour@gmail.com) or visit the [Facebook page](https://www.facebook.com/UnitedInColour/).

## MSU Women & Gender Equity Network (WGEN)

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WGEN is a McMaster Student Union (MSU) service that caters to women, trans folx, people who identify outside the gender binary and all survivors of sexual assault. It acts as a place for people to go and feel safe, talk about articles and issues in the media, make friends and bond through common experiences.

WGEN provides a physical safe(r) space to hang out, build community and vent. Their space is located in MUSC 204 (beside SHEC).

WGEN also offers:

* Drop in Peer Support in their space or by appointment
* Free Binder Program for trans folks
* Resource Library
* Campus Events
* Advocacy and Educational Campaigns on feminism/ Trans Issues

For more information, please contact: [wgen@msu.mcmaster.ca](mailto:wgen@msu.mcmaster.ca) or visit their [website](https://www.msumcmaster.ca/services-directory/46-women-and-gender-equity-network) or WGEN’s [Facebook page](https://www.facebook.com/MSU-Women-and-Gender-Equity-Network-WGEN-1601875943373612/).

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# Off Campus LGBTQ+ Organizations and Supports

City of Hamilton Trans Protocol

The City of Hamilton's Protocol for Gender Identity was established as a result of [an Ontario Human Rights Tribunal settlement](http://www.cbc.ca/news/canada/hamilton/news/hamilton-settles-human-rights-complaint-with-transgender-woman-1.3551584). In 2014, a transgender woman tried to use the women's washroom at a Hamilton Street Railway (HSR) bus terminal. A security guard stopped her and directed her to the "unisex washroom". The woman successfully filed a complaint to the Ontario Human Rights Tribunal and subsequent to the settlement of her complaint, the City of Hamilton drafted the Protocol. The Protocol received strong community support from trans activists, faith groups, women's and social justice grounds including McMaster University's Equity and Inclusion Office. To review the Protocol, please visit: <https://arpacanada.ca/wp-content/uploads/2017/03/Protocol-for-Gender-Identity-City-of-Hamilton.pdf>

## Hamilton Trans Health Coalition (HTHC)

The Hamilton Trans Health Coalition is composed of family physicians, paediatricians, nurses and other health care providers, social workers and trans Hamiltonians working together to increase the capacity of Hamilton’s primary health care system to deliver high-quality healthcare to trans people. Resources and mentorship/consultation are offered directly to primary care workers.

For more information, please contact: info@hamiltontranshealth.ca or visit their [website](http://www.hamiltontranshealth.ca).

## Hamilton Transgender Community

The Hamilton Transgender Community is focussed on LGBTQ+ and trans-specific events and resources both in Hamilton and online.

For more information, please contact their [Facebook Page](https://www.facebook.com/HamiltonTransCommunity/).

## PFLAG Hamilton

PFLAG provides support, community building, information and education to community members who are interested in discussing their own journey related to gender identity, gender expression and sexual orientation. PFLAG is also available to family and friends who wish to discuss these issues.

PFLAG holds monthly support groups for LGBTQ+ community members, parents, friends and allies. Support group meets on the first Wednesday of the month from 7-9 pm at First Unitarian Church, 170 Dundurn Street South. The 1/5/10 bus routes run along Main/King from/to campus.

For more information, please contact: 888-530-6777 ext 564 or visit [their website](http://pflagcanda.ca) or  [Facebook Page.](https://www.facebook.com/PFLAGHamiltonWentworth/)

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## speqtrum

speqtrum is a youth-founded, youth-run and youth-focused skill-sharing and community-building program for queer and trans young people in Hamilton. They aim to build community among queer and trans youth, ages 17-29, by offering monthly Active and Social sessions, along with skill-sharing workshops led by members of the community.

speqtrum also recognizes the need for broad LGBTQ2S+ activities, and they invite [elders and peers](https://www.speqtrum.ca/elders-peers-allies) outside of the target age range to collaborate on their events.

For more information, please contact: [info@speqtrum.ca](mailto:info@speqtrum.ca) or visit [their website](https://www.speqtrum.ca/).

## Support Around Gender Experience (S.A.G.E.)

S.A.G.E. is a peer support group for youth between the ages of 13 – 24 who are trans or who identify outside of the gender binary. S.A.G.E. meets every 4th Wednesday of the month from 6:30-8:30 pm.

For more information, visit [their website](https://www.ngenyouth.ca/programs) or email tlaframb@stjosham.on.ca.

Trans Peer Support Meeting

Hamilton’s longest running peer support group meets once per month at the Welcome Inn, 40 Wood Street East, Hamilton. Meetings are open to people 16 and older, who are non-binary, transgender, transsexual and/or cross dressers and those who may be questioning their gender. Allies are welcome to attend with a trans-identified person.

For more information, contact Autumn at transpeer@gmail.com.

## Youth Wellness Centre

The Youth Wellness Centre provides mental health counselling, drop-in programming and peer support for young people ages 17-24. The Centre also provides a peer support worker with lived trans experience who works with young trans people between the ages of 15-25.

For information on how to access care or to make a self-referral, please visit [this link](http://www.stjoes.ca/hospital-services/mental-health-addiction-services/mental-health-services/youth-wellness-centre.).

With deep gratitude to members of the trans communities at McMaster University for the guidance that they provided throughout the development of this document.

For questions and/or information, please contact:

Equity and Inclusion Office

Room 104

University Hall

[equity@mcmaster.ca](mailto:equity@mcmaster.ca)

905-525-9140, Extension 27581

