



Plenary Panel #1 / Séance plénière 1

Diversity as a Catalyst for Innovation: Considering How LGBTQ2 Perspectives Strengthen Research and Innovation

La diversité en tant que catalyseur de l'innovation : réflexion sur la façon dont les perspectives des communautés LGBTQ2AB renforcent la recherche et l'innovation



Kei Koizumi

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Science



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Understanding the History of Indigenous LGBTQ/Two-Spirit People in Canada

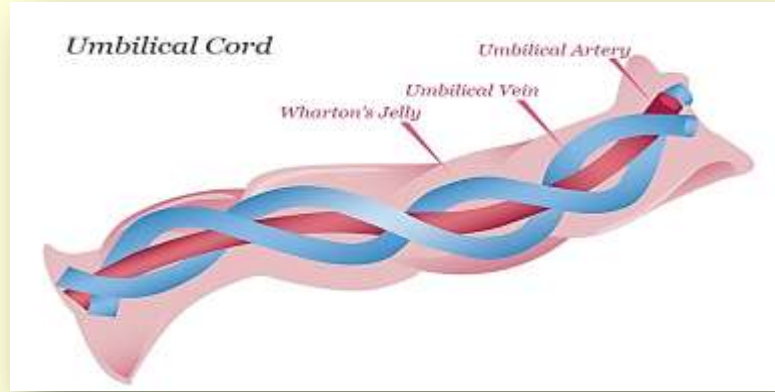


Two Spirited People of Manitoba Inc.

www.twospiritmanitoba.ca

At birth, each child has a...

- Purpose
- Role
- Destiny



Possesses a divine gift..



Navajo Cultural Constructions of Gender & Sexuality

Dr. Wesley Thomas, 1997

Man

Feminine Man

Nadleeh (Transforming One)

Masculine Woman

Woman

Jacobs, Sue-Ellen, Wesley Thomas, and Sabine Lang. "Navajo Cultural Constructions of Gender and Sexuality." In **Two-spirit People: Native American Gender Identity, Sexuality, and Spirituality**, 156-73. Urbana: University of Illinois Press, 1997.

COLONIZATION

Until we conceive God as a female, women will not have that power to be treated with respect . . . The difference between Indian people and white people is that one is patriarchal in structure . . . In the Cree language, there's no gender. The world isn't divided into that kind of gendered hierarchy. But along the road in history, God as man met God as woman and raped her.

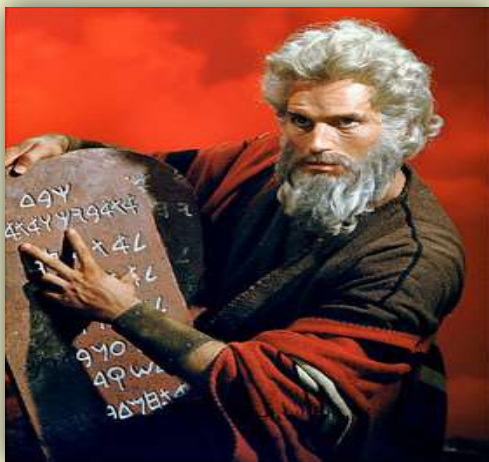
Tomson Highway, 1989

Indian Act, 1876

www.two-spirits.ca

Residential Schools, 1892

God as White Man



Pope Saint Pius V (1504 - 1572)

www.twospiritmanitoba.ca

God as Woman?





www.twospiritmanitoba.ca

Transgender Third Being



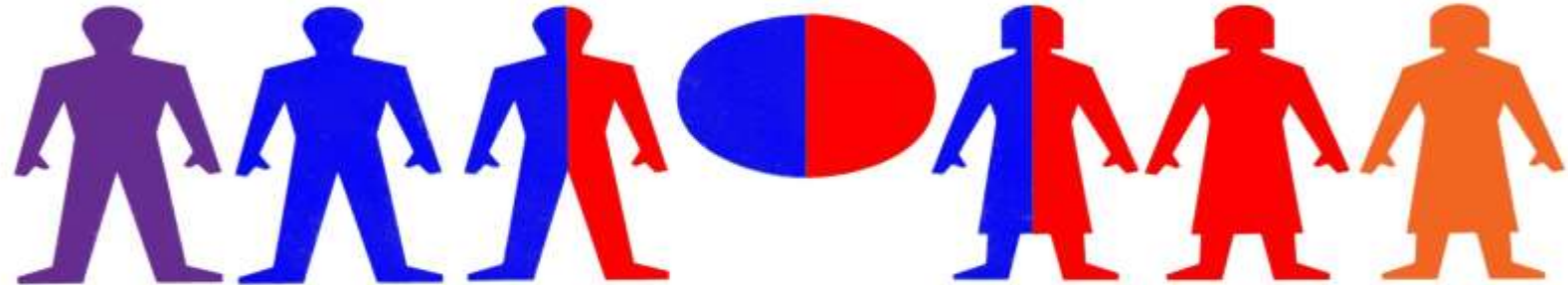
Jack Saddleback, Alberta



Spirit Wildcat

DIVERSITY OF SEX / GENDER ROLES

MALE.....FEMALE
SPERM.....OVUM
SUN.....MOON



Ultra Male Parental Male Two-Spirited Male Two-Spirited Female Parental Female Ultra Female

Heterosexual
(Straight)

Warrior
Soldier
Adam

Heterosexual
(Straight)

Father

Homosexual, (Gay)
Bisexual, Transgender

Lesbian, Bisexual
Transgender

Heterosexual
(Straight)

Mother

Heterosexual
(Straight)

Goddess
Model
Eve

Design & Concept by Albert McLeod, 1997

DIVERSITY OF SEX / GENDER ROLES



Ultra Male

Heterosexual
(Straight)

Warrior
Soldier
Adam

.....**Ultra Female**

Heterosexual
(Straight)

Goddess
Model
Eve

Design & Concept by Albert McLeod, 1997

We'wha (1849–1896)

Zuni, New Mexico

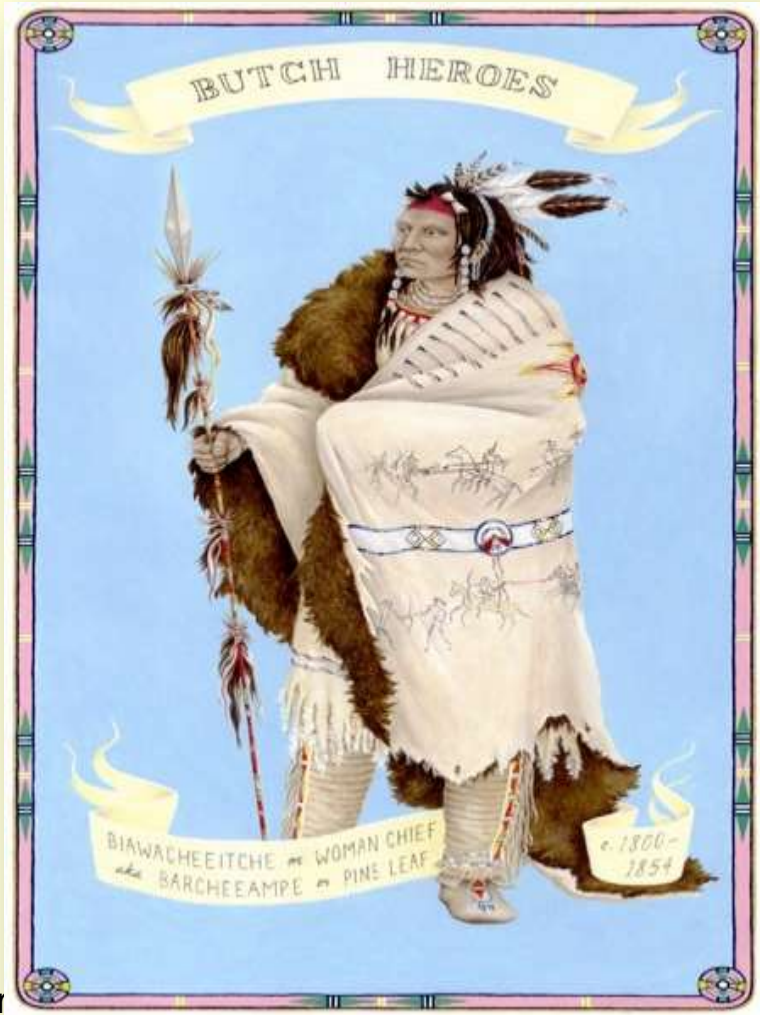


We'wha was the most famous *lhamana*, a traditional Zuni gender role. Lhamana lived as women, wearing a mixture of women's and men's clothing and doing a great deal of women's work as well as serving as mediators.

Woman Chief Barcheeampe

c. 1800 - 1854

Apsáalooke Nation



SPIRIT - NAMING



TWO SPIRIT RIGHTS are HUMAN RIGHTS

“Recognize the role of Two Spirit (gay, lesbian, bisexual and transgender) First Nations’ peoples. The solution [to discrimination] is to educate people on the traditionally respected role that Two-Spirit First Nations’ peoples played in most communities, and to thus remove the stigma that has been associated with this group.”

Assembly of First Nations - HIV/AIDS Action Plan 2001

Jarrica One Feather

Oglala Lakota





**Two-Spirits
Indigenous LGBTQ**



**You are
not
alone. Reach out.**

Klinic Crisis Line 204-786-6686 1-888-322-3019 TTY 204-784-4097
Klinic Sexual Assault Crisis Line 204-786-8631 1-888-292-7565 TTY 204-784-4097
Manitoba Suicide Line 1-877-435-7170 • Kids Help Phone 1-800-668-6868
Mobile Crisis Service 204-940-1781 • Crisis Stabilization Unit 204-940-3633
Youth Mobile Crisis Team 204-949-4777 • McDonald Youth Services 1-888-383-2776
Rainbow Resource Centre 204-474-0212 www.rainbowresourcecentre.org
Two-Spirited People of Manitoba www.twospiritmanitoba.ca

Funding provided by the Winnipeg Regional Health Authority



www.twospiritmanitoba.ca

8 Teachings of Two-Spirit People

SPIRITUALITY: Two-Spirit people are one of the conduits between the physical world and the spiritual world, and can open doors to healing.

BELONGING: Two-Spirit people are worthy of love, respect and safety. Two-Spirit people carry the responsibility to give love, respect and safety to everyone.

VISIONING: Two-Spirit people see and acknowledge the impact of harmful colonial constructs and work to challenge them within the Two-Spirit community and beyond. The vision and voice of Two-Spirit people must be recognized and integrated into Indigenous leadership structures to ensure inclusive, equitable and fair access to resources and entitlements.

TRANSFORMING: Two-Spirit people promote non-discrimination and acceptance by dismantling harmful colonial concepts of gender and sexuality and advocate for contemporary approaches to non-discrimination.

EQUALITY: Two-Spirit people challenge race, gender, and sex-based privilege within the Two-Spirit collective and the broader community

STRENGTH: Two-Spirit people are assets to their families and communities because of their role, purpose, gifts and abilities.

SEXUALITY: Two-Spirit people are sex-positive and believe that relationships, however they are constructed, are enhanced by the celebration of sex.

ADVOCACY: Two-Spirit people stand in solidarity with other equity-seeking groups and will assist or support these groups in their advocacy struggles.

“The strength of a culture is not defined by what it can repel, but by what it can absorb.”

Roger Roulette, 2007

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www.twospiritmanitoba.ca**



EngiQueers Canada & The McMaster EngiQueers

Presented by: Vanessa Raponi
NSERC Gender Summit 11
Montreal, QC
Monday, November 6

Agenda

- Meet Vanessa Raponi
- McMaster EngiQueers Case Study
 - Background
 - Progression
 - Comments
- EngiQueers Canada Introduction
 - Goals
 - What we've accomplished
 - Where we're going





Meet Your Presenter - Vanessa Raponi

Aspiring Process Improvement P.Eng. :)

Final year Materials Engineering & Management at McMaster University

28 months of full-time co-op experience

- Bombardier Aerospace - Toronto, ON - (4 months)
- Grenoble Institute of Technology - Grenoble, France - (4 months)
- PepsiCo Foods Canada - Peterborough, ON - (4 months)
- PepsiCo Beverages Canada - Vancouver, BC - (8 months)
- Engineers of Tomorrow - Toronto, ON - (8 months)

Founder & President of EngiQueers Canada & McMaster EngiQueers



Hobbies: triathlons, bullet journalling, Harry Potter

McMaster EngiQueers



In the Beginning... (for me)



The Songbook & The Investigation (Jan 2014)

McMaster student group suspended over 'sexist, violent, degrading' songbook

'The material is highly repugnant,' says university official David Wilkinson

By Julia Chapman and Cory Rol, CBC News | Posted: Jan 23, 2014 12:49 PM ET | Last Updated: Jan 24, 2014 12:29 PM ET



Members of the McMaster Redsuits march in the Hamilton Santa Claus Parade last November. The engineering student group has been banned from campus activities. (Facebook)

MACLEAN'S



AUTHORS ▾

WATCH OUR VIDEOS

EDUCATION HUB

OUR ARCHIVES

THE CANADA PROJECT

CONTACT US

McMaster suspends engineering group over songbook

Redsuits material deemed "sexist, violent and degrading."

Top Hamilton Headlines

- Multi-storey go-kart racetrack 'on steroids' almost finished in Niagara Falls

SAGM (March 2014)

Our Goal



To motivate and promote the unique diversity within McMaster Engineering, specifically focusing on those within the Lesbian, Gay, Bisexual, Trans and Queer (LGBTQ) community.*

The inclusion of ally support will be openly accepted and encouraged.

EngiQueers (McMaster)



Introducing...



**The
McMaster
EngiQueers**

300 Unanimous “Yes!” Votes

Year 1 (2014-2015)

McMaster marched in the World Pride Parade in Toronto, ON



EngiQueers marched in the annual McMaster Pride March on campus

Hosted a Valentine's Campaign; Engineering Presidents & Welcome Week Planners participated



Year 2 (2015-2016)

Even bigger Toronto Pride Parade presence; McMaster EQ hosting Ontario-wide representation; Rain or Shine!



Hosted the first “Diversity in Engineering” panel with the Black Engineers & Women in Engineering Societies

Valentine’s Campaign now a Charity event, President’s and Welcome Week Planners continue involvement



Year 3 (2016-2017)

Start establishing ourselves as a resource on campus; delivering trainings and workshops to engineering students & fraternities about inclusivity & sexuality



“Diversity in Engineering” panel with the Black Engineers & Women in Engineering Societies becomes a new staple

Dean & Faculty now participate in Valentine’s shoot in addition to engineering student leaders; photobooth raises \$800 for Canadian AIDS Society



Just for fun! Social Events



Keep the excitement alive with Drag Shows and Pride Pubs with local talent and venues



Community building through low-key monthly board game + cookie nights





Year 4 (2017-2018)

Passed on the torch to a new Executive team and President - playing an Advisory role.

Focus:
Organizational Sustainability.



EngiQueers Canada



EngiQueers Canada

- Overarching goal of improving the state of diversity & inclusion in the Profession of Engineering in Canada
- Registered Canadian Not-for-Profit Corporation
- Governing body for LGBTQ+ Engineering organizations in Canada that focus primarily on:
 - Social Connection
 - Advocacy & Education
 - Professional Development
- 32 Chapters in 9 Provinces
- Forming partnerships:
CFES, ECL, EWB, GetREAL, OSPE, EngCan



Western Schools

- UBC Gears & Queers
- UBCO EngiQueers
- UNBC EngiQueers*
- UVic Leadership Through Diversity
- SFU Burnaby & Surrey Campuses*
- UofA Diversity in Engineering
- UofC Queers in Engineering Science and Technology (QUEST)*
- UofR Queers in Engineering Science and Technology (QUEST)*
- UManitoba EngiQueers*
- UofS Engineering Society*

Québec/Ottawa Schools

- Intégrale ÈTS
- PolyOUT (Polytechnique Montréal)
- Queer Engineer McGill
- Queer Engineer Concordia
- Carleton University EngiQueering Club (CUEC)
- UOttawa EngiQueers

Eastern Schools

- UNB EngiQueers*
- Dalhousie EngiQueers*
- UPEI EngiQueers*
- Moncton EngiQueers*

Ontario Schools

- UofT Queer Sphere
- Ryerson EngOUT
- Lakehead Engineering Society*
- Laurentian EngiQueers
- McMaster EngiQueers
- Western EngiQueers
- Waterloo EngiQueers (A & B)
- Queen's EngiQueers
- Windsor Women in Engineering
- York EngiQueers*
- UoGuelph EngiQueers*
- UOIT EngiQueers*



EngiQueers Canada
Chapter Network
(established & *forming)



In-Person Exec Meetings



Conferences (2017-2018)

- EWB President's Meeting (Toronto, ON)
- CFES President's Meeting (Vancouver, BC)
- Engineering Change Lab (Calgary, AB)
- NSERC Gender Summit (Montreal, QC)
- CFES Conference on Diversity in Engineering (Hamilton, ON)
- CREIQ Meeting (Montreal, QC)
- ONWiE Summit (Waterloo, ON)
- CFES Congress (Halifax, NS)
- EWB National Conference (Hamilton, ON)
- CCWESTT Conference (Edmonton, AB)



Partnerships in Development



Thank you for having
me today!

