



Brock University's Celebrate Diversity

Campaign is designed to increase awareness around sexual and gender diversity on campus. Everyone is welcome to show their support and to wear a "Celebrate Diversity" button. Buttons identifying people as "Positive Space" will only be available to those who complete a workshop. Workshop dates can be found at www.brocku.ca/positivespace.

What can I do if I haven't attended a workshop yet?

- **Talk about sexual and gender diversity**
If LGBTQ- related topics come up, talk about them as you would other issues. If there are things you don't know or understand, ask.
- **Challenge anti-LGBTQ comments**
If friends or colleagues engage in discriminatory talk, let them know that you don't share their beliefs or their sense of humour. By doing so, you'll encourage others to think, talk and act in a way that will create a more welcoming, respectful and inclusive environment.
- **Join the Positive Space Campaign**
Sign up for a workshop and become a Positive Space on campus. See www.brocku.ca/positivespace or contact us at positivespace@brocku.ca for more information.

Brock's Positive Space Campaign operates out of the Office of Human Rights and Equity Services. It was created with support from the Office of the President, Student Services, Brock University Students Union, Department of Residences, OPIRG Brock and CUPE 4207.

SUPPORTING RESOURCES

On Campus: St. Catharines

Brock Pride

brockpride@hotmail.com
<http://groups.myspace.com/brockpride>

Office of Human Rights and Equity Services

905-688-5550 ext. 5657

www.brocku.ca/humanrights

Student Health Services

905-688-5550 ext. 3243

www.brocku.ca/healthservices

Personal Counselling Services

905-688-5550 ext. 4750

www.brocku.ca/sdc/counselling

St. Catharines and Niagara Region

Rainbow Youth Niagara - Niagara Pride

Support Services

905-380-4576

www.niagarapride.com

Transgendered of Niagara

905-359-4486

www.transgenderedofniagara.com

PFLAG- St. Catharines Chapter

905-934-9933 or 905-937-0202

www.pflagcanada.ca/stcatharines.html

PFLAG- Niagara Falls Chapter

905-658-1832

www.pflagcanada.ca/niagara.html

Lesbian Gay Bi Trans Youth Line

Confidential and toll free peer-support
1-800-268-9688 (Sunday to Friday, 4:00 pm-9:30 pm)

www.youthline.ca

Trans Parent Canada

www.transparentcanada.ca
trans-parent@hotmail.com or 905-401-1044

OUTniagara

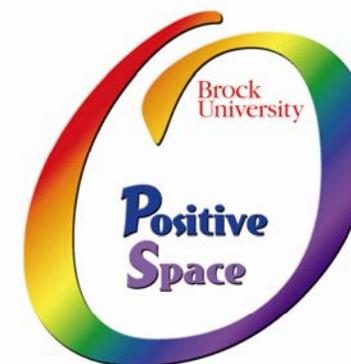
905-688-3992

www.outniagara.ca



BROCK UNIVERSITY'S POSTIVE SPACE CAMPAIGN

LESBIAN GAY BI TRANS TWO-SPIRITED QUEER QUESTIONING



What is Positive Space?

A Positive Space is a person who creates an environment where individuals feel welcome and comfortable in expressing their sexual and gender identities. At Brock, all students, staff and faculty are encouraged and invited to attend a Positive Space workshop to learn about the issues and earn their Positive Space designation (postcard and/or button) to display in their work or living space on campus.

What is the Positive Space Campaign?

The Positive Space Campaign at Brock is an initiative intended to raise the visibility and number of respectful, supportive, educational and welcoming spaces for lesbian, gay, bi, trans, two-spirited, queer and questioning (LGBTQ) students, staff and faculty through the dissemination of postcards and buttons indicating Positive Space.

What is the purpose of this campaign?

The Positive Space Campaign is intended to help create a campus that is free of discrimination on the basis of sexual and gender identities. It aims to foster a welcoming atmosphere on campus for people of all sexual orientations and gender identities by identifying spaces where sexual and gender diversity is supported and valued. This campaign is a reflection of Brock's commitment to creating a respectful work and learning environment that is inclusive and celebrates diversity.

Why single out this among other 'equity' issues?

There are a variety of equity issues that call out for public discussion and political support. One distinctive result of marginalization based on sexual and gender identities is that many lesbian, gay, bi, trans and queer people remain closeted. They grow up in an environment hostile to LGBTQ issues unless given a strong indication to the contrary. In

other words, the way that LGBTQ people are marginalized makes this kind of campaign – focusing on visibility – an appropriate response.

Do I assume that people who do not display "Positive Space" postcards or buttons are not positively disposed to sexual and gender diversity?

No. Some people within the university may not have heard of the campaign or may not have been available for a workshop. Others may be aware and supportive of the campaign, but may not have control over what is posted in their office space. Others may be supportive, but not yet comfortable or assured in speaking out on these issues. Still others may simply not be in the habit of putting postcards on their doors or buttons on their clothing.

If I display a postcard or button, does that mean I should be ready to offer counseling and advice?

No. Displaying a postcard or button means that you are supportive of these issues and have some knowledge about them, but it does not mean that you should be prepared to offer counseling. If a situation arises in which you feel the person who has approached you needs more advice or assistance than you are able and willing to give, you should refer that person to one of the other resources on or off campus. Most people, whether they are LGBTQ or not, will not be looking for counseling. They will just want a supportive, affirmative person to talk with.

Will displaying a postcard or button make people think I'm LGBTQ?

One of the goals of this campaign is to make that question irrelevant. Straight people are being encouraged to become allies and take up these issues alongside members of the LGBTQ communities, and they are doing so in greater and

more visible numbers. True, some people still assume that those who talk supportively of sexual and gender diversity are themselves lesbian, gay, bi, trans, two-spirited, queer or questioning. This is often not the case. Also, this campaign asks people to think about why such labels make people uneasy. Being thought of as "different" is still a big deal for many, evoking discomfort and fear. The Positive Space Campaign wants to challenge that. This campaign is for everyone who is, or wants to be, LGBTQ positive.

What is this campaign *not* intended to do?

It is *not* intended to establish a counseling network in the university beyond that which already exists. It is *not* intended to embarrass people into declaring that they are LGBTQ positive. It is *not* intended to encourage finger pointing at those who do not become part of the campaign. It is *not* intended to suggest that those who are part of the campaign are themselves LGBTQ.

I already have a lot of experience with these issues. Do I have to attend a workshop to get a postcard/button?

Yes. Everyone who wishes to get a postcard or button must attend a workshop. There are people on campus who likely don't need this training or don't have time to attend a workshop, but the Committee that developed the Positive Space Campaign felt that attendance was important for a number of reasons. Although the training is short and thus cannot be comprehensive, it is one way that we can ensure that all those associated with the campaign have at least a basic understanding of some of the key issues addressed by the Campaign. Those people who are already well versed in these issues will have lots to contribute and will be an asset to fellow participants. The workshops are also opportunities to meet and network with others.